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IN THIS ISSUE:

**Hours and
Working**

**Conditions in the
Manufacturing
Industries of Five
Canadian Cities**

October, 1950



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by Collective Agreements in Canada,
1946, by Industry
- No. 7—Extent of Collective Bargaining
between Unions and Employers'
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by Collective Agreements in Canada,
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- No. 9—Numbers of Workers Affected
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1948, by Industry
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THE LABOUR GAZETTE

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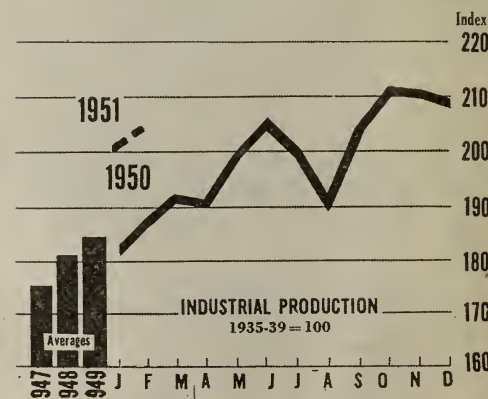
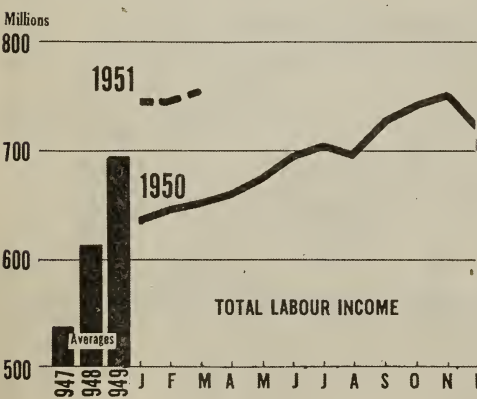
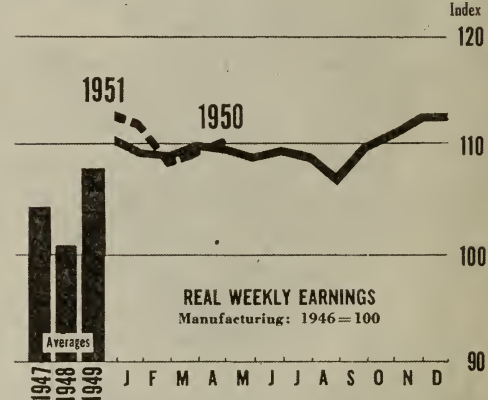
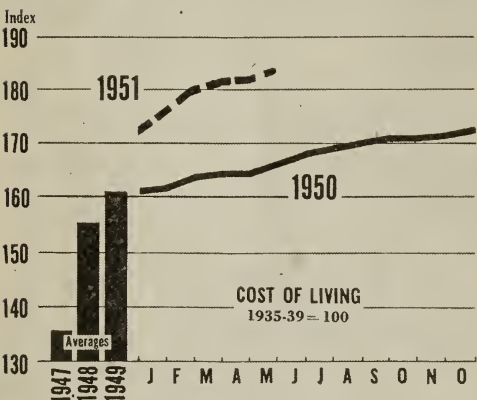
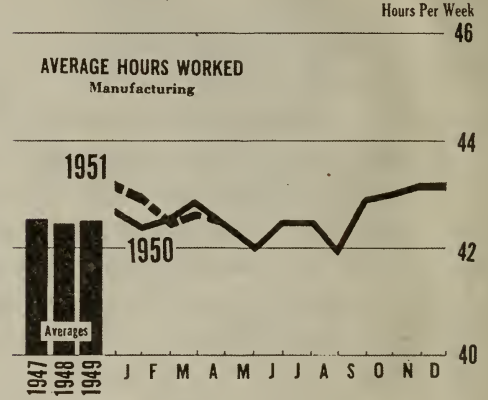
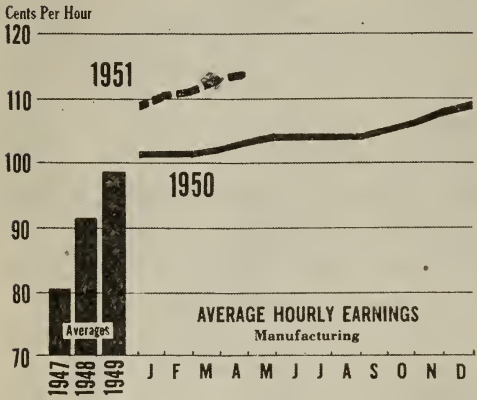
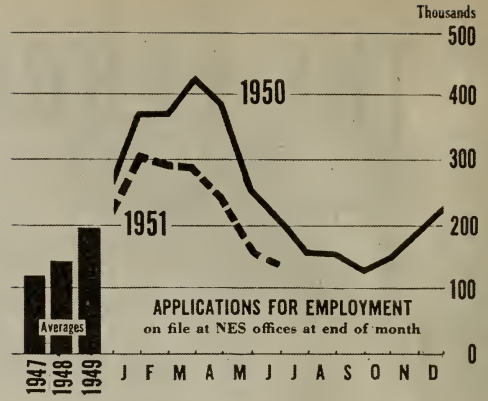
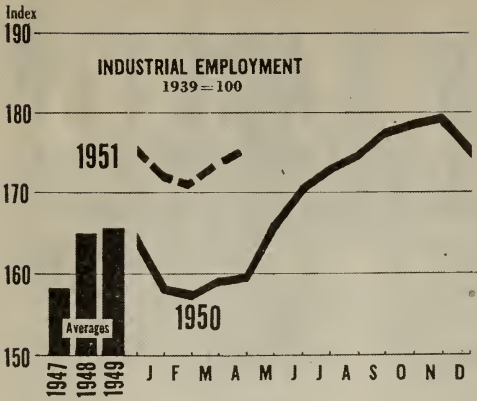
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

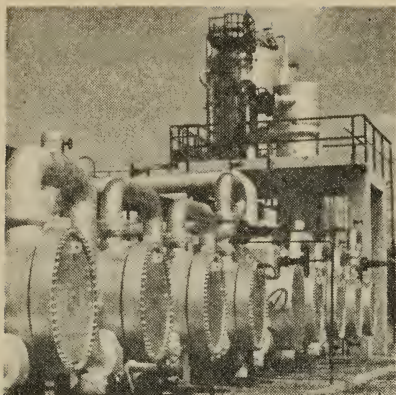
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CURRENT LABOUR CONDITIONS

This article summarizes the latest employment and labour information available at July 9, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

BY JUNE, it seemed clear that the Canadian economy had reached a new stage in the current preparedness program. The stimulus resulting from consumer spending and industrial construction in anticipation of possible shortages or price rises had slackened off and a different, although equally strong, demand pattern was developing. To a growing extent, labour requirements were being concentrated in the basic industries and the secondary manufacturing groups associated with them; in a construction program of even larger volume than the record year 1950; in the iron and steel using industries producing capital goods; and in a defence program which was just getting into production after a necessary time lag.

With this condition of strong labour demand, employment was at the highest point ever recorded. The general index of employment at April 1 was 173.3 (1939=100), 9 per cent above the figure at the same date in 1950. Unemployment was correspondingly low and the number of applications for employment on file with the National Employment Service dropped to 136,000 at June 21 from a winter peak of 304,000. Job vacancies registered in June reached 66,000, about 60 per cent higher than in the same month last year.

In the three main primary industries—agriculture, logging and mining—some difficulties were experienced in the early summer in obtaining workers, although for different reasons in each case. Farm labour requirements were about the same as last year but the available supply of workers was reduced by the pull of alternative employment opportunities. In response to a situation of potential labour shortage, wage rates in agriculture have shown a marked rise. In May, the Canada average monthly wage, with board, was about \$95, some \$10 higher than that one year earlier. Loggers were in short supply both for seasonal work in British Columbia and for the unusually heavy summer cut planned in the east. In the latter region, the movement of farmers back to agriculture, relatively unattractive working conditions in the woods during the early summer, and competition from other industries for the same pool of workers, all limited expansion but the number at work in the woods was estimated at 70 per cent above last year's levels. Mining employment in the past year has shown advances in the oil and base metal groups but declines in coal and gold mining. In aggregate, employment had increased by 12 per cent in the year ending April 1, 1951 in spite of the scarcity of men experienced in underground work.

Some readjustments in the manufacturing labour market were evident in June. Lay-offs and short-time work increased as a result of reduced sales, government anti-inflation measures and shortages of materials. These were chiefly in the consumer durable industries in Ontario and Quebec,

such as automobile and electrical appliance plants. In the textile industries, short time work became increasingly widespread in the early summer, partly due to seasonal factors.

A series of lay-offs took place in the automobile and parts industry during May and June, chiefly due to hold-ups in parts deliveries and lower sales volumes. Five major assembly firms and seven parts plants were affected. While most of the lay-offs were of short duration, only two or three days, there is some indication that production will be carried on at a lower level in the latter part of the year. Employment in the industry, including both assembly and parts plants, were reported at 57,000 at April 1, an increase of approximately 12,000 in the previous twelve months.

A drop in residential building and in some types of commercial and industrial construction planned for the 1951 season has been more than offset by other large-scale investment programs in the engineering, resource development and defence construction fields. Contracts awarded in the first six months of 1951 totalled \$1,178,000,000, more than double the figure in the same period last year. In part, this increase in value represents the sharp advance in construction costs, but the physical volume of work planned is also higher and a larger labour force will be needed. Data on employment at April 1 indicates an increase in the working force in this industry, the index at that date being 141.5 (1939=100), as against 134.1 one year earlier. The labour supply available was generally adequate up until June but scarcities were expected to develop as the season progressed.

The extent of the demands which defence production and military requirements will make on the Canadian labour force had become increasingly clear by June. In industries engaged directly in defence work, a sharp employment rise has occurred although the number of workers taken on was not large in terms of the total labour force. In the aircraft, shipbuilding and chemical industries which embrace a large part of the total program, employment increased from 68,000 to 80,000 in the year ending April 1.

Canada's armed forces now total 80,000 men, it was announced by Defence Minister Claxton during June. The total a year ago was 47,000. In addition, some 31,000 civilians are employed in national defence work.

On the supply side, additions to the labour force through immigration were much heavier in the first half of this year. Up to May 31, a total of 60,000 persons had been admitted to Canada, double the figure in the same period last year. About 34,000 of this total were classified as "workers". Nearly 10,000 of these are for farming work; 8,000 were classified as skilled workers; 8,000 as unskilled and semi-skilled workers; and 2,000 as domestic workers. This reflects in part the channelling of immigrants into areas of shortages, such as farming and domestic work, through the organized immigration movements arranged by the Department of Labour in co-operation with the Department of Citizenship and Immigration.

IN BRIEF

The cost-of-living index increased from 182.0 to 184.1 (1935-9=100) during May. Approximately two-thirds of this increase was contributed by higher food prices. . . . The value of Canada's retail trade in April was estimated at \$817,000,000 as compared to \$719,000,000 in the corresponding month last year. Motor vehicle sales reached an all-time high of \$167,000,000, a rise of 48 per cent over April, 1950. . . . Wholesale prices in May showed a downward trend for the first time since October. . . . The value of domestic exports in May showed a rise to \$323,000,000 from \$287,000,000 in May, 1950. Exports to the United States rose in value while those to the United Kingdom declined slightly. . . . The value of inventories held by Canadian manufacturers continued to rise in April, the D.B.S. index number reaching 161.8 per cent of the 1947 value.

CURRENT LABOUR STATISTICS

(Latest available statistics as of July 10, 1951)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Mar. 3	5,172,000	—	+1.3
Persons with jobs (a).....	Mar. 3	5,000,000	—	+4.3
Persons without jobs and seeking work (a).....	Mar. 3	172,000	—	-44.9
Registered for work, N.E.S.				
Atlantic Region.....	June 28	20,037	-23.4	-50.6
Quebec Region.....	June 28	39,865	-15.5	-36.2
Ontario Region.....	June 28	39,771	+9.9	-17.5
Prairie Region.....	June 28	17,761	-15.1	-37.3
Pacific Region.....	June 28	22,336	+8.3	-10.9
Total, all regions.....	June 28	139,770	-7.5	-31.7
Ordinary claims for Unemployment Insurance				
Benefit.....	June 1	88,897	-35.0	-39.3
Amount of benefit payments.....	May	\$5,660,431	-26.3	-41.0
Index of employment (1939=100).....	May 1	175.2	+1.1	+9.7
Immigration.....	April	14,188	+19.6	+82.4 (b)
Industrial Relations—				
Strikes and lockouts—days lost.....	June	128,150	—	+41.5 (b)
No. of workers involved.....	June	13,641	—	+106.3 (b)
No. of strikes.....	June	52	—	+67.5 (b)
Earnings and Income—				
Average weekly wages and salaries.....	May 1	\$49.17	+1.5	+9.6
Average hourly earnings (mfg.).....	May 1	\$1.14	+1.2	+11.3
Average hours worked per week (mfg.).....	May 1	42.5	+0.2	+0.2
Average weekly earnings (mfg.).....	May 1	\$48.49	+1.5	+11.6
Cost of living index (av. 1935-39=100).....	June 1	184.1	+1.2	+11.3
Real weekly earnings (mfg. Av. 1946=100).....	May 1	110.3	+1.4	+0.6
Total labour income (c).....	March	\$758,000,000	+2.3	+16.6
Industrial Production—				
Total (Av. 1935-39=100).....	April	218.4	+0.6	+14.5
Manufacturing.....	April	228.5	+0.3	+14.7
Non-durables.....	April	199.9	+1.3	+8.1
Durables.....	April	277.5	-1.0	+24.1
Trade				
Retail trade.....	April	\$817,400,000	+0.4	+13.7
Exports.....	May	\$323,400,000	+9.6	+12.7
Imports.....	May	\$407,400,000	+3.7	+40.4

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

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

(c) Revised Series.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

UIC hearing re proposed coverage of hospital employees

Representatives of hospitals and charitable institutions and organized labour appeared before the Unemployment Insurance Commission on May 16, to present their views on the proposal to extend the coverage of unemployment insurance to certain categories of employees in hospitals and charitable institutions.

The proposal is designed to give coverage to maintenance and office employees of these institutions, similar to that which they would have if employed in industry (L.G., May, 1951, p. 629). The Unemployment Insurance Act at present permits a hospital or charitable institution to voluntarily elect to insure any group or class of its employees; to date only a small percentage of employees have been insured under this provision. The proposal does not affect medical, nursing or technical staff.

Attending the hearing were representatives of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian Hospital Council, and the Canadian Red Cross Society.

The hospitals, while sympathetic, opposed the proposal on financial grounds. It was pointed out fifty per cent of hospital patients received hospital services at less than cost, and extension of coverage to the classes indicated would mean an added financial load for the paying patients to bear. They saw no way of meeting the additional expense involved other than by passing it on to the patients, who are already finding it increasingly difficult to meet the costs of hospitalization, or else by curtailing their services.

Speaking on behalf of the Canadian Red Cross, the Society's representative stated that the proposal, if carried out, would result in a cost of approximately \$25,000 a year to his organization, and he was apprehensive that if administration costs of the organization increased to any extent the public might be less inclined to support the Society. He suggested the exclusion of administrative and clerical staff from the proposal.

The trade unions were strongly in favour of extending the coverage as proposed. They were of the view that all employees should be entitled to benefit under the Act, and that any existing discriminations should be removed. The employees who would be covered by the proposed extension are in the lower wage bracket, it was pointed out, and turnover among them is high. The unions therefore, felt, that it was important that these employees should not have to suffer interruption or loss of unemployment benefit because they are employed in hospitals or charitable institutions, when in similar occupations elsewhere they would normally be covered.

It was argued that Canadian hospitals receive financial assistance from the federal, provincial and municipal governments, and special grants for indigent patients, and that if this assistance is insufficient, the appeal should be to the governments concerned, and should not be a cause for refusing to allow insurance coverage to hospital employees.

V. C. Phelan awarded Citation of Merit

Meeting in convention at Rapid City, South Dakota, the International Association of Public Employment Services, awarded its "Citation of Merit" to Mr. V. C. Phelan, Director of the Canada Branch of the International Labour Office.

The "Citation of Merit" is awarded annually to one Canadian and one American for outstanding contribution in the field of public employment service development and administration. Canadian winner of the award in 1950 was Dr. A. MacNamara, Deputy Minister of Labour (L.G., July, 1950, p. 986).

The citation to Mr. Phelan reads as follows:—

V. C. Phelan, Director, Canadian Branch of the International Labour Organization, Humanitarian, Distinguished Citizen and Devoted Public Servant.

Advocate for enlarging the opportunities of useful work for all and for minimizing the hazards of unemployment to wage-earners and to society;

Pioneer in planning and building a system of Unemployment Insurance and National Employment Offices in Canada;

Whose knowledge, devoted spirit and unique abilities, in serving to strengthen the forces of democracy,

are recognized with appreciation by the International Association of Public Employment Services at its 38th Annual Convention in Rapid City, South Dakota, June 6, 1951.

The Association's 1951 Citation for similar contribution in the United States was presented to Mr. Harry S. Truman, President of the United States.

TLC-CCL statement on international affairs

The Trades and Labour Congress and the Canadian Congress of Labour, recently released a joint statement outlining the objectives and aims of the two organizations in international affairs.

The Congresses said "the triumph of freedom over dictatorship can be achieved through the uncompromising resistance of the free trade union movement against those totalitarian movements which seek its destruction." They also pointed to the leading role played by the ICFTU in the "resistance against Communism and other forms of dictatorship."

The statement said in part:—

We believe that, if the threat to world peace is to be overcome without a catastrophic global war, the free trade unions will necessarily have to play an increasingly meaningful role in enlisting the forces of freedom in a crusade which will mean social betterment for underprivileged peoples in lands where hunger and exploitation still thrive. It will mean that the aims and objectives of free trade unionism here in Canada will necessarily have to be better understood in the councils of government.

The two organizations pledged themselves to strengthen the ICFTU in every manner possible, so as to ensure the final triumph of democracy over dictatorship, social justice over exploitation, and freedom over slavery.

University of Toronto Institute of Business Administration

The Institute of Business Administration of the University of Toronto, has released a brochure describing the work and scope of the Institute.

The Institute in its present organizational form was established in July, 1950. An Institute of Industrial Relations had been established in 1946 whose "functions were to promote the study of industrial relations in the widest sense . . . to promote research, and to develop contacts with business and union leaders."

The new Institute has carried on this part of the program, and has extended activities into new fields.

These activities include: courses for people in business and public life; conferences on the problems of small business; trade union administration; research in human relations, industrial relations, and business administration.

One of the important services offered by the Institute is assistance to trade unions in conducting educational programs concerned with problems of union administration and policy. Describing this work, the brochure says:—

It now seems clear that the present Institute of Business Administration might serve a useful function by providing opportunities (1) for the training of trade union leaders in problems of administration; (2) for the education of trade union members in the social and economic problems of an industrial community; and (3) for trade union personnel to discuss their problems with students and faculty members, and with representatives of management.

In connection with this program, the Institute is developing plans to work with two union groups, The Amalgamated Clothing Workers, and the Canadian Brotherhood of Railway Engineers and Other Transport Workers, in the field of trade union education.

In addition to these specific programs, group conferences have been held on many topics including human problems in industry, administration of collective agreements, and adjustment counselling.

Thomas Cantrill honoured on retirement

After 32 years of service with the Department of Labour, Mr. Thomas Cantrill has retired. At the time of his leaving he held the position of Assistant Accountant in the Annuities Branch.

Officers and colleagues of the Department took the occasion to express their esteem and presented Mr. Cantrill with a radio and phonograph. The presentation ceremony took place on May 17 at the Annuities Branch. Among those participating were the Hon. Milton F. Gregg, Minister of Labour, who made the presentation, Mr. A. MacNamara, Deputy Minister of Labour, Mr. C. R. McCord, Director of Annuities, and Mr. E. J. Grimes, Accountant, Annuities Branch. Mrs. Cantrill was the recipient of a bouquet of roses.

Mr. Cantrill joined the staff of the Department of Labour after serving in France with the Canadian First Division (Red Chevron). On his return from overseas, he joined the Department of

Labour and was employed in the office of the Deputy Minister. In 1927, he transferred to the Annuities Branch.

During his long connection with the Department of Labour, Mr. Cantrill has earned the respect of all by his conscientious devotion to duty, his dependability, and in his dealings with other members of the staff.

Calendar reform endorsed by Labour

Representations respecting the adoption of the World Calendar have recently been made to the Federal Government by the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour, which together represent more than 83.5 per cent of Canadian organized labour.

In Canada, the new calendar plan as proposed by the World Calendar Association—an international organization, with an active Canadian branch—has the endorsement of such bodies as the Canadian Manufacturers' Association, the Canadian Retail Federation, various local Chambers of Commerce and Boards of Trade. The Canadian railways have signified that the plan is acceptable to them.

Internationally, the Association reports, the World Calendar has been approved by business, scientific and professional organizations, and by churchmen of almost all faiths, and is supported by member nations of the United Nations.

Replacement of the present Gregorian calendar, with its irregularities, by a reformed calendar is the objective of the Association. The complications in our present calendar, the Association explains, stem mainly from the fact that a year of 52 weeks occupies only 364 days, while the calendar must accommodate a 365-day year in ordinary years and 366 days in leap years. These extra days keep the dates in constant revolution through the days of the week.

The proposed World Calendar retains the structure of the present calendar, but is uniform from year to year. Every date falls always on the same day of the week, even in leap years, and the four quarters are identical in all respects. The first month of each quarter has 31 days, the other two months 30 days each, while each quarter starts on a Sunday and ends on a Saturday. Every month in the year has the same number of working days.

Labour income in January and February

Estimates of Labour Income, a bulletin published by the Dominion Bureau of Statistics, indicates that wages, salaries and supplementary labour income in Canada totalled \$741 million in both January and February, 1951—an increase of \$20 million or 2.8 per cent over the level of December, 1950. Salary and wage increases were largely responsible for this change, the bulletin states, since employment fell off slightly during the period.

In addition to the estimates for January and February, 1951, the bulletin provides revised monthly figures for 1949 and 1950 and new averages for the years from 1938 to 1948. "Improved and expanded source materials have made possible corresponding improvements in these estimates and at a later date revised monthly estimates of labour income for 1946 to 1948, inclusive, will be published, along with new annual estimates for the years 1926 to 1950. Estimates for Newfoundland will be inaugurated at the same time."

Trainmen and railway operators reach agreement in U.S.

Late in May, the Brotherhood of Railroad Trainmen, and the United States railways reached a settlement of their 26-month dispute. Press reports said that the settlement was based on five main provisions:—

A wage increase of 33 cents an hour, or \$2.64 a day, for yard workers.

A wage increase of 18.5 cents an hour, or \$1.48 a day, for roadmen.

Establishment of the forty-hour week in principle for yardmen. However, it is set aside until January 1, 1952, because of the present emergency and manpower shortages.

An escalator clause geared to living costs.

A three-year moratorium, dated October 1, 1950, on proposals for changes in wages and rules.

The agreement was based on a memorandum of agreement drawn up in December, 1950, and rejected at that time by the Brotherhood of Railway Trainmen and three other operating brotherhoods.

The new agreement is reported to have settled all points of difference between the railways and their employees except two. These two points are: pay for coupling and uncoupling hose; and the rate of pay to road service employees performing more than one class of service on a single trip.

The agreement provided that these points would be submitted to a referee appointed by President Truman.

The settlement also provided for a reduction in the basic hours of dining car stewards from 225 to 205 a month with no decrease in pay. In addition the stewards received a wage increase of \$34.42 a month.

First report on U.S. defence mobilization program The first quarterly report of the Director of Defence Mobilization for the United States, Charles E. Wilson, has recently been released.

The report, entitled *Building America's Might*, tells of the progress made in mobilizing America's military strength and productive power. The report also deals with American participation with other nations "in building collective strength for purposes of mutual defence."

Discussing the problems of manpower resources, Mr. Wilson warned that any wasting of these resources "could become the limiting factor in production and in military strength." Mr. Wilson outlined a six-point policy designed to avoid this danger. He said:—

We must distribute our manpower between the military services and the civilian economy so as to achieve the best result in terms of the national interest.

We must expand the supply of manpower available for defence production, including agriculture, until requirements are met.

We must utilize our work force at their highest skills and capacities.

We must quickly train adequate numbers for defence jobs and continue the education and training of skilled and scientific personnel.

We must provide adequate housing and community facilities and services for defence workers whenever the defence production cannot be located where the workers already live.

We must maintain our basic standards of education and health, so as to develop our manpower resources over the long run.

Mr. Wilson stated that in his opinion "all of the foreseeable manpower needs for defence production can be met without using compulsory measures." He stressed the desirability of free choice in choosing employment, and noted that this had been established in "the President's national manpower mobilization policy."

The Mobilization Director estimated that directly and indirectly, "the portion of the labour force engaged . . . in defence production will have to be increased by 3 to 4 million workers in 1951." While part of this requirement would be met by

a shift of labour to defence production, Mr. Wilson stressed the need of adding to the present working force.

Describing the initial stages of the employment situation, Mr. Wilson said:—

During this initial phase of the defence program, employment on defence orders has been very largely superimposed on the continuing high volume of goods produced for the civilian economy. The major part of the employment impact of the defence program upon civilian industries still lies ahead.

Mr. Wilson said that expanded civilian and defence production "has led to a general tightening of the labour supply." He also noted certain local shortages in skilled, professional, and semi-skilled occupations.

The three major sources of the 3 to 4 million additional defence workers would be:—

Transfers of workers from non-defence activities;

Reduction of the number of unemployed;

Addition of new workers to the labour force.

In addition, Mr. Wilson also recommended increased hours of work, but he said that there were "definite limits to the extent to which production can be increased by increasing overtime."

Role of safety program in United States mobilization

Speaking at the President's Conference on Industrial Safety, which was held in Washington in May, Maurice J. Tobin, United States Secretary of Labour stressed the fact that the industrial safety program of his Department was intimately bound up with the total manpower mobilization effort.

Mr. Tobin said: "by . . . all the means at our command, we must dramatize the importance of saving lives on the production front as we try to save them on the battle front." He pointed out that as a result of the Korean conflict, many safety associations and employers had extended their safety service in order to conserve the manpower which they foresaw would quickly become scarce. "Saving lives in defence production is a job that requires the energy and experience of every agency, public or private, every safety engineer, every executive and labour representative concerned with the problem", he said.

Mr. Tobin outlined the safety program of his Department which has been assigned to the Bureau of Labour Standards. The Bureau will assist State labour depart-

ments which request and need help to develop special safety programs in defence and essential civilian industries. It will also prepare materials to permit a speedy resumption of the successful safety training program inaugurated in World War II; conduct research and develop engineering standards for the control of new technological hazards; and promote the safety and health of maritime and Federal civilian employees.

To provide additional information for planning and operating this defence safety plan, the Bureau of Labour Statistics, in co-operation with State labour departments, will extend its collection and analysis of injury frequency and causation data, particularly in defence industries, with greater breakdowns by State and industry.

Dealing with the total manpower mobilization effort of his Department, Secretary Tobin said, "part of that effort contemplates the training of additional thousands of apprentices to supplement our scarce supply of skilled labour. It would be stupid to do this and risk the loss through job injury of those skills we already have and need so badly."

New code of ethics for arbitration in United States

Following two years of study and drafting, the American Arbitration Association, and the National Academy of Arbitrators, in co-operation with the U.S. Federal Mediation and

Conciliation Service, have published a code of ethics designed for use in the arbitration of labour-management disputes.

The new code, which is a revision of an earlier one, lays down standards of ethics for both parties to disputes, and arbitrators. The code was drafted because:—

it was considered that the ethical and orderly conduct of labour-management arbitrations necessarily requires the observance by the parties of certain obligations and duties in order to make the essential standards of arbitrators more effective. In view of the plain desire of management and labour representatives to have their differences conclusively resolved through the arbitration process, it is highly desirable that arbitration be self-disciplining, thus promoting respect for this process and narrowing the situations in which resort is had to courts to set aside, modify, or enforce awards.

The code is divided into three sections headed code of ethics for arbitrators, procedural standards for arbitrators, and conduct and behaviour of parties.

The code describes an arbitrator as one whose function "is to decide disputes," and stresses the importance of the role he is

to play. He "should uphold the traditional honour, dignity, and prestige of the office." In the case of nominees to tripartite boards, the code says: "It is the duty of the parties' nominees to make every reasonable effort to promote fair and objective conduct of the proceedings, to aid the arbitration board in its deliberations and to bring about a just and harmonious disposition of the controversy. It is recognized, however, that the parties frequently expect their appointees to serve also as representatives of their respective points of view."

However, arbitrators "should refrain from conveying to the parties who appointed them the discussions which take place . . ." Neutral board members should adhere to the code and remain strictly impartial.

The qualifications of an arbitrator are to be assessed by the appointing parties, the code says, but he must "disclose any circumstances, associations or relationships that might reasonably raise any doubt as to his technical qualification for the particular case." He must never solicit cases or advertise his services. To successfully carry out his functions, the arbitrator:—

(a) should be conscientious, considerate and patient in the discharge of his functions. There should be no doubt as to his complete impartiality. He should be fearless of public clamour and indifferent to private, political or partisan influences.

(b) should not undertake or incur obligations to either party which may interfere with his impartial determination of the issue submitted to him.

The arbitrator's duty to the parties "is to determine the matters in dispute," governed by their expressed wishes. It is not his duty to induce a settlement contrary to their wishes. Once he has accepted appointment, the arbitrator should be prepared to act until the matter has been settled. Should circumstances compel him to withdraw, he is obligated to inform the parties promptly, and explain his action.

The code emphasizes that the arbitrator must not disclose arbitration proceedings or terms of an award to any third party or the public without the consent of the two parties to the dispute. While an individual arbitrator has the right to file a dissenting opinion to that of other board members, the code suggests that such an opinion "should be based on the arbitrators' views on the evidence and controlling principles, and not on discussions which took place in the executive sessions of the board."

The code lays down a general line of procedural standards for the conducting of hearings. These standards provide for his

compensation, expenses, and arrangements for hearings. The code recommends that the arbitrator file his award promptly and that it "should be definite, certain and final, and should dispose of all matters submitted. It should reserve no future duties to the arbitrator except by agreement of the parties."

It is recommended that parties to a dispute "should approach arbitration in a spirit of co-operation with the arbitrator, and should seek to aid him in the performance of his duties." The code stresses that once an arbitrator is chosen, he should not be subject to any pressure or influence by the parties. Once the parties have agreed to arbitration, they "should accept and abide by the award." The booklet also lists several other rules for the disputing parties as general guides on ethics and procedure.

The booklet, *Code of Ethics and Procedural Standards, for Labour-Management Arbitration*, can be obtained from the American Arbitration Association, 9 Rockefeller Plaza, New York 20, N.Y.

Effect of tips on wages of restaurant workers

An article in a recent issue of the New York *Industrial Bulletin* deals with the effect of tips on the wages of restaurant workers.

Minimum wage standards have been effective in New York's restaurant industry since June of 1940, states the article. Under the minimum wage order tips may not be considered as part of wages. However, different rates are prescribed for employees who customarily do or do not receive tips. For example, the basic rate in New York City is 32 cents an hour for service employees and 52 cents an hour for non-service employees. A service employee is defined as one whose duties relate solely to the serving of food to patrons seated at tables and who customarily receive gratuities from such patrons. All workers, other than service employees, are defined as non-service employees.

According to reports submitted by employers in New York State, about 84 per cent of table waiters usually received tips from customers. Tipping was much less common among counter than table waiters.

Restaurant workers in New York State who were accustomed to receiving tips from patrons had considerably lower average hourly earnings excluding tips, than other workers—61 cents an hour as compared with 96 cents.

Another factor which tended to influence earnings, states the article, was whether or not meals were furnished workers. An employee working less than five hours a day is entitled under the minimum wage law to one meal and an employee working longer hours must receive at least two meals. The restaurant minimum wage order requires an employer to pay 10 cents more than the basic hourly rate if no meals or less than the required number are provided. Eighty-nine per cent of workers in New York State restaurants were provided with meals by their employers.

U.S. Court renders decision in pension case

A recent ruling by a United States Court of Appeal has established the right of employees, who have met the requirements of an obligatory pension plan as to age and length of service with an employer, to receive a pension although discharged for economy reasons and not for pension purposes.

The judgment said in part:—

Obligation of employer, under collective bargaining contracts, to maintain a system of retirement with pension for certain qualified employees means that the obligation runs to each employee who qualifies, and not that employer is obliged merely to maintain a pension system under which an employee is not a beneficiary unless he is discharged for pension purposes by unilateral act of employer.

After execution of collective bargaining contracts obligating employer to maintain a system of retirement with pension for certain qualified employees, the employer could not by its unilateral act withhold pension from employee who qualified.

The decision reversed an earlier ruling by a lower court.

U.S. order on employment of minors in hazardous occupations

On August 23, 1950, the Secretary of Labour of the United States issued a Hazardous Occupations Order (No. 8) declaring occupations involved in the operation of power-driven, metal-forming, punching and shearing machines to be particularly hazardous for employment of minors between 16 and 18 years of age and therefore prohibited for all persons under 18. The Order became effective on October 30.

Made under the authority of the Fair Labour Standards Act, 1938, the Order was issued after public hearings on a proposed Order held by the Secretary of Labour on November 9, 1948. The hearings took place following a Report of investigation into the hazards to young workers in operating such machinery. This Report,

which was published recently by the U.S. Bureau of Labour Standards as Bulletin No. 139—*The Operation of Power-Driven, Metal-Forming, Punching, and Shearing Machines*, contains the text of the Hazardous Occupations Order in the Appendices.

In summarizing the findings of the investigation the Report points out that the injury-frequency rate for minors under 18 years of age in manufacturing industries in general is higher than for adults. Because of the high frequency and severity of injuries and the unanimous agreement of experts, it was found that the work of operating certain forming, punching and shearing machines is particularly hazardous for the employment of minors between 16 and 18 years of age under the child-labour provisions of the Fair Labour Standards Act. It was decided also that the work of apprentices in trades using forming, punching, and shearing machines is not considered to be particularly hazardous as a whole, provided a relatively small amount of time is spent operating such machines under close supervision. Certain safeguards recommended where exemption for such apprentices is justified were included in Hazardous Occupations Order No. 8.

New York State Unemployment Insurance Law revised

New York State's Unemployment Insurance Law has been amended to provide higher "jobless" benefits for workers, and to reward employers with stable employment records

through reduced assessments. The amending legislation was signed by Governor Dewey on April 10.

Under the revised law, the maximum benefit for an unemployed worker is increased as of December 31 next from \$26 to \$30. The minimum benefit remains at \$10 but, it is explained, the new computation formula will give workers as much as two-thirds of their normal weekly wages, compared with one-half under the former law.

The standard benefit year, running from June to June, will be replaced by a variable benefit year. This means that each new claimant will have an individual benefit year, commencing on the Monday after he files a valid original claim, and it will run for 52 weeks from that date.

To qualify for benefits a worker must have had some insured employment in at least twenty weeks of the fifty-two preceding his application and he must have earned an average of at least \$15 a week in these twenty weeks.

For employers, the principal innovation is establishment of individual accounts, under which the unemployment insurance fund will credit each employer with his individual tax payments and charge him for the benefits drawn by his jobless workers. The status of an employer's account coupled with the total reserve in the state fund, will determine his tax rate for the year.

For 1952, employers will be taxed on a graduated scale, based on their individual experience, with taxes ranging from 1.7 to 2.7 per cent of payrolls. After 1952, the arbitrary 1.7 per cent minimum will be eliminated and employers with stable employment records eventually may pay no tax at all. The maximum tax will stay at 2.7 per cent, the level now paid by all employers.

These changes, it is estimated, will result in a saving to stable employers of \$100 million in contributions during the first year, increasing considerably in later years.

The New York State law does not require employees to make any contributions.

According to press reports, debate in the legislature on the revision was stormy. Opponents of the bill which included organized labour, contended it was a "danger to the reserve fund," and a detriment to smaller firms and the unemployed, while the sponsors claimed that it is "the most adequate jobless insurance law in the nation."

New articles adopted for Human Rights Covenant

The United Nations has adopted provisionally several changes in the Draft Covenant on Human Rights. According to a recent edition of *United Nations Bulletin*, the changes deal with the machinery for implementation of the Covenant.

The Commission, holding its seventh session in Geneva also drafted a number of economic, cultural, and social rights to be included in the Covenant. Those so far approved relate to the right to work and to just and favourable conditions of work; the right to adequate housing and standard of living and to health standards; and the right of everyone to form and join local, national, and international trade unions of his choice.

The primary effect of the changes in the Covenant is the inclusion of the International Court of Justice as an essential factor in establishing the machinery of implementation.

The original first draft provided for the setting up of a seven-member Committee on Human Rights to implement the provisions of the Covenant. This body, was to be elected by state parties to the Covenant from a panel of their nominees, the *Bulletin* said.

Under the new changes, these seven members will serve in a personal capacity. They are to be elected by the International Court of Justice out of a panel to be provided by the state parties to the Covenant. They will hold office for five years with the exception of four members whose terms will expire at the end of two years. The names of the four parties will be chosen by lot.

The *United Nations Bulletin* also reported that Mrs. Franklin D. Roosevelt who had been Chairman of the Commission since it was set up in 1946, had announced her retirement. On her recommendation Dr. Charles Malik of Lebanon was unanimously elected Chairman.

UN Statistical Year Book

The second volume of international statistics, published by the Statistical Office of the United Nations, has recently been

released. The work has been compiled by the United Nations Statistical office in co-operation with specialized UN agencies, other intergovernmental organizations, and many national governments. Information in the book covers some 250 countries and territories.

The world population at mid-1948 was estimated to be 2,349 millions. This figure is a combination of census reports and estimate. Europe had the highest density of population of any continent, 79 persons per square kilometre (1 mile equals 1.609 kilometres). North America had about 9 persons per square kilometre; Canada had 1, and the United States 19. Puerto Rico is the most densely populated territory in North America. In Asia, Japan has the highest density of population with 218 persons per square kilometre; South Korea was next with 216 persons per square kilometre.

Life expectancy in all countries of the world is greater than in 1900, but the life-span is greater in some countries than in others. The survey showed that women "may expect to live longer than men in nearly every country," the only exception being India.

A Swedish male, aged 30, in the period 1941-45, could expect to live 42.57 years longer; and a female 44.01. The same

people in India would have a life expectancy of 23.6 and 22.3 years respectively. In Canada, a man, aged 30, had a life expectancy of 40.73 years, and a woman 42.98. In the United States, the figures would be 38.21 and 41.22 respectively. Canada ranked fifth among seventeen countries in life expectancy.

World production (excluding Russia) of wheat, maize (corn), oats, potatoes, natural rubber, coal, crude petroleum, iron ore, steel and copper in 1949 was lower than in 1948. Increases in production in iron ore, zinc, and shipping tonnage was higher in 1949 than in 1930:—

These were either entirely or almost entirely accounted for by increased United States output, which also accounted for most of the increase over this period for wheat, cotton, petroleum, rayon, sulphuric acid, motor spirit (gasoline), steel and aluminium. The most striking expansion between 1930 and 1949 took place in the output of the newer products such as rayon and aluminium.

World wheat production in 1949 was 139 million metric tons (1 metric ton equals about 2,200 pounds). This was a 7 per cent increase over 1930. The United States produced almost 23 per cent of this output, China 16 per cent and Canada 7 per cent.

In addition to the information summarized above, the Year Book contains figures on coal and petroleum production, crude steel, natural rubber, merchant shipping, external trade, medical facilities, newsprint consumption and newspaper circulation, manpower, production, construction, national income, wages and prices, transport and public finances. Statistics also appear on many other matters of basic economic information.

Copies of the study, *Statistical Year Book, 1949-50*, may be obtained from the Ryerson Press, 299 Queen St. West, Toronto, for \$6.

World Congress of Professional Workers meets in Brussels

More than 200 delegates and official observers, representing trade unions in 18 countries, were present at a four-day World Congress of Professional Workers organized by the ICFTU, and held recently in Brussels, Belgium.

The purpose of the Congress was to discuss the formation of new international organizations for those groups of professional and supervisory employees for whom no special bodies at present exist.

During the conference, two regular resolutions were passed. The first of these on non-manual workers' organizations, recognized the "common bond which unites

basically the interests of manual and non-manual workers in all spheres." The resolution said further:—

Within the framework of an economic democracy, there must be the fullest recognition of the right of non-manual workers to a voice in the conduct of the enterprise. This requires an extension of joint consultation to consider production problems and questions relating to welfare and efficiency, so as to provide for the participation of non-manual workers through trade union machinery.

This resolution also gave support to the ICFTU program of "encouraging and assisting free trade unionism in underdeveloped areas." The resolution on international relations recommends that the ICFTU International Consultative Committee for Professional, Administrative, Commercial and Supervisory Employees "continue its activities, the composition of the Committee to be such as to ensure full representation of all the interests concerned without prejudice to the functions of the International Trade Secretariats of non-manual workers." The resolution also recommends that "the ICFTU Consultative Committee consider ways and means of enabling the non-manual workers to make a greater and more effective contribution to the work of intergovernmental agencies such as the International Labour Organization, the Economic and Social Council of the United Nations, the World Health Organizations, etc."

Two special resolutions were also passed by the Congress. One of these condemned both the "expropriation of the newspaper *La Prensa*," by the Argentine Government; and the withdrawal of "press credentials of a *New York Times* correspondent" by the Spanish Government. The other resolution called for methods of increasing productivity, and improving the living standards and working conditions of all workers.

Payment by results in the building industry

In contrast with the practice familiar in the United States and Canada, building workers in certain European countries are not paid by the hour. Instead, the methods of payment are by results, with variations from one country to another.

An article in a recent issue of the *International Labour Review* provides information on the extent to which the systems are applied, the nature of the systems in operation in various countries, and the results obtained.

The three main types of schemes in operation are piece-work systems; bonus systems; and contract systems.

In the United Kingdom, payment by results plans were practised in the building industry during the war under Government auspices, but the scheme ceased to operate in March, 1947. However, an incentive scheme on bonus payments was introduced in England and Wales in November of the same year, having been approved by the National Joint Council for the Building Industry.

According to the *Review*, this system provides that "in respect of work on a particular site, job, shop or factory, any employer may, subject to certain conditions, initiate an incentive system of bonus payments proportionate to the results achieved in performing a definite task allotted either to an individual worker, to a gang of workers or to a team comprising men working on the site, on the basis of giving a worker of average ability and capacity a reasonable opportunity to achieve on such work, earnings 20 per cent higher than those yielded by the normal prescribed rate.

"The appropriate target and bonus payments must be fixed beforehand by the employer or his agent and then agreed to by the employees concerned and, unless material changes in circumstances occur, are not to be altered during the operation of the scheme on the particular job. After the target and bonus payments have been fixed, the bonus earnings of the individual worker are dependent entirely on the results achieved and thus may prove to be more or less than the level of 20 per cent above the normal rate."

Among other countries, payment by results systems are particularly widespread in the Scandinavian countries, and are fairly general in Finland, the Netherlands, and Greece. They are found to a lesser extent in France, Germany, Italy and Switzerland; and are said to be widespread in Bulgaria, Czechoslovakia, and Poland.

On the basis of reports prepared by employers' organizations, systems of payment by results "have in practice proved satisfactory, both from the employers' and the workers' point of view and have been successful in raising output in varying degrees," the article states.

In the United Kingdom, in 1950, a report was submitted by the working party on building to the Minister of Works. In addition to other comments the report said:—

"In England and Wales incentive schemes are being more widely adopted and we understand that once introduced by a firm they are rarely discontinued . . .

"It appears thus that incentive schemes have been operated successfully in certain places and there seems to be no reason why they should not prove generally beneficial. Their successful adoption would, however, depend on the acceptance of certain general principals. These are, that the scheme is readily understood by the operatives, that the bonus is linked with output, that production or the tasks are properly planned, that realistic targets are set having regard to the site conditions, and that during the period of the work, the employee can compare his output with the target."

ILO publishes report on rehabilitation problems A recent issue of the Bulletin of the International Social Security Association (ISSA), of the International Labour Office, contains an article on world rehabilitation problems. The article, written by Dr. H. de Boer, ILO adviser on rehabilitation, is a review of world methods and concepts of rehabilitation.

The article points to a growing awareness in all countries of the value of rehabilitation, both to the individual and the country as a whole. Dr. de Boer defines the purpose of rehabilitation as a means "to ensure that persons born with an infirmity, or who have suffered an injury or contracted a disease which will result in permanent physical impairment, will be made fit as far as possible, and placed in gainful employment." The article describes the rehabilitation process as being divided into two stages, medical rehabilitation and vocational rehabilitation:—

In the first stage, the terminal phase of medical care and the period of convalescence are utilized in order to achieve the maximum degree of restoration of working capacity, while the second stage comprises vocational guidance, training and placement.

A breakdown and discussion of the different types of therapy, convalescent care, vocational guidance and training, medical supervision during training, special training and placement, is given in the study.

Dr. de Boer points out that since the aim of rehabilitation is to enable the disabled to assume normal economic

activity, under the same conditions as able-bodied workers, many of the problems of adjustment may be lessened, "by the system of training the disabled in company with able-bodied workers, in the same conditions, and under similar conditions of remuneration."

The article also discusses problems of mental adjustment, problems of adjustments for physical fitness, and the ILO recommendations on vocational training of adults.

(A review of a recent conference on rehabilitation in Canada appeared in the April issue of the *LABOUR GAZETTE*, pp. 454-470.)

British building atomic power plant According to a report from the United Kingdom Information Office, Britain will be building the first electricity generating station to use atomic-energy before the end of this year. It is calculated to save a million dollars a year over conventional coal-fuelled power stations.

This experimental nuclear power plant will consist of a pile operating at a temperature of up to 600 degrees Centigrade. The heat will be transferred to a steam boiler and the steam raised will generate power through turbines in the conventional way.

The cost of the atom power station is estimated very roughly at \$22,000,000—three times the relative cost of a conventional power station. A coal-fired station would burn \$45,000,000 worth of fuel during its life of approximately 30 years, during which the atom-power energy unit will operate without fuel costs. In other words, the atom-power station will result in a net saving of \$30,000,000 over the period, or a million dollars a year.

Outwardly, the atom-powered station will look little different from one using coal. Chimneys and cooling towers will remain, the chimneys to carry away exhaust heat. Because of the immense amount of shielding required to safeguard workers from the harmful effects of radiation, considerable thicknesses of concrete and lead will be needed, and for this reason there will be little change in the size of the power station of the future.

PRIME MINISTER'S STATEMENT ON OLD AGE SECURITY

On May 31, an amendment to the British North America Act was passed by the United Kingdom Parliament, providing the constitutional authority for the Parliament of Canada to "make laws in relation to old age pensions . . ." (L.G., June, 1951, p. 768). ¶On June 4, in a statement which communicated this important news to the Canadian House of Commons, the Rt. Hon. Louis St. Laurent outlined the intentions of the Government concerning the introduction and implementation of legislation to provide a new program of old age security for Canada. ¶The official text of the Prime Minister's statement follows.

Mr. Speaker, I wish to advise the house that the government has now been officially informed of the passage by the United Kingdom parliament on May 31 of the amendment to the British North America Act respecting old age security.

I am sure that hon. members in all parts of the house will share in the satisfaction which I feel at this evidence of the spirit of harmony and co-operation which has marked the joint efforts of the federal government and the various provincial governments in reaching agreement in respect of this important matter. I am sure we would all wish likewise to express appreciation on behalf of the people of Canada, and particularly on behalf of the aged citizens of our country, of the prompt way in which the amendment was enacted by the United Kingdom parliament.

Legislation to be Introduced

The house will naturally be interested to know the steps which the government intends to take, now that we have the constitutional authority to implement the proposals made a year ago this month by the parliamentary committee on old age security and offered by the government to the provinces at our conference with them of last December. On February 5, of this year, in reply to a question put to me by the hon. member from Winnipeg North Centre (Mr. Knowles) I stated as follows, as reported at page 72 of Hansard:—

. . . it is and will be the policy of the government to avoid any possible delay when agreement has been reached to have that agreement implemented.

In conformity with that statement of the government's position, I wish to state at this time that it is proposed to introduce legislation at an early date to enable

the government to make agreements with the provinces to provide old age security to persons in need between the ages of sixty-five and seventy, and to provide authority for the registration of persons over the age of seventy for the universal old age pensions. That legislation would probably also at the same time provide for the continuance of federal assistance in the payment of pensions to the blind.

The government wishes to be in a position to commence payment of the universal pension beginning with the month of January, 1952, and we wish also to have our legislation respecting the age group sixty-five to sixty-nine ready for implementation effective in January, 1952, in any of those provinces which will have signed agreement with the federal government for that purpose.

Administrative Preparations

The administrative plans for the application of this new old age security program are already going forward. Registration forms with respect to the universal pensions plan are being prepared, and it is proposed to have the necessary supplies of these forms printed within the next few weeks. A small amount of additional staff will very shortly be recruited to deal with applications for the universal pensions which will be administered by the federal authorities.

Arrangements are now being discussed with the various provincial governments to take from their present old age pensions records the information which will be required to pay the universal pension after January 1, 1952, to the approximately 300,000 persons now receiving old age pensions under the previous legisla-

tion. For these persons, no additional applications for the universal pension will be required.

The government wishes to be in a position to commence, as soon as possible after July 1, registration of the others—probably some 400,000 persons—seventy years of age and over who are not at present receiving old age pensions. The Department of National Health and Welfare plans, in the six months between July 1 of this year and January 1, 1952, to deal with these applications through the present family allowance offices with the small additions to staff which are contemplated, and to have their records in shape to enable payments to be made in the first month of the new calendar year.

I am sure that all hon. members who recall the initial registration of a much larger number of cases for family allowances in 1945 will share the government's confidence that the same administrative organization, which is now in the process of being adapted to the requirements of the universal old age pensions plan, will be able to deal with this new problem in an efficient and expeditious manner. These administrative arrangements are, as I say, already being planned with the aim of pressing them forward as rapidly as possible, and they will be pressed forward as soon as the necessary legislative authority is given to the department to carry out the registration for this purpose.

Procedure in Parliament

So far as the legislation to provide for the universal contributory old age pension is concerned, the government has come to the conclusion that, in the light of the heavy load of work already before parliament at this present session, it would not be appropriate to ask parliament to deal with this new and important legislation during the next few weeks. Hon. members are fully aware of the heavy load of work which lies ahead of us, and of the necessity we shall shortly face of holding meetings in the mornings, afternoons and evenings in order to deal with the main estimates now before the house and the other items in the government's legislative program already before parliament, as well as old age security assistance and one or two other urgent matters.

If the universal contributory old age pension measure were the only legislative proposal which would remain for consideration, the government would be disposed to ask parliament to continue to sit in July until it had been enacted, in the hope that it would not be neces-

sary for parliament to meet again in the present calendar year. But that is not the situation. In addition to the universal old age pensions legislation, there are a number of important measures under consideration some of which arise out of the report of the royal commission on transportation. In that regard it is the intention of the government to recommend to parliament the implementation of the recommendations of the royal commission to the fullest practicable extent, and that will require many amendments to the present Railway Act. This amending bill will be a very important legislative proposal, and one which should receive the most careful consideration by parliament because of its long term effect on the Canadian economy. It is intended to recommend that the bill be referred to the standing committee on railways, canals and telegraph lines, and that the committee provide an opportunity for representations as to how the proposed amendments might be expected to affect certain interests and localities. We feel that these proposed amendments should be before the public for study and discussion some reasonable time before they are finally dealt with by parliament.

The government in the course of the next few weeks will also have to give consideration to the recommendations of the royal commission on national development in the arts, letters and sciences. This requires some time for careful study by the government, by members of parliament and by the public, though it does not seem unlikely that some legislative provision should be made before the end of this year.

There are a number of other legislative proposals to which the government has been giving thought. Some of these, like the revision of the Consolidated Revenue and Audit Act, have had to be postponed more than once. It is intended to introduce that legislation and to have it referred to the public accounts committee, where it can be fully explained in all its details. That is the act which provides the standard for the control by parliament over the expenditure of public funds, and we think it is one that is deserving of careful consideration.

Fall Session of Parliament

In view of all these considerations, the government has come to the conclusion that it would be preferable to make an effort to complete the work now before the house, to conclude the present session as soon as is consistent with the proper

dispatch of that business and to adjourn until the beginning of October, with the proviso that we can meet earlier if circumstances make an earlier meeting necessary. If an earlier meeting is not required by unforeseen circumstances, the government would recommend the prorogation of the present session when we meet in October and the immediate commencement of the new session. There would be plenty of public business—mainly legislative—to require a full session, and we would propose to have the session devoted exclusively to government measures, in the hope of overtaking all important arrears and starting with a clean slate in the regular session of 1952.

With respect to old age security, the reason for proceeding with the old age assistance measure in the immediate future is, of course, that it is the part of the old age security program which involves joint action with the provincial governments and we feel that the provincial authorities should know as soon as possible the precise legal basis for the proposed agreements in order to make their own legislative and administrative plans in the light of that knowledge. Of course it is intended that the old age assistance legislation will come into effect at the same time as the universal pensions.

So far as the universal pensions are concerned, once authority has been given by parliament for the necessary registration, it will not make the slightest difference to the public whether the main legislation is enacted in July or October. The government believes more careful consideration is likely to be given to this very important measure if it is held over, and holding it over will not make any difference as to the date on which it will come into force.

That in either case will be the earliest date which we consider administratively feasible on the advice of our experts in that field, that is to say, January, 1952. That from the very beginning has been the earliest date on which it was considered that it would be feasible to get this new machine rolling, and that information was given to the provincial governments at the dominion-provincial conference of last December.

Contributory Method of Financing

Moreover, as hon. members know, the universal pensions are to have right from the start a contributory basis. Now, we have not yet completed consideration of the normal budgetary program of the current year, and the government believes it would be an advantage to have a few months to observe the effects of the recent changes in the tax structure, before reaching a final decision on all the precise details of the contributory system to be recommended to parliament.

It will be recalled that the joint committee made no precise recommendations on that point, because it was recognized that it was the inescapable responsibility of the government. We want to be as sure as we can that we are making the right proposals for a plan which is going to affect, far into the future, the provision for old age security of the whole Canadian population.

The government intends to place on the order paper with all reasonable dispatch the proposals required to be dealt with by parliament to give effect, if parliament sees fit to do so, to this program I have just announced.

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DEPUTY MINISTER ADDRESSES INTERNATIONAL LABOUR CONFERENCE

On June 6, the 34th General Conference of the International Labour Organization convened in Geneva.

Eight days later, during the debate on the Annual Report of the Director-General, the Conference heard from Arthur MacNamara, C.M.G., LL.D., Deputy Minister of Labour and Head of the Canadian Delegation.

A full report on the proceedings of the Conference will appear in an early issue of the LABOUR GAZETTE. The text of Mr. MacNamara's speech follows.

As one of my more pleasant duties, in past years, I have had occasion to look through previous editions of the annual report of the Director-General of the ILO. Now for the first time I have the privilege of appearing on the rostrum of the International Labour Conference to offer a few observations on what I have absorbed from the current edition.

The value of these reports lies partly in their wealth of factual information, but more particularly in the perspective from which this information is presented. From his international vantage point, the Director-General is able to observe the methods by which different countries try to cope with similar problems. He is thus in a unique position to present thought-provoking generalizations and fresh ideas.

I conceive it to be the function of those from the Government Group who participate in this debate to select from the Director-General's presentation the points that interest them most, and to discuss those points in relation to their own familiar home affairs.

In spite of present international conditions, the Director-General has been able to detect a reasonable degree of progress in many countries towards the goals of prosperity and social justice for which the ILO was founded. Production and trade have been good, unemployment low. The programs of technical assistance to underdeveloped countries have made a good beginning. There has been improvement in the pace of ratification of Conventions.

Industrial Relations in Canada

These findings of the Director-General's hold true for Canada. Production, trade and employment have been at record levels. Furthermore the *rate* of production has been increasing. This has been possible, in the first instance, because of

the vast capital investment that has characterized the post-war years. In addition, however, there has been a growing maturity in labour-management relations, which has made possible a satisfactory degree of industrial peace. Trade union membership increased threefold in Canada during the war years, and many hundreds of employers and union leaders had their first experience in the complex task of negotiating a collective agreement. All this could not have been expected to take place without friction. But after the testings of strength which characterized the immediate post-war years, I believe that very considerable progress has been made towards the mutual respect and understanding which is a necessary condition of sound collective bargaining.

In the face of rising living costs, substantial wage increases have been negotiated in Canada during the past year, in almost all cases without resort to work stoppages. There has been a continued trend towards shorter hours and the 5-day, 40-hour week has become more common. There has been keen interest by labour and management in the possibilities of linking wages directly with both the cost of living and productivity. So-called "escalator" clauses have been included in a number of collective agreements, providing for a certain fixed relation between wage rates and the official cost-of-living index. Such contracts sometimes also provide for an annual wage increase based on forecasts of rising productivity. In an attempt to secure stability of relations they are frequently made binding by the parties for a 5-year period.

Labour Legislation

Progress has also been made during the past year in Canadian labour legislation. At recent sessions of the legislatures of

the various Canadian provinces some notable additions and improvements to labour legislation were made. One of the larger industrial provinces broke new ground in Canada by enacting legislation to prohibit discrimination in employment on grounds of race, creed, colour, nationality or place of origin, and to guarantee women equal pay with men if they do the same work in any establishment.

In several provinces improvements were made in workmen's compensation and safety legislation. Minimum wage rates were raised in some cases, and coverage broadened so as to include more workers. Progress was also made in laws for the protection of young workers, and longer vacations with pay and public holidays were provided for in some provinces.

Federal legislation has been enacted to meet a problem Canada shares with other countries having similar climatic conditions, namely seasonal unemployment. To meet this problem we have introduced a scheme of supplementary unemployment insurance benefit, designed to protect workers who have exhausted their right to ordinary unemployment insurance benefit, or who are ineligible for certain other reasons, and who become unemployed in the winter months when employment opportunities are generally least favourable.

We are continuing to bring other workers under the protection of our Unemployment Insurance Act. The usefulness of this Act is thus being steadily enlarged. On the basis of this legislation, which also provides for a national employment service, we recently ratified the ILO Employment Service Convention. This was one of six conventions ratified by Canada during the past twelve months.

Manpower Problems

Among the subjects that fall within the competence of the ILO and that are dealt with in the Director-General's report, there are perhaps three that have particularly interested the Canadian Government in the past year. They relate to manpower, social security and prices.

The aspect of the manpower question that concerns us most at the present time is the problem of expanding our working force to meet the needs of increased industrial production.

As one way of finding needed workers, we have been looking to other countries. Our rate of immigration for the early months of 1951 has been double that of the corresponding period in 1950. Last February a Federal-Provincial conference was held to study methods of rehabilitating

handicapped persons, and giving them an opportunity to participate in useful employment. The placement problems of such persons are handled by a special section of the National Employment Service, which also deals with older workers and with young people looking for their first jobs. To meet the growing need for skilled workers, our Federal-Provincial training arrangements are being expanded. To survey the whole area of manpower problems, a special national advisory committee on manpower was set up early this year. This committee was given the task of making suggestions to the Government concerning the most effective use of manpower.

Old Age Security

In addition to manpower problems, the Canadian Government has been concerned with the field of social security. A recent amendment to our constitution has opened the way for the Federal Government to introduce a new system of old age security, which is a major departure from our present old age pension scheme. A universal flat rate pension applicable to all persons 70 years of age and over and financed by the Federal Government on a pay-as-you-go basis is to be put into effect next year. In addition, a new old age assistance program for the age group 65 to 69 will be carried on jointly by the federal and provincial authorities.

Inflation

The third, and perhaps most serious social problem that has concerned the Canadian Government is that of rising prices. We are at present confronted with just such a series of problems as the Director-General deals with in Chapter 2 of his report, problems connected with the wage-price relationship under conditions of high employment.

I believe it is fairly generally recognized in Canada that current price rises are the result primarily of international happenings, and in particular those which have necessitated the current defence program.

Government action against inflation has so far been concentrated on fiscal policy and credit controls. Allocation of certain raw materials has been provided for.

I am glad to note that the Director-General in his report asserts that price freezing is undesirable as a long-term policy in a peacetime economy. This corresponds precisely with the viewpoint of the Canadian Government. Our experience has proved to us that price control

is difficult to administer. It almost invariably leads to other forms of control, including wage freezing. Moreover, if the administration of these difficult controls proves ineffective, public confidence in the stability of democratic government is correspondingly weakened.

In spite of the difficulties involved in a price control system, however—and I think it is proper to emphasize these difficulties—it should also be stated that in times when there is widespread popular acceptance of the idea of sacrifice in the common interest, such controls have proved their worth. They were of inestimable value to us in the last war. They will be used again if necessary. But only if necessary.

We believe that the immediate and most practical answer to the problem of inflation is to strive for higher production. This means that it is of the utmost importance to give adequate scope to the ingenuity and resourcefulness of the men who manage industrial operations. They must be given every incentive to develop new processes, new ideas. Similarly, means must be found to bring forward the best ideas and efforts of the workers themselves.

Productivity

The need for higher productivity, which is world-wide, has opened up a new field of activity for the ILO, which, in its early years put its main emphasis on protective legislation.

While in the past much valuable and necessary protective legislation has been adopted, it must always be remembered that there are limits to the improvements that can be wrought in labour's living standards by legislation or even by collective bargaining. Beyond those limits, further improvements must be sought

through methods which benefit both industry and labour, namely through improved methods of production.

The ILO's efforts in such fields as technical training, labour education, employment service organization and rehabilitation of disabled workers, in ascertaining what plans have been developed and are in operation, and making this information available to other countries, are of inestimable value. They make a positive contribution to the world's productivity. Studies in labour-management relations, especially labour-management co-operation, help to harmonize old differences, and open up new paths to industrial peace and progress.

Past work of the ILO in fostering protective legislation, social security, and action against unemployment has been the springboard for this new development; for it is only as the extremes of poverty and the fear of destitution are removed, that labour can move forward from its traditional resistance to the speed-up to a new, creative participation in the affairs of industry.

The essential objective is to bring forth the greatest possible initiative and creative effect by the parties concerned. Governments cannot legislate to produce this responsible effort. They can and should, however, do everything in their power to establish a climate favourable to its growth. They can offer information and technical services to foster the growth of labour-management co-operation work; that can only come from the parties themselves.

I believe the ILO is making satisfactory progress at the present time along sound lines. But it is worthwhile to pause and see how the direction taken has altered, to reflect how it may alter again and develop in the future as we move towards the larger, fuller life of which, no doubt, we all have our separate visions.

ONTARIO SUPREME COURT QUASHES CERTIFICATION OF TORONTO NEWSPAPER GUILD

On July 20, 1950, the Ontario Labour Relations Board certified the Toronto Newspaper Guild, Local 87 of the American Newspaper Guild, as the bargaining agent for workers in the Circulation Department of the Globe Printing Company.

Proceedings against the Board's action were launched by the Company in the Supreme Court of Ontario; and on June 1, 1951, Mr. Justice Gale handed down his judgment. He found that "the Company did not receive a proper hearing", and issued an order quashing the certification.

On June 15, the Guild filed a Notice of Appeal against the Court's decision. Three days later, in a statement to the press, Premier Frost of Ontario discussed some of the broad issues involved in the Gale judgment.

In the following article, the judgment of Mr. Justice Gale is summarized, the grounds on which the judgment will be appealed are set forth, and the statement of Premier Frost is reproduced in part.

Judgment of Mr. Justice Gale

Facts of the Case

Mr. Justice Gale first summed up the facts.

On June 12, 1950, the Globe Printing Company received a notice from the Ontario Labour Relations Board informing it that the Toronto Newspaper Guild, Local 87, sought to be certified as the bargaining agent of the employees of the Company in the Circulation Department. Attached to the notice was a copy of the union's application for certification and its accompanying affidavit of verification. In the application the union stated that it had a majority of the employees in the Circulation Department as members in good standing and that the approximate number of employees in the unit was 80. The Company filed a reply with the Board stating that the number of employees involved was 93 and requesting the Board to direct and conduct a vote by secret ballot of the employees to determine conclusively whether they desired to be represented by the union. In the following month there were widespread rumours throughout the Department that a number of the employees involved had resigned as members of the union.

The application for certification came before the Board for hearing on July 12, 1950. The Board first heard the representations of both parties concerning the description and composition of the bargaining unit, and reserved decision on that point. It then proceeded to hear the claims of the union as to the number of employees who were members in good standing and represented by it. Counsel for the union declared that 59 of the employees concerned were members of the union, and he filed with the clerk documents which he said represented 56 members who had paid initiation fees or dues and one other document which he stated represented a member who had mailed a card to the secretary without enclosing any money and subsequently mailed \$1 to the secretary. The union representative made a statement to the Board substantiating the assertions concerning the document with which there had not been enclosed any money. Counsel for the union stated further that the recording sheets of the union for the month of June showed 58 members.

The Board then called upon the Company's representative for lists of employees in the Circulation Department showing

occupational classification of individual employees. Lists of employees in that Department as of June 7 and July 5 were filed.

Counsel for the Company then submitted that the documents filed by the union did not show that the union represented a majority of members in good standing as alleged and asked to cross-examine the union representative. The Chairman asked the purpose of the cross-examination and counsel for the Company stated that he had information to the effect that a number of employees in the Circulation Department had sent in their resignations as members of the union. The Chairman stated he saw no relevancy to resignations. Counsel for the Company argued that to refuse him the right to cross-examine was directly at variance with the Board's policy of checking the alleged membership of a union with employers' lists as of the date of the application and of the date of the hearing, and that, since he was precluded by previous rulings of the Board from examining the membership cards or other evidence filed by the union, the right to cross-examination was vital in order to bring out the relevant and material facts. Counsel for the union objected to any cross-examination of union officials, but stated that all of the cards did represent members in good standing according to the union constitution. He did not deny receipt of resignations from membership in the union from Circulation Department employees. The Chairman of the Board ruled against allowing counsel for the Company to cross-examine.

Counsel for the Company then submitted that, since the Company was precluded from soliciting evidence from employees and since the Board had ruled against the right to cross-examine, a heavy onus lay upon the Board to make a full and fair investigation in order to satisfy itself that a majority of the employees of the unit were members in good standing, and that the Board should question the union representative and examine the documents. Counsel for the union objected and the Board sustained the objection. Counsel for the Company further submitted that the Board ought to make a full investigation, including the examination of some or all of the employees concerned. Counsel for the union objected to any such investigation on the ground of delay, and counsel for the Company then submitted to the Board that the issue could be resolved by ordering a representation vote

by secret ballot. The hearing was concluded and the Board reserved its decision.

A certification was issued dated July 20, 1950, and in a letter dated July 21, the Registrar of the Board informed the Company of the Board's decision. After defining the bargaining unit, the letter stated:—

The Board further finds, on the basis of the documentary evidence submitted by the parties, that of the 92 employees in that bargaining unit as of the date of filing of the application, 58 are members in good standing of the applicant; that of the 95 employees in that bargaining unit as of the date of the hearing conducted by the Board in the matter, 57 are members in good standing of the applicant.

Developments after the certification order was issued are then described.

After the certificate was issued counsel for the Company received several telephone calls from various persons representing themselves to be employees in the Circulation Department with the advice that although they had been members of the Union, they had resigned and had addressed letters of resignation to the secretary of the Union prior to the hearing of the Board on July 12. In response to their statement that they did not wish to be considered members of the Union and for information as to what they could do to protect their interests, they were informed by counsel for the Company that he was unable to advise them in the matter and [he] referred them to the Board.

On July 26 counsel for the Company wrote to the Board and to the union asking that the matter be reconsidered under the provisions of Section 5 of the Ontario Labour Relations Act, 1948, on the ground that the Board had erred in neglecting to find out whether certain employees represented by the union as being members in good standing had not in fact revoked their membership by notice in writing to the secretary some time before the hearing. [Section 5 permits the Board, if it considers it advisable to do so, to reconsider any decision or order made by it and to vary or revoke any such decision or order.] The Company also asked for a secret ballot vote. In a further letter dated July 31, counsel for the Company informed the Board that the employees who stated that they had resigned were voluntarily offering to appear before the Board and that the names of such persons would be furnished to the Board if desired.

The Chairman of the Board advised the Company by letter dated August 1 that "the Board does not consider it advisable to reconsider its decision in the case".

Counsel for the Company then wrote the Board on August 8 naming seven employees who had informed him that they had sent

resignations to the union secretary a considerable time before the hearing, and that approximately 20 employees in all had taken similar action. Counsel for the Company again requested a rehearing.

By August 10 an employee in the Circulation Department "had spontaneously supplied counsel for the Company with 19 Certificates of Post Office Registrations which were said to be receipts for registered letters of resignation mailed by employees in that Department to the secretary of the union prior to the 10th of July". This was set out in an affidavit which was forwarded to the Board on August 10. On August 10 the Chairman wrote the Company advising it that "the Board does not intend to take any further action in the matter."

The Company then instituted proceedings in the Supreme Court of Ontario, applying to have the Board's decision reviewed and the certification order quashed.

The Company based its application for review on the following grounds: first, that no hearing was had as required by the Act and the Regulations; secondly, that the Company was refused the right to put its case before the Board, the right to cross-examine with respect to the evidence submitted by the union, and the right of having an investigation made by the Board; third, that the circumstances exhibited bias on the part of the Board in favour of the union. The Company contended that if any of these allegations were true the certificate ought to be set aside for the reason that the Company and the employees involved did not have complete justice at the hands of the Board.

Grounds for Referral to Higher Court

Mr. Justice Gale then set out the grounds on which, according to the common law, a judgment of a lower tribunal may be brought before a higher court for review through certiorari proceedings. He accepted the statement of Mr. Justice Gibson in *The King v. Mahony*, (1910), later approved by the Privy Council in *Rex v. Nat. Bell Liquors, Limited*, (1922), that a decision may be reviewed

(a) where there is want or excess of jurisdiction when the inquiry begins or during its progress;

(b) when, in the exercise of jurisdiction, there is error on the face of the adjudication;

(c) where there has been abuse of jurisdiction (as by mis-stating the complaint, etc., or disregard of the essentials of justice and the conditions regulating the functions and duty of the tribunal);

(d) where the Court is shown to be disqualified by likelihood of bias or by interest;

(e) where there is fraud.

The Company took the position that it was entitled to remedy under (c) and (d) above.

Five Questions Considered

In dealing with the Company's claim, Mr. Justice Gale considered the following questions:—

(1) Was the Board biased in favour of the Union?

(2) Is the Ontario Labour Relations Board required to conduct a hearing before it may certify bargaining agents, and if so, was there a hearing in this case?

(3) Is certiorari available where, in appearing before an inferior tribunal appointed to discharge judicial or quasi-judicial functions, a party is deprived of the opportunity to meet the opponent's case?

(4) If so, was there in the circumstances of this matter such measure of deprivation as to justify an order of certiorari?

(5) Is Section 5 of the Act inapplicable because it does not protect a certificate of the Board, or because, in any event, it does not apply if the Board has denied to one of the parties his right to receive substantial justice?

In discussing the first question, Mr. Justice Gale defined bias as applied to a person or tribunal exercising judicial functions as "a state of mind disqualifying the person affected from adjudicating impartially in respect of the subject-matter under consideration". He held that the circumstances fell short of indicating bias on the part of the Board and his answer to the first question was "no".

He then proceeded to consider whether the Company had been denied its prerogative to receive natural justice from the Board. The Labour Relations Act, 1948, and Regulations provide that the Labour Relations Board may certify an applicant union as the bargaining agent for the employees in a defined unit

(a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union; or

(b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf.

Section 4 of the Act further provides that

4. If in any proceeding before the Board a question arises as to whether,—

(h) a person is a member in good standing of a trade union, the board shall decide the question and, subject to such

right of appeal as may be provided by the regulations, its decision shall be final and conclusive.

On August 12, 1949, the Board issued the following Statement of Policy in regard to its interpretation of "member in good standing":—

In support of applications for certifications filed on and after September 1, 1949, the Board will require an applicant for certification to adduce evidence that each employee claimed to be a member in good standing of the applicant has

(1) applied for membership in the applicant, and

(2) (a) indicated his assumption of the responsibilities of membership by paying to the applicant, on his own behalf, an amount of at least \$1 in respect of the prescribed initiation fee or monthly dues of the applicant, or

(b) indicated his assumption of the responsibilities of membership by presenting himself for initiation or by taking the members' obligation, or by doing some other act which, in the opinion of the Board, is consistent only with membership in the applicant, and

(3) been accepted into membership by the applicant.

After examining the above, and other provisions of the Act empowering the Board to make a full inquiry into any matter before it and the Board's Rules, Mr. Justice Gale concluded that they imposed upon the Board the primary duty of conducting a hearing. As to whether there was a hearing in this case, his view was that there was a hearing "in a narrow sense of the word".

It was not the kind of hearing usually encountered in Courts of law, or, in my personal experience, before this Board. No matter how unsatisfactory the proceedings may appear when compared with judicial methods, it is to be remembered, however, that the Board has the right to prescribe its own *modus operandi* and it is not to be censured for having done so unless the essentials of justice have been suppressed in the process.

His answer to the second question accordingly was that the Board was required to conduct a hearing, and he held "with considerable doubt" that the Board did conduct a hearing.

Coming to the third and fourth questions, he was not satisfied that the Company was permitted the opportunity of presenting its side of the matter or of answering the union's case. Refusal of such permission constitutes a breach of the fundamental rule that any person in a judicial or quasi-judicial proceeding is to have the right to be heard. He cited numerous cases concerning the right of a

party before a tribunal to be heard, among them *In re Robinson* (1949), 1 DLR 115:—

The law in respect to procedure before administrative tribunals is well-established and needs little discussion. They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view; *Board of Education v. Rice*.

In regard to the case before him, he considered that a proper hearing was not allowed the Company.

It is my view that the Company did not receive a proper hearing in this instance in that it was not allowed to see the documents filed by the Union or to cross-examine the person who made a statement as to their effect and thus it was denied a reasonable opportunity of meeting the case which was made against it.

In one sense, he continued, it might be said that the Company ought not to be concerned with the consequences of certification, but from the Company's standpoint extremely important results follow.

Its relations with its employees and its future wage structure are two matters which may be materially altered. It is wrong, therefore, to contend that here the Company is any less touched by the certification than the Union or the employees. Its interest in the proceedings, though quite different, is certainly substantial.

Evidence Allowed

He then listed the evidence that was before the Board in the hearing of the application: the statements in the union's application and the affidavit verifying them; the Company's reply duly verified by affidavit; the statement by counsel for the union that the union claimed 59 members; membership documents filed by the union; a statement by the counsel for the union that the recording sheets for the union for June, 1950, showed 58 members; the lists of employees furnished by the Company; a statement by counsel for the Company that he had information that a number of employees had sent in their resignations as members of the union.

Thus the case advanced by the union was that it had as members in good standing 56 to 59 employees in a unit consisting of 95 employees. The Company had to answer this claim in order to resist certification. It was precluded from calling as witnesses the persons who were said to have resigned from the union because the Company and its counsel "had studiously refrained from indulging in any investigation concerning those resignations". Previous rulings of the Board had shown that under

the Act an employer's action is objectionable "if it creates in the mind of a reasonable employee the impression that the employer is bringing pressure to bear upon him to cause him to abstain from exercising his lawful rights". It might be suggested that the Company could have called as a witness some official of the union who could give information as to the number of employees in the Department who were then members of the union; but the most effective way in which the Company could have tested the merits of the application was to cross-examine the person who was presenting it to the Board.

Unfortunately, in this case the right to cross-examination was not granted and in that fact alone I think the Company was improperly excluded from a cardinal privilege which it enjoys under our jurisprudence; that exclusion, of itself, was tantamount to a denial of basic justice.

At the Court hearing it was also argued that the cross-examination of the union representative would not have produced anything which would have advanced the Company's position, since the Chairman had stated that resignations were not relevant. Mr. Justice Gale took exception to this view, holding that

where it is incumbent upon a tribunal to decide at any given moment whether employees are members in good standing of a trade union, no evidence could be more important than that tending to show that the employees who were believed to be members had in fact resigned . . . Whether they had done so effectually is, of course, another matter, but with that evidence before it, the Board would have then been required to examine into other circumstances both in law and in fact relating to the question of the validity of the resignations.

The Company might also have been able to defeat the application if it had been allowed to see the membership cards filed with the Board by the union. His Lordship noted that there was in evidence before him a statement to the effect that the Board has consistently ruled that employers are not entitled to examine membership cards filed by unions. If resort is to be had to this ruling, then full and fair opportunity ought always to be conferred upon the parties to the application other than the union to challenge by cross-examination the union's claim that it represents a majority of the employees affected. He supported his view by reference to the judgment of Chief Justice Brown of the Saskatchewan Court of King's Bench in the *Capital Cab* case (L.G., 1950, p. 707).

He further pointed out that the Company's expedient of filing an affidavit with the Board following the certification order and asking for reconsideration, failed to secure a hearing in that the Board declined to examine any representations or evidence presented after the date of the certification.

Summing up, he concluded that the Board had acted in such a way as to offend the principles of justice, and that the remedy of certiorari was available to the Company unless Section 5 of the Act precluded that relief.

Section 5 of the Act

Mr. Justice Gale then discussed the point raised in the fifth question, the effect of Section 5 of the Act, which reads:—

Subject to such right of appeal as may be provided by the regulations, the orders, decisions and rulings of the Board shall be final and shall not be questioned or reviewed nor shall any proceeding before the Board be removed, nor shall the Board be restrained, by injunction, prohibition, mandamus, quo warranto, certiorari or otherwise by any court, but the Board may, if it considers it advisable to do so, reconsider any decision or order made by it and may vary or revoke any such decision or order.

It was argued before the Court that the Court was confined to an examination of the Board's jurisdiction at the commencement of the hearing. His Lordship pointed out that certiorari is appropriate when there has been an abuse of jurisdiction by the inferior court, where it has disregarded the essentials of justice during the course of proceedings before it, or where fraud is practised upon it. In this case, therefore, it was proper to consider all the circumstances to ascertain whether or not the proceedings before the Board were conducted in such a manner that its certificate was vulnerable.

He then dealt with the question whether Section 5 affects certification. It is a rule of statute interpretation that express words are needed to alter the common law. It might be held that certification is not included in the expression "orders, decisions and rulings of the Board". However, he concluded that the second part of the section covers certification since it provides that no proceeding before the Board may "be removed . . . by certiorari or otherwise by any Court . . ."

He then discussed the precedents on the subject of no-certiorari clauses. He found that the phrase "want of jurisdiction" is extremely flexible and has been extended to include imperfections which ordinarily

might not be regarded as pertaining to jurisdiction at all. A substantial failure to follow the dictates of essential justice has been held to constitute a want or defect of jurisdiction. He cited various cases in which no-certiorari clauses had been held not to protect an administrative board's ruling where the courts had found abuse of jurisdiction. One of these was the *John East Iron Works* case in Saskatchewan, where the Court of Appeal quashed orders of the Saskatchewan Labour Relations Board (L.G., 1950, p. 704).

By those orders the Board had reinstated five employees with payment of the entire amount which they would have received by way of wages had they not been discharged. The formal order as well as the reasons for judgment of the Board fixed the monetary loss by simply calculating what wages the employees would have received had they continued in their employ. No other consideration was mentioned. The Court of Appeal nullified the orders on the single ground that the Board had ignored the rule of law requiring the employees in those circumstances to mitigate their loss.

Notice of Appeal

On June 15, the Toronto Newspaper Guild, local 87 of the American Newspaper Guild (CIO), asked the Ontario Court of Appeal to set aside the decision of Mr. Justice Gale, and to restore the certification of the Guild by the Ontario Labour Board. The following are the grounds on which the appeal was based, as quoted from the appeal notice:—

1. The learned judge erred in taking into consideration those portions of affidavits filed which had reference to events occurring subsequent to the hearing held by the Ontario Labour Relations Board and subsequent to the making of the Board's certificate.
2. The learned judge erred in finding that the Court was entitled to consider evidence of the conduct of the Labour Relations Board during the course of the hearing, and the learned judge should have confined himself to the question of whether or not the said Labour Relations Board had initial jurisdiction to decide the questions answered in its certificate.
3. The learned judge erred in finding that Section 5 of the Labour Relations Act, 1948, did not protect the certificate issued by the said Board herein from being reviewed or quashed by this Court.

Mr. Justice Gale found that these cases pointed to the "irresistible conclusion that inferior Courts are not sheltered by no-certiorari provisions where there has been an abuse of jurisdiction in the form of a denial of substantial justice". He discussed three other judgments tending to the opposite view, but considered these not decisive enough to change his conclusion.

He then referred to the provisions of Magna Carta, which has been made part of the law of Ontario, that the King shall not "deny or defer to any man, either justice or right". He held that this provision

gives force to the contention that any act of a tribunal which disallows to any person who comes before it his privilege of justice is *ultra vires* that tribunal, and for that reason alone it may well be thought that a denial of justice is equivalent to disclaimer of jurisdiction.

Decision

For the reasons outlined above, the Court ordered the certification of the union quashed. There was no order as to costs.

4. The learned judge erred in holding that the Court has power to inquire into, or to determine, the matters which it is proper for the Board to take into consideration in making its decision on a question arising under Section 4 (h) of the Labour Relations Act, 1948.
5. The learned judge erred in finding that what was done by the Board herein constituted in any way a denial to any party of natural or essential justice.
6. The learned judge erred in finding that the respondent, Globe Printing Co., should have been permitted to examine the documents filed by the applicant at the hearing before the Board.
7. The learned judge erred in finding that the respondent, Globe Printing Co., should have been permitted to cross-examine the representative of the applicant on the question of resignations.
8. The learned judge erred in finding that certiorari would lie, despite the provisions of Section 5 of the Labour Relations Act, 1948, because of a failure to do natural justice.

9. The learned judge erred in finding that the respondent, Globe Printing Co., was a party affected by the decision of the Board on the issue of membership in good standing and entitled to tender or to test evidence on such issue.
10. The learned judge erred in finding that the provisions of Magna Carta, RSO 1897, c. 322, were infringed by

the Board herein or in failing to give effect to the Labour Relations Act, 1948, in his consideration of the said Magna Carta.

11. The learned judge erred in failing to recognize the procedure established by the Board for intervention by individual employees for the purpose of explaining their position and views with reference to an applicant trade union.

Statement of Premier Frost

The following is the text, in part, of the statement made on June 18, 1951, by the Premier of Ontario, the Hon. Leslie M. Frost:—

A great deal of consideration has been given to what is known as the Gale judgment and its effect on governmental boards and commissions which exercise semi-judicial functions.

In considering this matter, on the one hand we have the problem of administrative law and the creation of boards and commissions of which we have many, and which of necessity and by reason of the days in which we live, have to have summary and non-appealable powers. The functions are largely administrative but nevertheless they also have judicial functions in that they have to determine the rights of persons and make their decisions which are in main not appealable.

On the other hand we have our courts. Our courts are not administrative. Their function is to interpret the law and to apply the law in the matters which come under their review. Of necessity they cannot be administrative. They are not designed for such purposes and, therefore, where governments of necessity have had to act on matters which are largely business and administrative, as I have stated, the boards of necessity have been given summary powers.

The effect of the Gale judgment may be roughly stated as while acknowledging the rights of the legislature to deny any appeal from the decisions of the (labour relations) board, that nevertheless this denial is interpreted very strictly and that it is inherent in the statutes that while the board's decisions are final that such denial does not go to the extent of depriving any applicant or person before the board of the right of a fair trial and, therefore, it is the duty of any board or commission in determining any judicial matter to be

particularly careful to see that full justice is done in the matter of fair trial and a fair hearing.

I may say that this is a matter which has given the government, and indeed I believe other governments, very considerable concern. In the complex society and days in which we live the administrative boards with powers of adjudication are necessary. Administrative matters cannot be thrown into the courts. Matters have to be determined quickly and efficiently and, indeed, without appeal.

At the same time, as I shall state later, there are grounds for concern as to the effect of such widespread powers upon the rights of the individual. After all, our democracy has been built upon the freedom of individuals, and we all view with concern things which tend to take away from the rights of individuals. In referring to this matter, I would like to express confidence in our boards and commissions.

Indeed in the decision which we are considering affecting a decision of the board in question, Mr. Justice Gale particularly found that while in disagreement with the actions of the board that the board had not acted with bias and that what had been done did not allow him to draw the conclusion that the board was favouring one side, and that his conclusion was not a reflection on the integrity of the board. I take the same position with all of our boards. . . .

I am satisfied that the legislature in giving broad, non-appealable powers to our boards and commissions has done so with the understanding that there would always be a full and complete hearing and fair trial of the issues and that there should be the fullest opportunity of presenting all sides of the case. Indeed a board or commission with arbitrary powers has a very definite duty to see that such is the case.

The Gale judgment is before the courts. The same was delivered on June 1, 1951, and was subject to an appeal. An appeal has been entered and the case is subjudice. It, therefore, would be improper for me to comment upon the facts of the case. The decision, however, may be divided into two parts:—

1. The finding of the judge that when a judicial or quasi-judicial body is set up to perform particular functions and its decisions are not appealable, that it is still inherent in our law that it perform these functions according to the fundamental principles of natural justice, which include a fair and complete and impartial hearing, and that if such body fails in conducting this hearing to give all parties a fair hearing and opportunities for expressing their respective cases then such board would be acting beyond its jurisdiction and the powers conferred upon it by the legislature and its decisions might be set aside by the court.

2. The facts upon which the judge found that in this case natural justice had not been given and that, therefore, the decision of the board should be set aside.

On the second point I shall have no comment. The facts upon which the judge applied the law stated in 1 are before the courts and on the merits determination will be made as to whether on these facts natural justice was given or not. On the other hand, what I have stated in 1 concerning the law is not subjudice and I think may be properly commented upon.

At the outset I said that the arbitrary and non-appealable powers of boards and commission are a matter of concern for this and other governments. In the various legislative bodies in Canada there is increasing interest in human rights and fundamental freedoms and indeed representations have been made, particularly to the federal government, concerning a Bill of Rights.

[Premier Frost then referred, among other things, to the Report of the Senate Committee on Human Rights and Fundamental

Freedoms (L.G., Dec., 1950, p. 2028); to the representations stressing the need for a bill of rights which were recently made to the Prime Minister of Canada (L.G., June, 1951, pp. 768-9); to the anti-discrimination legislation passed by the Ontario Legislature during the 1951 Session (L.G., June, 1951, p. 846); and to recent changes in the membership of the Niagara Parks Commission and in the administration of the Ontario Hydro Electric Power Commission, which had been made to safeguard the public interest. He continued as follows]:—

I, of course, recognize some very real and practical difficulties in the situation. While above everything else not wanting in all our boards or commissions to deny natural justice or a fair hearing one could not think of throwing administrative matters into the courts. Only chaos could result from this.

Personally, I do not think that this need be the case in following out the general law stated in the Gale judgment. If care is always taken to give a fair trial and a fair hearing of issues before our boards, then, of course, there is no possibility of this.

If it appears in the future that our desire to protect individuals and to give full justice is being used for the purpose of abuse and delay then the legislature in its wisdom will have to intervene, but in intervening we should always be careful to retain as our primary objective the fundamentals upon which our democratic way of life has been founded.

In connection with this appeal, the board is not an appellant. I have stated what the government's view is from a standpoint of public policy. As regards the matter of fact as to whether there was a violation or not, this matter will be presented to the courts by two of the parties, the appellant guild and the respondent company. The position of the government will be to see that justice is done to our citizens and that the principles of our law are maintained.

HOURS AND WORKING CONDITIONS IN THE MANUFACTURING INDUSTRIES OF HALIFAX, MONTREAL, TORONTO, WINNIPEG AND VANCOUVER, OCTOBER 1950*

This second article on hours and working conditions in five major Canadian cities indicates a few noticeable differences from comparable information for 1949. The normal work week has been reduced in two of the cities, Halifax and Winnipeg. Maximum vacations with pay have been increased somewhat, and more workers, particularly in Halifax and Vancouver, are being paid for at least some of the statutory holidays when not worked. Information on the growing practice of giving regular rest and wash-up periods and paying a wage differential for shift work is also presented in the following article.

There have been a few significant changes during 1950 in the hours and working conditions of plant employees in the manufacturing industries of five representative Canadian cities: Halifax, Montreal, Toronto, Winnipeg and Vancouver. Information comparable with that obtained in 1949¹ indicates that there has been a noticeable reduction in normal weekly hours in Halifax and Winnipeg. Also, a greater proportion of workers are now employed in establishments with maximum vacation periods of three or four weeks with pay after long periods of employment. In Halifax and Vancouver there has been a decrease in the proportion of employees who are not paid for any of the statutory holidays observed unless these days are worked.

There has been little change in the payment provisions for overtime work after standard daily or weekly hours and for work on Sundays.

Additional information is presented in this article on the fairly widespread practices of shutting down manufacturing plants for a vacation period, permitting recognized rest and wash-up periods to

employees, and paying a wage differential to the workers on other than the day shift.

Data from more than 2,700 establishments, employing about 264,000 plant workers, have been studied to obtain a comparative picture of hours and working conditions in these five Greater Cities. Information was obtained from plants not only in the cities themselves but also from those surrounding communities which form an integral part of the metropolitan economy.

The industrial distribution of employees in the five cities is very nearly similar to the distribution for 1949, presented in the previous article. The proportion of female employees has increased only slightly, ranging from 16 per cent in Vancouver to 29 per cent in Montreal. Twenty-one per cent of the workers in Halifax, 27 per cent in Toronto and 26 per cent in Winnipeg were women.

The Normal Work Week.—Information on the normal work week in the manufacturing industries of the five cities studied in this article has been presented in detail in the previous issue of the *LABOUR GAZETTE*.² As mentioned there, the normal work week for plant employees at October, 1950, averaged 44.2 hours in Halifax, almost 44 hours in Montreal, 42.5 hours in Toronto, 43 hours in Winnipeg and 41 hours in Vancouver.

² See "The Normal Work Week in Canadian Manufacturing Industries, October 1950", the *LABOUR GAZETTE*, June 1951, p. 797. Note especially the sections on Normal Weekly Hours by City and The Five-Day Week, pp. 801-2, and Table III. p. 808.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

¹ "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1949", the *LABOUR GAZETTE*, July, 1950, p. 1014.

The following comparison of the proportions of plant employees according to their normal weekly hours will give an indication of the variation in the work week both within and between cities:—

Normal Work Week	Halifax	Montreal	Toronto	Winnipeg	Vancouver
	%	%	%	%	%
40 hours and less	13.7	30.6	42.8	33.9	78.4
Between 40 and 44 hours.....	3.8	9.2	21.7	16.2	2.5
44 to 45 hours	64.6	35.2	26.4	35.3	17.0
More than 45 hours.....	17.9	25.0	9.1	14.6	2.1
Total	100.0	100.0	100.0	100.0	100.0

The predominant work week in Halifax was 44 hours, and in Vancouver, 40 hours. In Montreal and Toronto the largest group of workers on the same work week were employed 40 hours, but large numbers of workers were on a 45-hour week. A slightly higher proportion of workers in Winnipeg were on a 40-hour week than on a 44-hour week.

The proportion of plant employees on a five-day week in 1950 ranged from 19 per cent in Halifax to 85 per cent in Toronto. Seventy-five per cent of the workers in Montreal, 54 per cent in Winnipeg and 80 per cent in Vancouver were also reported to be working a five-day week.

The major changes in the normal work week during the year preceding October 1, 1950, have occurred in Halifax and Winnipeg, where there has been a noticeable reduction in normal weekly hours. There was little change in the proportions of workers reported on a five-day week in 1950 as compared with 1949, except for small reductions in Halifax and Vancouver.

Overtime Payment.—Payment for work after standard daily or weekly hours in 1950 was predominately one and one-half times the regular wage in each of the five cities, as it was in 1949. Time and one-half for the first 3 or 4 hours of overtime and double time thereafter was paid by establishments employing about 10 per cent of the workers in Montreal, 5 per cent of the workers in Toronto and about 14 per cent in Vancouver. Just over 10 per cent of the workers in Winnipeg were employed in plants where the overtime payment was time and one-quarter from Monday through Friday. A very small number of workers in each city were paid double time for overtime work.

Double time for work on Sundays, or the 7th working day where there is a continuous operation, was paid to the largest group of workers in Halifax, Montreal and Winnipeg. Eighty-three per cent of the workers in Halifax were in estab-

lishments which paid this rate for work on Sundays. In Montreal 38 per cent of the workers were in plants which paid double time and 27 per cent were in those which

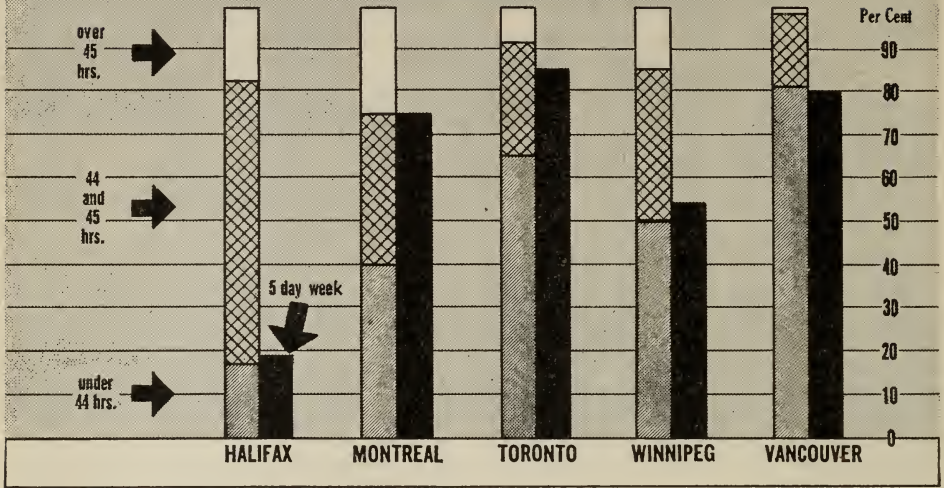
paid time and one-half; in Winnipeg the corresponding proportions were 41 per cent and 13 per cent respectively. Time and one-half, however, was paid by establishments employing the largest group of workers in Toronto and Vancouver, although large groups were eligible to be paid double time for work on Sunday. The proportion of workers in plants paying time and one-half and double time, respectively, was 45 per cent and 21 per cent in Toronto and 41 per cent and 35 per cent in Vancouver. Most of the remainder of the employees were working in establishments which did not report any overtime policy for work on Sundays, probably because no work has been done on that day and none anticipated.

There has been very little change, during the year previous to the 1950 survey, in the rates of overtime payment after standard daily or weekly hours and for work on Sundays.

Annual Vacations with Pay.—More than two-thirds of the plant employees in each of the five cities were employed in manufacturing establishments which reported giving an initial vacation of one week with pay, generally after a year of employment (Table I). Almost all of the remaining employees were in plants which gave an initial vacation of two weeks with pay, mainly after the same period of work. The proportion of employees who were in establishments giving an initial vacation of two weeks with pay was 31 per cent in Halifax, 6 per cent in Montreal, 7 per cent in Toronto, 12 per cent in Winnipeg and 10 per cent in Vancouver.

Most of the workers in each of the cities except Halifax, where a much larger proportion received an initial vacation of two weeks, were in plants where the period of vacation was increased as the worker's term of employment continued. In Halifax, Winnipeg, and Vancouver the majority of these workers may become eligible to receive a maximum vacation of two weeks

NORMAL WEEKLY HOURS AND THE FIVE-DAY WEEK FOR PLANT EMPLOYEES IN MANUFACTURING, OCTOBER 1950



with pay, usually after 5 years of employment or less. In Montreal and Toronto almost equal proportions of the workers were in establishments which increased the vacation period to a maximum of two weeks with pay and three weeks with pay, mainly after 5 years or less in the first instance and from 15 to 25 years in the second. A small number of workers in Montreal, Toronto and Vancouver could become eligible for a maximum vacation period of four weeks with pay, generally after 25 years of employment.

Combining those employees whose initial vacation period is maintained regardless of the length of employment with those whose vacation period may be increased after a time, the proportion in each city according to the maximum vacation they may receive is as follows:—

Maximum Vacation Period	Halifax	Montreal	Toronto	Winnipeg	Vancouver
	%	%	%	%	%
1 week with pay	32.2	16.0	9.1	15.0	16.8
2 weeks with pay	54.5	39.5	46.2	65.8	65.0
3 weeks with pay	13.3	39.5	42.3	19.2	14.1
4 weeks with pay .....	...	4.7	2.0	...	1.4
Other periods paid for.....	...	.3	.4	....	2.7
Total	100.0	100.0	100.0	100.0	100.0

Most of the workers who may become eligible to receive a maximum vacation of three weeks may also receive an intermediate vacation of two weeks, generally after 5 years of employment; and those who may become eligible for a maximum of four weeks with pay may also receive an intermediate vacation of three weeks.

Payment for the annual vacation is usually equivalent to the employee's wage,

or average straight-time earnings in the case of piece-workers, for the period of the vacation. In some establishments the vacation pay is based on a percentage of the employee's annual earnings, 2 per cent being considered equivalent to one week's vacation, 4 per cent equivalent to two weeks' vacation with pay, etc., after a year of employment. In a few other instances the vacation pay is based on the number of months worked during the year, one-half of a day's pay per month being considered equivalent to one week's vacation with pay after a year of service.

During the year previous to October, 1950, there have been some increases in the periods of annual vacations with pay, particularly with respect to the maximum vacation period. A larger proportion of

the workers are in plants which give a maximum vacation of three weeks with pay, and a number of establishments have extended the paid vacation to four weeks after long periods of employment.

Closing down the plant for the vacation period is quite common in most of the cities. Twenty-three per cent of the employees in Halifax, 64 per cent in Montreal, 67 per cent in Toronto, 34 per

cent in Winnipeg and 44 per cent in Vancouver were employed in plants which shut down for a vacation period. Two weeks was the predominant shut-down period, as is seen in the following table which presents the proportion of workers in each city who are employed in plants closing down for this purpose:—

	Proportion of Workers by Period of Plant Shut-down		
	1 Week	2 Weeks	Other
	%	%	%
Halifax	1	22	..
Montreal	13	48	3
Toronto	17	42	8
Winnipeg	10	21	3
Vancouver	19	24	1

Statutory Holidays.—The number of statutory holidays observed by the manufacturing establishments in the five cities varied substantially, but the majority of workers were reported in plants which observed from 7 to 10 holidays in 1950 (Table II). About 92 per cent of the workers in Halifax observed from 8 to 10 statutory holidays, 58 per cent in Montreal observed 7 or 8 days, 82 per cent in Toronto observed 8 days, 85 per cent in Winnipeg observed from 7 to 10 days, and 76 per cent in Vancouver observed 8 or 9 statutory holidays.

The number of statutory holidays observed, in this article, is the number

of days when the plant is not normally operating because of Federal, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the establishment.

Within each city there was less uniformity in the number of statutory holidays paid for when not worked than in the number of statutory holidays observed. In Montreal, Toronto and Winnipeg, less than 10 per cent of the workers were in plants which did not pay for any of the observed statutory holidays unless these days were worked, whereas 22 per cent of the workers in Halifax and 38 per cent in Vancouver were in those which did not pay for any unless worked. In the three central cities, Montreal, Toronto, and Winnipeg, the majority of workers were paid for 6 to 8 statutory holidays. In Halifax and Vancouver the largest group of workers being paid for statutory holidays, 30 per cent and 17 per cent respectively, were paid for 9 days when not worked.

The variation within and between the cities in the numbers of statutory holidays observed and paid for can be seen in the following table, which gives the approximate proportion of workers in each city distributed according to the number of statutory holidays reported:—

	Halifax	Montreal	Toronto	Winnipeg	Vancouver
	%	%	%	%	%
Statutory Holidays Observed					
6 days and under	4	19	5	8	8
7 days	4	23	8	18	9
8 days	13	36	82	26	19
9 days	56	5	4	24	57
10 days and over	23	17	1	24	7
Total	100	100	100	100	100
Statutory Holidays Paid For					
None	22	10	6	9	39
5 days and under	32	25	9	12	23
6 days	3	14	11	10	8
7 days	3	17	11	27	3
8 days	9	24	61	24	7
9 days and over	31	9	2	18	19
Total	100	99*	100	100	99*

* One per cent "other".

There have been some important changes from 1949 in the distribution of workers according to the number of statutory holidays paid for when not worked. In Halifax 22 per cent of the workers were not paid for any of the statutory holidays not worked in 1950, compared with 46 per cent in 1949; and in Vancouver the corresponding proportions were 39 and 55 per cent.

Rest and Wash-up Periods.—Regular rest and wash-up periods were well recognized in the manufacturing industries of the five major cities studied in this article (Table III). The proportion of employees in plants which permitted rest periods ranges from 36 per cent in Halifax to 83 per cent in Winnipeg. Sixty-one per cent of the workers in Montreal, 78 per cent in Toronto and about 65 per cent in

Vancouver received specified rest periods or could take them on an informal basis. Most of the workers in each city receiving rest periods were allowed two per day, with at least half of them getting 10 minutes each time.

Wash-up periods were permitted to 55 per cent of the workers in Halifax, 54 per cent of the workers in Montreal, 58 per cent in Toronto, 36 per cent in Winnipeg and 18 per cent in Vancouver. The largest group of workers in each city received two wash-up periods of 5 minutes each, and the next largest group in all of the cities except Halifax received one 5-minute period.

Shift Differential.—Only a small proportion of the plant employees were reported on a 2nd (evening) or 3rd

(night) shift at the time of the 1950 survey. Most of the workers who were reported on these shifts in 1950 received a wage differential for this shift work (Table IV). The shift differential was usually expressed in terms of so many cents per hour, but in a few cases, especially in Montreal, the differential was expressed as a percentage of the worker's wage.

The largest proportion of shift workers in Montreal, Toronto and Winnipeg receiving a cents-per-hour differential were paid 5 cents an hour. In Vancouver the largest group in this category were paid between 5 cents and 10 cents an hour. Most of the workers in Montreal whose shift differential was based on a percentage of their wages received 10 per cent, whereas most of those in Toronto received 15 per cent.

TABLE II.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950

	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER		
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	
Less than 5.....	1	38	72	3,106	24	825	2	268	6	213	
5.....	1	42	105	7,910	24	844	4	297	10	601	
6.....	5	144	112	9,998	62	3,287	10	785	12	1,258	
7.....	7	191	261	24,821	124	8,430	50	3,154	36	2,425	
8.....	22	719	192	39,392	725	85,647	52	4,536	64	5,086	
9.....	14	3,016	56	5,588	105	4,575	69	4,219	199	15,579	
10.....	8	1,274	69	8,030	7	158	47	2,924	40	1,684	
11.....	1	3	43	5,193	7	222	16	1,182	2	141	
More than 11.....			72	5,560	1	55			2	105	
No Information.....			10	368	1	16	1	39	3	12	
Total.....	59	5,427	992	109,966	1,080	104,059	251	17,404	374	27,104	
Number of Statutory Holidays Paid For When Not Worked											
None.....	13	1,213	189	10,393	155	6,358	29	1,534	119	10,244	
1 & 2.....	8	1,101	60	3,494	70	2,745	11	767	14	574	
3.....	1	60	131	10,748	36	1,405	(1)	5	202	28	1,977
4.....	1	14	57	3,183	47	2,221	8	372	9	434	
5.....	2	561	113	10,346	52	3,186	10	746	50	2,876	
6.....	5	138	74	14,797	118	11,618	22	1,763	22	2,183	
7.....	6	197	170	18,376	91	10,928	55	4,653	17	879	
8.....	14	472	103	25,923	449	63,195	47	4,261	30	1,908	
9.....	6	1,643	21	3,361	48	1,997	30	1,389	64	4,484	
More than 9.....	3	28	46	6,920	5	122	31	1,662	11	339	
Other(2).....			2	955	1	29			2	190	
No Information.....			26	1,470	8	255	3	55	8	1,016	
Total.....	59	5,427	992	109,966	1,080	104,059	251	17,404	374	27,104	

Note:—In this table, half-days have been discounted in the few cases where they were reported. That is, where the establishment reported observing or paying for 7½ statutory holidays it has been included above with the group observing or paying for 7 days.

(1) One establishment reported paying for 7 statutory holidays after 3 years of employment.

(2) The number of statutory holidays paid for generally depends on the employee's period of employment.

TABLE I.—ANNUAL VACATIONS WITH PAY IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950

Length of Vacation and Service Requirements	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
INITIAL VACATION										
<i>One Week with Pay after: (1)</i>	58	3,619	879	102,548	946	95,693	212	15,255	316	23,508
Less than 1 year's employ-ment.....	5	182	147	19,505	188	15,051	28	2,459	21	1,337
1 year's employment.....	30	3,332	700	81,298	730	78,885	183	12,746	285	21,345
Other periods of employ-ment.....	1	58								
Service not specified.....	2	47	32	1,745	28	1,757	1	30	10	826
<i>Two Weeks with Pay after:(2)</i>	12	1,635	97	6,965	124	7,655	38	2,150	45	2,600
Less than 1 year's employ-ment.....			20	1,562	14	514			2	67
1 year's employment.....	10	1,617	74	5,142	100	6,923	38	2,130	42	2,513
Service not specified.....	2	18	3	261	10	213			1	20
<i>Other Vacation Periods.....</i>			7	256	10	711			11	949
Total.....	50	5,254	983	109,769	1,080	104,059	250	17,365	372	27,057
MAXIMUM VACATION										
<i>Two Weeks with Pay after (2).....</i>	16	1,649	350	38,850	465	43,021	128	9,367	171	15,626
Less than 5 years' employ-ment.....	9	533	178	16,101	251	18,853	71	4,874	76	4,758
5 years' employment.....	6	1,083	158	21,849	188	22,762	52	4,207	74	9,959
Other periods of employ-ment.....	1	33	14	900	26	1,406	5	276	21	909
<i>Three Weeks with Pay after (3).....</i>	4	698	154	43,346	197	44,043	24	3,338	33	3,805
5 to 14 years' employment.....			7	350	20	1,768	1	71	4	377
15 to 25 years' employment.....	4	698	141	42,398	164	40,269	21	3,043	29	3,428
Other periods of employ-ment.....			6	598	13	2,006	2	224		
<i>Four Weeks with Pay after (4).....</i>			9	5,208	15	2,039			3	568
25 years of employment.....			9	5,208	13	1,881			2	343
Other periods of employ-ment.....					2	158			1	25
<i>Other Vacation Periods.....</i>			2	132	1	100			1	81
<i>Initial Vacation Maintained.....</i>	30	2,907	468	22,233	402	14,856	98	4,670	164	7,177
One week.....	20	1,694	382	17,539	295	9,440	64	2,611	118	4,557
Two weeks.....	10	1,213	81	4,497	101	5,005	34	2,059	38	1,959
Three weeks.....					1	77				
Other.....			5	197	5	334			8	661
Total.....	50	5,254	983	109,769	1,080	104,059	250	17,365	372	27,057

NOTE: Nine establishments in Halifax, nine in Montreal, one in Winnipeg and two in Vancouver did not report information on annual vacations with pay.

(1) Payment is straight time or average straight-time earnings for 1 week, 2 per cent of annual earnings, or ½ day's pay for each month worked.

(2) Payment is straight time or average straight-time earnings for 2 weeks, or 4 per cent of annual earnings.

(3) Payment is straight time or average straight-time earnings for 3 weeks, or 6 per cent of annual earnings.

(4) Payment is straight time or average straight-time earnings for 4 weeks.

TABLE III.—REST AND WASH-UP PERIODS IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950

Number of Plant Employees

Number and Length of Rest or Wash-up Periods	Rest Periods					Wash-up Periods				
	HAL-FAX	MONT-REAL	TORON-TO	WINNI-PEG	VAN-COUVER	HAL-FAX	MONT-REAL	TORON-TO	WINNI-PEG	VAN-COUVER
One Period of:										
5 minutes.....		97	17			17	13,977	12,506	1,474	1,006
10 minutes.....		3,083	6,227	879	623	22	4,908	3,510	666	327
15 minutes.....		5,710	2,743	490	414	8	1,090	1,542	45	122
Other.....		537	730	26	31	12	1,551	4,211	86	433
Two Periods of:										
5 minutes.....		560	337	106	331	1,704	20,861	21,841	2,255	1,249
10 minutes.....	983	37,245	49,469	9,354	11,922	1,021	7,137	5,508	598	332
15 minutes.....	970	12,039	12,490	3,017	3,115	8	719	628	35	474
Other.....		3,294	6,054	266	560	48	3,581	3,706	504	589
Other Periods.....		1,541	1,424	110	487	89	2,597	2,868	327	221
Informally Permitted.....	25	2,967	1,916	158	2	49	2,632	3,514	305	198
Total.....	1,978	67,073	81,407	14,406	17,485	2,970	59,053	59,834	6,295	4,956
Not Allowed or Information Not Reported.....	3,449	42,893	22,652	2,998	9,619	2,457	50,913	44,225	11,109	22,143
Total Plant Employees...	5,427	109,966	104,059	17,404	27,104	5,427	109,966	104,059	17,404	27,104

TABLE IV.—SHIFT DIFFERENTIAL IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950

Number of Employees on Shift

Shift Differential	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	2nd Shift	3rd Shift	2nd Shift	3rd Shift	2nd Shift	3rd Shift	2nd Shift	3rd Shift	2nd Shift	3rd Shift
<i>Cents per hour:</i>										
Less than 5 cents.....			746	319	1,079	186	128	42	160	100
5 cents.....	39		1,804	559	3,489	1,987	220	199	304	140
Between 5 cents and 10 cents.....			417	258	663	493		19	2,185	646
10 cents.....	30	55	95	359	231	104	20	15	214	65
More than 10 cents.....			63	21	22	66			28	43
<i>Per Cent:</i>										
10%.....			696	315	130	37			6	
Between 10% and 15%.....			252	49					3	21
15%.....			241	16	591	96	22	2	4	
Other per cent.....			106		13				12	3
<i>Other Differentials</i>	5	5	122	20	106	291	24		417	73
Total.....	74	60	4,542	1,916	6,324	3,260	414	277	3,333	1,096
<i>No Differential Paid</i>	20	9	2,891	751	892	374	206	141	222	93
Total on Shift.....	94	69	7,433	2,667	7,216	3,634	620	418	3,555	1,189

BUILDING, CIVIL ENGINEERING AND PUBLIC WORKS COMMITTEE STUDIES SEASONALITY AND WELFARE

Seasonal unemployment, welfare and other problems of the construction industry were discussed at the third session of the ILO Building, Civil Engineering and Public Works Committee. The Committee recommended that modern knowledge and techniques be utilized to remove the instability of employment in the industry. A series of resolutions dealing with welfare in the industry was also approved.

The Building, Civil Engineering and Public Works Committee of the International Labour Organization held its Third Session in Geneva from February 12 to 23, 1951. Nineteen countries from all parts of the world were represented. Altogether, these countries sent 102 delegates, 4 substitutes and 20 advisors, a total of 126. Representatives of the United Nations and of the World Health Organization were present, as well as observers from 7 international organizations such as the International Confederation of Free Trade Unions.

In accordance with normal International Labour Organization practice, the Session was attended by representatives of Governments, employers and workers. Canada was represented as follows:—

Government Delegates.—Mr. J. Lorne MacDougall, Industrial Relations Officer, Department of Labour, Ottawa; and Mr. W. W. Dawson, Director, Special Services Branch, Department of Labour, Ottawa.

Employers' Delegates.—Mr. John N. Flood, Saint John, N.B., and Mr. Raymond Brunet, Hull, P.Q., both representing the Canadian Construction Association.

Workers' Delegates.—Mr. Joseph Connolly, General Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Toronto, Ontario; and Mr. J. B. Delisle, Secretary General, Building Federation, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

Agenda

The agenda of the Session included the following items:—

1. General report, dealing particularly with:

(a) action taken in the various countries in the light of the conclusions of previous sessions of the Committee;

(b) steps taken by the Office to follow up the studies and enquiries proposed by the Committee;

(c) recent events and developments in the construction industry.

2. Welfare in the construction industry. The report and discussion on this subject were devoted to a consideration of conditions on building and civil engineering sites, and did not extend to questions of social security.

3. Seasonal unemployment in the construction industry, with special reference to the most effective means for reducing its extent.

Procedure

The Committee first engaged in a general discussion of recent events and developments in building and construction throughout the world on the basis of the general report. Two outstanding subjects were repeatedly mentioned: first, the urgent construction needs of the world and the difficulties standing in the way of meeting them, such as the lack of materials, manpower, finance and, in some countries, low scale productivity; second, the particular problems and needs of under-developed countries and ways and means of helping them.

Two subcommittees were set up to deal with the second and third items of the agenda: one on seasonal unemployment in the construction industry and the most effective means of reducing its extent; and the other on welfare in the construction industry. The Subcommittee on Seasonal Unemployment elected the Canadian Government Delegate, Mr. J. L. MacDougall, as its Chairman.

Seasonal Unemployment

A general discussion was engaged in by the Subcommittee on Seasonal Unemploy-

ment, followed by a detailed examination of specific problems, from which there emerged a resolution and statement of policy. The resolution pointed out that, in several countries, seasonal unemployment has reduced, in varying degrees, the output of the industry, has resulted in only partial utilization of its resources and equipment, lowered earnings, discouraged the recruitment of new workers and caused a considerable number of workers to leave the industry.

The Committee considered it possible, through the utilization of modern knowledge and techniques and by changing traditional habits adopted by the trade and its customers, to remove this instability nearly or completely by measures which may not unduly increase the real cost of work, when account is taken of the additional output produced and of savings in other respects, such as unemployment benefits. The resolution pointed out that in many areas the application of modern techniques has made it possible all the year around to erect buildings and carry out much work, the quality of which need not suffer on account of climatic conditions. It was recognized that in several countries the existence of full employment, together with measures already taken by Governments, employers and workers individually or collectively, appears to have substantially reduced seasonal unemployment in the post-war period.

Statement of Policy

A statement of policy adopted by the Subcommittee laid down two indispensable conditions for the most effective reduction of seasonal unemployment: (a) the maintenance of full employment in a country's economy as a whole; and (b) the further development of co-operation between Governments, employers and workers in the application of proved techniques of winter construction and in the adoption of other appropriate measures, and a willingness to depart from traditional habits in planning and organizing work. The resolution emphasized that no measures should have the effect of lowering existing standards of working conditions.

Specific measures recommended by the resolution for individual and combined efforts of Governments, employers and workers included the following: (a) readiness of construction workers to take any employment which they are reasonably capable of performing in the industry and to move voluntarily to areas where work is available; (b) vocational training to diversify skills; (c) provision of facilities

to enable workers to continue work to the greatest extent possible in the winter season; (d) collection of statistical information designed to give guidance as to the incidence of seasonal unemployment; (e) planning by public authorities of their own construction programs with a view to minimizing season fluctuations, and the exercise of building controls with the same object in countries where such controls are part of public policy; (f) stimulation of private demand by making it widely known that winter work is feasible and not of inferior quality; (g) consideration of the possibility of granting subsidies to stimulate winter construction; (h) further research into improved methods of winter construction, and the dissemination nationally and internationally of the results of such research; (i) fullest application by the industry of all methods which facilitate the progress of work in winter; (j) designing of projects so as to use appropriate materials and techniques, having regard to climatic conditions; and (k) arranging for site work to begin at such a time of the year, and to be so phased, that the various stages of the job can be done at the most suitable seasons with a view to minimizing adverse seasonal effects.

Welfare

The proceedings of the Subcommittee on Welfare resulted in a series of four resolutions to the following effect:—

Welfare in the Construction Industry in Under-developed Countries.—This resolution calls on the International Labour Organization to study the problem with a view to preparing advice on the welfare arrangements appropriate to under-developed countries.

Legislative Measures for Welfare Facilities in the Industry.—The Committee recognized that it is usually preferable to ensure the provision of facilities and amenities for the welfare of workers by means of agreements between employers and workers rather than by legislation but considered at the same time that there are countries where the means of achieving or enforcing such agreements are inoperative or non-existent. The resolution urged members of the International Labour Organization to consider whether they should not introduce some minimum legal requirements as to welfare facilities in the construction industry which would encourage joint co-operation on welfare where such co-operation has not yet been established.

Employment of Women and Children in the Construction Industry.—This resolution suggested that measures should be considered as soon as possible to prohibit at an early date by regulation or by collective agreements the employment of women and children on work sites in jobs requiring strength and causing strain beyond their physical powers. For the industrially under-developed countries which are still obliged to make use of women and children on construction work, the Committee suggested the early preparation of a list of especially heavy jobs in which women and children should in no circumstances be employed.

Welfare Facilities in the Construction Industry.—This resolution suggested for the consideration of those concerned the provision of numerous amenities, including weatherproof shelter during interruptions of work; suitable weatherproof places and facilities for meals; supplies of wholesome drinking water; facilities for obtaining food or cooked meals provided under hygienic conditions; reasonable washing and sanitary facilities; provision for storage and drying of clothing and for changing summer clothing; transport facilities to and from the site; residential camp or hostel accommodation; and special facilities for women workers, if employed.

Other Resolutions

The Committee also adopted a number of general resolutions dealing with such matters as international arrangements for building research, the stabilization of employment in the construction industry, and studies by the International Labour Office into certain problems of the construction industry. In a resolution concerning the agenda for the next session of the Committee, it was suggested that consideration be given to the question of facilitating the progressive application of the principle of a guaranteed wage in the construction industry.

In accordance with the normal procedure of the International Labour Organization, the conclusions of the Committee will come

before the Governing Body which will decide what action should be taken on them.

During the course of the general debate in the subcommittees, members of the Canadian Delegation made numerous contributions to the discussion. In plenary session, Mr. Joseph Connolly made an able presentation in which he informed the Committee of the extent of labour organization in Canada, with particular reference to the construction industry. He said that every winter numbers of building workers were laid off owing to the severity of the Canadian climate. This was recognized as a characteristic of the Canadian economy, as shown by the payment of higher wages to construction workers than to industrial workers in general. In addition, the Federal Government provides for an Unemployment Insurance Fund for the protection of workers during periods of unemployment.

The Government had recently announced amendments to the Unemployment Insurance Act which greatly benefited seasonally unemployed construction workers by granting supplementary benefits to insured workers during the winter months when, for one reason or another, they could not qualify for ordinary benefits. Other improvements to the Unemployment Insurance plan were also under consideration.

Mr. Connolly stated that most construction work in Canada was undertaken by private contractors and that the industry had expanded tremendously during recent years, owing to construction undertaken in the new oil fields of Western Canada, the building of various large Hydro Electric plants, expansion of the pulp and paper and mining industries, and other large-scale developments.

Increased facilities had been provided for vocational training, with the Federal Government making grants of funds to the various provinces. Mr. Connolly also informed the Committee that the majority of construction workers in Canada were covered by collective agreements and that industrial relations in the industry were most harmonious.

WAGES, HOURS AND WORKING CONDITIONS IN THE IRON AND STEEL PRODUCTS AND TRANSPORTATION EQUIPMENT INDUSTRIES, OCTOBER 1950*

Many similarities in the hours and working conditions of the Iron and Steel Products and the Transportation Equipment Industries in 1950 are noted in the following article, as are some important differences. Comparisons with similar information in 1949 reveal that there have been a few slight changes in the hours and working conditions of these industries. Average wage rates for selected occupations in three divisions of the Transportation Equipment Industry indicate a 5 to 6 per cent increase over 1949.

There were numerous similarities in the hours and working conditions of the Iron and Steel Products and the Transportation Equipment Industries in 1950, as well as a few noticeable differences.

The majority of workers in both of these industries were normally working from 40 to 45 hours a week in 1950, with the largest group in each working 40 hours. The Iron and Steel Products Industry, however, had a larger proportion of workers on a 40-hour and 45-hour week and a much smaller proportion on a 44-hour week. Eighty-three per cent of the workers in the Iron and Steel Products Industry, compared with 72 per cent in the Transportation Equipment Industry, were on a five-day week.

Time and one-half for overtime during the week and for work on Sunday was predominant in both industries, as was double time for work on paid statutory holidays.

Most of the workers in each industry received an initial vacation of one week with pay, mainly after a year of employment, and large numbers could become eligible for an increased vacation period as their employment continued. More than one-half of the workers manufacturing Iron and Steel Products may become eligible to receive a maximum vacation of three weeks with pay, but only one-quarter of those manufacturing Transportation Equipment may become eligible for this period of paid vacation.

More than 90 per cent of the workers in each of these two industries were employed in establishments which observed from 6 to 9 statutory holidays in 1950, and almost equal proportions were paid for 6

to 8 of these holidays when not worked. Seventy-one per cent of the workers in the Iron and Steel Products Industry observed 8 statutory holidays, compared with 41 per cent in the Transportation Equipment Industry. In Iron and Steel Products about 13 per cent of the workers were paid for 6 statutory holidays and 54 per cent were paid for 8; whereas in Transportation Equipment these proportions were 48 per cent and 13 per cent respectively.

Regular rest and wash-up periods were about equally common in both of these major industries, with two 10-minute periods being predominant in each case.

A greater proportion of workers in the Iron and Steel Products Industry were on shift work at the time of the 1950 survey, but in the Transportation Equipment Industry a higher proportion of those on other than day shift received a wage differential for this shift work. A bonus of 5 cents an hour was the predominant differential on the evening and night shifts in both of the industries.

There have been noticeable changes in some of the working conditions of both the Iron and Steel Products and Transportation Equipment Industries for which comparable information is available for 1949.¹ In 1949, however, these two indus-

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings of piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

¹ See "Hours and Working Conditions in the Iron and Its Products Industry, October 1949," the LABOUR GAZETTE, August 1950, p. 1196.

tries were combined under the title of the Iron and Its Products Industry and did not include Auto Repair and Garages. Where comparisons are made between the information contained in this article and that for 1949 in the previous article, consideration has been given to the difference in the industrial classifications.

In the Iron and Steel Products Industry there has been a definite reduction in the normal work week and an increase in the proportion of workers on a five-day week. This has mainly been due to a shortening of the work week by two large companies producing primary iron and steel.

In the Transportation Equipment Industry there has been a noticeable increase in the proportion of workers who may become eligible for a maximum vacation of three weeks with pay after long periods of employment. Also during the year ending October 1, 1950 there has been a marked decrease in the proportion of workers being paid for less than 4 statutory holidays when not worked and a corresponding increase in the proportion being paid for 7 of these holidays.

Information on wage rates for selected occupations in three divisions of the Transportation Equipment Industry indicates that there has been an average wage increase of from 5 to 6 per cent in this industry during the year preceding October 1, 1950. The index numbers (on a base 1939=100) at this date stood at 174.3 in the Motor Vehicles Industry, 239.1 in the Motor Vehicles Parts and Accessories Industry, and 192.9 in the Aircraft and Parts Industry.

Iron and Steel Products Industry

Information from some 760 establishments employing 114,000 plant workers was obtained for this study of hours and working conditions in the Iron and Steel Products Industry. This major group of Manufacturing has been divided into six Industries for the purpose of this article. Agricultural Implements, employing about 11 per cent of the workers; Machinery, employing 15 per cent; Iron Castings, 10 per cent; Primary Iron and Steel, 21 per cent; Sheet Metal Products, 10 per cent; and Other Iron and Steel Products,² 33 per cent.

The Iron and Steel Products Industry is largely located in Ontario, with about two-

thirds of the workers employed in this province. Twenty per cent of the workers are located in Quebec, 6 per cent in the Maritime Provinces, 4 per cent in the Prairie Provinces and just over 3 per cent in British Columbia.

About 5 per cent of the plant workers reported in this industry were women.

The Normal Work Week.—All but 15 per cent of the male plant employees in the Iron and Steel Products Industry were normally working from 40 to 45 hours a week in 1950; the largest proportion of these were working 40 hours (Table I). Forty per cent of the male workers were on a 40-hour week, 27 per cent were on a 45-hour week and 10 per cent on a 44-hour week. Most of the male plant employees normally working more than 45 hours were on a work week of 48 hours.

The majority of male workers in the Agricultural Implements and Primary Iron and Steel Industries, 87 per cent and 60 per cent respectively, were on a 40-hour week, whereas in the other industrial groups shown in Table I, the largest groups were on a 45-hour week. In the Sheet Metal Products Industry, however, almost equal proportions of the male employees were normally working 40 and 45 hours a week.

Almost all of the male plant workers in British Columbia, 97 per cent, were on a 40-hour week in 1950; and in the Maritime Provinces most of the workers, about 83 per cent, were on a 44-hour week. The work week varied more in the other regions, with no more than half of the workers on a uniform work week. In Quebec, 37 per cent of the male workers were on a 45-hour week, 15 per cent were on a 48-hour week and 14 per cent on a 40-hour week. Just under one-half of the workers in Ontario were on a 40-hour week in 1950 and a further 29 per cent were on a 45-hour week. In the Prairie Provinces 28 per cent of the male plant employees were on a normal work week of 44 hours and from 15 per cent to 20 per cent were on work weeks of 40, 42½, 45 and 48 hours.

There has been a very definite reduction in the normal work week for a large number of employees in the Iron and Steel Industry. At the time of the 1950 survey, as mentioned above, 40 per cent of the male plant workers were on a 40-hour week, compared with 22 per cent in

² "Other Iron and Steel Products" includes boilers and plate work, fabricated and structural steel, hardware and tools, heating and cooking apparatus, machine shop products, machine tools, wire and wire products, and miscellaneous iron and steel products.

1949. This increase was largely accounted for by a shortening of the work week from 44 to 40 hours in two large companies producing primary iron and steel.³

Eighty-three per cent of the male plant workers were reported on a five-day week in 1950, a noticeable increase over the 72 per cent a year previously. Almost one-half of these employees were normally working 40 hours and just under one-third were working 45 hours. Comparing industries, the proportion of employees on a five-day week ranged from 61 per cent in Primary Iron and Steel to 99 per cent in Agricultural Implements, with the remaining industries having at least 80 per cent in this group. The five-day week was predominant in each of the regions except the Maritime Provinces, where only 8 per cent of the employees were reported on this work schedule.

Overtime Payment.—Time and one-half was the common overtime payment for work after standard daily or weekly hours. About 4 per cent of the employees were in establishments which paid time and one-half for the first two to four hours of overtime and double time thereafter, and somewhat less than 2 per cent were in plants which paid double time.

Almost one-half of the workers were eligible to receive one and one-half times their regular rate for work on Sundays, or the 7th working day of a continuous operation, and just under one-third were eligible to receive double time.

More than one-half of the workers in the Iron and Steel Industry were employed in plants which reported paying double time

for work on statutory holidays which are normally paid for when not worked. About one-quarter of the workers were eligible to receive double time and one-half if it is necessary for them to work on these holidays.

Annual Vacations with Pay.—An initial vacation of one week with pay, generally after a year of employment, was reported given by establishments employing 96 per cent of the plant workers in the industry (Table II). Most of the remaining workers were in plants which gave an initial vacation of two weeks with pay after a year of service or less.

The period of vacation with pay is generally increased as the worker's term of employment continues. Thirty-two per cent of the workers were in plants which increase the vacation to a maximum of two weeks, 51 per cent in those which increase the vacation to three weeks, and 4 per cent in those increasing the annual vacation to a maximum of four weeks with pay. The maximum vacations of two weeks are usually given after five years of employment and those of three and four weeks are mainly given after 25 years.

A comparison of the proportion of workers in each industrial group and region, according to their period of maximum vacation, may be made from the following table, which combines the group of employees whose initial vacation is maintained regardless of the period of employment with those whose paid vacation may be increased as their employment continues:—

Industry	Maximum Vacation with Pay				
	1 Week	2 Weeks	3 Weeks	4 Weeks	Other
Agricultural Implements	4.7	4.5	90.8	—	—
Machinery	10.7	50.0	38.1	1.2	—
Iron Castings	15.2	52.1	32.7	—	—
Primary Iron and Steel.....	—	5.0	87.4	7.6	—
Sheet Metal Products.....	5.8	39.3	30.3	24.6	—
Other Iron and Steel Products.....	12.3	53.0	33.7	—	1.0
Region					
Maritime Provinces	7.8	16.6	75.4	.2	—
Quebec	15.1	25.8	50.2	8.9	—
Ontario	4.9	36.6	55.2	3.3	—
Prairie Provinces	1.3	96.1	2.6	—	—
British Columbia	43.7	38.4	.6	8.4	8.9

Most of the establishments which reported granting a maximum vacation of three weeks with pay also reported an inter-

mediate vacation of two weeks; and those giving a maximum of four weeks also give intermediate periods of two and three weeks with pay.

Payment for the annual vacation is generally equal to the worker's time rate or average straight-time earnings for the vacation period. In some cases it is based on a percentage of the employee's annual

³ A third large primary iron and steel producing company has agreed that the work week schedule from October 29, 1950 to June 30, 1951 shall be on the basis of three 40-hour weeks and one 48-hour week in each consecutive four weeks, and from July 1, 1951 to March 31, 1952 shall be on the basis of employees working straight 40-hour weeks.

TABLE I.—THE NORMAL WORK WEEK IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950

Male Plant Employees by Industry and Region

Normal Weekly Hours	By Industry						By Region					
	Iron and Steel Products Industry	Agricultural Implements	Machinery	Iron Castings	Primary Iron and Steel	Sheet Metal Products	Other Iron and Steel Products	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Male Plant Employees on a 5-day Week												
40	43,284	10,944	3,427	2,276	13,975	3,102	9,560	532	2,997	35,253	855	3,647
Between 40 and 42½	1,244	132	132	79	78	598	514	1,244	2,012	3,510	796	27
42½	6,318	377	1,043	184	78	911	4,207	583	2,225	2,225	402	904
Between 42½ and 45	3,237	862	7,941	4,360	78	3,734	11,730	7,958	19,765	19,765	904	
45	28,627	81	608	1,133	100	532	1,908	9	1,584	1,764		
Between 45 and 48	3,357	168	707	447	100	100	1,908		1,352	1,978		
48	3,330	61	447	160		16	174		411			
More than 48	411											
Total	89,808	12,493	14,316	8,639	14,153	9,645	30,562	541	16,897	65,739	2,957	3,674
All Male Plant Employees												
40	43,307	10,944	3,427	2,276	13,975	3,102	9,583	532	3,020	35,253	855	3,647
Between 40 and 42½	1,244	132	132	79	78	598	514	1,244	2,012	3,570	796	
42½	6,378	332	1,103	175	78	911	4,207	583	2,012	2,428		
Between 42½ and 44	603	862	68	175	78	28	2,856	175	1,621	2,601	1,269	107
44	11,199	61	629	552	5,891	1,210	406	270	1,621	2,136		
Between 44 and 45	406	862	7,941	4,360	100	3,734	12,448	904	7,958	20,483	904	
45	29,345	81	748	1,207	100	565	1,220	9	1,618	2,184	10	
Between 45 and 48	3,821	203	1,667	1,559	3,104	26	3,030	276	3,201	5,503	699	
48	9,679	156	594	470		16	1,113	104	1,855	3,885	2	
More than 48	2,349											
Total	108,331	12,639	16,309	10,678	23,138	10,190	35,377	6,792	21,463	71,787	4,535	3,754

TABLE II.—ANNUAL VACATIONS WITH PAY IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950

Plant Employees' by Industry and Region

Length of Vacation and Service Requirements	By Industry						By Region					
	Iron and Steel Products Industry	Agricultural Implements	Machinery	Iron Castings	Primary Iron and Steel	Sheet Metal Products	Other Iron and Steel Products	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION												
<i>One Week with Pay after:</i> (1).....	109,186	12,698	16,112	10,806	22,967	11,709	34,884	5,647	22,895	74,981	3,385	3,628
Less than 1 year's employment.....	5,030	713	833	893	421	342	2,190	34	342	4,305	305	144
1 year's employment.....	102,010	11,985	15,018	9,397	22,967	11,273	31,370	5,613	21,899	68,289	3,017	3,282
Employment period not specified.....	2,146	241	516	516	.....	15	1,374	.....	244	1,787	13	102
<i>Two Weeks with Pay after:</i> (2).....												
1 year's employment or less.....	4,367	62	1,148	52	495	180	2,490	1,052	670	1,373	1,212	60
Employment period not specified.....	4,302	62	1,128	52	495	180	2,385	1,052	670	1,328	1,212	40
Other Vacation Periods.....	351	20	.....	.....	.....	45	.....	.....	45	.....	.....	20
Total	113,904	12,760	17,260	10,858	23,462	11,889	37,675	6,699	23,065	75,654	4,547	3,839
MAXIMUM VACATION												
<i>Two Weeks with Pay after:</i> (3).....												
Less than 5 years' employment.....	36,352	506	7,780	5,604	678	4,487	17,897	61	5,362	26,919	3,159	1,451
5 years' employment.....	8,617	230	1,136	2,316	560	722	3,653	10	759	5,622	1,743	483
More than 5 years' employment.....	26,303	259	5,777	3,144	118	3,474	13,531	51	4,217	19,948	1,416	671
Other periods of employment.....	2,032	17	867	144	.....	291	713	.....	386	1,349	.....	297
<i>Three Weeks with Pay after:</i> (3).....												
15 to 24 years' employment.....	58,539	11,592	6,883	3,550	20,501	3,665	12,708	5,052	11,589	41,765	119	24
25 years' employment.....	9,881	754	3,444	704	.....	1,297	3,682	133	2,624	7,124	.....	.....
Other periods of employment.....	47,089	10,838	2,440	2,846	20,501	2,193	8,271	4,919	8,959	33,072	119	20
Four Weeks with Pay after(4).....	1,599	699	.....	.....	.....	115	755	.....	6	1,559	.....	4
25 years' employment.....	4,914	200	.....	.....	1,788	2,920	.....	14	2,054	2,514	.....	332
<i>Initial Vacation Maintained:</i>												
One week with pay.....	13,499	662	2,697	1,704	495	871	7,070	1,572	4,060	4,466	1,269	2,132
Two weeks with pay.....	9,439	600	1,854	1,652	.....	691	4,642	520	3,475	3,066	57	1,721
Other vacation periods.....	3,709	62	843	52	495	180	2,077	1,052	585	800	1,212	60
Other vacation periods.....	351	.....	.....	.....	.....	.....	351	.....	.....	.....	.....	351
Total	113,904	12,760	17,260	10,858	23,462	11,889	37,675	6,699	23,065	75,654	4,547	3,839

(1) Payment is straight time or average straight-time earnings for 1 week, 2 per cent of annual earnings, or 1 day's pay for each month worked.

(2) Payment is straight time or average straight-time earnings for 2 weeks, or 4 per cent of annual earnings.

(3) Payment is straight time or average straight-time earnings for 3 weeks.

(4) Payment is straight time or average straight-time earnings for 4 weeks.

TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950

Plant Employees by Industry and Region

Number of Statutory Holidays Observed	By Industry						By Region					
	Iron and Steel Products Industry	Agricultural Implements	Machinery	Iron Castings	Primary Iron and Steel	Sheet Metal Products	Other Iron and Steel Products	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Less than 6	1,902	77	885	97	325	62	456	69	949	752	337	132
6	7,598	424	1,390	1,223	.....	998	3,563	51	1,007	6,183	812	.....
7	12,394	.....	4,452	637	495	489	6,921	285	6,618	4,452	.....	227
8	80,524	11,876	8,902	6,922	21,905	8,870	22,049	5,294	11,913	62,192	967	158
9	8,273	236	1,184	1,106	737	1,198	3,812	1,031	1,554	1,570	922	3,176
10	2,649	5	361	787	.....	223	1,273	32	527	505	1,339	246
More than 10	727	160	138	144	.....	50	229	23	554	.....	150	.....
Total	114,067	12,778	17,312	10,916	23,462	11,896	37,703	6,805	23,122	75,654	4,547	3,939
Number of Statutory Holidays Paid For When Not Worked												
None	9,545	355	2,359	1,339	325	965	4,202	1,638	3,316	3,070	305	1,216
1	484	.....	33	243	.....	47	161	53	175	164	52	49
2	1,938	61	574	512	.....	7	784	.....	622	1,013	303	.....
3	1,309	35	316	116	.....	13	829	4	551	273	103	372
4	3,889	66	1,573	232	.....	42	1,976	.....	1,457	2,256	166	10
5	4,075	409	753	704	.....	373	1,836	10	47	2,101	619	1,298
6	14,263	343	2,463	1,432	619	3,422	5,984	223	3,246	9,842	501	451
7	15,804	125	4,419	785	495	1,637	8,443	9	5,784	8,064	2,047	.....
8	61,235	11,372	4,572	4,836	21,905	5,328	13,222	4,861	7,850	48,101	361	62
More than 8	1,382	12	250	717	118	62	223	7	46	764	75	490
No Information	43	.....	.....	.....	.....	.....	43	.....	28	.....	15	.....
Total	114,067	12,778	17,312	10,916	23,462	11,896	37,703	6,805	23,122	75,654	4,547	3,939

earnings or on the number of months worked during the year, as indicated in the footnote to Table II.

During the year ending October 1, 1950 there were only slight increases in the proportion of workers who may become eligible for maximum vacations of three or four weeks after long periods of employment.

Establishments in the Iron and Steel Products Industry employing 70 per cent of the employees, reported that they shut down for a vacation period in 1950. Forty-six per cent of the workers were employed in plants which closed down for a 2-week vacation and 20 per cent in those which closed down for a 1-week vacation. The remainder of these employees were in plants which did not report the period of plant shut-down.

Statutory Holidays.—Just over 70 per cent of the plant employees in the Iron and Steel Products Industry were working in establishments which observed 8 statutory holidays in 1950, and more than 97 per cent were in those which observed 6 to 10 holidays (Table III). The majority of workers in the Maritime Provinces, Quebec and Ontario observed 8 statutory holidays; but in British Columbia most of the employees observed 9 days and in the Prairie Provinces the largest group observed 10 statutory holidays.

In the survey of working conditions in this industry statutory holidays were

defined as those days when the establishment is normally not operating because of Federal, Provincial or Municipal holidays, or religious holidays normally observed by the closing of the plant.

More than one-half of the employees in the industry were paid for 8 statutory holidays when these days were not worked, and 80 per cent were paid for 6 to 8 holidays. About 8 per cent of the workers were not paid for any statutory holidays unless these days were worked. The largest group of workers in each of the industrial groups shown in the Table were paid for 8 statutory holidays in 1950, although almost equal proportions of employees in the Machinery Industry, about 26 per cent, were paid for 7 and 8 days.

In the Maritime Provinces and in Ontario the majority of workers, 71 per cent and 64 per cent respectively, were paid for 8 statutory holidays. Thirty-four per cent of the plant employees in Quebec were paid for 8 days and 25 per cent for 7 days. The largest proportion of workers in the Prairie Provinces, 45 per cent, were paid for 7 statutory holidays, and the largest proportion in British Columbia, about one-third, were paid for 5 days. More than 30 per cent of the workers in British Columbia and one-quarter in the Maritime Provinces were not paid for any of the statutory holidays which were not worked.

TABLE IV.—REST AND WASH-UP PERIODS IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950

Number of Plant Workers

Number and Length of Rest or Wash-up Periods	Rest Periods	Wash-up Periods
<i>One Period of:</i>		
5 minutes.....	209	13,840
10 minutes.....	7,910	4,495
15 minutes.....	1,554	423
Other.....	73	1,154
<i>Two Periods of:</i>		
Less than 5 minutes.....		4,007
5 minutes.....	1,091	37,293
10 minutes.....	36,150	2,320
15 minutes.....	5,674	405
Other.....	2,052	2,165
<i>Other Periods.....</i>	595	389
<i>Informally Permitted.....</i>	4,017	1,008
Total.....	59,325	67,499
<i>Not Allowed or Information Not Reported.....</i>	54,742	46,568
Total Plant Workers.....	114,067	114,067

TABLE V.—SHIFT DIFFERENTIALS IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950

Number of Workers on Shift

Shift Differential	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
Less than 5c.....	714	
5c.....	4,853	1,446
6c. to 10c.....	749	1,014
More than 10c.....	63	25
<i>Per cent:</i>		
Less than 10%.....	55	18
10%.....	123	39
12½%.....	322	32
Other %.....	4	
<i>Other differentials.....</i>	524	58
Total.....	7,407	2,632
<i>No differential paid or no information reported.....</i>	4,762	3,141
Total on Shift.....	12,169	5,773

There was little change in the number of statutory holidays observed and paid for in the Iron and Steel Products Industry between the 1949 and 1950 surveys.

Rest and Wash-up Periods.—More than one-half of the plant employees in this industry were permitted daily rest and wash-up periods (Table IV). Sixty-one per cent of the workers who were employed in plants which permitted rest periods were allowed two 10-minute periods daily, 10 per cent were allowed two 15-minute periods, and a further 13 per cent were allowed one 10-minute rest period daily.

Wash-up periods were permitted to 59 per cent of the workers in the industry. Fifty-five per cent of these workers were given two 5-minute periods per day and about 21 per cent were given one 5-minute period.

Shift Differentials.—In the Iron and Steel Products Industry 11 per cent of the plant workers were reported on the 2nd or evening shift at the time of the 1950 survey, and 5 per cent were reported on the 3rd or night shift (Table V). About 61 per cent of the workers on the 2nd shift received a wage differential for this shift work, most of whom received a bonus of 5 cents an hour. Forty-six per cent of the workers on the 3rd shift received a wage differential, more than half of whom received a differential of 5 cents an hour.

Transportation Equipment Industry

Five hundred and thirty establishments, employing more than 77,000 plant employees, contributed information on wages, hours and working conditions for this analysis of the Transportation Equipment Industry. In this article the industry has been divided into four divisions: Auto Repair and Garages, employing about 16 per cent of the non-office workers; Motor Vehicles (including Motor Vehicle Parts and Accessories), employing 54 per cent, Shipbuilding and Repairing, 14 per cent and Other Transportation Equipment,⁴ about 16 per cent.

As in the case of the Iron and Steel Products Industry above, the majority of workers in Transportation Equipment, 67 per cent were employed in establishments located in Ontario, sixteen per cent of the workers were located in Quebec, 7 per cent in the Maritime Provinces, about 6 per cent in British Columbia and 5 per cent in the Prairie Provinces.

Just 4 per cent of the plant employees in the Transportation Equipment Industry were reported to be women.

Wage Rates.—The indexes of average wage rates in three of the principal divisions of the Transportation Equipment Industry increased from 5 to 6 per cent during the year ending October 1, 1950. At that date the indexes (base 1939=100) had

⁴ "Other Transportation Equipment" includes aircraft and parts, bicycles and parts, boat building and repairing, railroad and rolling stock equipment, and miscellaneous transportation equipment.

increased to 174.3 in the Motor Vehicles Industry; to 239.1 in the Motor Vehicle Parts and Accessories Industry; and to 192.9 in the Aircraft and Parts Industry. The following table presents average

hourly wage rates and ranges of rates (which include the middle 80 per cent of the workers) for selected occupations in each of the three divisions of the industry mentioned above:—

Average Wage Rates for Selected Occupations in Three Divisions of the Transportation Equipment Industry, October 1950

Industry and Occupation	Average	Range
	Wage Rate per Hour	of Rates per Hour
	\$	\$
Motor Vehicles (Ontario only)		
Assembler	1.35	1.27-1.46
Electrician	1.48	1.45-1.57
Inspector	1.38	1.27-1.49
Machine Operator	1.34	1.22-1.49
Machinist	1.41	1.27-1.52
Millwright	1.38	1.37-1.41
Painter and Enameller.....	1.37	1.22-1.50
Plater	1.43	1.39-1.45
Sheet Metal Worker.....	1.37	1.32-1.42
Toolmaker	1.52	1.37-1.57
Trimmer	1.35	1.27-1.47
Motor Vehicle Parts and Accessories (Ontario only)		
Assembler, Male	1.21	.99-1.43
Assembler, Female .....	.99	.78-1.17
Grinder	1.27	1.04-1.45
Inspector, Male	1.24	1.04-1.40
Inspector, Female .....	.88	.73-1.08
Labourer	1.06	.90-1.18
Machine Operator, Male	1.25	1.01-1.45
Machine Operator, Female	1.03	.82-1.15
Machinist	1.24	1.05-1.40
Millwright	1.29	1.07-1.45
Toolmaker	1.48	1.28-1.70
Welder	1.29	1.15-1.37
Aircraft and Parts		
Assembler	1.10	.97-1.24
Carpenter	1.22	1.12-1.35
Electrician	1.18	1.02-1.30
Grinder	1.31	1.18-1.41
Lathe Operator	1.09	1.02-1.18
Milling Machine Operator.....	1.12	1.02-1.18
Machinist	1.24	1.02-1.41
Mechanic	1.24	1.13-1.41
Patternmaker	1.35	1.29-1.52
Sheet Metal Worker.....	1.11	.87-1.28
Toolmaker	1.38	1.28-1.57

In the Motor Vehicles Industry average wage rates in 1950 were up to 9 cents an hour higher than in 1949, with most occupations showing increases of 6 to 9 cents. For assemblers and machine operators, the occupations employing the largest numbers of workers, average wage rates increased 8 cents and 5 cents an hour in 1950.

Average wage rates for the nine male and three female occupations which represent the Motor Vehicle Parts and Accessories Industry in Ontario increased from 4 cents to 10 cents an hour during the year ending October 1, 1950. The three female occupations, assembler, inspector, and machine operator, averaged 6 cents an hour over 1949. Male machine operators, the largest

single occupational group, also had their wage rates increased an average of 6 cents an hour in 1950.

In the rapidly expanding Aircraft and Parts Industry, average wage rates in most occupations were increased from 5 cents to 12 cents an hour in 1950.

The Normal Work Week.—The largest group of male plant employees in the Transportation Equipment Industry, 34 per cent, were reported on a 40-hour week in 1950, and the next largest groups, 24 per cent and 21 per cent respectively, were on a 44- and a 45-hour week (Table VI). About 19 per cent of the employees were

normally working more than 45 hours a week, more than half of whom were working 48 hours.

Most of the male plant workers in this industry who were on a work week longer than 45 hours were in Auto Repair and Garages, as more than 80 per cent of the employees in this industrial group were normally working more than 45 hours a week. Almost one-half of the workers engaged in the manufacture of Motor Vehicles (including Motor Vehicle Parts and Accessories) were on a 40-hour week in 1950. In Shipbuilding and Repairing 53 per cent of the male employees were normally working 44 hours a week, while in the other transportation equipment industries about 56 per cent were working 45 hours.

In the Maritime Provinces 58 per cent of the male plant workers in the Transportation Equipment Industry were on a 44-hour week and 41 per cent were on a normal work week of 48 hours or more. Fifty-six per cent of the employees in Quebec were working 45 hours a week and about 18 per cent were working more than 48 hours. In Ontario 44 per cent of the male plant workers were on a 40-hour week in 1950, 23 per cent were on a 44-hour week, 17 per cent on a 45-hour week and almost 10 per cent on a 48-hour week. Three-quarters of the workers in the Prairie Provinces were normally working more than 45 hours a week, and the remainder were working 44 or 45 hours. All but about one per cent of the male employees in British Columbia were working 40 or 44 hours a week, more than 60 per cent of whom were normally working 40 hours.

There were only slight decreases in the normal work week of male plant employees in the Transportation Equipment Industry during the year ending October 1, 1950.

Seventy-two per cent of the male plant workers were on a five-day week in 1950, ranging from less than 2 per cent in Auto Repair and Garages to almost 97 per cent in Motor Vehicles (including Parts and Accessories). Forty-two per cent of the workers in Shipbuilding and Repairing and about 90 per cent in Other Transportation Equipment industries were also on a five-day week.

None of the establishments in the Maritime Provinces reported operating on a five-day week in 1950; and only 7 per cent of the workers in the Prairie Provinces were reported on this weekly schedule. However, 74 per cent of the male plant workers in Quebec, 85 per cent in Ontario and 59 per cent in British Columbia were reported on a five-day week.

Comparing similar information for 1949, which excluded Auto Repair and Garages, there has been a slight increase during 1950 in the proportion of male plant employees in this industry who were reported working five days a week.

Overtime Payment.—Almost all of the plant employees in the Transportation Equipment Industry were employed in establishments which paid time and one-half for overtime work after standard daily or weekly hours. Most of the remainder were in those which paid time and one-half for the first two to four hours and double time thereafter. Of the establishments which reported an overtime payment policy for work on Sunday, or the 7th working day where the operation is continuous, time and one-half was paid by those employing one-half of the workers. Double time was paid by those establishments employing 34 per cent of the workers and double time and one-half was paid by those employing all but a few of the remainder.

Just over one-half of the workers in the industry were reported to be employed in establishments which paid double time in 1950 for work on statutory holidays which are normally paid for when they are not worked, and a little less than one-third were employed in those which paid double time and one-half for work on these holidays. Most of the remaining employees were in establishments which did not report an overtime policy if work was necessary on observed statutory holidays.

Annual Vacations with Pay.—Initial vacations of one week with pay, largely after a year of employment, were reported by establishments employing 94 per cent of the employees in the Transportation Equipment Industry (Table VII). The majority of the remainder were employed in establishments which gave an initial vacation of two weeks with pay, generally after a year of service.

In establishments employing about 85 per cent of the workers the length of vacation with pay is increased as the period of employment continues. Fifty-seven per cent of the workers were in plants which increased the vacation to a maximum of two weeks with pay, generally after 5 years of employment, and about 26 per cent were in those which increased the vacation to three weeks with pay, mainly after 15 to 25 years. Most of the employees who may become eligible to receive three weeks with pay were manufacturing Motor

Vehicles (including Parts and Accessories) and Other Transportation Equipment, and all but about 200 were located in Quebec and Ontario. Almost all of the establishments which gave maximum vacations of three weeks with pay also gave an intermediate vacation of two weeks, usually after 5 years of employment.

Combining the employees whose vacation period may be increased after a time with those whose initial vacation is maintained regardless of their length of employment will enable a comparison of the proportions of workers in each industrial group and region according to the maximum vacation they may become eligible to receive:—

Industry	Maximum Vacation with Pay			
	1 Week	2 Weeks	3 Weeks	Other
Auto Repair and Garages.....	26.6	66.0	7.1	.3
Motor Vehicles (incl. Parts and Accessories).....	1.7	60.2	35.2	2.9
Shipbuilding and Repairing.....	31.6	60.3	1.6	6.5
Other Transportation Equipment.....	3.2	64.1	32.5	.2
Region				
Maritime Provinces	30.3	69.7	—	—
Quebec	19.3	58.4	22.3	—
Ontario	5.2	60.1	32.2	2.5
Prairie Provinces	11.8	82.6	5.6	—
British Columbia	18.0	65.3	.1	16.6

As indicated in the footnote to Table VII, payment for the annual vacation is straight time or average straight-time earnings for the period of the vacation, a percentage of the employee's annual earnings, or based on the number of months worked during the year.

The significant change in annual vacation with pay policies in the Transportation Equipment Industry has been the increase in the proportion of employees who may become eligible to receive a maximum vacation of three weeks after longer periods of employment. One-quarter of the employees, as mentioned above, may become eligible to receive a maximum of three weeks with pay, as compared with about 6 per cent in 1949.

Establishments employing about 70 per cent of the workers in the Transportation Equipment Industry reported that they shut down for an annual vacation in 1950. One-half of the workers in the industry were employed in plants which closed down for two weeks and 16 per cent were employed in those which closed down for one week.

Statutory Holidays.—Almost 92 per cent of the plant employees in the Transportation Equipment Industry were working in establishments which observed from 6 to 9 statutory holidays in 1950 (Table VIII). Forty-one per cent of the workers were reported in establishments observing 8 statutory holidays and about 28 per cent in those observing 7 days. Seventy-nine per cent of the workers manufacturing Other Transportation Equipment and 62 per cent of the workers located in Quebec were in establishments observing the same

number of statutory holidays, but in none of the other industrial groups or regions were more than half of the employees in plants observing a uniform number of holidays.

Statutory holidays, as defined in the annual survey of the industry, are those days when the establishment is normally not operating because of Federal, Provincial or Municipal holidays, or religious holidays normally observed by the closing of the establishment.

Less than 8 per cent of the plant workers were not paid for any of the observed statutory holidays unless these days were worked. Forty-eight per cent of the workers were paid for 6 statutory holidays when not worked, 13 per cent were paid for 7 days and a similar proportion paid for 8 days. There was a good deal of variation in the number of paid holidays in each of the industrial groups except Motor Vehicles (including Parts and Accessories). In this industry 72 per cent of the workers were paid for 6 statutory holidays in 1950. There were similar wide variations in the regional distributions, but in Ontario approximately 64 per cent of the workers were also paid for 6 statutory holidays. About one-quarter of the workers in the Maritime Provinces, the Prairie Provinces and British Columbia were not paid for any of the statutory holidays if not worked.

During the year previous to the 1950 survey there was a decrease in the proportion of workers in the industry who

TABLE VI.—THE NORMAL WORK WEEK IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950

Male Plant Employees by Industry and Region

Normal Weekly Hours	By Industry					By Region				
	Trans- portation Equipment Industry	Auto Repair and Garages	Motor Vehicles, including Parts and Accessories	Shipbuilding and Repairing	Other Trans- portation Equipment	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Male Plant Employees on a 5-day Week										
40.....	24,828		19,268	2,321	3,239		835	21,397		2,496
Between 40 and 44.....	2,179		1,616	1,103	460		377	1,802		
44.....	9,740	7	8,764	858	121		858	8,761	121	
Between 44 and 45.....	5		5					5		
45.....	15,383	196	7,288	1,327	6,602		6,884	8,363	136	
Between 45 and 48.....	1,157		1,085		122		45	1,112		
More than 48.....										
Total.....	53,292	203	37,936	4,609	10,544		9,099	41,440	357	2,496
All Male Plant Employees										
40.....	24,894	66	19,268	2,321	3,239		835	21,397		2,562
Between 40 and 44.....	2,278	99	1,616	1,103	460		377	1,861		50
44.....	17,707	1,909	9,480	5,827	491	3,040	1,146	11,204	724	1,587
Between 44 and 45.....	5		5					5		
45.....	15,383	196	7,288	1,327	6,602		6,884	8,363	136	
Between 45 and 48.....	2,106	1,674	308	4	123	62	90	831	1,123	
48.....	7,660	4,574	1,132	1,264	690	1,166	4,044	4,044	1,230	
More than 48.....	4,100	3,550	246	134	170	1,005	2,225	556	314	
Total.....	74,133	12,065	39,310	10,980	11,775	5,279	12,277	48,851	3,527	4,199

TABLE VII.—ANNUAL VACATIONS WITH PAY IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1959

Plant Employees by Industry and Region

Length of Vacation and Service Requirements	By Industry						By Region				
	Trans- portation Equipment Industry	Auto Repair and Garages	Motor Vehicles, including Parts and Accessories	Shipbuilding and Repairing	Other Trans- portation Equipment	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	
INITIAL VACATION											
One Week with Pay after: (1)	71,848	9,858	41,337	9,511	11,142	3,736	12,046	50,817	2,778	2,481	
Less than 1 year's employment	2,620	1,586	788	140	106	99	172	1,834	407	108	
1 year's employment	68,222	7,935	40,549	9,322	10,416	3,472	11,849	48,157	2,371	2,373	
Other periods of employment	89	40	49	49	.....	89	.....	.....	.....	.....
Service not specified	917	297	.....	.....	620	66	25	826	.....	.....
Two Weeks with Pay after: (2)	3,667	2,262	287	342	776	824	386	578	781	1,098	
One year's employment	2,444	2,047	46	338	13	190	740	287	740	1,082	
Other periods of employment	1,189	185	241	.....	763	617	241	291	.....	.....
Service not specified	34	30	.....	4	.....	17	.....	.....	1	.....
Other Vacation Periods	1,055	.....	342	687	26	.....	.....	342	.....	713
Total	76,570	12,120	41,966	19,540	11,944	4,550	12,432	51,737	3,559	4,292	
MAXIMUM VACATION											
Two Weeks with Pay after: (2)	43,747	5,733	24,969	6,013	7,032	2,346	6,872	30,667	2,158	1,704	
Less than 5 years' employment	7,366	3,947	1,086	2,179	174	1,416	.....	2,761	1,728	1,449
5 years' employment	35,740	1,882	23,483	3,808	6,769	930	6,860	27,491	302	157	
More than 5 years' employment	641	104	420	28	89	.....	.....	415	128	93
Three Weeks with Pay after: (3)	19,664	883	14,752	171	3,878	.....	2,776	16,684	198	6
5 years' employment	12,580	907	12,221	.....	152	.....	.....	12,517	.....	.....
20 to 25 years' employment	6,380	276	2,413	165	3,726	.....	2,680	3,764	136	.....
Other periods of employment	304	350	118	.....	.....	.....	33	403	62	6
Other Vacation Periods	1,276	35	1,236	5	.....	.....	.....	1,271	.....	5
Initial Vacation Maintained	11,883	5,489	1,009	4,351	1,034	2,204	2,784	3,115	1,203	2,577	
One week with pay	7,655	3,227	722	3,328	378	1,350	2,398	2,683	422	772	
Two weeks with pay	3,521	2,262	287	342	630	854	386	432	781	1,098	
Other vacation periods	707	.....	681	681	25	.....	.....	.....	.....	707
Total	76,570	12,120	41,966	19,540	11,944	4,550	12,432	51,737	3,559	4,292	

(1) Payment is straight time or average straight-time earnings for 1 week, 2 per cent of annual earnings, or 1/3 day's pay for each month worked.

(2) Payment is straight time or average straight-time earnings for 2 weeks, or 4 per cent of annual earnings.

(3) Payment is straight time or average straight-time earnings for 3 weeks.

TABLE VIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950

Plant Employees by Industry and Region

Number of Statutory Holidays Observed	By Industry				By Region					
	Trans- portation Equipment Industry	Auto Repair and Garages	Motor Vehicles, including Parts and Accessories	Shipbuilding and Repairing	Other Trans- portation Equipment	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Less than 6.....	1,409	566	107	594	142	174	517	352	.....	366
6.....	9,485	804	8,300	177	204	140	8,977	262	67	39
7 (1).....	21,240	1,937	16,616	1,345	1,342	896	17,088	1,088	.....	201
8.....	31,505	4,629	15,698	1,649	9,529	7,646	21,896	781	.....	356
9.....	8,479	2,438	1,112	4,854	75	1,503	3,138	666	.....	2,126
10.....	3,720	1,073	12	2,316	319	1,474	467	286	.....	1,037
More than 10.....	1,409	740	121	144	404	214	527	.....	.....	167
No information.....	5	.....	.....	.....	5	5	.....	.....	.....	.....
Total.....	77,252	12,187	41,966	11,079	12,020	5,232	12,432	51,737	3,559	4,292
Number of Statutory Holidays Paid For When Not Worked										
None.....	5,804	2,731	353	1,441	1,279	1,338	591	2,014	869	992
1.....	231	106	30	77	18	92	2	137	.....	.....
2.....	1,987	569	112	1,185	131	862	926	209	.....	.....
3 (2).....	4,869	923	307	3,177	462	322	2,506	195	143	1,503
4.....	2,482	570	187	1,735	.....	286	943	1,120	143	.....
5.....	936	434	167	173	102	40	121	747	.....	28
6.....	36,861	1,051	30,200	939	4,671	96	3,683	32,865	203	14
7.....	10,149	1,526	6,781	879	963	188	1,019	7,193	879	900
8.....	10,352	2,415	3,650	4	4,283	218	2,488	6,862	619	165
9.....	2,510	1,124	111	1,275	.....	1,379	379	192	500	192
More than 9.....	604	536	21	6	41	48	.....	8	458	39
No information.....	447	202	47	188	10	193	102	8	53	91
Total.....	77,252	12,187	41,566	11,079	12,020	5,232	12,432	51,737	3,559	4,292

(1) Includes 150 employees observing 7½ statutory holidays.

(2) Includes 17 employees paid for 3½ statutory holidays.

were paid for less than 4 statutory holidays and a marked increase in the proportion being paid for 7 days.

Rest and Wash-up Periods.—Regular rest and wash-up periods were permitted to more than one-half of the plant workers in the Transportation Equipment Industry (Table IX). Almost 59 per cent of the workers were allowed regular rest periods, and of these workers about four-fifths received two 10-minute periods daily and one-tenth received two 15-minute periods.

Fifty-one per cent of the workers were permitted daily wash-up periods. Somewhat more than one-half of these workers

were entitled to two periods of 5 minutes each and one-quarter were entitled to one 5-minute period.

Shift Differentials.—A very small proportion of the production employees in the Transportation Equipment Industry were on shift work at the time of the 1950 survey (Table X). About 12 per cent of the workers were reported on the 2nd or evening shift and less than 2 per cent on the 3rd or night shift. All but a few hundred employees on each of these shifts were paid a wage differential for this shift work, and most of these workers received a differential of 5 cents an hour.

TABLE IX.—REST AND WASH-UP PERIODS IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950

Number of Plant Workers

Number and Length of Rest and Wash-up Periods	Rest Periods	Wash-up Periods
<i>One Period of:</i>		
Less than 5 minutes.....		135
5 minutes.....		9,950
10 minutes.....	1,053	774
15 minutes.....	1,111	296
Other.....	156	227
<i>Two Periods of:</i>		
Less than 5 minutes.....		477
5 minutes.....	408	21,439
10 minutes.....	36,490	2,539
15 minutes.....	5,185	199
Other.....	26	2,516
<i>Other Periods</i>	472	528
<i>Informally Permitted</i>	296	491
Total.....	45,197	39,571
<i>Not Allowed or Information Not Reported</i>	32,122	37,748
Total Plant Workers.....	77,319	77,319

TABLE X.—SHIFT DIFFERENTIALS IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950

Number of Workers on Shift

Shift Differential	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
5c.....	7,505	1,102
7c to 15c.....	180	179
<i>Per cent:</i>		
5%.....	563	199
14%.....	702	127
Other.....	33	
<i>Other differentials</i>	39	12
Total.....	9,022	1,619
<i>No differential paid or no information reported</i>	282	240
Total on Shift.....	9,304	1,859



A 14 per cent increase in production coupled with a reduction from 25 to 4 per cent in breakage of hollow-ware is attributed to the co-operation obtained through a Labour-Management Production Committee at a Nova Scotia brick and tile plant.

L. E. Shaw, president of L. E. Shaw Limited, Lantz, N.S., complimented the LMPC and the participating union, Local 2, National Union of Brickyard Workers (CCL), on the accomplishment, when he spoke at the plant's first annual LMPC dinner.

Owdis Isenor, plant superintendent, told how labour-management co-operation had solved two of the brickyard's most stubborn problems: how to eliminate dryer scum, which discolours the product; and how to reduce cracking of hollow-ware during drying. Solution of the first problem, in addition to eliminating scum, resulted in a \$10-a-day saving and added an estimated five years to the life of a dryer car. Solution of the second reduced breakage from 25 to 4 per cent.

Improved Accident Rate

An LMPC in a Saskatchewan brewery, in existence a little more than a year, has improved the brewery's accident rate by 20 per cent and reduced brewing time from four and a half hours to three and a quarter hours. Breakage of empty bottles has almost been eliminated.

In addition, according to the president of the union in the brewery, "There is definitely more teamwork now." The brewery manager adds: "The boys take more interest in their jobs."

The brewery is the Saskatoon Brewing Co. Limited, Saskatoon, Sask.; the union, Saskatoon Brewery Workers Local 334, Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada (TLC). The LMPC was organized in March last year.

LMPC Aids Modernization

An LMPC is given much of the credit for the success of the modernization and renovation of Western Canada's largest bakery, McGavin Bakeries Limited, Regina.

"There is no doubt" says Manager H. Reid Dredger, "that without a Labour-Management Production Committee in operation, serving as a channel through which the employees could direct their suggestions and recommendations to management, the changes made in construction and location of new equipment would not be as workable as they are today."

When the company decided to make extensive additions and to install considerable new equipment, the LMPC discussed the construction program. Many ideas gathered by the committee from the workers were incorporated into the plans followed during the renovation.

On this LMPC, organized less than two years ago, in November, 1949, labour representatives are elected by members of Local 428, Bakery and Confectionery Workers' International Union of America (AFL-TLC).

Mill Receives Trophy

The effectiveness of E. B. Eddy Company's safety program, operated under the firm's Employee-Management Committee, was shown when the company's Ottawa mill was awarded the safety shield for the Class "A" mill with the lowest accident severity rate in Ontario during 1950. Twenty-one mills competed for the trophy.

Presentation of the shield, awarded annually by the Ontario Pulp and Paper Makers' Safety Association, was made recently at the Association's annual banquet in Toronto.

The presidents of the three union locals representing workers in the Ottawa mill accompanied the delegation from the company which accepted the award. The unions are: Local 34, International Brotherhood of Papermakers; Local 73, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and Local 412, International Association of Machinists, all AFL-TLC affiliates.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

The 5-day 40-hour week for non-operating employees was inaugurated on Canadian Railways on June 1. During May the International Nickel Company of Canada, Ltd., agreed to introduce the 40-hour week on July 1 without loss of take-home pay.

Introduction

Without fanfare or disruption of operations, the 5-day 40-hour week came into effect for non-operating employees of the major Canadian Railways on June 1, 1951. Based on the broad principles of a master agreement negotiated between the railways and the two groups of international and national unions representing their non-operating employees, following the award made by the Hon. Mr. Justice R. L. Kellock pursuant to The Maintenance of Railway Operation Act, the implementation of the shorter hours was achieved smoothly and without visible dislocation in the affairs of businesses closely dependent on the railways. It was reported that, in order to facilitate the changeover, the railways recruited and trained numbers of new workers and made certain other adjustments to meet the situation. The companies were also reported to have adopted, through understandings reached with the organizations concerned, an interim policy of permitting workers in certain classifications to remain in their jobs after reaching 65 years of age and of bringing back retired employees at their old rates of pay.

Another important instance of the adoption of the 40-hour week was reported during May. This was the announcement that the International Nickel Company of Canada had entered into a collective agreement with the International Union of Mine, Mill and Smelter Workers pro-

viding for a reduction in hours from 44 to 40 per week, effective July 1, 1951. The agreement, which covers some 14,000 employees at Sudbury and Port Colborne, Ont., provided that the shorter work week would not entail any loss in take-home pay and also granted a general wage increase of 10 cents per hour.

During May, as reported below in this chapter, the Minister of Labour appointed Conciliation Officers to deal with five industrial disputes and announced the settlement of one dispute through the intervention of a Conciliation Officer. The Minister also completed appointing the personnel of three Boards of Conciliation and Investigation, and established a fourth Board. Consent to prosecute was granted to a trade union by the Minister in connection with an alleged violation by a company of Section 4 of the Industrial Relations and Disputes Investigation Act.

During the same month the Canada Labour Relations Board granted certification to trade unions as bargaining agents in nine cases and received 13 new applications for certification.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and

repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international

steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board, during the month of May, issued nine certificates designating bargaining agents. During the month, the Board received thirteen applications for certification and two applications for revocation of certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of two units of clerical employees of the Canadian Pacific Railway Company, employed at (1) its ticket office at Windsor Street Station, Montreal (L.G., May, 1951, p. 674), and at (2) its ticket offices at Place Viger Station and Park Avenue Station, Montreal (L.G., June, 1951, p. 813).

2. Malt and Grain Process Workers, Local 105 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of units of employees of (1) The St. Boniface Grain and Feed Company Limited, St. Boniface, Man., and (2) Midland Flour Mills Limited, St. Boniface, Man. (L.G., May, 1951, p. 674).

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of four units of pool freight handlers employed from time to time in loading and unloading operations at the Port of Quebec by (1) Robin Hood Flour Mills limited; (2) Clarke Steamship Company Limited; (3) Albert G. Baker Limited; and (4) Anglo-Canadian Pulp and Paper Mills Limited (L.G., May, 1951, p. 674). The Brotherhood had previously withdrawn its application on behalf of employees of W. G. McCauley (L.G., May, 1951, p. 674).

4. System Division No. 7, Order of Railroad Telegraphers, on behalf of a unit of employees of the Canadian Pacific Railway Company, employed in its Communications Department (L.G., April, 1951, p. 502).

Applications for Certification Received

1. The Brotherhood of Maintenance of Way Employees, on behalf of seven units of maintenance of way employees, employed by (1) the Canadian National Railways; (2) the Ontario Northland Railway; (3)

the Canadian Pacific Railway Company; (4) the Dominion Atlantic Railway; (5) the Quebec Central Railway; (6) the Northern Alberta Railway; and (7) the Esquimalt and Nanaimo Railway (Investigating Officer: L. Pepin).

2. The National Seamen's Association of Canada, on behalf of unlicensed personnel employed by the Lakes and St. Lawrence Navigation Company Limited, Cardinal, Ont., on board the ss. *Casco* (Investigating Officer: C. E. Poirier).

3. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers employed by Northwest Steamships Limited, Toronto (Investigating Officer: R. L. O'Neill).

4. Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of elevator department employees of Pacific Elevators Limited, Burrard Inlet, B.C. (Investigating Officer: G. R. Currie).

5. The Canadian Navigators' and Engineers' Federation, on behalf of marine engineers employed by Canada Steamship Lines Limited, Montreal (Investigating Officer: C. E. Poirier).

6. The National Association of Marine Engineers of Canada, Inc., on behalf of engineers employed by the Upper Lakes and St. Lawrence Transportation Company Limited, Toronto (Investigating Officer: C. E. Poirier).

7. The American Federation of Radio Artists, Associated Actors and Artists of America, on behalf of radio announcers employed by the Western Ontario Broadcasting Company Limited at Radio Station CKLW, Windsor, Ont. (Investigating Officer: R. L. O'Neill).

Applications for Revocation of Certification Received

1. The Board received from Messrs. Robert Halewood and J. Miles an application for the revocation of the decision of the Board of November 9, 1950, certifying the Canadian Brotherhood of Seamen as the bargaining agent of unlicensed personnel employed by the Western Union Telegraph Company on board the cs. *Lord Kelvin* and cs. *Cyrus Field* (L.G., Jan., 1951, p. 55). The application was rejected for the reason that court proceedings had been instituted in respect of the Board's jurisdiction and the court had not yet given its decision.

2. The Board received from Messrs. T. Forbes Rhude, W. Russel Wheatley, and D'Arcy O'Donnell an application for the revocation of the decision of the Board of April 5, 1950, certifying the American Newspaper Guild as the bargaining agent of editorial employees of the Canadian Press (L.G., June, 1950, p. 823).

Conciliation and Other Proceedings Before the Minister of Labour

During the month of May, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. The Order of Railway Conductors, applicant, and the Canadian Pacific Railway Company (sleeping and parlour car conductors and parlour car attendants), respondent (Conciliation Officer: F. J. Ainsborough).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the Provincial Transport Company, Montreal, respondent (Conciliation Officer: R. Trépanier).

3. The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Colonial Coach Lines Limited, Montreal, respondent (Conciliation Officer: R. Trépanier).

4. The Catholic Syndicate of Garage Employees of the Quebec Railway Light

and Power Company, Inc., applicant, and the Quebec Railway Light and Power Company, Quebec, P.Q., respondent (Conciliation Officer: L. Pepin).

5. The National Catholic Transport Brotherhood of Quebec, Inc., applicant, and the Quebec Railway Light and Power Company, Quebec, P.Q., respondent (Conciliation Officer: L. Pepin).

Settlement Effected by Conciliation Officer

On May 31, the Minister received a report from F. J. Ainsborough, Conciliation Officer, indicating the settlement of matters in dispute between the Canadian Pacific Railway Company and the Order of Railway Conductors (see above).

Conciliation Board Appointed

On May 26, the Minister established a Board of Conciliation and Investigation

to deal with matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots Association. The board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., Feb., 1951, p. 192). Constitution of the Board had not been completed at the end of the month.

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established by the Minister on April 9, 1951, to deal with matters in dispute between Hull City Transport Limited, Hull, P.Q., and the Hull City Transport Employees' Syndicate (L.G., June, 1951, p. 817), was fully constituted on May 21 with the appointment of Romulus Beuparlant, Hull, P.Q., as chairman. Mr. Beuparlant was appointed by the Minister on the joint recommendation of the other two members of the Board, Avila Labelle, K.C., of Hull, and Pierre Vadboncoeur, of Montreal, who had previously been appointed on the nominations of the company and union respectively.

2. The Board of Conciliation and Investigation established by the Minister on April 20, 1951, to deal with matters in dispute between the Canadian Overseas Telecommunications Corporation and Local No. 6, Canadian Communications Association (L.G., June, 1951, p. 817), was fully constituted on May 23 with the appointment of Professor H. D. Woods, Montreal, as Chairman. Professor Woods was

appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Paul S. Smith, K.C., Montreal, and A. Andras, Ottawa, who had previously been appointed on the nominations of the company and union respectively.

3. The Board of Conciliation and Investigation established by the Minister on April 27, 1951, to deal with matters in dispute between the Canadian Marconi Company and the Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59 (L.G., June, 1951, p. 817), was fully constituted on May 22 with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman. Judge Cochrane was appointed by the Minister on the joint recommendation of Charles N. Knowles, Montreal, and Drummond Wren, Toronto, who had previously been appointed on the nominations of the company and union respectively.

Application for Consent to Prosecute Granted

The Canadian Brotherhood of Seamen, applicant, and the Gulf and Lake Navigation Company Limited, respondent. The union alleged violation by the company of Section 4 of the Industrial Relations and Disputes Investigation Act. After consideration and investigation of the application, the Minister granted consent to prosecute.

Recent Decisions of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1 has recently released its findings in cases heard on April 10, 1951.

Case No. 607.—Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Engineers. A dispute concerning the dismissal of a North Bay engineer.

Joint Statement of Facts: The engineer was dismissed for "failure to observe special instructions governing the movement of trains by fixed signals at automatic interlocking and for giving incorrect statements in connection with the matter . . ."

Employees' Contentions: The employees acknowledged that in this particular case certain rules were not adhered to and that discipline was necessary. However, the

investigation had disclosed, they maintained, that the engineer was not entirely familiar with the requirements of the rules. Dismissal of the engineer at the age of 55 after 32 years' service, was too severe discipline. The employees, therefore, requested that he be reinstated to his former position.

The company contended that the engineer's action, that of passing the signal in question (No. 708) in stop position without stopping, was in direct disregard of rules and constituted a hazard. In addition, the engineer had made a false statement regarding his actions and three separate investigations were necessary "to clarify the matter". As a consequence, the railway maintained that the "dismissal is warranted".

After receiving additional written and oral evidence from both parties, the board decided that the contention of the employees "is not sustained".

Case No. 608.—Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen. The dispute concerned the dismissal of a conductor and trainman as the result of an accident at Bolkow on June 12, 1949.

Joint Statement of Facts: In the early morning of June 12, Extra 5452 East with the conductor and rear trainman on board, collided with the rear of train Second No. 954 which was taking water at Bolkow. As a result one stock attendant was killed, another seriously injured and heavy damage to equipment was sustained. The conductor and trainman were dismissed for being parties to violation of Rule 93 and for "failure to observe and act upon the 'Stop' indication displayed".

The employees maintained, firstly, that the CPR had not proved that the conductor saw the signal and secondly, that in holding the conductor or his rear trainman responsible for the position of a block signal the company was being unfair to its employees.

At the close of their case the employees asked for "both men's reinstatement to full seniority together with the privilege of paying back into the pension fund the amounts that would have been due during their time out of service."

The railway presented a detailed description of the events leading up to the collision and the exact locations of the various signals in the direction of travel. It maintained that the conductor and trainman were quite familiar with the characteristics of the yard limits west of Bolkow and with the fact that trains taking water normally have rear of trains standing in or near the cut. In spite of this they allowed the train to proceed at a speed which would not permit stopping in time. The conclusion was, therefore, drawn by the railway that the men were "extremely careless in the discharge of their duties" and that the dismissal was justified.

In its general statement, the Board expressed the opinion that railway employees cannot be relieved of the responsibility of observing the position of automatic block signals. The contention of the employees was, however, "sustained to the extent of reinstatements."

Published Separately

THE KELLOCK REPORT

Pamphlet containing the complete report of the Honourable Mr. Justice R. L. Kellock, arbitrator appointed in pursuance of The Maintenance of Railway Operation Act.

On sale at 10c a copy; orders for 20 copies or more, 5c per copy; 100 or more, 4c per copy. Apply to the Circulation Manager, Department of Labour, Confederation Building, Ottawa, Ont.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through 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.

Logging

SOUTHERN INTERIOR DISTRICT (CRANBROOK AREA), B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to 60 days' notice.

Union security: the company will cooperate with the union in obtaining and retaining as members all eligible employees and to this end will present to new employees and to all supervisors and foremen the policy herein expressed.

Check-off: the companies agree to deduct union dues and assessments from the pay of employees who so authorize and to remit same to the union. Such authorization shall be revocable, but an employee may waive his right to revoke.

Hours: 8 per day, 44 per week; where it is desirable that a longer day should be worked, application may be made to the local union for extension of the work day at regular rates of pay, not to exceed 9 hours per day or 44 hours per week. The union agrees to approve the above work schedule for all night shift operations. The above hours of work do not apply to stationary engineers, firemen and oilers (whose hours shall not exceed 9 in any one day or 48 in any one week where plant is operated on a one-shift basis) and to cook and bunkhouse employees, fire-fighters, boatmen, employees engaged exclusively in the transportation of men and supplies and to persons employed in river driving and booming operations in connection therewith. These categories shall receive time and one-half for all work in excess of 8 hours per day or 44 hours per week. Overtime at time and one-half shall be paid for work in excess of the regular daily and/or weekly hours, for work on Saturday afternoon and/or Sunday (or the alternative sixth and seventh days) regardless of the number of hours worked during the week, and also for work on 7 specified holidays.

Vacations with pay will be granted in accordance with the provisions of the Annual Holiday Act of British Columbia. Cooks and bunkhouse employees shall be

entitled to one-half week's vacation with pay after 3 months' continuous service, provided that they shall not be entitled to more than 2 weeks in any one year.

The rate for board and logging shall be \$2 per day; where a lesser rate was charged as of September 1, 1949, that lesser rate shall prevail for the term of this agreement.

Hourly wage rates for certain classes: Mill operations—boomman, canter \$1.15 to \$1.23; cut-off saw, deckman, dogger, planer feeder, sawyer tailer \$1.10 to \$1.13; edgerman, tie packer \$1.13 to \$1.23; engineers \$1.18 to \$1.43; filer \$1.23 to \$1.53; first aid man \$1.13 or job rate plus 50 cents per day; gang saw helper, jackladder, labourer, planer tailer \$1.10; grader (lumber) \$1.18 to \$1.23; millwright, head \$1.28 to \$1.33, helper \$1.13; planerman set-up \$1.23 to \$1.33; truck drivers \$1.10 to \$1.18; boys (16-18 years) 82 cents increasing gradually until job rate is reached after 6 months. Bush operations—blacksmith \$105 to \$120 per month, cooks \$104 to \$228 per month; bullock, flunkey \$84 to \$104 per month (in addition, above monthly paid employees get board and 33 cents per hour); dumpman, barnboss, swampers and common bush labour \$1.10; cat chokerman, river driver \$1.13; decker scaler, chokerman \$1.18; scaler \$1.23; truck driver \$1.13 to \$1.33. Where only a single rate is quoted the employer may pay up to 5 cents per hour less for not more than 60 days. In most cases, the above rates represent an increase of 12½ cents per hour over the previous rates (11 cents in the case of boys).

Provision is made for *grievance procedure, seniority rights* and the maintenance of a joint *Accident Prevention Committee*.

SOUTHERN INTERIOR DISTRICT (KAMLOOPS AND KELOWNA AREA), B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, the only exception being the wage scale: while the rates are in most cases the same, where they do differ they are, with a few exceptions, slightly lower in the Kamloops and Kelowna area. The following are additional rates for this area: box factories—box cutoff \$1.10 to \$1.18; filer \$1.33 to \$1.43; head planerman \$1.18 to \$1.33; core sawyer, common labour, clipper operator, trucker \$1.10; planer feeder, splicer operator (hopper fed), barking machine operator \$1.10 to \$1.13; boys and females in box factory and veneer plant: woman inspector 87½ to 98 cents, all others from 76½ to 83, 85 or 87½ cents. The above rates are 11 cents (in the case of boys and females) or 12½ cents (in the case of males) higher than the previous rates.

NORTHERN INTERIOR DISTRICT, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

Agreements to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, except for the wage scale and with the following addition:—

Vacations with pay: all employees with 5 or more years' continuous service (1,250 working days) will receive one week, or pay in lieu thereof, in addition to the period provided under the Annual Holiday Act.

Hourly wage rates for certain classes: boomman \$1.23; canter, carrier driver, lift truck operator \$1.28; cut-off saw, dry kiln operator, oiler, tallyman, trimmerman \$1.18; dogger, edger tailer \$1.13; deckman, common labourers, stenciller \$1.10; carpenter \$1.43; engineers \$1.23 to \$1.43; edgerman \$1.25 and \$1.35; filer, head \$1.70, second \$1.35; gang mill sawyer, round log \$1.70, cant \$1.28; millwright, head \$1.48, helper \$1.15; fireman, unpiler \$1.15; welder, machinist, truck motor mechanic \$1.45. Logging—blacksmith \$1.30, bullcook, barnboss, cat helper, labourers and swampers \$1.10; cat choker-man \$1.30½; cat operators \$1.45 and \$1.55; dumpman, greaser, hookman \$1.18; hoist operator, river drivers, truck driver \$1.30; cooks \$203.20 to \$307.20 per month and board. The above hourly rates represent an increase, in most cases, of 12½ cents over the previous rates.

Manufacturing

Vegetable Foods

MONCTON, N.B.—MARVEN'S LIMITED AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 302.

Agreement to be in effect from April 1, 1951, to April 1, 1952, and during the period of negotiations for the renewal of the agreement.

Union security: all employees who at present are or who become members of the union must, as a condition of their employment, remain such members. However, between March 16, 1952, and April 1, 1952, any employee may resign from membership. All employees who are not union members must pay regular dues to the union.

Check-off: the company agrees to deduct monthly union dues and assessments from the pay of employees who so authorize and to remit same to the union.

Hours: for day shift—8 per day Monday through Friday, 4 on Saturday; for night shift—9 per night Monday through Thursday, 8 on Friday, a 44-hour week in either case. **Overtime:** time and one-half shall be paid for work in excess of above hours, double time for work on Sunday or the alternative day off and double time and one-half for work on 8 specified **paid holidays**. Stationary engineers may elect to receive double time and one-half for work on the holidays or to receive the regular rate and to be allowed a day off with pay.

Rest periods: employees will be granted 10-minute rest periods during the morning and afternoon shifts provided the shifts exceed 2½ hours.

Weekly wage guarantee: the company agrees to guarantee every employee, not otherwise excluded, in every work week of employment, 40 hours pay at regular rates, subject to certain specified provisions.

Vacations with pay: after one year's service one week, after 4 years' service 2 weeks and after 25 years' service 3 weeks.

Wages: the company agrees to grant to all employees, covered by this agreement, a wage increase of 6 cents per hour, the increase to be retroactive to October 12, 1950, for those on the payroll as of April 1, 1951.

Escalator clause: employees will be paid a cost-of-living bonus amounting to one cent per hour for each 1-3 point change in the Dominion Bureau of Statistics' cost-of-living index above 168.7 (index figure on Oct 12, 1950). The first adjustment (5 cents per hour) is to be made March 12, 1951, and is to be retroactive to October 12, 1950. Thereafter adjustments, both upward and downward, are to be made at 3 months intervals; however, in no event will a decline in the cost-of-living index below 168.7 provide the basis for a reduction in the cost-of-living allowance.

Night shift differential: employees will be paid a premium of 5 cents an hour for normally scheduled work performed between 7 p.m. and 7 a.m. This premium does not apply to stationary engineers nor to employees working on the day shift whose hours of work may extend into the premium period.

Social security: the company is prepared to discuss such matters as the Group Insurance, Sickness and Hospitalization Plan as well as the Pension Plan with employees or their representatives and will inform employees of the benefits accruing to them under these plans.

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

Wood Products

SOUTHERN INTERIOR AND NORTHERN INTERIOR DISTRICTS, B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

Metal Products

ST. JOHN'S, Nfld.—CERTAIN INDIVIDUALS AND FIRMS ENGAGED IN THE AUTOMOBILE INDUSTRY AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 855 (THE TRANSPORT AND OTHER WORKERS UNION).

Agreement to be in effect from April 6, 1951, to April 5, 1952, and thereafter until superseded by a new agreement or amended by mutual consent of both parties.

Hours: 9 per day 5 days a week, 5 on Saturday, a 50-hour (previously 54-hour) week, except that tire servicemen, battery servicemen, lubricators and washers may be required to work 56 (previously 60) hours per week. If, in the opinion of the employer, business conditions warrant it the working week may be reduced to 44 hours

during the months November to February. *Overtime:* time and one-half for work between 6 p.m. and mid-night or, on Saturday between 1 p.m. and 6 p.m., double time thereafter and for work on 5 (previously 4) specified *paid holidays*, except that tire servicemen, battery servicemen, lubricators and washers shall be paid time and one-half for any work in excess of 56 hours per week. When a paid holiday occurs in any week Saturday may be worked at ordinary rates.

Vacations with pay: after one year's service one week, after 2 years' service $1\frac{1}{2}$ weeks and after 3 years' service 2 weeks (previously one week after one year's service).

Sick leave with pay not exceeding a total of 6 working days in any 12 months' period shall be granted after one year's continuous service.

Hourly wage rates: assistant foreman \$1.25; mechanics, body repairmen, painters, welders, machinists—first class \$1.15 (previously \$1), second class \$1 (previously 85 or 90 cents), apprentices 35 cents with increases of $6\frac{1}{2}$ cents (previously 30 cents with increases of 5 cents) per hour every 6 months until the second class mechanics' rate of \$1 is reached; tire servicemen, battery servicemen, lubricators and washers 60 to 80 cents (an increase of 10 cents).

Seniority shall prevail on a group occupational basis and shall be based on cumulative service; it shall apply in the event of a reduction of the working forces or the rehiring of employees following a layoff.

Provision is made for *grievance procedure* and the *health and safety* of employees.

HAMILTON, ONT.—THE WALLACE BARNES COMPANY LIMITED AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 520.

Agreement to be in effect from February 13, 1951, to February 12, 1952, and thereafter from year to year, subject to notice.

Check-off: the company will deduct initiation fees and monthly union dues from the pay of employees who so authorize and remit same to the union. The authorization may be revoked only within a 10-day period immediately prior to the anniversary date of the agreement.

Hours: 9 per day 5 days a week, a 45-hour week. *Overtime:* time and one-half for work in excess of 9 hours per day and for work on Saturdays and Sundays, except in the case of watchmen and engineers and where a night shift commences on Sunday night not earlier than 10 p.m., double time and one-half for work on 8 specified *paid holidays*.

Rest and wash-up periods: employees on the day shift will be given two 10-minute rest periods and two 5-minute wash-up periods each day. Employees on other than the regular day shift will be granted a 30-minute lunch period with pay in lieu of the paid rest and wash-up periods.

Vacations with pay: after 3 months' service one week, with pay equivalent to 2 per cent of the employees earnings during the preceding year, but exclusive of any vacation pay or any voluntary bonuses during that year; after 5 years' service 2 weeks and after 20 years' service 3 weeks with pay calculated on the same basis.

Hourly wage rates for certain classes: coilers \$1.14 to \$1.49, truckers \$1.14 to \$1.24, production machine maintenance \$1.39 to \$1.49, production tool maker \$1.29 to \$1.44, production worker \$1.19 to \$1.34; lathe spring winders, set-up testing equipment, hot wind operator, heat treat \$1.24 to \$1.44; bench press set-up, foot press set-up and operate \$1.29 to \$1.49; grinder \$1.14 to \$1.44, japanning \$1.14 to \$1.34, blacksmith \$1.29 to \$1.39, fourslide machine operator \$1.19 to \$1.49, tool and die maker \$1.34 to \$1.74, machinist \$1.29 to \$1.64; welder, slitting \$1.19 to \$1.39; shipper, receiver and stores \$1.14 to \$1.39; tool crib attendant \$1.24 and \$1.29; tool room apprentices 94 cents with an increase of 5 cents every 6 months for 4 years. The policy of equal pay for equal work will be continued.

A night shift premium of 8 cents per hour will be paid employees engaged on shifts other than the regular day shift.

Seniority shall be determined by the length of service with the company and shall prevail on a plant wide occupational classification basis; it shall govern with respect to lay-offs, transfers, re-hiring, promotions and vacations.

Provision is made for *grievance procedure* and a *group insurance plan*.

Non-metallic Minerals and Chemicals

SHAWINIGAN FALLS, P.Q.—CANADIAN RESINS AND CHEMICALS LIMITED, AND LE SYNDICAT NATIONAL DES TRAVAILLEURS EN PLASTIQUE DE SHAWINIGAN FALLS INC. (CCCL).

Agreement to be in effect from February 26, 1951, to February 25, 1952, and thereafter from year to year, subject to notice.

Check-off: the company agrees to deduct union dues from the pay of all employees who so authorize and to remit same to the union; the authorization may be cancelled at any time.

Hours: 8 per day, 44 (previously 48) per week or 88 per 2-week period. In the case of shift workers and other groups, variable number of daily and weekly hours may be scheduled as found to be appropriate, subject to revocation by the union. *Overtime:* time and one-half shall be paid for work in excess of 8 hours per day (except when due to a shift change over) or 44 per week, or 88 per 2-week period, and for work on 9 specified holidays, 6 of which are *paid holidays*, except in the case of shift workers on continuous operations scheduled to work on any of the 9 holidays who shall be paid straight time for such work.

Vacations with pay: after one year's service one week, after 3 years' service 2 weeks; employees with less than one year's service will be granted $\frac{1}{2}$ day for each completed month's service.

Hourly wage rates (the first rate or range in each case to be effective as of February 26 and the second as of May 1, 1951): tradesmen, senior \$1.35 and \$1.46, 1st class \$1.30 and \$1.40, 2nd class \$1.24 and \$1.34, 3rd class \$1.19 and \$1.29, helper \$1.13 and \$1.22; operators \$1.06 to \$1.28 and \$1.14 to \$1.38; laboratory technician \$1.24 to \$1.28 and \$1.34 to \$1.38; laboratory assistants \$1.09 to \$1.20 and \$1.18 to \$1.30, helper \$1.06 and \$1.14; stationary engineers, 3rd class \$1.24 and \$1.34, 4th class \$1.19 and \$1.29; records clerks \$1.13 to \$1.24 and

\$1.22 to \$1.34; storemen \$1.10 to \$1.21 and \$1.19 to \$1.31, helper \$1.06 and \$1.14; warehousemen \$1.18 and \$1.27; truck driver \$1.17 and \$1.26, helper \$1.14 and \$1.23; checker \$1.14 and \$1.23, oiler \$1.13 and \$1.22, packer \$1.11 and \$1.20, loader \$1.09 and \$1.18, janitor \$1.08 and \$1.17, labourer \$1.06 and \$1.14. The above rates for the period February 26 to April 30, 1951, are 11 cents per hour higher than the previous rates.

Escalator clause: during the term of the agreement employees will be paid a cost-of-living allowance equivalent to 1 cent per hour for each 1.1 point rise in the cost-of-living index from the index figure on February 1, 1951. The adjustment is to be made every 3 months provided, however, that the allowance shall not exceed 6 cents per hour.

Shift differentials: rotation shift workers will receive a shift premium of 3 cents per hour worked on the second and of 5 cents per hour worked on the third shift. Employees locked on the 2nd and 3rd shifts shall receive a locked shift premium of 3 cents per hour on the 2nd and of 5 cents per hour on the 3rd shift. Employees locked on the 2nd shift shall be paid a premium of 5 cents per hour and those locked on the 3rd shift of 8 cents per hour.

Seniority: the principle of seniority, subject to the company's opinion of any employees' qualifications to perform the work, shall apply in cases of promotion, transfer, demotion, lay-off and recall. When it becomes necessary to curtail work and/or reduce the working forces, the company may eliminate or reduce overtime, shift or transfer employees from one division to another, reduce and/or change the working hours for the plant or the affected departments or lay off employees.

Provision is made for *grievance procedure* and the *safety and health* of employees.

Construction

WINNIPEG, MAN.—ASSOCIATION OF PAINTING AND DECORATING CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 739.

Agreement to be in effect from May 1, 1951, to April 30, 1952. Both parties agree to meet during the month of January prior to the expiration date of this agreement to consider any proposed changes or amendments. The employers agree to give preference of employment to union members. Wherever possible members of the local union shall work only for the employers signatory to this agreement as long as employment is available.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 4 hours of work in excess of 8 hours on any of the above days and for work between 8 a.m. and 5 p.m. on Saturdays, double time thereafter and work on Sundays and on 8 specified holidays. No work shall be performed on Labour Day. Where 2 shifts are employed, the second shift is to be worked 7½ hours with 8 hours' pay.

Minimum hourly wage rates: \$1.35; for spray painters and men working on a swing stage \$1.45; commencing September 1, 1951, the above rates shall be increased by 5 cents. Effective May 1, 1952, the normal

rate of wages shall be \$1.45, plus one cent per hour for every full point rise in the cost-of-living index over 175.2 (the figure as at March 1, 1951). "The full amount shall be computed with the cost-of-living Index figure as issued by the Dominion Government Bureau of Statistics on March 1, 1952."

Out-of-town work: for work performed beyond the city limits the employer shall either provide transportation or time spent travelling beyond the limits of a city car or bus fare shall be considered equivalent to being on the job. If workers are sent out of town, travelling time (8 hours for each day), board and lodging are to be paid by the employer.

Apprentices and the hiring of same shall be in accordance with the Manitoba Provincial Government Apprenticeship Act.

Provision is made for *grievance procedure*.

WINNIPEG, MAN.—GENERAL CONTRACTORS' SECTION OF THE WINNIPEG BUILDERS EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 343.

Agreement to be in effect from May 1, 1951, to April 30, 1952. The employers shall give preference in hiring to members of the union, so long as competent men are available.

Hours: 8 per day Monday through Friday, a 40-hour week. Under certain conditions, employees may perform essential work on Saturday forenoon at straight time. **Overtime:** time and one-half for the first 4 hours worked in excess of 8 hours Monday through Friday, double time thereafter and for work performed on Sundays and on 6 specified holidays. No work shall be done on Labour Day. Where more than one shift is employed or on special work the regular hours of work may be changed so long as they do not exceed 8 per day. Employees on the second shift will be paid 8 hours' pay for 7½ hours' work.

Wages: journeymen shall be paid \$1.65 per hour; a foreman in charge of 3 or more journeymen shall receive not less than 15 cents per hour over the journeymen's rate.

Transportation: men hired in Winnipeg and sent to jobs out of town shall have their transportation to and from the job paid. Time spent travelling shall be paid for at the regular rate, 8 hours for each day; board and lodging are to be paid by the employer. On jobs outside the city carfare zone transportation is to be provided or travelling time to be allowed to and from the job.

Provision is made for *grievance procedure*.

SASKATOON, SASK.—THE SASKATOON BUILDING CONTRACTORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1805.

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter from year to year, subject to notice.

Union security: every employee who is now or hereafter becomes a member of the union shall maintain his membership as a condition of employment. New employees must join the union within 30 days of the commencement of their employment. The employers agree to employ union members on all jobs so long as they are available.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours after 8 hours of work and for work on Saturday mornings; double time thereafter and for work on Sundays and on holidays observed in accordance with the Provincial Government Minimum Wage Board Order No. 1 (1949). Shift work shall be allowed only when there is a regular shift working. In the case of such shifts being worked 3 or more consecutive nights, the rate of pay shall be one and one-seventh the normal rate. Where one or two nights only are worked, the rate shall be time and one-half.

Vacation with pay shall be as provided in the Annual Holiday Act of the Province of Saskatchewan.

Wages: effective April 6, 1951, the minimum hourly wage rate shall be \$1.55 (previously \$1.42); carpenters in charge of work shall be paid not less than \$1.68.

Out-of-town work: on jobs away from home where a carpenter is hired at home, transportation charges, including meal and sleeper, are to be provided by the employer; after 90 days or at the termination of employment, whichever comes first, the latter must also provide return transportation, except where a man is discharged for just cause. Travelling time on working days only is to be paid for at the rate of 8 hours in each 24, provided that no travelling time shall be claimed if working time is not actually lost.

Apprentices shall be employed in accordance with the provisions of the Saskatchewan Apprenticeship Act. All apprentices shall be members of the union.

Transportation and Public Utilities

Local and Highway Transport

HAMILTON, ONT.—CANADA COACH LINES LIMITED AND AMALGAMATED ASSOCIATION OF STREET ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, LOCAL 1454.

Agreement to be in effect from April 1, 1951, to December 31, 1951.

Union security: all employees who at the date of this agreement are members in good standing of the union shall, as a condition of employment, be required to remain such members during the lifetime of the agreement.

Check-off: the company agrees to deduct monthly union dues from the pay of all union members and of all new employees after 60 days of their employment and to remit same to the union.

Hours and overtime: for operators—5 days a week with overtime at time and one-half for all driving time in excess of 8½ hours per day (except where such overtime is due to breakdown of equipment or any other cause beyond the control of the company), time and one-quarter for work on Sunday and time and one-half for work on 8 specified holidays. Regular and special crew runs for which there are regular sign ups will pay a crew value equivalent to at least 8 hours at the driving rate, plus a 15-

minute reporting time allowance. Spare operators are guaranteed an amount equivalent to 6 hours' pay at the driving rate each regular work day and a minimum amount for each regular pay period worked equal to the equivalent of 70 hours pay at the driving rate per pay period of 5 days per week. For maintenance employees—8 hours per day 5 days a week, a 40-hour week with overtime at time and one-half for work in excess of above hours, for work on an employees regular off-day and on 4 specified holidays; time and one-quarter will be paid for work on Sunday (no extra payment for overtime), except when Sunday is the regular off-day and double time for work on 4 specified *paid holidays*.

Vacations with pay: one week in accordance with the Hours of Work and Vacations with Pay Act, 1944, as amended; after 3 years' continuous employment employees will be granted an additional week and after 12 years' continuous employment a third week.

Hourly wage rates: operators—first 3 months \$1.27, 3 to 12 months \$1.29½, after 12 months \$1.32; one-half the above driving rate shall be paid for layover time; operators in training who are subsequently hired shall be entitled to \$3 per day for the period of training. Maintenance employees (first 6 months, second 6 months and after one year, respectively)—group 1 \$1.05, \$1.10 and \$1.15, group 2 \$1.09, \$1.14 and \$1.19, group 3 \$1.13, \$1.18 and \$1.23, group 4 \$1.17, \$1.22 and \$1.27, group 5 \$1.22, \$1.27 and \$1.32, group 6 \$1.28, \$1.33 and \$1.38, group 7 \$1.34, \$1.39 and \$1.44. Ticket clerks (monthly)—first year \$176, second year \$200, thereafter \$230.

Drivers' rates and conditions are to be effective from April 28, 1951, maintenance employees' rates and conditions from March 31, 1951 and the monthly rates for ticket clerks from April 1, 1951.

All employees with over 3 years' service will be granted an annual pass. Employees with less than 3 years' service will be granted an annual pass for commuting only between their home and their place of work and a reasonable number of trip passes. Employees' children attending school will be granted a commutation pass between their home and school.

The company agrees to keep all operators outfitted with uniforms, caps, shirts, ties, overcoats and raincoats as required.

Seniority: there shall be a property wide seniority list and also separate seniority lists for each operating division and for each shop. In the case of transfers, promotions, demotions, lay-offs and re-hirings divisional seniority shall apply. All regular and special crew runs shall be thrown open for bid at least 3 times each year and as often in addition thereto as the company deems it necessary. Operators may sign up for these runs on the basis of their divisional seniority.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, one first agreement, and the amendment of nine others. In addition to those summarized below, they include: the amendment of the agreements for barbers and hairdressers at Three Rivers, for clockmaking and jewellery trades in some eastern counties of the province and for retail stores at M^egantic published in the *Quebec Official Gazette* issue of April 28.

Requests for amendments to the agreements for garages and service stations at Rimouski, for dairy employees at Quebec and L^evis, for barbers and hairdressers at Quebec and at St. John and Iberville, and for the building trades at Chicoutimi were gazetted April 28; for the building trades at Montreal and for the paint manufacturing industry in the province in the issue of May 5. A request for a new agreement for retail stores at Asbestos and a request for the amendment of the agreement for the retail food trade at Quebec were gazetted May 12. A request for a new agreement for the uncorrugated paper box industry at Quebec and requests for the amendment of the agreements for the building trades and for the food products manufacturing and wholesale trade at Quebec were gazetted May 19.

Orders in Council were also published approving by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

Manufacturing

Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY,
PROVINCE OF QUEBEC.

An Order in Council, dated May 2, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174; Sept., p. 1306; Oct., p. 1474; April, 1949, p. 450; June, p. 735; Nov., 1950, p. 1903; June, 1951, p. 827, and previous issues).

Industrial jurisdiction: this agreement does not apply to the manufacture of combination overalls and cotton uniforms made of duck, drill or moleskin, except for contracts given out by the Federal Government or any one of its agents which shall be subject to the terms of this agreement from September 1, 1951, only.

Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE
OF QUEBEC.

An Order in Council, dated April 26, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., March,

1947, p. 260; Aug., 1948, p. 871; Aug., 1949, p. 987; Dec., p. 1558; Feb., 1950, p. 209; June, p. 873, and previous issues). Another amendment to this agreement was gazetted August 19, 1950, page 2123.

Minimum hourly wage rates in zone I are increased in the present amendment by $\frac{1}{2}$ cent to 8 $\frac{1}{2}$ cents per hour for male employees and from 1 to 6 cents per hour for female employees. The minimum average wage for male employees is increased by 3 $\frac{1}{2}$ cents to 78 cents per hour, for female employees by 2 $\frac{1}{2}$ cents to 53 cents per hour, for all employees by 7 cents to 70 cents per hour. Rates for shipper 85 $\frac{1}{2}$ cents and hand taper operator (female) 54 cents per hour are unchanged. In addition, the following classifications are added: semi-automatic taper female operator 56 cents, female tailor and inspector 51 cents per hour; machines not otherwise classified—operator (male) 74 cents, (female) 52 cents, feeder (male) 65 cents, (female) 50 cents per hour; driver helper 78 cents per hour. As previously in effect the minimum average and hourly rates of zone II shall be 5 cents per hour less than those rates for zone I.

The present scale of minimum rates is revised in so far as certain operations which formerly included both male and female employees are now confined to either male or female workers only.

Metal Products

SHEET METAL MANUFACTURING, MONTREAL.

An Order in Council, dated April 26, and gazetted May 5, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., Sheet Metal Fabricating Section and The Sheet Metal Workers International Association, Local No. 116. Agreement to be in effect from May 5, 1951, for a period of one year without reopening.

This agreement is similar to the one previously in effect (L.G., Aug., 1950, p. 1185) with the following exceptions:—

Hours are reduced from 9 to 8 $\frac{1}{2}$ per day and from 45 to 42 $\frac{1}{2}$ per week.

Overtime is payable at time and one-half for all time worked in excess of 8 $\frac{1}{2}$ hours

* 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. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

per day instead of 9 hours as previously and for work on Saturdays; double time on Sundays and specified statutory holidays.

Minimum hourly wage rates are increased by 10 to 13 cents per hour and rates for certain classifications are now as follows:—sheet metal mechanic \$1.39; welders class "A", toolmakers \$1.46; buffer and polisher class "A" \$1.28; machinist, assembler and specialist \$1.22; machinist mechanic \$1.41; painter \$1.32, spray painter \$1.16; blacksmith \$1.34; production welders from 98 cents per hour in first 6 months to \$1.15 in fourth 6 months (then they are eligible for class "C" at \$1.22 per hour, if they qualify); machine operator \$1.15; production workers, truck driver, stock and storekeeper, warehouseman \$1 per hour; helpers 95 cents per hour. Apprentice sheet metal mechanics from 50 per cent of journeyman's rate in first year to 85 per cent in fourth year. Night shift differential 5 cents per hour extra.

GASOLINE AND SERVICE STATION EMPLOYEES, CHICOUTIMI.

An Order in Council, dated May 2, and gazetted May 12, makes obligatory the terms of a first agreement between "L'Association des Vendeurs détaillants de Gazoline des Comtés de Chicoutimi, Lac St-Jean et Roberval" and "L'Association des Employés des Vendeurs détaillants de Gazoline des Comtés de Chicoutimi, Lac St-Jean et Roberval". Agreement to be in effect from May 12, 1951, to May 11, 1952, thereafter from year to year, subject to notice.

This agreement shall apply to any work generally done on motor vehicles in service or gasoline stations but shall not apply to authorized automobile salesmen already governed by a private collective labour agreement.

Territorial jurisdiction comprises the cities of Chicoutimi and Arvida, the towns of Jonquière, Kenogami, Bagotville, Port Alfred and Chicoutimi Nord, to the municipality of St-Alexis-de-la-Grande-Baie, and within a radius of 5 miles from their limits.

Hours: 64 per week. On 6 specified holidays and Sundays (no civic holiday recognized) work shall be performed only between 10 a.m. and 12 noon and from 5 p.m. to 7 p.m. and such work shall comprise only the sale of gasoline and motor oil as well as tire repairs; all other work is prohibited.

Overtime is payable at time and one-half for work performed in excess of regular hours with the exception of one-half hour which may be worked without compensation in order to complete work on motor vehicles which were in the station or on the grounds before the expiration of working hours if the owners of such vehicles have asked to be served before leaving, should such work exceed one-half hour employees are entitled to remuneration for the entire overtime at time and one-half. Double time is not payable irrespective of the number of hours worked in a week.

Minimum weekly wage rates: general service men—first 6 months (beginner) \$20.70, after 6 months \$27, after 18 months \$30, after 30 months \$36. Establishments with 4 or more regular employees shall include a foreman at \$40 per week.

Vacation: one week with pay at regular rate after one year of continuous service

with the same employer; 10 days after 3 years; 15 days of vacation with pay (2 weeks) after 5 years of service. Employers may replace the vacation by a compensatory indemnity, with the employee's consent, equal to the remuneration to which the employee is entitled.

Construction

BUILDING TRADES, COUNTIES OF DRUMMOND, ARTIABASKA AND NICOLET.

An Order in Council, dated May 2, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 872; May, 1949, p. 605; July, 1950, p. 1053; Nov., p. 1904) by providing for the addition of the United Brotherhood of Carpenters and Joiners of America, Local 2457, as co-contracting party of the second part.

BUILDING TRADES, QUEBEC.

An Order in Council, dated May 2, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247; July, 1950, p. 1052, Sept., p. 1679). This amendment to be in effect from May 1, 1951.

Minimum wage rates for hourly rated building trades workers in all 4 zones, with the exception of those workers engaged in the structural iron industry, steam generation mechanics and construction boiler-makers, are increased by 10 cents per hour; weekly rates for permanent employees (maintenance workers) are increased by \$4.80 per week in zones I, II, III and IV.

BUILDING TRADES, ST. JOHN AND IBERVILLE.

An Order in Council, dated April 26, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51, June, p. 621, Nov., p. 1247, Dec., p. 1241; July, 1950, p. 1053, Nov., p. 1905). Amendment to be in effect from May 5, 1951, to April 30, 1952, and thereafter from year to year, subject to notice.

Minimum hourly wage rates are increased by 15 cents per hour with the exception of those workers engaged on structural steel operations, steam generation mechanics and boiler-makers. Weekly rate for material checker and timekeeper is increased from \$35 to \$42 per week.

Vacation: employees continuously in the service of one employer during the vacation-with-pay period (May 1 of one year to April 30 of next) are entitled to 7 consecutive days of vacation. The employer must, at the end of each pay period, affix in his employee's vacation-with-pay stamp book, stamps in an amount equal to 2 per cent of the gross amount of such pay. These stamps are redeemable from the Minimum Wage Commission after April 30 each year. (Provision governing vacations is a new one.)

Service

Business and Personal

TAVERN EMPLOYEES, QUEBEC.

An Order in Council, dated April 19, and gazetted April 28, amends the previous

Orders in Council for this industry (L.G., Dec., 1946, p. 1774; Nov., 1948, p. 1249; April, 1950, p. 518, and previous issues). This amendment to be in effect from January 1, 1951, until December 1, 1951, and thereafter from year to year, subject to notice.

Hours are reduced from 56 to 54 per week.

Minimum wage rates: employees paid by the week—barman \$37; assistant barman \$34; waiter \$29; apprentice or beginner \$22; employees paid by the hour—barman 74 cents, assistant barman 66 cents; waiter 57 cents; apprentice or beginner 45 cents. (The

above rates represent an increase of \$2 per week for weekly rated employees and from 5 cents to 9 cents per hour for hourly rated employees.) Occasional employees will be paid a minimum rate of 5 cents per hour less than the minimum hourly rate established for the regular employee of the same classification. (Previously a minimum rate of 45 cents per hour was in effect.)

The provision governing *guaranteed weekly wage* to hourly rated regular employees (wages for 50 hours of work) is similar to that previously in effect.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

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

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

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

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

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

Schedules Prepared and Contracts Awarded During April

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

During the month of April the Department of Labour prepared 156 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 115 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

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 eight per day and forty-four 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 forty-four 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 and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(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
Agriculture.	3	\$ 145,952.68
Canadian Commercial Corporation.	10,256	41,397,475.53
Post Office.	11	56,973.73

(3) *Arrears of Wages.*

During the month of April the sum of \$495.73 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 25 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During April

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Pemberton B C: G W Ledingham & Co Ltd, construction of a rockfill crib dam, dykes, and other improvements to Lillooet River Channel.

Canadian Commercial Corporation

Lachine P Q: Laurentide Engineering Industries Ltd, renovation of domestic water supply lines in various bldgs, RCAF Station. *Centralia Ont:* Sterling Construction Co Ltd, construction of a butcher shop, RCAF Station; Towland Construction Co Ltd, repairs to parade square, RCAF Station. *Winnipeg Man:* Commonwealth Construction Co Ltd, hangar apron & drainage repairs, RCAF Station. *Fort Nelson B C:* C J Brownfield, exterior covering & painting of various bldgs, RCAF Station.

Central Mortgage and Housing Corporation

Summerside P E I: Eastern Woodworkers Ltd, elimination of deficiencies. *Halifax N S:* Bryant Electric Co Ltd,* installation of electric services & fixtures. *Tuff's Cove N S:* Trynor Construction Co Ltd,* supply fill for railway siding. *Saint John N B:* George Mabee,* spreading of gravel; George Mabee,* spreading of gravel. *Barriefield Ont:* McGinnis & O'Connor Ltd,* supply earth fill; McGinnis & O'Connor Ltd,* supply earth fill. *Camp Borden Ont:* R. F. Booth Construction Co, completion of deficiencies. *Centralia Ont:* W. S. Fullerton Construction Co,* connecting houses to sewers; W S Fullerton Construction Co,* supply standby pump. *Deep River Ont:* M Sullivan & Son Ltd, construction of a church bldg. *Exeter Ont:* G Lawsen,* exterior painting of houses. *Guelpf Ont:* E P A Construction Co Ltd,* installation of doors. *Hamilton Ont:* Albert Loiselle & Fils Enrg, installation of permanent improvements; John St Clair Painting & Decorating Co, exterior painting 317 houses; Bryers Construction Co Ltd, installation of permanent improvements. *London Ont:* Gregory & Marks, exterior painting of houses. *Long Branch Ont:* Josephat Loiselle & Fils, installation of permanent improve-

ments. *Merritton Ont:* Josephat Loiselle & Fils, installation of permanent improvements. *Midland Ont:* Wm Lalonde,* exterior painting of houses. *Oshawa Ont:* Heych & Carlile,* painting 55 houses. *Ottawa Ont:* Edgar Milot Inc, interior re-decoration—200 suites—Strathcona Heights. *Perth Ont:* J W Havelin,* exterior painting 50 houses. *St Catharines Ont:* John St Clair Painting & Decorating Co, exterior painting 102 houses; John Green, installation of permanent improvements. *Sarnia Ont:* Tripp Contracting Co,* exterior painting of houses. *Stratford Ont:* D Fox,* exterior painting of houses. *Tilbury & Wheatley Ont:* L See & D H Burke,* exterior painting 50 houses. *Windsor Ont:* National Painting & Decorating Co, exterior painting 343 houses; Albert Loiselle & Fils Enrg, installation of permanent improvements; Bruce DeSanti Contracting Co,* elimination of deficiencies. *Woodstock Ont:* G Condon States,* repair of fire damage. *Penetang Ont:* Wm Lalonde,* exterior painting of houses. *Moose Jaw Sask:* Moose Jaw Painting & Decorating Co,* exterior painting 49 houses. *Regina Sask:* Yarnton Decorating Co Ltd, exterior painting of houses. *Saskatoon Sask:* H Wells,* exterior painting of houses. *Lethbridge Alta:* Wm Sigalet & Co Ltd,* painting 100 units. *Redcliff & Medicine Hat Alta:* J H Back,* maintenance painting of wartime houses. *Trail B C:* E Obal,* re-gumming of shingles. *Vancouver B C:* McKinnon Contracting Co Ltd, construction of concrete retaining walls; Biltmore Construction Co,* construction of house sidewalks & steps; Monarch Construction Co Ltd,* maintenance of roads, lanes, drains; Rosehall Nurseries Ltd,* landscaping of houses; City Construction Co Ltd, asphaltic concrete paving of streets & concrete curb & gutters.

Defence Construction Limited

Goose Bay Labrador: Terminal Construction Ltd, construction of VHF/DF bldg, supply bldg, & CE bldg. *Dartmouth N S:* E G M Cape & Co, construction of permanent barrack block; United Steel Corp Ltd, installation of coal handling equipment, Central Heating Plant. *Chatham N B:* Maritime Steel Foundries, erection of structural steel for officers' mess; Canadian Fairbanks Morse Co Ltd,* drilling of well. *Bagotville P Q:* Eastern Canada Steel & Iron Works, erection of structural steel in barracks, mess & firehall; Plourde & Desbiens, construction of sewage treatment plant & outfall sewer. *St Hubert P Q:* Desourdy Construction Ltd, construction of standard combined mess; Lord & Cie Ltee, erection of structural steel. *Centralia Ont:* W C Brennan Contracting Co, construction of officers' quarters. *Clinton Ont:* Gordon M Ritchie & Co, cubing of two 304 man barrack blocks; R Timms Construction & Engineering Ltd, construction of 8 bldgs. *Leitrim Ont:* Ottawa Plumbing & Heating Co Ltd, completion of heating system. *London Ont:* International Water Supply Ltd,* installation of water supply system & well drilling. *Long Branch Ont:* Leonard & Sons, construction of 2 steam generating units & RCEME workshop. *North Bay Ont:* Sarnia Bridge Co Ltd, erection of structural steel for guard house, mess & quarters; Sterling Construction Co Ltd, construction of two 160' span concrete arch hangars; Sterling Construction Co Ltd, con-

struction of 12 bldgs. *Ottawa Ont*: Armco Drainage & Metal Products of Canada, construction of armco steeloX bldgs & centre connection wing. *MacDonald Man*: Pearson Construction Co Ltd, construction of VHF/DF bldg, cannon stop butt, supply bldg, storage & accommodation facilities. *Portage La Prairie Man*: Malcolm Construction Co Ltd, construction of VHF/DF bldg, supply bldg, CE bldg, officers' quarters & NCO quarters. *Moose Jaw Sask*: Vulcan Iron & Engineering Ltd, erection of structural steel for mess & barrack block. *Saskatoon Sask*: Dominion Bridge Co Ltd, erection of structural steel for mess & barrack block. *Penhold Alta*: Dominion Bridge Co Ltd, erection of structural steel for fire hall, mess & quarters; Alexander Construction Co Ltd, construction of 12 bldgs. *Kalston Alta*: Burns & Dutton Concrete & Construction Co Ltd, alterations to "C" and "D" quarters. *Wainwright Alta*: W C Wells Construction Co Ltd, construction of 25 bldgs. *Sea Island B C*: Hart Bros Construction Ltd, construction of bulk gasoline storage.

National Harbours Board

Halifax Harbour N S: The Canada Gunitite Co Ltd, reconditioning of concrete piles at Pier 2. *Montreal Harbour P Q*: Charles Duranceau Ltd, construction of shed 14 extension, Jacques Cartier Pier.

Department of Public Works

Glace Bay N S: J W Stephens Ltd, repairs & improvements to public bldg. *Halifax N S*: Standard Construction Co Ltd, alterations, Knights of Columbus bldg; Bryant Electric Co Ltd, improved lighting on 7th floor, Federal bldg. *Pictou N S*: Pictou Foundry & Machine Co Ltd,* repairs to dredge "PWD #12". *Point Tupper N S*: Port Hawkesbury Marine Railway Co Ltd,* renewal & repairs to dredge "PWD #115". *Sydney N S*: North Sydney Marine Railway Co Ltd, repairs to tug "Canso". *St Andrews N B*: Fowlers Paving Ltd, construction of a retaining wall, road & grading, Atlantic Biological Station. *Hospital Bay P Q*: North Shore Construction Co Ltd, construction of fishing harbour. *Lennoxville P Q*: J M Jeanson Ltee, construction of office & laboratory bldg, Dominion Experimental Farm. *Papineauville (Pentecost Bay) P Q*: Dominion Bridge Co Ltd, con-

struction of a bridge over canal; Lucien Lavoie,* dredging. *Princeville P Q*: A Pratte Inc, erection of public bldg. *Ste Anne de la Pocatiere P Q*: Laurent Giroux, construction of a science service laboratory. *Sept Iles P Q*: J P Porter Co Ltd, construction of wharf. *Fort William Ont*: Peterson Electric Co Ltd, installation of fluorescent lighting system, 2nd & 3rd floors, Customs bldg. *Ottawa Ont*: L Gendron & Fils, alterations to heating system, Langevin Block; Fred A Wilson Contracting Co Ltd, re-lighting of certain areas, Victoria Memorial Museum; Fred A Wilson Contracting Co Ltd, new lighting in corridors, Parliament Bldgs (Centre Block); A Lanctot Construction Co, interior alterations to Mortimer Bldg; Turnbull Elevator Co Ltd, installation of electric service elevator, replacing existing freight elevator, Langevin Block; J E Copeland & Co Ltd, alterations & improvements to 1st & 2nd floors, No. 8 temporary bldg; A Amyot & Fils, alterations to 4th floor, Bldg "C", Cartier Square; A Lanctot Construction Co, alterations of partitions, etc, in corridors "B" "C" "D", No. 8 temporary bldg. *Prescott Ont*: H J McFarland Construction Co Ltd, wharf improvements. *Salmon Point Ont*: H J McFarland Co Ltd,* dredging. *Silver Islet Ont*: Hacquoil's, construction of a wharf. *Walkerville Ont*: Luigi De Apollonia, alterations & improvements, public bldg. *Morden Man*: Brooklands Construction Co, additions & alterations to office bldg, Dominion Experimental Station. *Saskatoon Sask*: Beaton & Brady, installation of steam boilers, Federal bldg. *Calgary Alta*: Dave M Wyatt, alterations for new elevator, Northern Electric Bldg. *Como: B C*: Pacific Piledriving Co Ltd, boat harbour. *Penticton B C*: C J Oliver Ltd, addition & alterations to public bldg. *Vancouver B C*: Western Bridge & Steel Fabricators Ltd,* construction of one 54' steel hull for Athabaska Sandpump "PWD # 252".

Department of Transport

Gander Nfd: Concrete Products (Nfd) Ltd, additional airport development. *Amherst Island, Magdalen Islands P Q*: Augustin Cormier, erection of a dwelling. *Montreal P Q*: Grant-Mills Ltd, extension to lock No 4, Lachine Canal. *Fort William Ont*: Bilodeau & Heath Co Ltd, construction of power house, Lakehead Airport.

Legal Decisions Affecting Labour

The Saskatchewan Appeal Court dismissed the appeal of the Labour Relations Board against a judgment quashing reinstatement orders. ¶The United States Supreme Court ruled that a mine operator should be repaid for losses sustained due to pay increases during Government operation of the mine in 1943.

Only a union which is directly affected or concerned may lay a complaint before the Saskatchewan Labour Relations Board that an employee has been dismissed for union activity.

The Saskatchewan Court of Appeal, on April 6, 1951, dismissed the appeal of the Labour Relations Board of Saskatchewan from the order of the Court of King's Bench made on November 7, 1950, quashing orders of the Board requiring Providence Hospital, Moose Jaw, to reinstate three employees.

The facts of the case were summarized in the Court of King's Bench decision (L.G., 1951, p. 377). On the complaint of a representative of the Textile Workers Union of America, Local 750, that three laundry workers at the hospital had been dismissed for union activities, the Board found that an unfair labour practice had been committed and ordered the hospital to reinstate the three employees and compensate them for their monetary loss. The union representative complained a second time that the workers were reinstated but immediately dismissed. The Board issued a second order for their reinstatement. Both orders were quashed by the Court of King's Bench.

The Appeal Court, in a decision given by Mr. Justice Procter, rejected the Board's appeal mainly on the grounds that the union had no status to make the application on which the Board founded its orders. He held that it is only a trade union which is directly affected or concerned which may make an application to the Board for enforcement of the unfair labour practices provisions of the Act, and the union making the complaint in this case was not directly affected.

For the union to be "affected" within the meaning of the Act, the employee must have been a member of the union or [the union must] otherwise have an interest in the application not common to all other trade unions. That being so, not only had the union no status

The judgment of Mr. Justice Gale of the Ontario Supreme Court, which quashed a certification granted to the Toronto Newspaper Guild by the Ontario Labour Relations Board, is summarized on page 932 of this issue of the *Labour Gazette*.

to make the applications on which the board founded its orders, but no presumption ever arose that the hospital had discriminated against the discharged women in regard to tenure of their employment with a view to discouraging membership in or activity in or for a labour organization. The so-called "reverse onus" provision in Section 8 (1) (e) never applied since it is only when a trade union which is qualified to do so makes the application that this provision applies.

Mr. Justice Procter held that the Board wrongly applied the presumption of discrimination, and its orders, made by reason of the wrongly applied presumption, were therefore invalid.

He held also that when the Board dealt with the second complaint there was no evidence before it that the employer had discharged the three employees. The only document before the Board was the complaint signed by the trade union representative. The Board could not properly take into account the first order and the evidence brought forward at the first hearing, unless the order and the proceedings had been brought in as evidence so that the counsel for the hospital would have had an opportunity to meet any case established by such evidence.

The Appeal Court was requested by counsel for the Labour Relations Board to give a ruling as to whether the Trade Union Act applied to the hospital, it having been incorporated under a special Act. The Appeal Court did not accept the opinion of the lower Court that the Act was not applicable to the hospital. In dealing with this question Mr. Justice

Procter said: "Counsel for the hospital conceded in his argument, quite properly I think, that The Trade Union Act, 1944, does so apply."—*Sisters of Charity, Providence Hospital v. Labour Relations Board of Saskatchewan*, [1951] 2 WWR (NS), 66.

Affirming a Court of Claims award, the U.S. Supreme Court held that the Federal Government's temporary seizure of a coal mine to avert a strike constituted a taking of property, for which the owner should be compensated to the extent of operating losses due to Government administration.

On April 30, 1951, the Supreme Court of the United States affirmed an award of the Court of Claims compensating a Tennessee mining company, the Pewee Coal Company, Inc., for losses sustained due to Government operation of the mine from May 1 to October 12, 1943, to avert a nation-wide strike of miners.

The Government, appealing against the decision of the Court of Claims, submitted two questions to the Supreme Court: (1) Was there such a taking of Pewee's property as to justify compensation under the Fifth Amendment? (2) If there was, does the record support the award of \$2,241.26? The Fifth Amendment to the United States Constitution provides that private property shall not be taken for public use without just compensation.

Mr. Justice Black (with Mr. Justice Frankfurter, Mr. Justice Douglas and Mr. Justice Jackson concurring) held that the answer to the first question was "yes". The President's Executive Order of May 1, 1943, directed the Secretary of Interior "to take immediate possession, so far as may be necessary or desirable, of any and all mines producing coal in which a strike or stoppage has occurred or is threatened, . . . and to operate or arrange for the operation of such mines . . ." The Government required mine officials to agree to conduct operations as agents for the Government; required the American flag to be flown at every mine; required placards reading "United States Property" to be posted on the premises; and appealed to the miners to dig coal for the United States as a public duty. These four judges held that the Government took the Pewee Company's property in as complete a sense as if it held full title and ownership.

It followed that the answer to the second question was also "yes". The Court held that, like any private person or corpora-

tion, the United States normally is entitled to the profits from, and must bear the losses of, business operations which it conducts, in the absence of an agreement to the contrary. Having taken the property, the United States became liable under the Constitution to pay just compensation. Ordinarily, fair compensation for temporary possession is the reasonable value of the property's use. The Company in this case did not claim compensation for the use of the property, but contended the Fifth Amendment requires the United States to bear operating losses incurred during the period the Government operates private property without the owner's consent. The Company claimed recovery for full operating losses, which were found to be \$36,128.96, but the Court of Claims awarded it only the sum of \$2,241.26, the amount attributable to increased wage payments made to comply with a recommendation of the War Labour Board which had no legal sanction. It was held that the circumstances of the case supported the award of this amount.

Mr. Justice Reed concurred in this opinion to the extent of agreeing that the judgment of the Court of Claims should be affirmed, but he did not accept the view that the "taking" in this case could require the United States to bear *all* operating losses during the period it controls the property without the owner's consent or agreement. In a temporary taking of this kind, the Government's supervision of a losing business for a temporary emergency ought not to place upon the Government the burden of the losses incurred during that supervision unless the losses were incurred by governmental acts.

Four judges, the Chief Justice, Mr. Justice Burton, Mr. Justice Clark and Mr. Justice Minton, dissented, and would have reversed the judgment of the Court of Claims and allowed the Pewee Company no recovery. They held that there was a "taking" of the mining property but that it was not established that the Government subjected the Company to any pecuniary loss. The extra expense consisted of an increased vacation allowance to the miners and the refund to them of rentals on mine lamps. It was not proved that the Company could have operated its mine without making the concessions directed by the War Labour Board, or what its losses might have been if the strike had continued. As it was not in their view established in the Court of Claims that the Company was in fact financially harmed by the Government's

seizure of its property, the dissenting judges would not have allowed any claim for damages.

United States v. Pewee Coal Company, Inc., April 30, 1951, Labour Relations Reporter, Vol. 27, No. 51.

Labour Legislation in Nova Scotia and Saskatchewan in 1951

The Nova Scotia Legislature, which met on February 14 and adjourned on April 7, replaced its Women's Minimum Wage Act, enacted a new law prohibiting the employment of children under 14 in certain undesirable employments and limiting their employment in other occupations, and amended its laws relating to workmen's compensation and trade unions. Laws regulating employment in coal and metal mines were revised and many safety provisions added. The Labour Act was again enacted.*

The Saskatchewan Legislature, which was in session from February 1 to April 5, enacted a considerable number of labour measures. Laws dealing with trade unions, workmen's compensation, hours of work, minimum wages, boilers and pressure vessels, and apprenticeship were amended.

Benefits payable under the Workmen's Compensation Act to widows and children under 16 were raised and are now higher than those payable in any other province. The Hours of Work Act was amended to provide for its application to any employers and employees covered by the Minimum Wage Act. Shop inspection of boilers and pressure vessels while under construction and an annual inspection of such vessels and plants were provided for by amendments to the Boiler and Pressure Vessel Act. A new Act to provide for superannuation of employees of municipalities and school boards was passed, and changes were made in the Act which provides for pensions for employees of the Saskatchewan Power Corporation.

NOVA SCOTIA

Employment of Children

A new Employment of Children Act prohibits absolutely the employment of a child under 14 years in specified industries, including manufacturing, shipbuilding, electrical works, construction, the forestry industry, garages and automobile service stations, hotels and restaurants, the operation of elevators, and such amusement

places as theatres, dance halls, shooting galleries, bowling alleys and pool rooms. Family undertakings are excluded from this prohibition. The new Act thus greatly extends the number of prohibited employments for children under 14. The Factories Act has forbidden the employment of children under 14 in factories since it was enacted in 1901.

In occupations other than those listed above, hours of children under 14 are limited to eight in a day. If school is in session, unless an employment certificate is obtained, not more than three hours a day may be worked, with the further proviso that time worked plus the time required for attendance at school may not be more than eight hours.

* According to the press, the Legislature adjourned to await action on a proposed amendment to the British North America Act which would have allowed the Provinces to impose an indirect sales tax. Since no agreement on the amendment had been reached, the Nova Scotia Legislature met from June 12-14 and passed measures to increase certain provincial taxes.

[An employment certificate may be issued under the Education Act to a child over 13 who satisfies the school board that he needs to go to work or who, in the board's opinion, will not profit from further schooling, giving him permission to be absent from school while actually engaged in remunerative employment. A temporary exemption from attendance at school for not more than six weeks in a school year may be granted to a child over 12 whose assistance is required by his parent or guardian in farming or some other necessary employment. The statutory school-leaving age in Nova Scotia is 16 in cities and towns; in the remainder of the Province the minimum age is 14 but 15 or 16 may be fixed by local option.]

Night work of children under 14 is forbidden by the Act between 10 p.m. and 6 a.m. As introduced, the Bill prohibited employment after 7 p.m. but the later hour was inserted in passage.

Inspectors may be appointed by the Minister of Labour to enforce the Act. Inspectors have power to enter and inspect premises, to require the employer to produce books, records and employment certificates and to make any other examination and inquiry which may be necessary.

A prosecution may only be instituted with the written permission of the Minister. For violating any provision of the statute a person, on summary conviction, may be fined an amount not exceeding \$100 or, in default of payment, may be imprisoned for a maximum of 50 days. A parent or guardian of a child employed contrary to the Act, unless he can establish that the child was employed without his consent, is liable, on summary conviction, to a maximum fine of \$50 or, in default of payment, to imprisonment for not more than 25 days.

The Lieutenant-Governor in Council is authorized to add to the list of prohibited employments set out in the Schedule to the Act or to remove employments from the Schedule.

Minimum Wages

A new Women's Minimum Wage Act, which replaces the statute of 1920, as amended from time to time, brings the Nova Scotia legislation more in line with the Minimum Wage Acts of the other Provinces. The principal changes from the former Act include a wider coverage, wider powers given to the Minimum Wage Board and more specific provision for inspection.

Coverage

All women workers with the exception of farm labourers and domestic servants are covered throughout the entire Province, whereas the former statute was restricted in its application to the cities and incorporated towns.

Powers of the Board

The new Act makes provision for a larger Minimum Wage Board which may now consist of not less than five and not more than seven members instead of being limited to five persons, as at present. Two members must be women, as before.

The Board has power to make Orders, after holding such inquiry as it considers adequate, fixing minimum rates of wages, prescribing maximum hours, and fixing minimum overtime rates, etc., but its Orders now require the approval of the Lieutenant-Governor in Council, as is the case under most of the other Minimum Wage Acts. In British Columbia and Ontario, the Government's approval is not required. Orders of the New Brunswick Board are subject to review by the Minister of Labour.

The Board has authority to fix a minimum wage (which may be on an hourly, daily, weekly or monthly basis) for employees in different employments or in different classes or descriptions of any employment. It may apply the minimum wage so fixed (1) to all the employees in an industry; or (2) to any class of employees in the industry; or (3) to any class of employees in two or more or in all industries. The minimum wage may be made applicable only to part or parts of the Province, or different minima may be established for the same industry in different areas. As before, the Board may set special rates for apprentices, handicapped or inexperienced employees and limit the number employed by any employer.

The section setting out in detail the Board's powers in making minimum wage orders lists several new powers.

The Board may specify when and under what conditions deductions may be made from the minimum wage, and may fix the maximum amount, if any, that an employer may deduct when he furnishes board, lodging, uniforms, laundry or other services to the employee.

As regards the payment of wages, the Board may prescribe the pay period, may fix the day for payment either generally or with respect to a particular employer, and may prescribe the manner in which wages must be paid.

Further, the Board is permitted to exempt any class of employees or employers in any industry or occupation from the operation of the Act or any Minimum Wage Order.

Minimum Wage Orders must be published in the *Royal Gazette* and will take effect 10 days after publication, unless a later date is fixed in the Order. Orders must be kept posted in a conspicuous place in the employer's establishment. This is a new requirement in the Act. As previously, the Board may, on its own initiative or on petition of any employers or employees, review, suspend, vary or rescind an Order, but, as with the adoption of an Order, the approval of the Lieutenant-Governor in Council is now required.

A new provision in the Nova Scotia Act, similar to one contained in the Acts of Alberta and British Columbia, permits the Board, for the purpose of determining whether or not the intention of the Act is being defeated, to investigate the facts with respect to persons working in an industry or business as members or alleged members of a partnership or association, or in the execution of an agreement, scheme, profit-sharing or undertaking, and with respect to the contractual relations of the employees and employers. If the Board is then of the opinion that the partnership or scheme has the effect, either directly or indirectly, of defeating the purpose of the Act with respect to the payment of minimum wages, the Board, with the approval of the Governor in Council, may make an Order prohibiting the carrying on of the partnership or undertaking in whole or in part and prohibiting the doing of any act as may be specified in the Order. The Order will take effect 10 days after publication in the *Royal Gazette*. A penalty of not more than \$500 and, in default of payment, imprisonment for a maximum of 250 days is provided for contravention of such an Order. For a second or subsequent offence the penalty is doubled.

Inspection

More detailed provisions are now set out regarding inspection of premises. Previously, only the general power of inquiring into any matter connected with the Act was given to the Board. It is now provided that such inspectors as may be necessary to carry out the provisions of the Act may be appointed under the Civil Service Act.

An inspector may enter premises at any reasonable time and question an employee apart from his employer to determine

whether a minimum wage order is being observed. Employers are required to keep a register of names, addresses and ages of their employees and a record of rates of wages paid, hours of work and actual earnings. Records must be produced on demand of the Minister or his representative or of an inspector. The inspector may examine records, make copies of any entry, require an employer to furnish full statements on wages, hours and working conditions, and require an employee to give any information either verbal or written relating to wages, hours, etc., that she has in her possession.

Penalties

Higher penalties are imposed for breaches of the new Act by an employer or an employee. No prosecution may be undertaken unless the Minister gives written consent. If an employer fails to pay the minimum wage or makes greater deductions from wages for board, lodging, laundry, etc., than those authorized by the Board, he is liable to a maximum penalty of \$500 for each employee affected and, in default of payment, to imprisonment for not more than 250 days. Further, upon conviction, he will be required to pay to each employee the difference between the wage actually paid to her and the minimum wage. The same penalty may be imposed on an employer or employee who fails to perform a duty imposed on him by the Act, who refuses to allow an authorized inspection or who does not furnish information as required.

If an employer discharges or discriminates in any way against an employee for making a complaint or testifying in proceedings under the Act or for making a disclosure required by the Act, the employer is liable to the same maximum penalty, \$500 or 250 days in prison.

If an agreement is made between the employer and employee for payment of wages below the minimum or if an employee returns any part of her wages to her employer thereby reducing her earnings below the minimum, both the employer and the employee are liable to penalty. In this case, the maximum penalty is \$100, or, in default of payment, imprisonment for not more than 50 days.

An employee who has been paid less than the minimum wage is entitled to recover by court action the difference between the amount paid and the minimum wage, with costs. If the employee has terminated her services, she may only recover on the wages that accrued during the year which

preceded the termination of her service or the taking of civil action, whichever occurred first. No action may be brought against the employer after one year has elapsed after the employee stopped working for him.

The Board may not disclose the name and identity of a person who makes a complaint, if he so requests, unless disclosure is necessary for the purpose of a prosecution or is considered by the Board to be in the public interest.

The Lieutenant-Governor in Council is empowered to make regulations under the Act.

Workmen's Compensation

Amendments were made to the Workmen's Compensation Act raising the benefits payable on the death of a workman in respect of each child under 16 from \$12.50 to \$15 a month. The maximum monthly benefit payable in respect of a widow and her children is now \$110. Orphan children will receive \$25 a month rather than \$22.50, as before, with a maximum payment of \$100. These increases in compensation will not be payable for any period of time before April 1, 1951.

Two sections were rescinded in Part III of the Act, which provides for a system of individual liability on the part of employers in the fishing and dredging industries. One of these sections provided that a dependant who was not domiciled in Nova Scotia at the time of the accident which caused the death of the workman was not entitled to compensation. The other repealed section provided that a workman who was not domiciled in Nova Scotia was entitled to compensation for temporary disability only while he remained in the Province. However, if such a workman was permanently disabled, he was entitled to one-half the compensation which he would ordinarily have received if domiciled in Nova Scotia.

Labour Relations

An amendment was made to the Trade Union Act with respect to the voluntary revocable check-off of union dues in the case of an uncertified union.

If a trade union has not been certified as bargaining agent, the check-off must be put into effect by the employer, after a check-off vote has been held, only where a collective agreement is in force or where collective bargaining is being carried on with a view to the renewal or revision of a collective agreement. As regards both

certified and uncertified unions, the Act requires an employer to make a check-off of union dues, if, on a vote taken under the Minister's direction, a majority of eligible voters vote in favour of it.

Coal Mines

In the interests of greater precautions for the safety of workmen in coal mines, and in order to improve the arrangement of sections of the Act, the Coal Mines Regulation Act was completely revised and consolidated. The last general revision was made in 1927 (L.G., 1927, p. 626).

In general, throughout the Act stricter requirements are laid down regarding inspection and in many cases inspection reports must now be recorded in books kept at the mine for the purpose.

New or more detailed sections were added governing hoists and hoist operators, boiler tenders, fire protection, transporting men underground, protection from machinery, etc., and an appendix has been included setting out the standard methods of socketing. Changes were made in other sections. The regulations issued under the former Act covering electricity in mines and the use of diesel locomotives (L.G., 1949, p. 185) are with some changes now included in the Act. Higher penalties are fixed for breaches of the Act.

Powers and Duties of Mine Officials

The Act now states that a mine owner or manager must appoint in writing a chief engineer to have full charge of all mechanical equipment, and to be responsible for its maintenance, routine inspection, testing, repair and safe operation. He must make a daily written report in a book kept at the mine for the purpose and he is required to read and sign all other reports which the Act requires on the condition of mechanical equipment. Assistants must be appointed to aid the chief engineer in performing his duties and either the chief engineer or an assistant must be in daily attendance at the mine.

The duties of boiler tenders are set out in a new section. From time to time during the day the person appointed to tend a boiler must examine the boiler, feed-apparatus, safety valves, water gauge, dampers and other fittings to see that they are in good working order, and report any defect at once to his superior. He must keep the water in each boiler at the proper working level, and if it becomes too low, he must at once lower the dampers, damp down the fire and report the circumstances to his superior. He must also see that the steam or water

pressure fixed by the manager is not exceeded. Except with the authority of his superior, he must not allow any one to alter the weight of a safety valve and only weights made for the purpose must be used on a safety valve.

Persons in charge of a fan or any ventilating machinery driven by mechanical or electrical power must keep the machinery running at the speed ordered by the manager or underground manager and examine the machinery and observe the indicators each half hour or longer period as may be approved by the inspector.

Shot firers have the general duties of firing all shots, making inspections regarding the presence of gas, ventilation, and the condition of the roof and sides, taking charge of the safety of a section of the mine and the workmen who are employed there, and performing other duties prescribed by the Act.

Before the charging of a shot hole, the shot firer must see that it is thoroughly cleaned and that it does not intersect any cracks. He must not charge a shot hole if it has a clearance of less than one-eighth of an inch over the diameter of the cartridge to be used. He is required to make sure that the coal is properly mined and well prepared, that the hole is properly placed before the explosive is placed in it, that it is not overcharged and that it is properly tamped so as to be filled to the face with clay or other non-inflammable material approved by an inspector. No shot may be fired in solid or unmined coal in a mine without written permission of an inspector. Before a shot is fired in a working place, the shot firer must station a man in a position of safety in any adjoining working place which is not more than 15 feet away to prevent any person from entering.

The rules governing misfired shots are made more stringent. The shot firer must not leave a charged hole unless the place and all approaches are fenced off and the fences are clearly marked by a sign warning of the danger, and the date and hour at which the shot misfired. The area may not be entered until it has been re-examined by a shot firer, pronounced safe and the danger signals removed. If an electric igniter is used, 15 minutes must elapse between the misfiring of a shot and the time when the place may be re-entered, and if any other means is used to fire the shot, four hours must elapse. Shot firers must at all times carry only locked flame safety lamps.

As before all working faces must be examined by the mine examiner within three hours before work is commenced. For this purpose, one or more stations must be appointed at the entrance to the mine or to the various parts of the mine and no workman must be allowed to pass beyond the station until the particular part of the mine has been examined and reported by the mine examiner to be safe. In addition, in the course of each shift, the mine examiner must make at least one inspection of all parts of the mine beyond the stations and record the result of the inspection in a record book. At least once a week a mine examiner is required to examine with a locked flame safety lamp all air courses, stoppings, scalings, overcasts, wastes and abandoned workings where accessible and report the results to the underground manager or overman. Entrances to sections in a mine not in actual use must be properly fenced across so as to prevent any person from entering.

The Deputy Inspector must, at least once a month, make careful inquiries at every mine in his district regarding the size of the section of the mine assigned to every mine examiner and shot firer. If, in his opinion, the section is so large as to prevent a mine examiner or shot firer from properly carrying out his duties, the Deputy Inspector must instruct the manager or owner of the mine to reduce the assigned area and to remedy any other danger or defect.

Certificates of Competency

The length of experience required to obtain a certificate of competency was reduced in two cases. Four years' experience in a coal mine instead of five years is now necessary, in addition to other qualifications, for a candidate for a second-class mine official's certificate. For a second-class mine electrician's certificate, only 12 months' experience in a coal mine is necessary rather than 24 months, as before. With the above exceptions, no change was made in the qualifications required for certificates of competency. The minimum age for employment remains the same.

Hoisting

More detailed regulations are set out with respect to hoisting. An operator of a hoist used for transporting coal or material, as well as an operator of a hoist used for raising and lowering persons, is required to hold a stationary engineer's certificate. If the hoisting engine is of

more than 300 h.p., but less than 800 h.p., the operator must hold a third-class engineer's certificate or an equivalent permit issued by the Board of Examiners. If the engine is of more than 800 h.p., the operator must hold a second-class engineer's certificate or permit.

Operators of man hoists are now required to hold medical certificates which must be renewed every three months.

More duties for hoistmen are now specified. A hoist operator must not operate his hoist unless it is properly provided with brakes, indicators and all necessary control appliances. He must not leave the hoist unless another engineer is appointed to relieve him or a trainee attended by the engineer in charge takes over the hoist. All persons other than the hoist operator are excluded from the hoist room unless their duties require them to be present or unless their presence is authorized by the manager, and the hoistman must not engage in conversation while the hoist is in motion or while he is attending to signals. If a defect is discovered which is likely to affect the proper working of the engine, the hoistman must discontinue hoisting and report the matter to the chief engineer or to his superior.

When men are raised or lowered, the hoist must be run with great caution and, in any mine usually entered by means of machinery, the hoist operator must be in attendance continually while any person is below ground. If a cessation of winding exceeds four hours, a trial wind must be carried out between the points of the shaft or slope where regular man hoisting is to be undertaken. The hoist operator must, during his shift, keep the engine and apparatus under his charge well cleaned and oiled unless some other person is appointed for the purpose.

At the beginning of each shift, the hoistman must inspect the hoisting machinery and safety appliances and make a daily written report on the condition of the equipment in a book kept at the mine for the purpose.

The overwind preventer must be subjected to specified tests at the beginning of each shift and once a week, and the result entered in the engineer's report book.

With respect to the construction and equipment of hoists, the Act provides that all hoisting engines must be firmly connected to a rigid foundation and be so designed, constructed and maintained that, with the power provided, the engine can be worked with ease, regularity and safety.

Such engines must be equipped with a reliable gear-driven indicator, and the drum must be marked to show the operator the position of the cage or trip. Unless exemption has been granted by the chief inspector, each engine used for hoisting men must be provided with at least one emergency brake on the drum shaft which, if there are two cages or trips, will hold them when the maximum torque is applied in either direction when the loads are balanced, or, if there is a single cage or trip, will hold the loaded cage when the maximum torque is applied downwards. A device must also be supplied which will apply at least one brake in case of power failure or which the operator may use in case of any other emergency, and the hoist must also be equipped with an automatic overwind preventer and speed controller to shut off the power and apply the brakes if the cage travels beyond the regular stop at top or bottom or if it travels at excessive speed. An automatic indicator which shows that this safety device has been fully engaged and which may be easily seen by the bankmen and bottomer must be provided. No person may enter the cage until the indicator shows that the automatic overwind preventer and speed controller has been fully engaged.

Safety requirements governing hoisting and haulage ropes and pulleys are, in general, of a similar nature to those in effect in Ontario (L.G., 1948, p. 891). No hoisting rope may be used which has not been tested and certified by the Nova Scotia Government Testing Laboratory. At least once in three months a section not less than six feet long must be cut off the lower end of the rope used on an engine for raising or lowering men. A sample of not less than six feet must be cut off the remaining portion and sent to an approved testing laboratory for a break test.

When a hoisting rope has been newly put on or after it has been cut, the connecting attachments between the cage and the drum and the rope must be carefully examined by the examining engineer and the results recorded in the Hoisting Machinery Record Book and signed by the engineer making the examination. The rope must not be used for ordinary transport of persons until two complete trips have been made with the cage bearing its authorized load and a record made in the Hoistman's Report Book.

The Act also contains a special section governing the construction of cages and man cars. Cages used for hoisting men

must be of the safety type, with bonnets and two sides fully enclosed to a height of five feet. The cages must be constructed of metal and equipped with overhead bars that will provide each man with an easy and secure handhold. Man cars must be connected to each other by three couplings attached to three drawbars which extend the full length of the car and are securely bolted. The centre coupling must be sufficiently strong to take the entire load, and the two remaining couplings must together be able to support the load. The couplings and shackle pins must at all times be visible for inspection. Where the grade will permit, all man trips must be equipped with safety brakes approved by the mechanical inspector which are capable of stopping the trip in the event of the rope breaking. At the end of all man trips a signal light must be installed to warn of their approach.

Mechanical transportation of men underground is permissible only when approved in writing by an inspector, who may limit the number of cars or of men to be hoisted at one time and make any other stipulations which he considers necessary. The maximum speed for hoisting men in shafts, slopes or levels is 20 feet per second unless the inspector permits otherwise. One person must be in charge of a cage when it is being used to transport men at the beginning or end of a shift.

A code of signals is now included in the Act. It must be posted at every mine shaft or slope and at every working level and must be learned by the hoistman.

Fire Protection

New rules for fire protection require a supply of stone dust and portable fire extinguishers or water with equipment which can be readily used to be provided in specified locations in every mine which is not naturally wet throughout. Extinguishers must be examined and refilled as often as necessary to ensure that they are kept in good working order. Inflammable material likely to cause danger from fire must not be used in the construction of an engine room or a room in which machinery is used below ground, and the storing of any oil, grease or inflammable material underground is prohibited unless it is in a fireproof receptacle. All fire fighting equipment must be examined once a month and a report made in a book kept at the mine for the purpose.

Travelling Roads

With respect to travelling roads, the Act now requires the manager to appoint a

competent person to examine, at least once a week, the shafts by which persons ascend or descend, and their conductors, and record the result in a book kept for the purpose. Main conveyor roads must be at least four feet in height with a clear space of not less than two feet between the conveyor and one side of the road. Persons are only permitted to travel in the clear space and not on a moving conveyor unless the written consent of an inspector is given. If there is any danger of a person catching his foot, the frog on a switch in a track on which cars are moved by mechanical power must be equipped with a guard-block of wood or iron.

Use of Electricity

The Act now specifies that, unless there is conflict with the rules in the Act regarding the use of electricity, Part 1 of the 1947 edition of the Canadian Electrical Code is to govern the installation of all electrical equipment installed in mines.

Around all electrical equipment a clear and adequate working space must be left. If there is risk of a spark from an electrical system igniting gas or coal dust mixtures, all conductors must be protected to meet special inspection approval. All control and protective devices must be safely accessible to authorized persons and be located and marked so that the circuits or equipment supplied through them may be identified. They must be so installed that they cannot close by gravity or be provided with a proper stop block or latch to prevent accidental closing.

When electric energy is transmitted in a mine at more than 150 volts or in wet or damp places, wire armoured cable insulated for system voltage must be used.

A daily report on the condition of the machines and cables must be written by the person in charge of the equipment, and the chief electrician must make a weekly written report on the condition of each cable under his charge.

The complete power system equipment of a mine must be inspected by mine electricians or other competent persons at least once a day and written reports made to the mine manager with special attention being given to permissible condition of equipment. Every six months (formerly three months) or at such time as the electrical inspector determines, the earth contact resistance of grounding neutrals and other earth contacts must be measured and all grounding connections examined.

The maximum operating voltage of mine lighting systems has been lowered to 150 volts (formerly 250 to 650 volts) and

systems up to 2,300 volts (formerly 5,000) may supply lighting system transformers. In places lighted by electricity where a failure of the electric light would cause danger, one or more safety lamps must be readily accessible.

Each portable, self-propelled or transportable machine using electrical energy for motive power must be examined for satisfactory performance, proper lubrication and defective, loose or missing parts at least once each shift by the machine operators and once each week by the chief electrician or his assistants. The machine operator must make a daily written report and the chief electrician a weekly report.

In trolley haulage systems all rail bonds must be inspected at least once a week to detect damaged bonds or other defects in the track return circuit.

When any electrical equipment is damaged, the damage must be reported immediately to the electrical inspector or his assistant and if on inquiry it is proven that the damage was caused by negligence of an electrician, his certificate of competency may be suspended.

Protection from Machinery

Additional requirements are now set out for guarding dangerous machinery. Every part of a wheel or revolving piece of machinery which projects unevenly from the surface must be covered unless it is situated in such a manner as to prevent any person coming into contact with it. Power-driven grinding wheels must be provided with hooded guards of sufficient strength to withstand the shock of a bursting wheel. The guard must be adjusted close to the wheel and extended forward, over the top of the wheel, to a point at least thirty degrees beyond a vertical line drawn through the centre. If a runway or staging is more than five feet from the floor and is used for oiling it must be provided with a handrailing. Persons who work near moving machinery must not wear loose outer clothing.

Ventilation

If a fan stops, the workmen must be removed to a safe place in the mine or to the surface. The mine must then be examined by a competent person and the workmen must not return to their working place until the mine is declared safe.

Repeal of Wartime Act

A wartime measure, the Coal Mines Regulation (Wartime Emergency) Act, was repealed (L.G., 1942, p. 805). This statute was passed in 1942 to authorize

the Lieutenant-Governor in Council, notwithstanding any provision of the Coal Mines Regulation Act, to make regulations prescribing the qualifications required of persons employed at the working face in a coal mine and the conditions as to supervision under which such persons were to be employed. All regulations made under the statute are also rescinded, chief of which permitted the employment of an apprentice 17½ years old at the working face under the direct supervision of a person holding a first-class certificate of competency as a coal miner (L.G., 1944, p. 527). Under the Coal Mines Regulation Act, 18 years is the minimum age for employment at the working face.

Metal Mines

The Metalliferous Mines and Quarries Regulation Act was also completely revised in the interests of greater safety for the workmen. As with the Coal Mines Regulation Act, the revision has resulted in better arrangement under a larger number of headings. The following is a summary of the principal changes with respect to minimum age, construction requirements, equipment, safety of persons, fire protection, metallurgical plants and mills, posting of rules, and responsibility as to enforcement of rules.

Employment

The minimum age for employment underground in a metal mine was raised from 16 to 18 years. For employment at the surface the minimum age remains at 16 years.

The employment of women is now specifically prohibited except at the surface in a technical, clerical, or domestic capacity or in some other light work which requires feminine skill. Although this prohibition of employment of women in metal mines has not previously been in the Act, women have never been employed underground in mines in the Province.

The minimum age for operating a hoisting engine was lowered from 20 to 18 years. The Act now also forbids persons under 18 to operate any machinery except under the direct supervision of an experienced operator.

New Construction Requirements

The Act requires permanent buildings to be erected at least 50 feet from any closed-in portion of a headframe or portal-house over a mine shaft unless an auxiliary exit is constructed according to specifications set out in the Act. If the mouth of a tunnel or adit of less than 20 degrees

from the horizontal is covered by a building, a metal or metal-covered door must be placed not more than 50 feet from the mouth and arranged so that it can be closed from outside the building by a cable in case of fire.

With respect to hoist construction, specifications are set out for the diameter of the drum. Bolts and fittings of the drum, brakes and clutch which might be dangerous if they became loose must be made secure by suitable locking devices. An interlocking device must be installed in every hoisting engine to prevent speeding when persons are being transported. An adequate auxiliary brake must be installed in non-reversible steam or air hoists unless they are equipped with throttle-controlled exhaust and also in single-drum electric hoists not used in balanced hoisting before they are used to transport persons.

The Act stipulates that all hoisting engines driven by electricity must be installed in accordance with the standards prescribed by the Lieutenant-Governor in Council.

Shafts must be properly timbered and, during shaft-sinking operations, the timbering must be maintained within 50 feet of the bottom. When sinking operations are carried on, no work must be done in a shaft while men are working below in another part of the shaft unless these men are protected from the danger of falling material by a securely constructed covering extending over a sufficient portion of the shaft to afford complete protection.

At every shaft level where it is necessary for workmen to pass from one side of the shaft to the other, a passageway, securely fenced off from the moving shaft-conveyance, must be provided to allow the men to cross without entering or crossing the hoisting compartment.

Except during shaft-sinking operations, if any material is handled in a shaft compartment, a substantial partition at the collar of the shaft and at all levels must be maintained around the compartment except on the side on which the material is to be loaded.

When repair work is in progress in a manway or conditions arise which might endanger travel through the manway, it must be closed off or signs must be posted warning of its unsafe condition. Unless the entrance to a stope is capable of being used at all times, a second means of entrance must be provided and maintained.

Stopping must not be done within 20 feet of a shaft used for transporting persons or material unless the shaft is to

be abandoned and an inspector has approved the stopping. Where possible, no connection must be made between mine workings until a thorough examination of the working towards which the active heading is advancing has been made and the work can be proceeded with safely.

Additional rules are now set out for the storage of explosives with respect to location and care of the magazine and the posting of warning notices. Every magazine must be in the charge of a competent person appointed by the manager and kept securely locked at all times when the attendant is not present. Magazines may only be established underground with the written permission of an inspector and not more than 2,500 pounds of explosives may be stored in one magazine.

New rules are also laid down with respect to blasting and the time for blasting must be so fixed that the workmen will be exposed as little as possible to dust, fumes and smoke. Before returning to the scene of a blasting operation, every workman must make sure that sufficient air has been introduced into the working place to drive out or dilute to a safe degree the gases produced by the blast.

Equipment

Steam boilers and diesel engines and gasoline and other internal combustion engines must not be installed in such a manner that any portion is within 100 feet of any part of the collar of a shaft or other entrance to a mine, and gasoline and other internal combustion engines using highly volatile liquids or inflammable gases must not be installed within 75 feet of the nearest point of the building housing the hoist. If an internal combustion engine is installed at any mine, provision must be made to conduct the exhaust to a point well outside the building.

Adequate stationary lights must be provided at night at all working places of all headframes, portalhouses or shafthouses.

A sufficient quantity of safe drinking water within reasonable access of all workers must be supplied, with sanitary appliances for drinking, both at the surface and underground.

Better facilities for first aid must now be furnished. In addition to the supplies previously required, at every mine or metalliferous works where, in the opinion of an inspector, the depth or extent of the works is such as to require more immediate attention in case of injury, suitable underground and surface stations must be established and maintained and equipped as specified in the Act. If more than 50 persons are employed in a mine,

the services of a first-aid attendant must be available during working hours. The manager must also appoint, in writing, an attendant to be responsible for the upkeep of the first-aid appliances provided on the surface and underground.

All persons employed in a supervisory capacity and such other persons as the inspector may direct must, within six months of their appointment, obtain a certificate of an ambulance association recognized by the Minister testifying that the holder has attended a course and is qualified to give first aid in case of accidents in or about a mine or metallurgical works.

With respect to ventilation, the Act requires approved means for mechanical ventilation to be provided in mine workings, where pure air cannot be obtained by natural ventilation.

Provisions respecting hoisting ropes are similar to those set out in the Coal Mines Act and summarized above.

Inspection reports of hoisting equipment are to be recorded in the Inspection Record Book which must be kept at the mine for this purpose. Accidents which occur to the hoist, the hoisting rope, shaft conveyance or any other part of the hoisting equipment or any failure of the apparatus must also be reported in the Inspection Record Book.

Suitable ladderways or stairways and platforms must be maintained about shafts and headframes to permit inspections to be carried out in a safe manner. All ladderways in raises, slopes and other manways of a mine must be installed and maintained to reduce to a minimum the hazard of falling. Landing platforms must be installed at points where ladders are offset.

Dangerous places such as openings in floors, pits, trap-holes or well-holes must be fenced off.

No person may be employed underground unless he wears a protective hat of a type approved by the Inspector. Where a power-driven grinding wheel is used, suitable goggles must be provided and worn unless the wheel is provided with an approved shield.

Safety of Persons

Unauthorized persons are forbidden to enter a mine or any building or works where machinery or steam boilers are installed in a mine, and notice of this prohibition must be posted at all entrances to the building or the mine. Workmen must not be employed at the surface or underground in a mine if men are working

overhead unless measures have been taken for their protection. When men are working below a level the top of which is near a haulage or travelway, the opening must be effectively guarded.

With respect to shaft conveyances, the Act now stipulates that persons must not be raised or lowered in a shaft, winze or underground opening of a mine in a shaft conveyance in which any mineral is being carried, or on one loaded with explosives, steel or timber, except for the purpose of handling the material. A bucket or skip may only be used for this purpose by a man employed in shaft sinking who is ascending from or descending to the sinking deck or other place of safety. Except during shaft-sinking operations, persons must not be transported in a shaft-conveyance unless it is in charge of a person authorized to act as a cagetender. Wherever persons are being transported in a shaft conveyance, proper discipline must be observed and the person authorized to give signals will be held responsible for the observance of discipline. A notice showing the number of persons allowed to ride in the shaft conveyance and the maximum weight of material to be loaded must be posted at the collar of the shaft.

No examination or work may be carried on in a shaft unless the workman is adequately protected from accidental contact with the mining shaft conveyance and from the danger of falling rock or while hoisting operations are being carried on.

Persons may not be hoisted or lowered in a quarry by means of a hoist or derrick. Where a load is being hoisted or lowered by such means, the signalman must warn all in the vicinity to retire to a safe place until the load has cleared the danger zone. The operator of a mechanical loader or excavator must be screened and protected from the cable and other moving parts of the machinery.

Workmen, except train crews, are forbidden to ride on or against any car, locomotive or train in underground workings except in passenger cars provided for the purpose. No person may ride on a conveyor belt.

Persons are forbidden to work or remain in a part of the mine where the air contains dust, fumes or smoke perceptible to the senses. The use of percussion machine drills is prohibited unless a supply of water is provided for each machine and used to prevent the formation of dust.

Fire Protection

Suitable measures for protection from fire must be adopted where operations

involving the use of acetylene, gasoline, kerosene or other torches are conducted in a headframe, portalhouse, shafthouse or other building, the loss of which by fire might endanger the mine entrance.

When adequate precautions are taken, one day's supply (formerly seven) of grease, oil, or other inflammable material may be kept for distribution in a headframe or shafthouse.

Storage of gasoline, except in tanks below the surface, is not permitted within 100 feet of the collar of a shaft or entrance to a mine, and the natural drainage from the location must be away from the mine entrance.

Metallurgical Plants

A new section sets out the requirements which must be observed in metallurgical plants and mills to protect the health and safety of workmen. Several of the provisions relating to poisonous gases are the same as those in effect in Ontario. Previously, the only requirement specified in this connection was that suitable apparatus had to be installed to remove dust present in such quantities as to be injurious to health. Now, in addition, suitable means must be provided to prevent the formation of dangerous concentrations of poisonous vapours.

The Act requires safety appliances and rescue apparatus of a design approved by an inspector to be provided where there is danger from noxious gases. In each working shift a number of workmen trained in rescue work must always be on duty.

Adequate precautions must be taken at all plants and mills where acids or poisonous substances are used to reduce as much as possible the hazards of storing and handling the substances. Cyanide must not be stored in a place or transported in any manner where there is danger of it coming in contact with an acid substance. Workers who handle cyanide salts or solutions must be provided with rubber gloves. The method of application of air under pressure must not be used for transferring liquids from one location or container to another unless properly designed and tested equipment is used for the purpose. Where there is danger from poisonous substances, warning signs must be posted.

A workman must wear a life belt if he enters a bunker, hopper or storage bin where material is stored or if he works in a stock pile where the material may move by gravity. Platforms, runways and staging more than five feet from the floor must be provided with handrailings, and

stairs which exceed five feet in height must be constructed at a greater elevation than 50 degrees from the horizontal, and provided with substantial handrailings.

Posting of Rules

Authorized abstracts of the safety rules contained in the Act must be posted in the mine or works. Rules may be waived or amended for a particular mine by the Deputy Minister, on the recommendation of an Inspector, if the owner, agent or manager applies in writing stating his reasons for desiring the rule to be altered.

Responsibility for Enforcement of Rules

The owner of a mine, quarry or works must appoint a manager to be responsible for the control, management and direction of the undertaking. The manager is required to take all necessary and reasonable measures to enforce the Act and to ensure that the rules laid down are observed by every employee. Foremen, shift bosses, mine captains and department heads are responsible for the enforcement of the rules which are applicable to the work over which they have supervision. Workmen also, are required to carry out their duties in accordance with those rules which are applicable to the work in which they are engaged. The manager must appoint a suitable person to take responsibility for enforcing the requirements of the Act during his absence.

Employment Preference to Residents

The Nova Scotia Labour Act, which gives preference in employment in the Province to Nova Scotia residents, was again passed this year and is to be in effect until May 1, 1952. The Act has been renewed annually since 1933.

Under the Act, no person or corporation employing 25 or more persons may hire a worker who has not resided in the Province for at least a year, unless the worker produces a certificate from the Government employment agent or clerk of the city, town or municipality where he is to be employed, stating that there are no unemployed residents available who would or could do the work. A fine of not more than \$500 may be imposed for a violation of the Act.

By an Act relating to the Town of Amherst, non-resident journeymen, mechanics and labourers are required to hold a licence in order to carry on their trade or engage in any employment in the town of Amherst, under penalty of a fine of not more than \$20, or in default of payment, two months' imprisonment. The fee for the licence is \$10. However, if a

licensed tradesman is in the same year rated and assessed in respect to real or personal property, or pays a poll tax to the town for the year in which he was licensed, he will be refunded his licence fee or that part of it which is equal to the amount which he has paid to the town in taxes.

Rent Control and Housing

The Housing and Rentals Act empowers municipal councils to pass by-laws for the regulation of maximum rentals for housing accommodation. A by-law must stipulate that rentals in effect on April 30, 1951, may not be increased except by agreement between landlord and tenant or with the approval of the person appointed as rental authority under the by-law.

Decisions of the rental authority may be appealed to the Judge of the County Court of the district, who is authorized to make any order which the rental authority is empowered to make.

This Act, like statutes passed in most of the other provinces in 1950, also empowers the Minister of Municipal Affairs to enter into an agreement with the Government of Canada or with any city, town or municipality respecting joint housing projects. The agreement must provide that the cost of such housing projects will be shared seventy-five per cent by the Government of Canada and twenty-five per cent by the city, town or municipality. The Act will be in effect until April 30, 1952.

Municipal Pensions

The Halifax City Charter was amended to confirm the superannuation plan for city employees, including policemen and firemen, which was adopted at a meeting of the City Council in December, 1950.

SASKATCHEWAN

Workmen's Compensation

Amendments to the Workmen's Compensation (Accident Fund) Act make learners eligible for compensation. A "learner" is defined as any person who, although not under a contract of service or apprenticeship, becomes subject to the hazards of an industry included under Part I of the Act for the purposes of undergoing training or probationary work specified or stipulated by the employer as a preliminary to employment. Manitoba brought learners under the Act in 1950, following a decision of the Manitoba Appeal Court by which the Workmen's Compensation Board was prohibited from

awarding compensation to an injured student trainman (L.G., 1950, p. 898 and p. 1569). A similar amendment was made to the Prince Edward Island Act in 1951. Learners were also brought under the Saskatchewan Workmen's Compensation Act, 1911, the individual liability statute which applies to certain classes of railway workers not covered by the Workmen's Compensation (Accident Fund) Act.

By further amendments to the Workmen's Compensation (Accident Fund) Act, several increases in benefits were provided for. This section of the amending Act went into force on June 1, 1951, and is retroactive in effect. The increases provided for will apply to all compensation payments made after June 1, whether the accident happened before or after that time. Where death results from an injury, the amount of compensation for a widow or invalid husband was raised from \$50 to \$60 a month, and the additional benefit of \$15 a month which is payable to each child under 16 years was increased to \$20.

As before, the monthly compensation in death cases, exclusive of burial expenses and the lump sum of \$100, may not exceed the workman's average monthly earnings. Where a reduction has to be made to the amount of average monthly earnings, compensation payments may not fall below a specified minimum amount. This minimum has been increased where the widow or invalid husband is the sole dependant from \$50 to \$60 a month, where the dependants are a widow or an invalid husband and one child from \$65 to \$80, and where the dependants are a widow or invalid husband and two or more children from \$75 to \$90.

Provision was made in 1942 for payment of compensation in respect of a child between the ages of 16 and 18 if the Board considered it advisable to continue the child's education, but the section specifically stated that the Board's decision was to be made in respect of a child "approaching the age of sixteen years". The Act now provides that, in cases where a dependant child of a deceased workman is over 16, the Board may direct that compensation be paid, but not beyond the age of 18, if it considers it advisable for the child to obtain further education.

Hours of Work

As a result of a 1951 amendment, which will come into force on Proclamation, the Hours of Work Act will have a somewhat wider application. Instead of applying, as before, to all workplaces in cities, to offices and shops in places of 300 popula-

tion and over, and to all factories in the Province, the Act will now apply wherever the Minimum Wage Act applies, that is, to all workplaces in centres over 300 in population. The effect of the amendment is to bring under the Hours of Work Act, which requires time and one-half the regular rate to be paid for all work done after eight hours in a day or after 44 hours in a week, workplaces other than factories, offices and shops in the smaller towns and villages of the Province, and also certain persons formerly excluded. The latter include janitors and caretakers in residential buildings and long distance truckers who regularly travel in the course of their duties to two or more centres which are at least 10 miles apart.

It is now provided that the Hours of Work Act does not apply to grain elevators. Grain elevators as "works for the general advantage of Canada" come under federal jurisdiction (L.G., 1950, p. 1918).

Since the two Acts will have a similar coverage, an effort has been made to use similar terms, as, for example, "class of employment" which was defined in the Minimum Wage Act last year to mean any industry, business, trade or occupation or any group of employees in any industry, business, trade or occupation. The words "to whom this Act applies," following "employer" or "employee" were struck out in view of the new definitions of employer and employee.

"Employer" is defined as any employer of labour who is from time to time affected by any order of the board heretofore or hereafter made under statutory authority, and "employee" means any person employed by such employer and affected by any such order.

"Wage" or "wages" are now similarly defined in both Acts as any compensation for labour or services paid to or retained by, or partly paid to and partly retained by, an employee, whether measured by time, piece, commission or by any other method whatsoever or by any combination of such methods.

One section of the amending Act, which came into force on assent, continues the stipulation in the Act against a reduction in wages where weekly hours are reduced to conform with the 44-hour limit which is imposed by the Act unless time and one-half is paid. This section will apply to April 1, 1952.

Minimum Wages

An amendment to the Minimum Wage Act, which will be proclaimed in force,

has to do with the power of the Minimum Wage Board to make orders regarding public holidays. The Act now lists eight public holidays (New Year's Day, Good Friday, May 24, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day) and authorizes the Board by order to "fix the basis for computation of minimum sums of money" to be paid to employees who work on all or any of these days, and to employees who do not work. Further, the Board may require that sums computed in accordance with the order be paid by the employer to the employees affected. The amendment allows the Board to exempt any employer from the application of such an order. The money payable to an employee for a public holiday is in addition to wages payable under any other Act.

Previously, the Act empowered the Board to determine what days should be public holidays and to fix the minimum wage to be paid when employees worked on a public holiday or when they did not work. The Board in its Minimum Wage Orders made provision for payment for the same eight public holidays which are now set out in the Act.

A further amendment, also to come into effect on Proclamation, repeals the provision which enabled the Board, subject to the Hours of Work Act, to determine the daily or weekly hours which should constitute overtime and to fix the minimum wage to be paid for such overtime. Under this section, the Board could prescribe an overtime rate for employments to which the Hours of Work Act did not apply. It is now repealed as unnecessary, since the Minimum Wage Act and the Hours of Work Act will cover the same field of employment.

The definition of the term "wages" was amended to include remuneration paid by a combination of methods, e.g. time, piece, commission or any other method.

A minor change was made with respect to the week's notice of termination of employment or of lay-off which an employer is required to give to an employee who has been in his service for three months or more. It was formerly provided that such notice was not necessary when a worker was discharged for any of the causes set forth in Section 4 of the Masters and Servants Act. Since the Masters and Servants Act has now been repealed, the section provides that an employer may discharge an employee for just cause other than shortage of work without giving him notice. "Lay-off" is

defined as a temporary dispensation with an employee's services for more than six consecutive days.

Trade Unions

Under the Trade Union Act, as amended, the Labour Relations Board may not require an employer to disestablish a company-dominated organization. The Act now merely gives the Board power to determine whether a labour organization is company-dominated and makes it an unfair labour practice for an employer to bargain collectively with such an organization. A further amendment provides that individual employees may no longer revoke written authorization to the employer for the check-off of union dues.

Henceforth, all orders of the Labour Relations Board must be filed within 14 days in the office of a registrar of the Court of King's Bench. Previously, such orders were required to be filed within a week of being issued.

The section in the Act which permitted the Lieutenant-Governor in Council to exempt ex-servicemen from the maintenance-of-membership requirement of the Act was repealed.

Boilers and Pressure Vessels

Several important changes were made in the Boiler and Pressure Vessel Act, 1948, with respect to the definition section, shop inspections, compulsory annual inspections, refrigeration engineers' certificates, duties which may be performed by the holder of an engineer's special certificate, certificates of registration, qualifications required by persons responsible for the operation of low pressure boilers and plants and the action to be taken in the case of improper welding.

The definitions of boiler, pressure vessel and refrigeration plant were amended. Formerly, only those over a certain capacity were covered by the Act but now the Act applies to all boilers, pressure vessels and plants subject to the legislative authority of the Province except those which may be excluded by regulation. The definition of "pressure vessel" has been broadened to include a vessel, normally operated under pressure, used for handling oil, compressed gas or for refrigeration purposes, and "plant" now includes a pressure plant used in connection with air, hot water and oil as well as for steam, compressed gas or refrigeration.

The Act provides for shop inspections for the first time. "Shop inspection" means an inspection during construction. An inspector must make shop inspections,

as required by the regulations, of all boilers and pressure vessels under construction in his district, and must make sure that the requirements of the regulations and all applicable codes or standards which have been adopted are being complied with.

Owners, manufacturers and persons responsible for the construction of boilers and pressure vessels may be required to provide all the facilities necessary for an inspector to carry out a shop inspection.

All boilers and pressure vessels must now be inspected annually, with the exception of pressure vessels containing only air or water which are to be inspected every two years. Previously, periodical inspections were required. Boilers, pressure vessels and plants may not be operated until the owner has been issued with an inspection or a registration certificate or a combined certificate.

The Act empowers the Lieutenant-Governor in Council to make regulations prescribing various classes of refrigeration engineers' certificates and the capacity rating of each class. Previously, only one class of refrigeration engineer's certificate was provided for. Refrigeration plants of a capacity of more than 10 tons of refrigeration in 24 hours must be under the supervision of the holder of a valid refrigeration engineer's certificate, as required by the regulations, and the provisions of the Act and regulations must be complied with.

It is now stated that an engineer's special certificate, which has already been provided for in the Act, entitles the holder to operate a high pressure boiler or steam plant of the capacity indicated in the certificate but not exceeding 50 h.p.

With respect to qualifications required to operate low pressure boilers and steam plants of 20 h.p. or more, the Act now distinguishes between boilers and plants of more than 100 h.p. and those of a lesser capacity. Formerly, the Act merely stated that such boiler or plant had to be operated and personally attended at all times by a person holding a certificate. Now, a boiler or steam plant of more than 100 h.p. must be under the supervision of a holder of at least a heating plant engineer's certificate, and a holder of at least a fireman's certificate must be in personal attendance at all times whether or not the boiler or plant is equipped with automatic control. Boilers and plants of less than 100 h.p. must be in charge of a holder of a fireman's certificate. In the case of a boiler of less than 75 h.p. or 100 h.p. if approved by an inspector, which is equipped with an automatic low-water cut-out device

designed to shut off the fuel fire in the event of low water, the boiler may be left unattended for not more than 10 hours if certain precautions laid down in the Act are taken.

A new section provides that where an inspector believes that a boiler, pressure vessel or pressure piping is improperly welded, he is to report to the chief inspector who may order that test specimens be cut and tested. If the specimens fail to meet the prescribed standards, the chief inspector may order that the boiler, pressure vessel or piping be re-welded or be condemned.

Other amendments govern duties of persons installing boilers, classifying of boilers by inspectors of boiler insurance companies, and cancellation of certificates.

The Act now requires a person installing a low pressure boiler as well as one who installs a high pressure boiler, as before, to notify the chief inspector and obtain his permission in writing. Such installations must be made strictly in accordance with the regulations, and when the installation is completed the owner or person responsible must notify the chief inspector to that effect. If a Government inspector has classified a boiler, pressure vessel or plant as unsafe, an inspector of a boiler insurance company is now forbidden to classify it as being in a safe condition without first obtaining permission in writing from the chief inspector.

The Minister is now authorized, on the recommendation of the chief inspector, and upon due cause being shown, to cancel or suspend any permit, licence or other authorization issued under the Act or regulations to any person who aids another in violating the Act or regulations.

Apprenticeship

Provision for the appointing of advisory and examining boards for designated trades, and for the prescribing of the duties and remuneration of members of such boards by the Lieutenant-Governor in Council was made in amendments to the Apprenticeship and Tradesmen's Qualification Act. The amendments are retroactive to February 1, 1951, when the Act went into force.

A new schedule to be substituted for the one in the Act, as passed in 1950, lists and describes 13 designated trades. Steam-fitting, natural gas and petroleum pipe fitting, and weekly newspaper printing are omitted. What was formerly designated as the trade of "welding, except auto body welding" has now been divided into two

trades, "electric arc welding" and "oxy-acetylene welding". Neither trade includes welding of any boiler, pressure vessel or pressure piping which is subject to inspection under the Boiler and Pressure Vessel Act. "Motor vehicle body repair", not formerly included in the schedule, is now a designated trade as well as "motor vehicle mechanics repair". By a further minor amendment, the Lieutenant-Governor in Council may not only add trades to, or remove trades from, the schedule but may also otherwise amend the schedule.

Recovery of Wages

A new Act, the Wages Recovery Act, substantially re-enacts those provisions of the Masters and Servants Act (now repealed) that dealt with the recovery of wages by an employee. Masters and Servants Acts in most provinces were an attempt to provide workers with a simpler procedure of collecting unpaid wages than by a civil action. Under these Acts, the responsibility for investigating wage claims is left to justices of the peace.

The Wages Recovery Act permits a worker who has a cause of complaint against his employer for non-payment of wages which he has earned or which are payable under his contract of service to lay a complaint before a justice of the peace or police magistrate, stating the amount of wages claimed. The magistrate is required to summon the employer to appear before him. If the magistrate finds the complaint to be legitimate, he may discharge the worker from his employment, if the term of service has not expired, and order the employer to pay the wages found to be due, together with nominal costs. The amount of wages which the magistrate may order the employer to pay is limited to \$200. Under the Masters and Servants Act, this limit was \$100 and, if the worker was found to have been improperly dismissed, a further amount not exceeding four weeks' wages.

The magistrate may dispense with the payment of costs and fees if he believes that the worker is unable to pay them or may postpone payment of them until after the case is determined.

If the employer fails to pay any sum ordered to be paid, the magistrate may issue a warrant for the distress and sale of the employer's property. Proceedings may be taken within six months after the termination of the engagement or employment or within three months after the last instalment of wages under the agreement of hiring was due, whichever is later.

An appeal from an order of a magistrate may be taken to the judge of the district court in the locality in which the cause of complaint arose.

The Act specifically states that no civil or other remedy of the worker for the recovery of wages from his employer is in any way abridged.

Employees' Pensions

A new Act, the Urban Employees' Superannuation Act, which provides for the superannuation of employees of urban municipalities and larger school units, applies to all permanent employees, male or female, of every village, town or city in Saskatchewan except the cities of Moose Jaw, Prince Albert, Regina, Saskatoon, Weyburn and Yorkton and the towns of Biggar, Estevan, Foam Lake, Indian Head, Lloydminster, Melfort and Melville, and to the employees of the board of a larger school unit or of a board of trustees of a school district which enters the pension scheme provided for by the Act. Teachers are specifically exempted from the application of the Act. Provision is made for the Act to apply on request to the employees or certain designated employees of any of the cities or towns excepted above. A school district not within a school unit may also by application be brought under the Act.

The Act will come into force on July 1, 1951. It is to be administered by a board known as the Urban Municipal Employees' Superannuation Board, consisting of a representative of the Government of Saskatchewan, the Saskatchewan Urban Municipalities Association, the Saskatchewan School Trustees Association, a representative of the urban employees and a representative of the school unit employees.

Every employer is required to deduct five per cent of the salary or wages due an employee and to remit the amounts deducted together with an additional equal sum to the Board at the beginning of each quarter. Employees may contribute a percentage of their salary over and above the compulsory deduction. This contribution may not exceed a certain percentage of the employee's salary depending upon his or her age. Provision is also made for employer contributions with respect to the past services of employees prior to the Act coming into force.

Employees whose salaries are less than \$750 per annum or who, if they are male and over the age of 55, or female and over 50, may withdraw from the Act by notifying the Board within six months after the coming into force of the Act or after

entering the service of the employer, as the case may be. Employees are granted a vested right in the employer's contributions, the amount depending upon the number of years of continuous service at the date of termination of such service.

The retirement age has been set at 65 years for male employees and at 60 years for female employees. At least six months before the retirement age of an employee, the Board will send him a list of the plans of annuities that may be purchased for him, and the employee is to select the plan he desires, notify the Board accordingly, and state the actual date of his retirement. Upon receipt of such notification, the Board will purchase an annuity for the employee.

Amendments were made to the Power Commission Superannuation Act, 1944, one of which changed the name of the Act to the Power Corporation Superannuation Act. This change was made in view of the establishment of the Saskatchewan Power Corporation as the Government agency responsible for the supply of electrical energy in the Province by a 1950 Act, although the Saskatchewan Power Commission was retained as a board having general supervision over public utilities. Employees of the Saskatchewan Power Corporation were brought under the Superannuation Act by the 1950 Act.

The amendments made this year alter the provisions regarding retirement age, contributions and the method of determining superannuation allowances. The provisions regarding retirement age and employee contributions will be proclaimed in effect. The term "employee" was extended to include workers whose employment is of a seasonal nature unless such employees are excluded from the application of the Act by order of the Power Corporation Superannuation Board.

The retirement age for all employees has now been set at 65 whereas previously the age was 60 for females and 65 for males. Employees who reach the age of 60 may now be retired at their option. A new provision enables employees who are not physically or otherwise qualified for the requirements of their work to be retired with a reduced allowance if they have served a total of 15 years. Previously, provision was made for an employee to be retired for such reasons only if he had served 35 years continuously and was 60 years of age (55 for a woman).

The scale of employee contributions was changed by the amending Act. Employees under 30 now contribute five per cent of their income, those over 30, six per cent and over 40, seven per cent. Previously,

all employees had paid four per cent of their gross wages and salaries into the retirement fund.

The basis upon which retirement allowances are paid was changed in that the allowance is now calculated upon an employee's average yearly salary during the 10 consecutive years of highest salary. Previously, the allowance was based upon the employee's average salary after March 31, 1944. The amount of allowance is determined by multiplying one-fiftieth of the employee's average yearly salary by the number of years of service not exceeding 35, with a minimum of \$360 and a maximum of \$2,000.

Similar changes were made with regard to the superannuation schemes of teachers and other public service employees and employees of the Liquor Board.

Civil Rights

The section of the Bill of Rights Act which provided that any person who deprives another of a right conferred by the Act may be restrained by an injunction was repealed and redrafted.

The Act first sets out certain rights to which every person is entitled, and goes on to enumerate other rights which every person shall enjoy without discrimination because of race, creed, religion, colour, or ethnic or national origin.

The revised section divides the rights conferred by the Act into these two groups in providing for the restraint of any deprivation of such rights by court injunction.

The section now states that every person who deprives or attempts to deprive another of any right under Sections 3-7 inclusive (right to freedom of conscience, to free expression, to free association, to freedom from arbitrary imprisonment and the right to vote) or of any right under Sections 8-13 inclusive because of race, colour, creed or national origin (right to employment, to engage in business, to own and occupy property, to obtain accommodation in hotels, theatres, etc., right to membership in professional societies or trade unions, and right to education) may be restrained by injunction. As there is no reference to Section 14 which prohibits the publication or display of any discriminatory material, it would appear that the Act does not provide for the use of injunctions to restrain any person contravening that section. Penalties are provided as before for any infringement of the Act.

Miscellaneous

An amendment to the Hospital Standards Act, 1949, which provides for the inspec-

tion of approved hospitals and for payment to them for services rendered under the Hospitalization Act, empowers the Lieutenant-Governor in Council to make regulations with respect to the definition of "nursing students in hospitals," "student X-ray technicians in hospitals," "student laboratory technicians in hospitals" and other classes of hospital employees not affected by orders of the Minimum Wage Board. The Lieutenant-Governor in Council may also make regulations respecting the conditions under which such classes of persons may be enrolled or employed in hospitals. (See page 1010 of this issue.)

The number of Government agencies which may be garnisheed under the Attachment of Debts Act with respect to moneys due or accruing to any Government employee not employed by the day or hour was extended by an amendment to the Act, to include, in addition to the Government of the Province, any Crown Corporation established by or under any Act of the Legislature, the Department of Telephones and Telegraphs, the Saskatchewan Power Commission, the Liquor Board and the Workmen's Compensation Board.

The Credit Union Act, 1948, was amended to provide that labour organizations may become members of credit unions for deposit or borrowing privileges or both.

An amendment to the Public Service Act, 1947, provides that where a member of the Executive Council designated by the Lieutenant-Governor in Council has entered into a collective agreement within the meaning of the Trade Union Act, 1944, with a trade union representing a majority of the employees in any unit of employees in the public service, the agreement, as long as it remains in force and as amended from time to time, regardless of the provisions of the Public Service Act or any regulations issued under it, shall be of full force and effect with respect to the employees to whom it applies.

Resolutions

A resolution adopted on March 16, 1951, approved in principle the amendment to the British North America Act proposed by the Government of Canada following the Dominion-Provincial Conference of December, 1950, designed to permit the Parliament of Canada to make laws in relation to old age pensions in Canada, and authorized the Lieutenant-Governor in Council to approve any such amendment.

A second resolution was carried on the same day authorizing the Lieutenant-Governor in Council to approve a further amendment to the BNA Act which would grant to the Province the power to raise

revenue for provincial purposes by an indirect tax within the Province on the sale of goods (except goods sold for shipment outside the Province), at a rate not exceeding three per cent of the sales price.

Recent Regulations Under Dominion and Provincial Legislation

Regulations under the Canada Shipping Act enabled Canada to ratify four maritime Conventions of the International Labour Conference. The Quebec Minimum Wage Commission has made a special Order covering wholesale foodstuffs establishments. This Order establishes as a legal minimum throughout the Province the wage rates and other working conditions which had previously been fixed for workers in the food manufacturing and wholesale trade in the Quebec City area by a decree under the Collective Agreement Act.

The Manitoba Fair Wage Schedule for 1951-52 shows an increase in the minimum hourly rates for the majority of classes of workers engaged in public and certain private construction projects. In Saskatchewan, new regulations under the Hospital Standards Act prescribe working conditions for student nurses, student X-ray and laboratory technicians and other classes of hospital employees not covered by Minimum Wage Orders.

DOMINION

Canada Shipping Act

As a result of a 1948 amendment to the Canada Shipping Act authorizing the Governor in Council to make regulations to give effect to the provisions of four maritime Conventions* adopted at the 28th session of the International Labour Conference, 1946, new regulations concerning the welfare of Canadian seamen on sea-going ships were made by Orders in Council of May 5, 1950. Following this legislative action, Canada ratified the four Conventions (L.G., April, 1951, p. 496) which were registered by the International Labour Office on March 19, 1951.

The regulations summarized below relate to food and catering for ships' crews, the certification of ships' cooks and of able seamen, and to the medical examination of seamen. "Ship", as defined in the regu-

lations, "means a ship that is registered in Canada and is engaged in a foreign voyage or in a home-trade voyage extending south of the thirty-sixth parallel of north latitude and is engaged in the transport of cargo or passengers for the purpose of trade". The regulations also cover foreign-going ships belonging to the Government of Canada and registered in Canada.

Penalties are provided in all of the regulations for violation of their provisions.

The *Ships' Crews Food and Catering Regulations* (P.C. 1482) are intended to ensure the provision of adequate food and water supplies on a ship before a voyage is undertaken. The food must be suitable in respect of quantity, nutritive value, quality and variety. A schedule to the regulations prescribes the amount of rations which must be supplied weekly to each member of the crew and sets out the conditions and exceptions to be observed in applying the scale. The construction, location, ventilation, heating, lighting, water system and equipment of galleys and other catering department spaces, including storerooms, refrigeration chambers and messes, must be such as to permit of the service of proper meals.

*No. 68—Food and Catering (Ships' Crews) Convention, 1946.

No. 69—Certification of Ships' Cooks Convention, 1946.

No. 73—Medical Examination (Seafarers) Convention, 1946.

No. 74—Certification of Able Seamen Convention, 1946.

The regulations require the master of a ship or other officer designated by him, together with a responsible member of the catering department, to make a weekly inspection of the supplies of food and water and of all spaces and equipment used for their storage and handling, and also of the galley and other equipment used for the preparation and service of meals. A record of the weekly inspections must be available to the inspector on request.

An inspector may at any time make a similar inspection of the ship to ensure that the regulations are being complied with. Following his inspection the inspector may make an order requiring that such improvements as he considers necessary in the catering department be made within a prescribed time and every person to whom the order is directed must comply with it.

If the Minister of Transport receives a written complaint at least 24 hours before a ship is scheduled to leave port from not less than five members of the crew, or on behalf of a recognized organization of ship owners or seafarers, he may authorize an inspector to make a special inspection.

Under the *Certification of Ships' Cooks Regulations* (P.C. 1483), which will become effective two years after the date of issue, no person may be engaged in Canada as cook on board a ship unless he holds a certificate of qualification as ship's cook. Exemptions are permitted, however, if in the opinion of the Minister, there is an inadequate number of certificated ships' cooks on any ship.

To qualify for certification as ship's cook a person must be 18 years of age and have passed the prescribed examination. In addition, he must have served at sea as cook's helper for at least 12 months and have completed a minimum of three months' training in an approved training school for cooks or, as an alternative, if the Minister agrees, he must have spent at least 12 months in such schools.

The Minister is empowered to prescribe examinations and to grant certificates of qualification. The examination must provide a practical test of the candidate's ability to prepare meals, a test of food values, the drawing up of varied and properly balanced menus, and the handling and storage of food on board ship.

If a seaman can prove to the satisfaction of the Minister that he has served as a ship's cook for two years before these regulations come into force, he may be granted a certificate of service which will be equivalent to the certificate of qualification required under these regulations.

Certificates of qualification or of service as ships' cooks, issued outside of Canada in accordance with the provisions of the *Certification of Ships' Cooks Convention, 1946*, will be accepted in place of the certificates granted under the regulations.

Certificates of qualification or of service may be endorsed by the Minister at any time to indicate that the holder has completed a refresher course in an approved training school for cooks.

The *Certification of Able Seamen Regulations* (P.C. 1481) require a person engaged in Canada on any vessel as an able seaman to hold a certificate of qualification.

To qualify as an able seaman a person must be 18 and have served at sea in the deck department for at least 36 months. If he has had only 24 months' actual service but has successfully completed a course in an approved training school, the Minister may permit such training time, or part of it, to be reckoned as sea service. An applicant for certification must also have successfully passed an examination. The Minister may, however, grant a certificate of qualification as an able seaman to a person who has served for 18 months on an approved sea-going training ship.

A candidate for examination must satisfy the examiner both by oral examination and by actual demonstration as to his knowledge of seamanship and his ability to carry out effectively any of the duties required of an able seaman, including that of a lifeboatman. He must demonstrate, too, that

- (a) he has been trained in all the operations connected with the launching of life boats and life rafts . . . ;
- (b) he is acquainted with the practical handling of boats under oars or sails under all conditions, and he is able to name the parts and equipment thereof and knows their use;
- (c) he is capable of taking command of a boat's crew;
- (d) he knows the nautical terms in common use; is able to read the compass either in degrees or points according to his experience; has a general knowledge of the Rules of the Road at sea, and distress signals; understands steering orders and the use of the engine room telegraph;
- (e) he is able to make the principal knots, bends, hitches and splices in common use, including the hitches used for the rigging of stagings; he is able to reeve the purchases in common use and understands their purpose; and
- (f) he is able to give satisfactory answers to any other questions pertaining to ship's routine and the duties of an able seaman that the examiner may ask.

Certificates of qualification may be granted to any person who can prove by certificates of discharge, or other proof satisfactory to the Minister, that at the time of the ratification by Canada of the Certification of Able Seamen Convention, 1946, he has served at least three years before the mast on a sea-going ship. The employment of fishermen, however, on decked deep-sea fishing vessels may only count as sea service up to the period of two years of such employment and a certificate will be granted only if the applicant proves that he had at least one year's sea service in a trading vessel in addition to two or more years' sea service on a decked deep-sea fishing vessel.

Certificates of qualification as able seamen granted in other countries that have ratified the 1946 Convention will be recognized in Canada as equivalent to the certificates granted under the regulations.

The *Medical Examination of Seafarers Regulations* (P.C. 1480) stipulate that no person may be engaged as a seafarer unless he furnishes a certificate of fitness for the work for which he is to be employed.

For a period of two years following the effective date of these regulations, however, a person may be engaged as a seafarer without a medical certificate if he can furnish evidence that he has been employed in a sea-going ship for a substantial part of the previous two years. Persons employed on vessels of less than 200 gross tons and on fishing vessels do not require a medical certificate.

"Seafarer" is defined in the regulations as a person who is engaged in any capacity on board ship, except

- (1) a pilot who is not a member of the crew;
- (2) persons employed on board by an employer other than the shipowner, except radio officers or operators in the service of a wireless telegraph company;
- (3) travelling dockers or longshoremen who are not members of the crew;
- (4) persons employed in ports who are not ordinarily employed at sea.

A certificate of fitness must be signed either by a medical officer of the Department of National Health and Welfare or by a medical practitioner authorized by the Minister of Transport or in the case of a certificate solely concerning sight by a person properly authorized to issue such a certificate.

Applications for examination must be made on a form approved by the Minister and must bear the signature of the applicant and of the shipping master, shipowner, or his agent, or of a master.

The medical examination will consist of

a complete physical examination. Every two years thereafter a chest X-ray and blood test for venereal disease is required. The certificate must indicate

- (a) that the hearing and sight of the person and, in the case of a person to be employed in the deck department (except for certain specialist personnel, whose fitness for the work which they are to perform is not liable to be affected by defective colour vision), his colour vision, are all satisfactory; and
- (b) that he is not suffering from any disease likely to be aggravated by, or to render him unfit for, service at sea or likely to endanger the health of other persons on board.

A person may be re-examined at his own request 18 months after the issue of his last certificate if he can furnish satisfactory evidence that he is still actually employed as a seafarer. If the owner or his agent requests re-examination of any person, it may take place, with the approval of the Minister, six months from the last examination. If upon re-examination a person is found unfit for the work for which he was employed, he must surrender his certificate to the examining medical officer for cancellation. If he fails to do so, the examining officer is required to notify the Minister and the owner of the results of the re-examination, thereby cancelling the certificate.

A shipowner or an association of shipowners may at their own expense provide for the physical examination of seafarers at any time.

Unless cancelled, a medical certificate remains in force for two years from the date of issue and for six years if it relates to colour vision. If the expiration date occurs during the course of a voyage, the certificate will be considered valid until the end of the voyage.

In urgent cases the Minister may permit the employment of a seafarer without a certificate for a single voyage only, during which period the terms and conditions of his employment must be the same as those of seafarers in the same category holding a medical certificate.

A person who after examination has been refused a certificate may apply for a second examination by a medical referee appointed by the Minister of National Health and Welfare at the request of the Minister of Transport.

An Advisory Board of three members, one appointed by the Minister of Transport, and one by each of the Ministers of Labour and of National Health and

Welfare, will be established to advise the Minister on any question arising under this regulation.

PROVINCIAL

Manitoba Fair Wage Act

Fair Wage Schedule for 1951-52

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 16/51) was gazetted on April 28 and will be in effect from May 1, 1951, to April 30, 1952. The schedule is chiefly based on provisions of existing collective agreements and it is stipulated that it may be amended to meet war emergency conditions by agreement between the parties affected and that the changes must be approved by the Minister of Labour and published in the *Manitoba Gazette*.

"Public Work" includes public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister of Public Works and an employer.

"Private Work", as defined in the Act, means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District, or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the Province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds \$100.

As before, different rates are set for three Zones, "A", "B", and "C", but for the first time public work as well as private work will be covered by the rates fixed for Zones "B" and "C", and it is stipulated that Zone "B" rates are applicable to the town of Flin Flon. The maximum hours per week in all public and private construction work in Flin Flon are fixed at 48.

Zone "A" rates apply to public and private work in the city of Winnipeg and a 30-mile radius. Zone "B" rates apply to public work in all parts of the Province except where Zone "A" or Zone "C" rates apply; to private work in cities and towns with a population of over 2,000; and to the town of Flin Flon. Zone "C" rates apply to public and private work within the city of Brandon.

All the minimum hourly rates in Part I of the schedule were raised except those for mastic floor spreaders and layers in Zone "B" and watchmen in Zone "C". The increases vary from 3 to 25 cents an hour. Rates were set for the first time for helpers of passenger and freight elevator constructors. With one exception, a 40- rather than a 44-hour week for lathers in Zone "A", the maximum weekly hours remain the same as those fixed in last year's schedule.

Two rates are fixed for painters and decorators and for plumbers and pipe-fitters. Workers in these trades will receive an additional five cents an hour after August 31 and July 31, respectively, in accordance with recent collective agreements for these trades.

In Part II of the schedule the minimum rates for all classes of workers on public road and bridge works in those parts of the Province outside the limits of the city of Winnipeg were raised by either 5 or 8 cents. The maximum hours of straight-time rates over each two-week period remain at 108.

As before, with respect to overtime, it is provided that time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

Vacation with pay stamps must be affixed by employers to the extent of 2 per cent of the total wages earned in each pay-period where construction work is performed in Greater Winnipeg.

The schedule follows:—

FAIR WAGE SCHEDULE

- Zone "A" Rates Apply: To both "public work" and "private work", as defined in the Act, in Winnipeg and a radius of thirty (30) miles.
- Zone "B" Rates Apply: (1) To "public work", as defined in the Act, in all other parts of the Province except where Zone "A" or Zone "C" rates apply.
(2) To "private work", as defined in the Act, wherever the population exceeds 2,000 except where Zone "A" or Zone "C" rates apply.
(3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.
- Zone "C" Rates Apply: To "public work" and "private work", as defined in the Act, in the City of Brandon.

SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1st, A.D. 1951, on "Private Work" and on "Public Works", as described above:

Occupation	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm per hour	Max'm. per week	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week
1. Asbestos Workers—						
(a) Journeyman.....	\$1.45	40	\$1.45	48	\$1.45	48
(b) 1st Class Improvers.....	1.20	40	1.20	48	1.20	48
(c) 2nd Class Improvers.....	1.05	40	1.05	48	1.05	48
2. Bricklayers.....	1.85	40	1.70	44	1.75	44
3. Bridge and Structural Steel and Iron Workers..	1.55	44	1.55	44	1.55	44
4. Carpenters and Millwrights.....	1.65	40	1.50	44	1.55	44
5. Cement Finishers (in warehouse or large floor area jobs).....	1.00	48	.95	48	1.00	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.65	40	1.50	48	1.55	48
7. Elevator Constructors (passenger and freight)....	1.60	40	1.60	44	1.60	44
Helpers.....	1.12	40	1.12	44	1.12	44
8. Building Labourers—						
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	1.00	48	.95	48	1.00	48
(b) General Building Labourers.....	.88	48	.83	48	.88	48
9. Lathers—						
(a) Metal.....	1.45	40	1.35	48	1.40	48
(b) Other than Metal.....	1.15	40	1.15	48	1.15	48
10. Linoleum Floor Layers.....	1.00	48	.95	48	1.00	48
11. Marble Setters.....	1.65	40	1.50	44	1.55	44
12. Mastic Floor Kettlemen.....	.88	48	.83	48	.88	48
13. Mastic Floor Rubbers and Finishers.....	.90	48	.88	48	.90	48
14. Mastic Floor Spreaders and Layers.....	1.10	48	1.05	48	1.10	48
15. Operating Engineers and Firemen on Construction—						
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.50	48	1.30	48	1.40	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material, or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.45	48	1.25	48	1.35	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....	1.35	48	1.20	48	1.30	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....	1.10	48	1.00	48	1.10	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	1.10	48	1.00	48	1.00	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....	1.00	48	.90	48	.95	48
16. Painters, Decorators, Paperhangers and Glaziers (to Aug. 31, 1951).....	1.35	40	1.30	48	1.35	48
(Sept. 1, 1951 to April 30, 1952).....	1.40	40	1.35	48	1.40	48
Swing Stage and Spray Painters (to Aug. 31, 1951).....	1.45	40	1.40	48	1.45	48
(Sept. 1, 1951 to April 30, 1952).....	1.50	40	1.45	48	1.50	48
17. Plasterers.....	1.85	40	1.70	44	1.75	44
18. Journeymen of the Plumbing and Pipefitting Industry (to July 31, 1951).....	1.65	40	1.40	44	1.45	44
(Aug. 1, 1951 to April 30, 1952).....	1.70	40	1.45	44	1.50	44
Helpers.....	1.00	40	.90	44	.95	44
19. Roofers—Mop Handlers.....	.90	48	.88	48	.90	48
20. Sewer Construction Work:						
(a) Caisson Workers.....	1.00	48	.95	48	1.00	48
(b) Labourers.....	.88	48	.83	48	.88	48
(c) Pipe Layers.....	.95	48	.90	48	.95	48
(d) Tunnellers.....	.95	48	.90	48	.95	48

SCHEDULE "A"—PART I—*Concluded*

Occupation	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm per hour	Max'm. per week	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week
21. Sheet Metal Workers.....	1.25	44	1.20	48	1.25	48
22. Shinglers.....	1.25	40	1.15	48	1.20	48
23. Stonecutters.....	1.57	44	1.47	48	1.57	48
24. Stonemasons.....	1.85	40	1.70	44	1.75	44
25. Terrazzo and Oxi-Chloride Workers—						
(a) Layers.....	1.45	40	1.45	48	1.45	48
(b) Machine Rubbers (Dry).....	1.00	48	.95	48	1.00	48
(c) Machine Rubbers (Wet).....	.88	48	.88	48	.88	48
26. Tile Setters (including all clay product tile and Vitrolite Glass).....	1.65	40	1.50	44	1.55	44
27. Tile Setters (asphalt, rubber and lino-tile).....	1.15	40	1.00	48	1.05	48
28. Timber and Crib Men Working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	1.10	48	1.10	48	1.10	48
29. Truck Drivers (while in charge of truck on construction work only).....	1.00	48	.95	48	1.00	48
30. Watchmen.....	.65				.60	

SCHEDULE "A"—PART II

PUBLIC ROADS AND BRIDGE WORKS

31. The following schedule shall apply from and after May 1st, 1951, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Basic Wage Rate	Maximum hours of straight time rates over each two-week period
	Minimum Per Hour	
32. Aggregate Batch Man.....	\$.88	108
33. Asphaltic Oil Distributor Driver.....	.90	108
34. Blade Grader (12 H.P. and over) Operator.....	.90	108
35. Concrete Finisher.....	.88	108
*36. Concrete Paver Operator.....	1.10	108
*37. Dragline, Shovel and Crane Operator.....	1.20	108
38. Elevator Grader Operator.....	.90	108
39. Engineer, Stationary Boiler.....	1.00	108
40. Labourers.....	.83	108
41. Motor Patrol Operator.....	.90	108
42. Roller Operator, 6 ton and over, steel wheels.....	.95	108
*43. Scraper and Bull Dozer Operator.....	1.05	108
44. Spreader and Finishing Machine Operator.....	.88	108
45. Teamsters.....	.78	108
46. Teamsters and Two Horse Teams.....	1.00	108
47. Teamsters and Four Horse Teams.....	1.25	108
48. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	.95	108
49. Tractor Operator, 50 h.p. drawbar or over.....	.90	108
50. Tractor Operator, under 50 h.p. drawbar.....	.83	108
51. Truck Drivers.....	.88	108
52. Watchman and Flagman.....	.70	

*PROBATIONARY RATES

53. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c. below the schedule rate has been agreed upon.
 (2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

Quebec Minimum Wage Act

Wholesale Foodstuffs Establishments

A new special Order of the Quebec Minimum Wage Commission (Order 51), governing wholesale foodstuffs was approved

by Order in Council No. 351 on April 4 and gazetted on April 14. By resolution on April 25, however, it was suspended for three months, following representations from groups of employers.

The Order incorporates most of the provisions of a collective agreement which in 1946 was made binding on all employers and employees in the food products manufacturing and wholesale food trade in the district comprising Quebec City, Lévis, and municipalities within a 50-mile radius from their limits and which has been in effect since that time (L.G., 1950, p. 872 and p. 2066). The new Minimum Wage Order incorporating this agreement applies to the entire Province. It is to be noted, however, that it applies only to those workers who are *not* covered by the agreement since the Minimum Wage Act excludes all employees governed by a decree under the Collective Agreement Act. Until now, workers in the wholesale foodstuffs industries who were not covered by a collective agreement have been governed by General Minimum Wage Order 4 and the provisions of the General Order which are not inconsistent with the provisions of Order 51 will still apply.

In addition to fixing minimum rates for workers in these trades, the Order also fixes overtime rates, working hours, public holidays and vacations with pay. Special provisions cover commercial salesmen in the industry.

Application

The new Order covers establishments manufacturing food products for human consumption; those engaged in the wholesale or part wholesale trade of food products of all kinds including groceries, fish, eggs, butter, cheese, meat, fruits, vegetables, pickles, tea, coffee, preserves and candy; those engaged in wholesale or part wholesale trade of hay, flour, corn, and other food products for animals; plants where foodstuffs for animals are manufactured or prepared; and establishments where food products for human or animal consumption are warehoused.

Excluded from coverage are dairies, including those making butter or cheese; incubating and candling plants, 75 per cent of whose products are mainly distributed to wholesale or part wholesale stores; and stockyards and slaughterhouses selling mostly outside commercial establishments.

For the purpose of Order 51 the Province is divided into three zones: Zone I, Montreal, Laprairie, Longueuil, St. Lambert, Laval-des-Rapides and municipalities totally or partially on the Island of Montreal; Zone II, Quebec, Quebec West, Iberville and places with 10,000 people or over; and Zone III, the rest of the Province.

Hours of Work

The Order establishes a regular work week for three groups: (1) stationary enginemen and firemen, other than first-class enginemen; (2) office employees; and (3) the main group, all other employees.

For the main group of workers covered by the new Order, the minimum rates fixed apply to a regular work week of 48 hours the year round. Working hours are to be confined within the period between 7 a.m. and 6 p.m. on Monday to Friday, inclusive, with one hour off each day for lunch, and between 7 a.m. and noon on Saturday. For employees in establishments where meat mashes for foxes are prepared, during the period April 1-December 31, and for those engaged in the recovery of waste meat products throughout the year, the work week may be extended to 5 p.m. on Saturday.

For stationary enginemen and firemen other than first-class enginemen, the minimum rates apply to a 54-hour work week distributed between 7 a.m. and 7 p.m. with an hour for lunch from Monday until Friday, and between 7 a.m. and noon on Saturday. During the period from the beginning of the first full week in January to the end of the first week in April, however, such workers will work a regular work week of 48 hours. In places where fruits, vegetables and fish are handled, the regular work week for engineers is 53 hours, and in those making meat mashes, 54 hours. Where there are two or more shifts (except in packing houses and establishments where mashes and supplements are made), the regular work week of stationary enginemen and firemen other than first-class enginemen will be 56 hours distributed over seven days. However, these workers are entitled to a weekly rest-day which must fall on Sunday in rotation.

Office workers of both sexes will work a regular week of 43 hours, between 8 a.m. and 6 p.m. with an hour and a half for lunch five days a week and between 8 a.m. and noon on Saturday.

No regular work week is fixed for "occasional hands" in factories making food products (that is, persons not working the regular or standard work week or those employed temporarily on an hourly basis between June 1 and October 1), for common labourers (male and female), watchmen and boiler firemen, personnel and administration employees (above the rank of foreman or accountant), and enginemen working as first-class chief enginemen. These workers must be paid

the minimum rates fixed for them in the Order but, with the exception of occasional hands in food products factories, they are not entitled to any overtime remuneration.

Overtime Rates

Hours worked outside the daily hours stipulated, or in excess of 48 in a week, are considered overtime and must be paid for at the rate of time and one-half the worker's regular rate of pay. The overtime rate is to be applicable either to the daily or to the weekly excess, whichever is most beneficial to the worker. There are, however, a number of exceptions to this rule. These overtime rates are as follows:—

1. Male employees under 17—65 cents an hour.
2. Occasional hands—time and one-half the *minimum* hourly rate.
3. Office employees—time and one-half the regular rate after 43 hours in a week.
4. Stationary enginemen and firemen other than first-class chief enginemen in establishments producing meat mashes—straight time from 48 to 54 hours; time and one-half after 54 hours.

Stationary enginemen and firemen working a 56-hour week in other establishments (except packing houses)—an additional five cents an hour more than their basic rate; time and one-half after 56 hours.

5. Employees (except occasional hands) in plants producing food products during the seasonal rush period (not more than four consecutive months between June 1 and December 1)—straight time from 48 to 53 hours; time and one-half after 53 hours.
6. Production employees in plants making meat mashes—straight time from 48 to 53 hours; time and one-half after 53 hours.
7. Night shifts (a) In all establishments except packinghouses: Employees on night shifts working at least 45 hours in a week and doing other than office work—the minimum wage plus 10 per cent or, where the actual wage is higher than the minimum, the actual wage plus 10 per cent, up to 48 hours; time and one-half after 48 hours. Employees doing night work and working less than 45 hours outside the regular working hours of the day as set out in the Order—time and one-half for all time worked in excess of the regular hours.

(b) In packinghouses: All employees, except office employees, working on night shifts—the minimum wage plus 10 per cent or, where the actual wage is higher than the minimum, the actual wage plus 10 per cent for all time worked outside the regular daily hours of work as set out in the Order, up to the maximum of 48 hours; time and one-half after 48 hours.

Carriers, delivery men's helpers, and truck drivers and their helpers who are required to work an extra half hour at the end of the day need not be paid overtime rates but if they are required to work longer than half an hour overtime must be paid for.

Public Holidays

Regular employees must be granted and paid for eleven and one-half public and religious holidays. These are New Year's Day and the day following, Epiphany, Good Friday (until noon), Ascension Day, St. John the Baptist Day, Dominion Day, Labour Day, All Saints' Day, Immaculate Conception Day, Christmas and Boxing Day.

Double time must be paid to employees who are required to work on any of these holidays except for occasional hands in food products factories, labourers, watchmen and firemen, personnel employees and first-class enginemen. Manufacturers of meat mashes are required to pay their employees only time and one-half for work done on Boxing Day.

Annual Vacations with Pay

A vacation of one week with pay must be given between May 15 and October 15 to employees who have been employed for one year. Employees who on April 30 of any year have less than one year's service must be given one-half day for each month of service. If an employee terminates his employment, except for a justified dismissal, he must be granted vacation pay at the rate of two per cent of the wages earned from May 1 until the date he leaves work.

Employees in Zone I (Montreal and district) are entitled to two weeks' vacation with pay after five years' continuous service.

By agreement between the employee and employer, the holiday may be taken in 6 or 12 non-consecutive days, as the case may be, and, by agreement also, the employee may waive his vacation rights for equivalent remuneration. In the latter case, a copy of the agreement must be filed with the Commission within 15 days.

Instead of an annual vacation, occasional employees are entitled to two per cent of their earnings during the period of employment, to be paid in cash at the time they leave their work.

It is stipulated that the provisions of Minimum Wage Order 3 (the general Order governing vacations with pay)

which are not inconsistent with the holiday provisions of this Order will apply to employees in the wholesale foodstuffs trade.

Minimum Rates

The following minimum rates are fixed by the Order for employees in the wholesale foodstuffs industry in the three Zones of the Province:—

	I	Zones II	III
	Per week		
1. Slaughterer-boner	\$35.50	\$31.95	\$30.17
2. Butcher-boner:			
Apprentice:			
during first six months.....	22.00	19.80	18.70
during second six months.....	26.00	23.40	22.10
during the second year.....	30.00	27.00	25.50
during and after the third year.....	36.00	32.40	30.60
Competent	41.00	36.90	34.85
Foreman	45.00	40.50	38.25
3. Pork butcher:			
Apprentice:			
during the first six months.....	22.00	19.80	18.70
during second six months.....	26.00	23.40	22.10
during the second year.....	30.00	27.00	25.50
during and after the third year.....	36.00	32.40	30.60
Competent	41.00	36.90	34.85
Assistant-foreman	43.00	38.70	36.55
Foreman	45.00	40.50	38.25
4. Departmental manager in packing houses.....	55.00	49.50	46.75
5. Departmental manager in packing houses (small goods department)	48.00	43.25	40.80
6. Feeding meat cook and presser.....	37.50	33.75	31.86
7. Dry-curer:			
Apprentice:			
during the first six months.....	22.00	19.80	18.70
during second six months.....	26.00	23.40	22.10
during the second year.....	30.00	27.00	25.50
during and after the third year.....	36.00	32.40	30.60
Competent	41.00	36.90	34.85
Foreman	45.00	40.50	38.25
8. Stationary engineman:			
Chief:			
first class	62.00	55.80	52.70
second class	53.00	47.70	45.05
third class	47.00	42.30	39.95
Engineman:		Per hour	
second class	0.89	0.80	0.76
third class	0.79	0.71	0.67
fourth class	0.74	0.67	0.63
Fireman and engineman's helper.....	0.64	0.58	0.54
9. Carpenter-joiner	0.83	0.75	0.71
10. Departmental manager (excepting packing houses).....	37.50	33.75	31.86
11. Egg grader:		Per week	
first year	28.00	25.20	23.80
second year	30.00	27.00	25.50
third to fifth year	32.00	28.80	27.50
fifth year and thereafter	36.00	32.40	30.60
12. Sales clerk:			
first year	24.00	21.60	20.40
second year	26.00	23.40	22.10
third year	32.00	28.80	27.20
fourth year and thereafter.....	37.00	33.30	31.45
13. Butter and cheese conditioner.....	38.00	34.20	32.30
14. Truck driver	35.50	31.95	30.17
15. Truck driver for food products factories.....	0.74	0.67	0.63
16. Confectioner	0.78	0.70	0.66
17. Assistant-confectioner	0.72	0.65	0.61
18. Foreman or departmental manager in food products factories.....	0.82	0.74	0.70
19. Foreman-head shipper	39.50	35.55	33.57
20. Assistant-foreman, assistant-head shipper.....	37.50	33.75	31.86
21. Shipper in food products factories.....	0.76	0.68	0.65

	Zones		
	I	II	III
22. Butter cutter	30.00	27.00	25.50
23. Butter wrapper and packer.....	25.00	22.50	21.25
24. Night watchman: (minimum per week).....	27.00	24.30	22.95
(per hour)	0.50	0.45	0.43
25. Junior employee (not handling heavy merchandise).....	20.00	18.00	17.00
26. General hand, not in packing houses or food products factories: Under 17 years of age:			
first three months.....	22.00	19.80	18.70
after three months of service.....	25.00	22.50	21.25
17 years of age.....	27.00	24.30	22.95
18 years of age.....	30.00	27.00	25.50
19 years or older	33.50	30.15	28.47
27. General hand, packing houses.....	36.00	32.40	30.60
28. General hand, food products factory: Less than one year of service.....	0.62	0.56	0.53
One year or more of service.....	0.69	0.62	0.59
29. Occasional hand, male (June 1 to October 1).....	0.59	0.53	0.50
30. Order employee, receiving clerk.....	35.50	31.95	30.17
31. Common labourers, male and female, furnace fireman.....	0.60	0.54	0.51
32. Millwright	0.78	0.70	0.66
33. Miller or mixer operator.....	37.50	33.75	31.86
34. Warehouse female personnel outside the office staff (excepting packing houses and food products factories):			
Less than two months.....	18.00	16.20	15.30
Two months and more but less than one year.....	19.00	17.10	16.15
One year or more.....	21.00	18.90	17.85
35. Warehouse female personnel (outside the office staff) in packing houses:			
Less than two months.....	18.00	16.20	15.30
Two months or more but less than one year.....	19.00	17.10	16.15
During second year.....	21.00	18.90	17.85
During and after third year.....	23.00	20.70	19.55
36. Warehouse female personnel (outside the office staff) in food products factories:			
Less than one year of service.....	0.38	0.34	0.33
One year of service or more.....	0.44	0.40	0.37
37. Occasional hand female (June 1 to October 1).....	0.42	0.38	0.36
38. Roaster	0.76	0.68	0.65
39. Warehouse occasional hand male	0.75	0.68	0.64
Warehouse occasional hand female	0.42	0.38	0.36
40. Cooper	0.83	0.75	0.71
Apprentice-cooper:			
first year	0.40	0.36	0.34
second year	0.55	0.50	0.47
third year	0.70	0.63	0.60
41. Accountant	43.00	38.70	36.55
42. Assistant-accountant	40.50	36.45	34.42
43. Accountant-cashier	38.50	34.65	32.72
44. Junior clerk	15.00	13.50	12.75
45. Office messenger	17.00	15.30	14.45
46. Office female staff (excepting stenographers):			
during first year	17.00	15.30	14.45
during second year	20.00	18.00	17.00
during and after third year.....	23.00	20.70	19.55
47. Administration personnel	50.00	45.00	42.50
48. Stenographer-typist:			
during first year	20.00	18.00	17.00
during second year	23.00	20.70	19.55
during and after third year.....	26.00	23.40	22.10
49. Office occasional hand.....	0.65	0.59	0.55
50. Book-keeper or office clerk:			
during first year	20.00	18.00	17.00
during second year	22.00	19.80	18.70
during third year	24.00	21.60	20.40
during fourth year	27.00	24.30	22.95
during fifth year	30.00	27.00	25.50
during sixth year	32.00	28.80	27.20
during seventh year	34.00	30.60	28.90
during and after eighth year.....	37.00	33.30	31.45

It is stipulated that these rates must be paid even if the business hours in the establishment are less than those fixed above as constituting the standard work week, or if a public holiday occurs in the week. However, in Zones II and III, if the work week of an establishment is less than the regular work week on which the minimum rates are based but not by more than six hours, the employer may pay his employees the hourly minimum rate fixed for their classification of employment instead of the weekly rate. Overtime wages earned by the employee during the week must be paid to him at the same time as he receives his regular wages for the same period.

In packing houses, workers in the drying, pork-butcher and butchery-boning departments must be divided into three classes of employees, competent (certificated) employees, apprentices and general hands. Rules are set out for classifying these employees according to the number of workers.

The employer is responsible for the cost and upkeep of all uniforms which he requires the employees to wear.

Commercial Salesmen

Special rates of wages and working conditions are fixed for commercial salesmen or representatives.

Commercial salesmen are required to work a five-day week, Monday to Friday, inclusive, and on Saturday morning they must report to the employer's office to give an account of the week's work and expenses, and to receive instructions.

The minimum rates set for a commercial salesman apply whether he is paid a fixed wage, or a fixed wage and commission based on his turnover, but do not apply if the salesman is paid only on a commission basis.

The minimum rates are:—

In Zone I—	Per week
First six (6) months of selling experience in the line.....	\$22.00
Second six months of the 1st year	25.00
During the second year	28.00
During the third year	32.00
During and after the fourth year	37.00

In Zones II and III—

The same rates as those of Zone I less 10 per cent.

If the salesman is paid on a fixed wage and commission basis, his remuneration must be adjusted at least once a year or when his employment comes to an end. The employer must pay for three meals a day, suitable lodging and other necessary travelling expenses. If a salesman is ill, the employer may replace him for not more than 60 days by another employee

without being required to pay the latter the minimum wages fixed for commercial salesmen.

The general provisions of the Order regarding public holidays and annual vacations with pay are applicable to commercial salesmen.

Except in cases of serious misconduct, notice or the equivalent in wages must be given when employment is terminated. Either employee or employer must serve notice of termination of employment. The period of notice required to be given corresponds to the length of the pay period.

Commercial salesmen who work for several employers are not covered by the Order unless an agreement is made in writing by the salesman and all the employers that a proportion of the wage be paid by each employer and such agreement is forwarded to the Minimum Wage Commission. The wage to be paid according to the agreement will be distributed among the various employers, taking into account the proportion of travelling expenses paid by each employer and the proportion of time spent in the service of each.

Saskatchewan Electrical Inspection and Licensing Act

Effective from June 1, 1951, the inspection fees payable under the above Act were raised. The fees apply to the inspection of electrical installations and the installing of electrical equipment by electrical contractors, employers and other persons, and to the inspection of electrical equipment stocked by supply houses and retail dealers. The change was made by issuing a new Schedule "A" under an Order in Council (804/51) of April 24, gazetted May 5.

Saskatchewan Health Services Act

The list of dental services which may be provided to social aid recipients under the Health Services Act was revised and appended to the regulations as Schedule "A" by an Order in Council (769/51) of April 20, gazetted April 28, and retroactive to April 1.

Saskatchewan Hospital Standards Act

Working Conditions of Student Hospital Employees

A 1951 amendment to the Hospital Standards Act, effective May 1, authorized the Lieutenant-Governor in Council to determine the conditions under which student nurses, student X-ray technicians,

student laboratory technicians and other classes of hospital employees who are not covered by Minimum Wage Orders, may be employed or enrolled as students in hospitals. As a result of this amendment, regulations were issued under an Order in Council (825/51) of April 27, gazetted May 12, setting out the minimum rates of pay, hours of work, holidays and other working conditions for student nurses, and student X-ray and laboratory technicians employed in approved hospitals. Student nurses are covered during a three-year training course and student X-ray and laboratory technicians only during the first year of employment. The regulations incorporate the rates of pay and working conditions authorized for such employees in special licences issued under the Minimum Wage Act. Section seven of that Act permits the Minister, on the recommendation of the Chairman of the Minimum Wage Board, to issue a licence to a learner, apprentice or handicapped employee, authorizing employment under conditions prescribed and permitting a wage less than the minimum.

The minimum rates of pay fixed by the regulations for student nurses are \$6 a month for the first year, \$8 a month for the second year and \$10 a month for the third year. Full maintenance must be provided, and uniforms, including caps, smocks and aprons, must be supplied, laundered and repaired by the hospital without charge. A student nurse must not be charged a tuition fee nor may deductions be made from her wages for breakages.

Student laboratory technicians and student X-ray technicians must receive at least \$30 a month for the first three months of employment, \$40 for the second three months, \$50 for the third three months and \$60 for the fourth three-month period. Overtime after 8 hours in a day and 44 in a week must be paid for at the rate of at least 50 cents an hour. Uniforms or any special articles of clothing which may

be required must be supplied, repaired and laundered free of charge and any meals taken on the premises must be supplied without cost. A student laboratory technician must be employed under the direct supervision of a laboratory technician registered with, or a person approved by, the Canadian Society of Laboratory Technologists, and similarly, a student X-ray technician must, during his employment, be supervised at all times by an X-ray technician registered with the Canadian Society of Radiological Technicians.

Eight public holidays are granted to the student employees covered by the Order. If the employee is employed in a month in which a holiday occurs and is not required to work on the holiday, he must receive a full month's wages at his regular monthly rate. For work done on a holiday the employee must receive, in addition to the regular monthly wage, wages at the regular rate for all time worked on the holiday or he may be granted equivalent time off at his regular rate of pay within four weeks. These provisions for public holidays are the same as those laid down for other hospital employees by Minimum Wage Orders.

Working hours of all employees covered by the regulations must be confined within a period of 12 hours in any one day. Half an hour, exclusive of regular working hours, must be granted for a meal eaten on the premises or a full hour for one eaten elsewhere.

Night work of female student nurses and technicians is forbidden, and unless they reside on the premises, hours of work may not begin or end between 12.30 a.m. and 6 a.m.

Saskatchewan Hospitalization Act

Persons in mental hospitals will now receive benefits under the Hospitalization Act during the time that they remain in the institution by an Order in Council (766/51) of April 20, gazetted April 28.

Unemployment Insurance

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series: (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held: (1) That the provisions of Section 5 (2) (e) of the Benefit Regulations did not apply to the case of a claimant who had continual employment on a short-time basis and was temporarily separated from work on account of a declared holiday at his place of employment.

(2) That, inasmuch as he was engaged in a specific type of employment which required only three days' work each week, he was not, during that plant holiday, subject to the provisions of Section 29 (1) (c) of the Act for the days of the week on which he would have normally been unemployed.—CU-B 647 (February 19, 1951).

MATERIAL FACTS OF CASE:

The claimant, 71 years of age, had been employed as a mill worker in a sawmill on a full-time basis from 1939 to May 31, 1950. On June 1, 1950, he filed a claim for benefit wherein he stated that from then on he would be working only two or three days a week and requested payment of benefit for his compensable days of unemployment. The claim was allowed.

On July 13, 1950, the local office reported that the period from July 3 to July 15, 1950, was a declared holiday at the sawmill where the claimant was employed on a regular pattern of three days a week (Mondays, Tuesdays and Wednesdays), and that he was entitled to one week's holidays with pay.

The insurance officer was of the opinion that the claimant was not entitled to benefit for the first week of the plant holiday because, pursuant to the provisions of Section 5 (2) (e) of the Benefit Regulations, he was deemed not to be unemployed for that period.

The claimant appealed to a court of referees which upheld the decision of the insurance officer. With leave granted, the claimant appealed to the Umpire.

Following the Umpire's request for further particulars as to the claimant's employment, it was established that up until June, 1950, the claimant's work was that of handling heavy timbers; at that time the employer and the claimant agreed that, in view of his age and of the heavy work he had to perform, it would be preferable if he were transferred to the lighter duties of doing odd jobs around the mill. Although the claimant was capable of performing full-time work in these lighter duties, there was not more than three days' work available and as a consequence, the claimant worked only on Mondays, Tuesdays and Wednesdays.

CONCLUSIONS:

The claimant has continual employment on a short-time basis with Lumber Co. Ltd. Therefore his temporary separation from work on account of the two weeks' plant holiday was not a "termination of employment" as that contemplated in Section 5 (2) (e) of the Benefit Regulations.

In view of his definite pattern of employment, he would have been unemployed for six days during those two weeks irrespective of the plant holiday and according to the recent information received, it would appear that he was in a grade, class or shift of workers by himself, being the only worker engaged on a short-time basis and performing odd jobs in and around the mill.

Under the circumstances, I consider that the days of the week that he normally worked at the mill, i.e., Monday, Tuesday and Wednesday were for him, during the plant vacation, a recognized holiday whereas the remaining three days of the week that he would normally have been unemployed constituted a period of unemployment.

The claimant therefore by virtue of Section 29 (1) (c) should have been

deemed not to be unemployed for the Monday, Tuesday and Wednesday of each week of the two weeks' plant holiday and the decision of the court of referees is modified accordingly.

Held: That, during a vacation period at the mine where he was employed, a short-time claimant was subject to the application of the provisions of Section 29 (1) (c) of the Act as his employment, save for his irregular attendance, was in all other respects the same as that of the other workers.—CU-B 654 (February 23, 1951).

MATERIAL FACTS OF CASE:

The claimant, 66 years of age, was employed as a coal miner on a short-time basis and was receiving benefit for his compensable days of unemployment. The mine closed down for the annual vacation period from July 3 to 15, 1950, and the claimant received vacation pay for one day only. The insurance officer was of the opinion that, by virtue of Section 29 (1) (c) of the Act, the claimant was deemed not to be unemployed for the period in question and disqualified him accordingly.

The claimant appealed to a court of referees which unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire, contending that, as the claimant had been unable to accumulate vacation credits through no fault of his, he should be entitled to benefit for the vacation period.

CONCLUSIONS:

The relevant section of the Act reads as follows:—

- 29 (1) An insured person shall be deemed not to be unemployed
- (c) on any day that is recognized as a holiday for his grade, class or shift in the occupation or at the factory, workshop or other premises at which he is employed unless otherwise prescribed;

The court of referees unanimously found that there was at the Mine, for the period from July 3, 1950, to July 15, 1950, a "recognized holiday" within the meaning of the above quoted section and I cannot find any valid reason to differ with the court on this question of fact.

Inasmuch as the claimant was considered to be a short-time claimant, there was some doubt in my mind, however, when I first studied the case, whether the whole of that period was a "recognized holiday" for his grade, class or shift.

In a recent case (CU-B 647), I had decided that a short-time claimant, who was engaged in a specific type of employment which required only three days' work each week, was not, during a two weeks' plant holiday at the premises where he was so employed, subject to the provisions of Section 29 (1) (c) for the days of the week that he would have normally been unemployed.

In the present case, there were scant particulars as to the claimant's employment and there was a possibility that additional information might show that his case could be assimilated to that of the claimant in CU-B 647.

My doubt was dispelled, however, when I received the following report from the Commission, on February 14, 1951, which indicates that the claimant's employment, but for the fact that his attendance was irregular, was, in all other respects the same as that of the other workers at the mine for whom the period from July 3, 1950, to July 15, 1950, was a recognized holiday:—

(The claimant) was short-time claimant and has worked last three years for present employer. Filed a claim 22 April, 1950. In April worked all possible days May lost seven days three of which he could have worked June lost two days when work was available worked from 17 July to 29 July 1950 when he was injured in mine has not worked since. Company does not provide special working hours for older workers they only work on days they feel able to.

As to the question of workers who are on holidays without pay being entitled to benefit, it has been laid down in previous decisions of the Umpire (CU-B 199, 310, 549), that for the purpose of Section 29 (1) (c), a distinction should not be drawn between the workers who receive pay during a vacation period and those who do not.

Under the circumstances the appeal is dismissed.

Local Office Area Descriptions

A description of the employment market characteristics of each of the more than 200 areas in which local employment offices are located was undertaken by the Unemployment Insurance Commission early last year. Known as *Local Office Area Descriptions*, their main purpose is to provide information in a usable and presentable form to local offices on local labour markets in other localities across the country, which they in turn can supply to applicants and employers.

A knowledge of the environment of local labour markets is of particular value in interpreting employment statistics, and in such employment office activities as movement of workers and measurement of labour surpluses and shortages.

Other departments of the Federal Government have also found the information contained in *Local Office Area Descriptions* useful in many of their activities, especially in the counselling of prospective immigrants to Canada, and in economic planning.

Unemployment Insurance Statistics, April, 1951*

Initial and renewal claims for benefit filed in local offices of the Unemployment Insurance Commission in April, 1951, declined by about 31 per cent during the month, the monthly report on operations under the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, states. The total number of claims registered in April was 75,242, as compared with 109,764 in March. All provinces contributed to this decrease, with the percentage of decline ranging from three per cent in New Brunswick to 68 per cent in Prince Edward Island. Claims recorded in April, 1950, were slightly higher (80,028) than in April, 1951.

Ordinary claimants on the live unemployment register on April 30 totalled 136,848 (104,515 male and 32,333 female), compared with 184,538 (150,878 male and 33,660 female) on March 31, and 209,905 (161,763 male and 48,142 female) on April 30 one year ago.

Total persons having their claims still active at the end of the day, April 30, numbered 148,866; of these 992 were supplementary benefit claimants.

Adjudication centres disposed of 84,033 initial and renewal claims. Claimants entitled to benefit totalled 59,670. Claimants not entitled to benefit amounted to 24,363, of which 16,094 were claims not allowed due to insufficient contributions. Additional reasons for non-entitlement by claimants were: "voluntarily left employment without just cause" 4,758 cases; "not unemployed" 3,177 cases; and "refused offer of work and neglected opportunity to work" 1,602 cases.

Claimants receiving initial benefit payments during the month numbered 54,744, compared with 68,445 in March and 59,965 in April, 1950.

* See Tables E-1 to E-7.

The descriptions comprise a map of the area and data on geographical location, population of the area and its distribution; climate; transportation; economic and industrial pattern; estimated size of labour force; list of the larger industrial employers, with the number of male and female workers on their payrolls; main occupations for male and female workers; seasonality of employment; living conditions—housing, educational, hospital and recreational facilities, churches, service clubs and associations, and cost of living.

A total of \$7,679,160 was paid in compensation for 3,087,560 proven unemployed days, in comparison with \$10,467,147 for 4,192,575 days in March, and \$11,353,188 for 4,670,731 days for April one year ago.

Benefit payments recorded during the week April 28 to May 4 amounted to \$1,575,535 for 641,118 proven unemployed days in respect of 109,424 persons, while during the week March 31 to April 6 they totalled \$2,184,959 for 873,101 days in respect of 147,162 beneficiaries, and in the week April 29 to May 5, 1950, 186,093 payments were made, amounting to \$2,674,615 in respect of 1,105,293 days.

The average daily rate of benefit for the week April 28 to May 4 was \$2.46. For the week March 31-April 6, it was \$2.50, while \$2.42 was the average for the week April 29-May 5, 1950. The average duration of compensated unemployment for all weeks under review was 5.9 days.

Supplementary Benefit

Although no initial claims received on or after March 22 were referred for consideration as supplementary benefit claims, 4,239 claims pending at the end of March were considered for supplementary benefit in the month of April. During the month 8,256 claims also were adjudicated and of these 5,508 were entitled to benefit, 775 were disqualified and 1,973 were disallowed. Benefit payments amounted to \$672,505.

Unemployment Assistance in Newfoundland

A total of 612 initial and renewal claims was received in April. Adjudications totalled 954, of which 300 were entitled to benefit, 571 were unable to establish the right to assistance, and 83 claimants were disqualified. Benefit payments amounted to \$143,346.

Commencing with this report, data on Unemployment Assistance in Newfoundland are no longer presented in detail. For the remainder of the period during which this scheme will be in force a short summary, as above, will be included.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission

showed that during the month of April, 1951, insurance books were issued to 2,564,202 employees who had made contributions to the Unemployment Insurance fund since April 1, 1951, a decrease of 1,650,267 during the month.

As at April 30, there were 242,483 employers registered, representing a decrease of 1,041 since March 31.

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Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research 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.

May 1951 . . .

. . . were pointing toward new post-war employment records as labour requirements expanded seasonally and in response to further defence preparations. Seasonal unemployment had almost entirely disappeared by the end of May. Labour shortages were growing in primary industries and continued unrelieved in the metalworking trades but short-time and temporary lay-offs disrupted some manufacturing industries.

The strains on manpower and materials resulting from this year's heavy investment program, defence production and military requirements, and strong consumer demand, were reflected in labour market conditions during May. Evidences of manpower shortages appeared in the industries which were making seasonal additions to their labour forces, such as farming, construction and the logging industry. In manufacturing, the effect of credit restrictions, material shortages and high inventories, created considerable short-time work and temporary lay-offs, chiefly in Ontario and Quebec. With the accelerated production program in the basic industries and manufacturing, a greater load was thrown on the distributive industries and the labour requirements in these groups also increased in May.

The number of workers registered at National Employment Service offices dropped to 151,100 at May 31, a decline of 66,400 during the previous four weeks, and 103,300 over the year. The number of men seeking work had fallen to 101,400 while the number of vacancies reported by employers was rising steadily, reaching a total of 48,400 at the month-end. Registrations of women totalled 49,700 with employers placing orders for 17,700.

In agriculture, early labour needs for seeding were generally met, although scarcities of men were reported in some parts of Quebec, Ontario and Saskatchewan. In the Maritimes, generally an area of farm labour surplus, a tight labour market also existed in this industry in May. The farm labour situation in Alberta was eased by intermittent rains, which spread out the demand for workers. Immigration of farm workers

filled many of the requirements, with several hundred Italian farm labourers supplementing the somewhat lower volume of Displaced Persons available this year. Registrations with the National Employment Service indicated an excess of demand over supply, with 3,100 unfilled vacancies for farm hands against 600 work applications at the end of May.

Employment in logging was increasing both in British Columbia and in the east during May. Occupationally, there was a need for cutters and peelers, as well as for men for the drive in the eastern industry. Supply was limited by the movement of farm workers back to their summer occupations and by the fly season. As a result, there was a substantial shortage of bushworkers in all logging areas. At May 31, 12,600 unfilled vacancies were registered in logging and lumbering occupations in National Employment Service offices, with 2,000 applications at the same date.

Manufacturing employment was higher in aggregate during May, although interruptions in employment because of credit restrictions, material shortages, and seasonal factors were widespread. Short-time work was in evidence in much of the textile industry and lay-offs occurred in the automobile, electrical apparatus and British Columbia shingle industries during the month. Demand for labour was strong in the defence industries, pulp and paper plants, sawmills, and in most sections of the iron and steel group.

Regional Analysis

Seasonal unemployment dropped sharply in *Newfoundland* during May with the

increased activity in fishing, construction, logging and water transportation. Registrations at Employment Service offices fell to 7,500 at the month-end, 11·1 per cent of the wage and salary workers as compared with 15·4 per cent a month earlier. Even though logging employment was much greater than a year ago—as much as ten times higher in the Grand Falls area—small surpluses of workers remained in a few areas. Construction work, in particular the building of defence installations and armed services living quarters, offered employment for many workers. Further opportunities will open up in Goose Bay where lack of accommodation was impeding hiring for United States defence construction.

Employment in the *Maritime* region showed a decided increase in May and the registrations for work at National Employment Service offices dropped to 4·1 per cent of the wage and salary workers of the region at the end of the month, compared with 6·3 per cent a month earlier. Fishing operations were in full swing and almost all processing plants were now geared for the season's run. Heavy summer cuts in logging were anticipated in Nova Scotia and New Brunswick, which were creating a particularly strong demand for workers. However, even the offer of increased wages and the willingness to train suitable inexperienced help had not drawn a sufficient number of workers to the industry. Construction of schools, colleges, hospitals, hydro projects and bridges provided jobs for many of the construction tradesmen, but private residential construction was slack compared with last year. Except for short-time in confectionery plants and the Halifax shipyards, employment in the manufacturing industries continued at a high level. Farm help was in demand during the month.

In the *Quebec* region, the manpower needs of farming, logging and construction created a strong demand for workers and the seasonally displaced were almost all re-employed. The supply of manpower for the advancing river drive was adequate but the demand for cutters for both local and northern United States woods, substantially exceeded the number available. Except for residential building, construction work was moving rapidly toward peak activity during May. Some slackening occurred in activity in manufacturing firms due to shortages of materials (affecting the steel-using industries) and scarcities of technical and skilled personnel, and to over-production; textile mills, clothing and footwear firms were affected by these difficulties. Activity in the shipyards was

stepping up, and the manufacturing of industrial chemicals was at capacity. Many Italian immigrants arrived during the spring to take up farm work so that no extensive shortages have developed in this field. Mining operations in the region returned to full activity, with employment virtually guaranteed for even suitable unskilled workers seeking jobs in the mines. Total registrations at National Employment Service offices dropped from more than 7 per cent of all wage and salary workers at the beginning of May to 4½ per cent at the month-end.

Labour shortages were developing in the *Ontario* region in farming, construction and manufacturing in the southern part and in lumber and pulp cutting in the northern districts, as registrations for work at Employment Service offices dropped to 2½ per cent of the total wage and salary workers at May 31—a percentage considerably lower than for Canada as a whole. Although some 800 Displaced Persons and Italian farm workers reached Ontario during May, the strong demand for full-time farm help continued to exceed the supply of workers. Some disturbance occurred in textiles and clothing, leather, automobiles, furniture and electrical appliances because of either shortages of materials or orders, and in iron and steel products industry because of shortages of skilled workers and disruptions caused by shifting from civilian to defence production. Aircraft production skills, machinists, toolmakers, turret lathe operators, moulders, coremakers and foundry help were scarce. Shipbuilding employment was expanding on a reduced scale because of material shortages.

Further expansion occurred in seasonal operations in the *Prairie* region during May. The pressure of many activities—the seeding of field crops, the river drive of the winter's cut of pulpwood, the rising tempo of building construction and railway maintenance and the increasing number of manufacturing establishments—combined to create a heavy demand for all types of male labour and stenographic skills. At the beginning of June, 4 per cent of the estimated wage and salary workers were registered with National Employment Service, following a drop of 46 per cent in applications during the month. In several areas there was a distinct general labour shortage caused partly by heavy demands for farm, unskilled construction and railway maintenance workers and also by emigration of workers to other areas. The demand for farm help was still acute in many sections, although the near completion of seeding had eased the

pressure. The construction industry showed remarkable strength despite the reported depressing effect of material shortages and credit curbs; the seasonally displaced were quickly returning to jobs although there were still small pockets of unemployment in the industry. Residential building had shown a decline in comparison with 1950, but the gap was being filled by the increase in defence and basic industry construction and resource development.

Employment in the *Pacific* region was at a high level during May and prospects for the immediate future were better than at any time during the past two years. Job applications at National Employment Service offices during the month dropped to 20,600 at May 31. The growing list of scarce skills now included miners, pulp and paper mill workers, loggers and metal workers. However, the reduction in unemployment during May was smaller than expected because of cutbacks in housing construction and lay-offs in shingle mills, in which there was again a condition of over-production with falling demand. As well, an increasing number of transients had moved into the area, attracted by the publicity given to the Aluminum Company project and other large undertakings. Work on most of these projects was still in the preliminary stages and hiring in volume was not expected to begin before the middle of June. Logging had fully recovered in most areas and shortages of skills were beginning to appear on the coast and on Vancouver Island. Increased work on woods machinery and the reconditioning of naval vessels caused a greater demand for moulders, machinists, engine fitters and boilermakers in Vancouver and Victoria. Shipyards were gradually increasing staff although peak employment on government contracts was not expected before next winter. All branches of mining continued fully active throughout the region.

Employment Service Activities

Activity was very brisk at Employment Service offices throughout the country as thousands of workers displaced during the winter returned to their summer jobs. A record post-war high of 17,500 placements of men and 5,500 of women was made on an average each week in May, far exceeding the approximate 14,000 and 4,500 made in the same period last year. Placement of physically handicapped workers recorded a new high of 300 per week during the period March 15 to April 14. Detailed statistics released on placement activity during April showed that 16 per cent of the placements effected during that month were casual, that is placed in jobs of seven days duration or less.

During the four weeks May 3 to May 31, the number of applications for work remaining on file dropped from 217,500 to 151,100.

The rapid decline in applications from men brought the number continuing active at May 31 to slightly more than 100,000. At the same time employers were filing many orders for help with employment offices. By the end of May, more vacancies were on file for men than at any time since the fall months of 1947. Some 48,300 were in demand, a 93 per cent increase over last year at this time.

Applications from women showed only a minor reduction during the month, falling from 54,200 to 49,700. Although hiring in seasonal industries was bringing about a decline in registrations, this was offset to some extent by women applying for work in expanding defence industries. At the end of May, about five per cent of the female labour force was registered for work at employment offices. The percentage of male workers registered was much less, about two per cent. Nevertheless, the number of applications from women on file at the end of May was still less than at any time in 1950.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased from 182.0 to 184.1 between May 1 and June 1. Approximately two-thirds of this increase of 2.1 points or 1.2 per cent was contributed by higher food prices. The food index moved up from 235.4 to 239.8 as a result of advances in eggs, butter, pork and fresh vegetables, coupled with smaller increases for numerous other items. In the home furnishings and services group increases were fairly general, although higher prices for hardware and electrical equipment accounted for most of the change in this index from 194.9 to 197.1. In advancing from 201.5 to 202.5, the clothing series recorded the smallest advance since the beginning of the year. Changes in the group were small and scattered. The index of miscellaneous items rose 0.3 point to 141.0, following slight increases in health care, gasoline and street car fares. Reflecting the results of a June rental survey, the rent index advanced from 137.6 to 139.8. The fuel and light index remained unchanged at 146.2.

From August 1939 to June 1951, the increase in the cost-of-living index was 82.6 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities rose moderately between April 2 and May 1. Higher prices for items included in the clothing, home furnishings and services and miscellaneous series indexes were mainly responsible for the advances. An increase in electricity rates at Vancouver was reflected in a higher index for fuel and lighting. Food costs at all eight centres were lower, due largely to sharp recessions in butter prices from the plateau of the previous month. Meats were firmer at all centres except Vancouver, while eggs registered seasonal advances. Rents were not surveyed in May and the indexes remained unchanged.

Between April 2 and May 1 composite city cost-of-living index changes were: Montreal +0.9 point to 187.2; Edmonton +0.6 to 175.3; Saint John +0.5 to 177.4; Toronto +0.3 to 178.6; Vancouver +0.3 to 182.9; Halifax +0.2 to 169.4; Winnipeg +0.1 to 175.7; and Saskatoon +0.1 to 179.0.

Wholesale Prices, April, 1951

The General Wholesale Price Index rose 0.2 per cent to 242.2 in April 1951, reflecting increases in five of the eight major groups. The largest group increase was registered by Wood Products, up 1.6 per cent to 293.6 due to higher prices for woodpulp and hardwoods and sales tax increases in furniture and wrapping paper. Iron Products rose 1.5 per cent to 204.5 in response to advances in pipe, hardware and steel scrap as well as increased sales tax on taxable items. Chemical Products, at 187.5, also recorded a rise of 1.5 per cent, due mainly to scattered increases among inorganic chemicals and drugs and higher prices for prepared paints. Copper and its products led moderate advances in Non-ferrous metals to move the index up 0.9 per cent to 175.9. Declines in citrus fruits, cocoa butter, potatoes, onions and hay were outweighed by increases in other vegetable products, notably grains, rubber products, livestock feeds and raw sugar, to raise the Vegetable Products index 0.5 per cent to 221.7. Animal Products moved down 1.9 per cent to 296.7 as sharp recessions in butter prices were accompanied by declines in hogs, cured meats and hides. A drop of 0.7 per cent in Textile Products was attributable wholly to lower prices for raw wool, both domestic and imported, and worsted yarns which outweighed increases in jute bags, sisal rope, silk machine twist and wool cloth. Non-metallic minerals receded 0.2 per cent to 169.0 as seasonal declines in sand, gravel and crushed stone combined with a drop in United States anthracite coal to overbalance increases in window glass, brick and cement.

Among important commodity price increases between March and April were the following: Tartaric acid 20.0 per cent, jute bags 18.3 per cent, raisins 17.8 per cent, steel scrap, turnings and borings 17.4 per cent, maple lumber, hard, 17.0 per cent, sisal rope 15.2 per cent, magnesium sulphate 14.5 per cent, birch lumber 14.3 per cent, silk machine twist 13.4 per cent, window glass, 24 oz., 11.7 per cent, sulphite pulp, bleached, 11.7 per cent. Among outstanding price decreases the following were recorded: butter, Calgary, 21.8 per cent, raw wool, Australian, 21.6 per cent, worsted yarn, 2 ply, 17.9 per cent, oranges 16.1 per cent, raw wool, western range, 14.8 per cent, beef hides, 13.5 per cent, milk, Halifax, 12.8 per cent, onions, No. 1, Ontario, 12.0 per cent, butter, Toronto, 11.4 per cent, hogs, Winnipeg, 10.2 per cent.

* See Tables F-1 to F-6.

The index of Canadian Farm Products at terminal markets moved down 2.9 per cent to 256.6. This was due to a decline in Animal Products which dropped the index 4.5 per cent to 331.6 as butterfat, hogs

and raw wool receded sharply from earlier high levels. Advances in Ontario wheat outweighed small declines in potatoes and hay to move the Field Products index up 0.2 per cent to 181.6.

STRIKES AND LOCKOUTS

Canada, May, 1951*

Strike idleness increased during the month, the number of strikes and lockouts being greater than in any month since October, 1947. The number of workers involved and the time loss were higher than for any other month since November of last year. While the number of strikes and lockouts and the number of workers involved were greater, the time loss remained moderate, with the cumulative total for the first five months of 1951 being well below that for the same period in 1950.

Preliminary figures for May, 1951, show 39 strikes and lockouts in existence, involving 6,560 workers, with a time loss of 34,902 man-working days, as compared with 19 strikes and lockouts in April, 1951, with 2,647 workers involved and a loss of 9,673 days. In May, 1950, there were 28 strikes and lockouts, involving 4,491 workers and a loss of 24,471 days.

For the first five months of 1951 preliminary figures show 99 strikes and lockouts, involving 23,254 workers, with a time loss of 95,351 days. In the same period in 1950 there were 65 strikes and lockouts, with 15,868 workers involved and a loss of 128,243 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May, 1951, was 0.04 per cent of the estimated working time, as compared with 0.01 per cent in April, 1951;

* See Tables G-1 and G-2.

0.03 per cent in May, 1950; 0.02 per cent for the first five months of 1951; and 0.03 per cent for the first five months of 1950.

Of the 39 strikes and lockouts in existence during the month, seven were settled in favour of the workers, seven in favour of the employers and eight resulted in compromise settlements. Five were indefinite in result, work being resumed pending final settlement. At the end of the month 12 strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951. Five electrical apparatus factory workers at Vancouver, B.C., who went on strike, May 11, 1950, returned to work May 17, 1951. Thirteen of the original 18 strikers obtained other jobs.

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, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1951, was 130 and 20 were still in progress from the previous month, making a total of 150 during the month.

In all stoppages of work in progress in the period there were 34,900 workers involved and a time loss of 143,000 working days was caused.

Of the 130 disputes leading to stoppages of work which began in March, 11, directly involving 2,200 workers, arose out of demands for advances in wages, and 49, directly involving 3,500 workers, on other wage questions; three, directly involving 100 workers, on questions as to working hours; 19, directly involving 3,500 workers, on questions respecting the employment of particular classes or persons; 47, directly involving 3,600 workers,

on other questions respecting working arrangements; and one, directly involving 200 workers was on a question of trade union principle.

United States

Preliminary figures for April, 1951, show 350 strikes and lockouts beginning in the month, in which 165,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,850,000 man-days. Corresponding figures for March, 1951, are 350 strikes and lockouts, involving 140,000 workers with a time loss of 2,300,000 days.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

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. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951		1950	1949	1944	1939
	May	April	April	April	April	April
Total Population (1).....000			13,766	13,549	11,975	11,267
Labour Force—						
Civilian labour force (2).....000		5,172	5,108	4,899	†	†
Persons with jobs (2).....000		5,000	4,796	4,700	†	†
Male (2).....000		3,902	3,751	3,730	†	†
Female (2).....000		1,098	1,045	970	†	†
Paid workers (2).....000		3,665	3,397	3,291	†	†
Persons without jobs and seeking work (2).....000		172	312	199	†	†
Index of employment (1939=100).....		173.2	159.0	158.5	†	†
Immigration.....No.		14,188	7,515	9,092	855	2,124
Adult males.....No.		6,678	2,922	4,242	169	640
Earnings and Hours—						
Total labour income.....\$000,000			642	610	†	†
Per capita weekly earnings.....\$		48.39	44.77	43.25	†	†
Average hourly earnings, manufacturing.....c		112.7	101.7	98.2	†	†
Average hours worked per week, manufacturing.....		42.6	42.8	42.9	†	†
Real weekly earnings, manufacturing (3).....		109.2	109.8	109.4	†	†
National Employment Service—						
Live Applications for employment (1st of month) (4).....000	217.5	290.3	428.3	246.5	67.4	†
Unfilled vacancies (1st of month) (4).....000	52.5	41.4	24.0	31.3	141.9	†
Placements, weekly average.....000		18.9	13.4	14.1	†	†
Unemployment Insurance—						
Ordinary live claims.....000	136.8	226.5(8)	265.4	185.8	16.4	†
Balance in fund.....\$000,000			580.3	532.4	196.3	†
Price Indexes—						
General Wholesale (5).....		242.2	202.5	199.1	130.6(6)	99.2(6)
Cost of living index (5).....	182.0	181.8	164.0	159.3	119.1	100.6
Residential building materials (5).....		287.2	227.2	229.5	146.6(6)	102.3(6)
Production—						
Industrial production index (5).....		218.4	190.8	184.7	200.8	102.2
Mineral production index (5).....		154.8	143.0	125.0	106.6	109.8
Manufacturing index (5).....		228.5	199.2	194.2	222.4	100.8
Electric power.....000,000 k.w.h.		4,895	4,070	4,150	3,277	2,197
Construction—						
Contracts awarded.....\$000,000			112.9	76.8	27.7	12.3
Dwelling units, started.....000		7.5	7.4	8.5	†	†
Completed.....000		5.7	5.4	7.3	†	†
Under construction.....000		51.1	50.8	46.9	†	†
Pig iron.....000 tons			185.3	180.7	170.4	46.3
Steel ingots and castings.....000 tons			279.3	270.0	260.8	99.8
Inspected slaughtering, cattle.....000			89.8	97.5	93.5	57.5
Hogs.....000			403.3	339.7	793.3	259.2
Flour production.....000,000 bbls.		2.10	1.63	1.58	1.95	1.11
Newsprint (4).....000 tons			422.8	442.4	236.4	220.8
Cement producers' shipments.....000,000 bbls.			1.38	1.53	0.39(7)	0.27(7)
Automobiles and trucks.....000			26.4	26.7	11.1	16.9
Gold.....000 fine oz.			369.7	327.8	245.6	406.4
Copper.....000 tons		23.9	22.2	22.6	22.5	24.5
Lead.....000 tons			10.6	11.2	12.6	15.3
Nickel.....000 tons		10.5	11.2	11.1	11.6	9.2
Zinc.....000 tons		25.6	23.6	17.2	22.6	14.6
Coal.....000 tons			1,317	1,229	1,236	912
Crude petroleum.....000,000 bbls.			2.05	1.84	0.84	0.56
Distribution—						
Wholesale sales index, unadjusted (5).....			278.9	291.1	173.7	97.7
Retail Trade.....\$000,000		817.4	719.2	740.3	†	†
Imports, excluding gold.....\$000,000		393.0	230.9	242.7	137.5	41.9
Exports, excluding gold.....\$000,000		295.2	205.5	237.8	282.9	50.3
Railways—						
Revenue, freight, ton miles.....000,000			4,453	4,604	5,749	1,957
Car loadings, revenue freight.....000			292.0	309.0	285.0	179.0
Banking and Finance—						
Common stocks, index (5).....	164.2	165.6	125.9	106.4	79.3	87.7
Preferred stocks, index (5).....		165.2	154.4	140.9	118.7	95.2
Bond yields, Dominion, index (5).....	104.9	104.6	90.7	94.4	97.3	96.3
Cheques cashed, individual accounts.....\$000,000			7,443	7,267	4,561	2,473
Bank loans, current, public.....\$000,000		2,886	2,226	2,093	867	814
Money supply.....\$000,000		4,777	4,483	4,252	3,153(6)	1,370(6)
Circulating media in hands of public.....\$000,000		1,198	1,178	1,188	893	281(6)
Deposits.....\$000,000		3,579	3,305	3,064	2,163(6)	1,089(6)

NOTE.—Latest figures subject to revision. 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) Population figures given are as at March 1, 1950, June 1 for 1949, 1944 and 1939.

(2) Labour Force survey figures given are as at March 3, 1951, March 4, 1950, March 5, 1949. Detailed figures for March 1951 will be found in tables A4-A8 of the June issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(4) Newfoundland is included after April 1, 1949.

(5) Average 1935-39=100.

(6) Year end figures.

(7) Figures for 1939-44 are production data rather than shipments.

(8) Includes ordinary live claimants plus claimants for supplementary benefit.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950—April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951—January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*.....	643	966	707	210	124	140	194	254	3,238
Feb.....	1,341	1,197	1,073	198	178	157	370	269	4,783
March.....	2,072	1,351	1,690	363	245	247	415	343	6,726
April.....	2,293	2,125	1,855	440	299	260	537	361	8,170

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

—	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average	22	60	15	58	57	5	216
1939—Average	23	62	16	61	57	5	224
1940—Average	25	78	11	66	59	6	245
1941—Average	28	107	16	76	64	8	297
1942—Average	33	142	19	83	71	10	357
1943—Average	34	167	22	89	77	11	400
1944—Average	37	171	17	98	81	12	417
1945—Average	38	156	19	105	89	13	418
1946—Average	46	147	25	118	99	14	448
1947—Average	52	176	34	138	111	21	532
1948—Average	58	204	41	160	128	19	610
1949—October	55	222	54	181	143	21	677
November	55	222	52	183	145	21	677
December	50	207	38	181	145	20	642
1950—January	45	215	38	171	146	21	637
February	46	219	39	173	147	20	643
March	44	221	40	174	149	21	650
April	42	223	43	177	148	21	655
May	47	225	50	181	148	21	672
June	52	233	54	185	149	22	695
July	55	234	56	188	148	23	704
August	57	237	58	177	147	23	699
September	60	245	58	192	150	24	729
October	63	249	57	195	152	24	740
November	65	252	55	200	154	25	750
December	62	238	44	199	154	24	721
1951—January	61	257	46	194	157	26	741
February	61	259	45	195	157	24	741
March	57	264	45	198	168	25	758

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,249,672.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Apr. 1, 1948	157.4	164.0	135.1	158.1	147.7	166.8	153.2	129.4	157.4	171.3
Apr. 1, 1949	158.5	164.8	136.5	158.2	146.1	169.1	157.0	128.1	170.4	169.9
Jan. 1, 1950	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951	173.3	152.0	140.4	176.9	160.2	187.3	165.2	135.2	187.1	181.0
Percentage Distribution of Employees of Reporting Establishments at April 1, 1951	100.0	0.2	3.5	2.8	28.7	44.0	5.1	2.2	4.4	9.1

Note:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers				Index Numbers			
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	Average Wages and Salaries	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	Average Wages and Salaries
1939—Average	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
Apr. 1, 1948	157.4	262.7	166.5	39.02	173.5	299.6	172.8	39.39
Apr. 1, 1949	158.5	293.0	184.5	43.25	174.2	338.4	194.4	44.30
Jan. 1, 1950	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1, 1950	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950	174.1	328.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951	173.3	357.3	206.4	48.39	188.7	413.9	219.3	49.98

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Apr. 1 1951	Mar. 1 1951	Apr. 1 1950
	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	152.0	160.1	149.9	289.9	298.2	262.9	37.95	37.06	34.67
Nova Scotia.....	140.4	135.7	132.0	279.7	265.9	249.0	42.72	42.02	40.44
New Brunswick.....	176.9	179.0	157.5	372.0	371.3	302.9	42.51	41.94	38.85
Quebec.....	160.2	161.0	146.2	347.5	349.6	295.6	46.18	46.21	42.98
Ontario.....	187.3	185.7	169.9	386.1	378.6	321.5	50.48	49.92	46.26
Manitoba.....	165.2	164.3	159.0	302.1	302.6	271.6	47.07	47.41	43.88
Saskatchewan.....	135.2	133.3	127.3	256.3	250.8	226.4	45.98	45.60	42.99
Alberta.....	187.1	186.7	175.8	356.7	362.3	319.7	48.50	49.37	46.14
British Columbia.....	181.0	176.9	170.1	353.1	347.6	308.9	50.75	51.10	47.19
CANADA	173.3	172.3	159.0	357.3	353.8	303.8	48.39	48.19	44.77
(b) METROPOLITAN AREAS									
Halifax.....	209.1	192.6	186.5	349.9	316.6	294.0	39.20	38.50	36.86
Saint John.....	187.9	183.0	170.9	356.8	343.3	287.6	40.74	40.24	35.88
Quebec.....	144.3	142.7	138.6	300.7	299.9	275.7	38.79	39.13	37.02
Sherbrooke.....	170.8	168.0	156.9	361.5	360.4	299.8	41.06	41.63	37.06
Three Rivers.....	166.6	163.4	148.9	378.2	372.7	312.9	45.86	46.07	42.66
Montreal.....	170.9	168.2	161.0	346.6	343.1	306.2	46.36	46.60	43.41
Ottawa—Hull.....	183.2	181.7	171.3	342.8	338.3	298.2	43.33	43.13	40.36
Peterborough.....	201.8	199.5	.....	480.9	460.7	.....	50.16	48.61	.....
Oshawa.....	273.1	264.3	.....	696.0	634.1	.....	60.30	56.76	.....
Niagara Falls.....	240.6	206.2	.....	588.8	467.8	.....	55.10	53.83	.....
St. Catharines—Welland.....	237.3	236.4	204.3	578.3	562.3	436.6	58.67	57.26	50.97
Toronto.....	194.3	191.1	179.4	389.3	376.9	330.3	50.30	49.48	46.08
Hamilton.....	199.4	196.7	181.0	434.2	420.8	361.9	52.79	51.84	48.30
Brantford.....	211.8	212.1	203.2	499.7	486.1	451.0	49.05	47.63	46.11
Galt—Preston.....	158.8	156.0	.....	346.2	339.3	.....	45.07	44.96	.....
Kitchener—Waterloo.....	182.9	183.6	168.3	399.1	397.0	337.5	46.31	45.88	42.54
Sudbury.....	159.3	156.3	.....	315.2	315.2	.....	59.66	60.77	.....
London.....	193.3	191.0	181.8	385.7	370.8	326.9	47.24	45.97	42.59
Sarnia.....	272.2	269.9	.....	509.7	499.8	.....	60.29	59.62	.....
Windsor.....	239.9	237.9	194.8	510.0	530.9	377.9	59.29	62.25	53.93
Sault Ste. Marie.....	207.2	202.0	.....	420.8	408.2	.....	54.04	53.75	.....
Ft. William—Pt. Arthur.....	186.9	181.6	175.4	367.8	360.3	316.4	50.11	50.50	45.93
Winnipeg.....	167.9	166.8	161.3	303.9	302.8	271.6	44.03	44.17	40.90
Regina.....	155.9	154.4	154.3	291.2	286.7	268.2	42.22	41.95	39.25
Saskatoon.....	177.2	177.3	168.6	330.0	327.4	296.3	41.33	40.99	38.96
Edmonton.....	232.9	233.4	215.4	439.8	446.1	386.8	44.39	44.94	42.18
Calgary.....	195.9	193.3	184.1	356.9	350.0	310.7	47.03	46.72	43.48
Vancouver.....	201.6	197.2	192.7	384.5	378.8	345.8	47.96	48.31	44.97
Victoria.....	215.2	205.5	199.0	430.0	411.8	363.1	47.95	48.08	43.74
(c) INDUSTRIES									
Forestry (chiefly logging).....	208.1	244.1	119.7	546.2	633.7	288.9	45.44	44.94	41.79
Mining.....	114.7	114.7	109.0	230.5	235.2	206.1	57.67	58.85	54.25
Manufacturing.....	188.7	186.3	172.0	413.9	405.3	346.6	49.98	49.56	45.91
Durable Goods ¹	234.6	229.9	203.1	515.8	501.3	411.9	53.38	52.94	49.24
Non-Durable Goods.....	158.7	157.9	151.7	339.9	335.6	299.2	46.70	46.35	43.01
Construction.....	141.5	139.7	134.1	350.8	353.8	313.0	46.55	47.56	43.95
Transportation, storage and communication.....	166.8	165.7	159.5	308.9	303.8	274.4	53.06	52.53	49.34
Public utility operation.....	179.2	178.3	175.6	331.5	331.1	301.8	54.63	54.85	50.74
Trade.....	170.9	168.1	161.0	325.6	319.5	283.9	41.62	41.58	38.45
Finance.....	167.6	161.7	154.0	264.8	252.1	231.8	45.88	45.28	43.86
Service².....	173.0	172.5	171.3	331.9	330.8	309.8	31.47	31.45	29.64
Industrial composite.....	173.3	172.3	159.0	357.3	353.8	303.8	48.39	48.19	44.77

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
*Apr. 1, 1945	43.6	44.2	42.7	70.4	78.0	60.9
Apr. 1, 1946	44.4	44.6	44.2	68.4	75.1	61.8
Apr. 1, 1947	43.2	43.4	43.1	77.6	84.8	70.5
*Apr. 1, 1948	41.6	41.8	41.4	89.0	95.6	82.1
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950	42.5	42.7	42.2	104.2	112.5	95.8
Sep. 1, 1950	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951	42.2	42.2	42.1	112.7	121.5	103.3

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of Apr. 1, 1945, 1948 and 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1951	Mar. 1, 1951	Apr. 1, 1950	Apr. 1, 1951	Mar. 1, 1951	Apr. 1, 1950
	Newfoundland	43.4	45.2	45.2	104.2	102.3	100.0
Nova Scotia	42.7	41.5	44.0	99.7	97.4	92.0
New Brunswick	44.2	44.8	45.1	98.4	98.6	90.3
Quebec	43.7	44.4	44.4	100.2	99.1	91.5
Ontario	41.7	41.5	42.2	119.9	118.7	107.4
Manitoba	42.2	42.7	42.8	106.7	106.1	98.4
Saskatchewan	40.6	40.5	42.1	113.9	113.0	103.8
Alberta	40.7	41.5	43.0	112.0	111.6	108.1
British Columbia	37.8	38.4	38.4	136.6	133.0	121.5
Montreal	42.1	43.0	43.0	105.6	104.1	96.8
Toronto	41.0	40.2	41.2	117.7	116.9	106.3
Hamilton	40.5	39.9	40.8	131.8	131.0	119.2
Windsor	40.6	43.8	42.0	144.1	145.4	128.2
Winnipeg	41.8	42.3	42.6	106.0	105.4	97.8
Vancouver	37.4	37.6	37.7	132.7	129.8	119.6

TABLE C-7.—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 the Economics and Research Branch, Department of Labour

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.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
April 1, 1950.....	42.8	101.7	43.53	145.7	132.7	109.8
May 1, 1950.....	42.4*	102.5	43.46*	145.5	132.7	109.6
June 1, 1950.....	42.0	103.5	43.47	145.5	133.8	108.7
July 1, 1950.....	42.5	103.9	44.16	147.8	135.5	109.1
August 1, 1950.....	42.5	104.2	44.29	148.3	136.3	108.8
September 1, 1950.....	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950.....	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950.....	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951(1).....	42.6*	112.7	48.01*	160.7	147.1	109.2

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 indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: May 1, 1950, 42.6 hours, \$43.67; January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours, \$47.56.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

Source: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1945.....	123,691	50,055	173,746	46,309	23,597	69,906
June 1, 1946.....	67,314	46,794	114,108	170,149	40,255	210,404
June 1, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June 1, 1948.....	37,126	23,240	60,366	92,606	38,319	130,925
June 1, 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
June 1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
July 1, 1950.....	24,392	15,519	39,911	136,291	68,280	204,571
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
September 1, 1950.....	29,631	16,559	46,190	97,634	53,969	151,603
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950.....	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951 (1).....	48,338	17,693	66,031	101,334	49,677	151,061

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
MAY 3, 1951**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From	
				March 29, 1951	May 4, 1950
Agriculture, Fishing, Trapping	2,473	441	2,914	+ 1,322	+ 575
Logging	8,441	11	8,452	- 100	+ 7,719
Pulpwood.....	7,631	3	7,634	- 388	+ 7,216
Lumber.....	725	7	732	+ 245	+ 457
Other logging.....	85	1	86	+ 43	+ 46
Mining	1,433	33	1,466	+ 467	+ 723
Coal.....	120	.....	120	+ 61	+ 60
Metallic ores—					
Iron.....	181	10	191	+ 40	+ 156
Gold.....	498	5	503	+ 306	+ 290
Nickel.....	359	.....	359	- 34	+ 75
Other metallic ores and non-metallic minerals.....	162	3	165	+ 34	+ 33
Prospecting and oil producing.....	113	15	128	+ 60	+ 109
Manufacturing	7,938	3,257	11,195	+ 723	+ 4,068
Food and kindred products.....	645	292	937	+ 290	+ 67
Textiles, apparel, etc.....	465	1,737	2,202	- 487	+ 201
Lumber and finished lumber products.....	898	61	959	+ 294	+ 290
Pulp and paper products and printing.....	447	174	621	+ 127	+ 83
Chemicals and allied products.....	299	146	445	- 25	+ 156
Products of petroleum and coal.....	39	11	50	- 8	- 9
Rubber products.....	324	25	349	+ 197	+ 186
Leather and products.....	69	144	213	- 83	+ 2
Stone, clay and glass products.....	212	60	272	+ 62	+ 101
Iron and steel and products.....	1,354	96	1,450	+ 162	+ 1,030
Non-ferrous metals and products.....	343	88	431	+ 35	+ 32
Machinery.....	1,030	74	1,104	+ 70	+ 695
Electrical equipment and products.....	449	170	619	+ 120	+ 283
Transportation equipment and other manufacturing.....	1,364	179	1,543	- 31	+ 951
Construction	4,848	70	4,918	+ 3,125	+ 2,271
Transportation and Storage	2,320	167	2,487	+ 1,117	+ 825
Communications, and Other Public Utilities	538	281	819	+ 346	+ 395
Trade	3,079	2,147	5,226	+ 560	+ 344
Wholesale.....	1,018	458	1,476	+ 134	+ 231
Retail.....	2,061	1,689	3,750	+ 426	+ 77
Finance, Insurance, Real Estate	1,093	920	2,013	- 12	+ 6
Service	4,721	8,186	12,907	+ 3,473	+ 1,466
Public.....	1,658	466	2,124	+ 494	+ 739
Domestic.....	160	3,577	3,737	+ 848	- 258
Personal.....	1,721	3,765	5,486	+ 1,786	+ 739
Other service.....	1,182	378	1,560	+ 345	+ 246
All Industries	36,884	15,513	52,397	+11,021	+18,395

TABLE D-3.—UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT MAY 3, 1951

SOURCE: Form UIC 757

Occupational Group	Unfiled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,662	396	2,058	3,855	830	4,685
Clerical Workers.....	2,240	4,110	6,350	6,501	12,131	18,632
Sales Workers.....	1,580	1,127	2,707	3,817	7,427	11,244
Personal and Domestic Service Workers.....	1,824	7,132	8,956	13,205	10,699	23,904
Seamen.....	49	.....	49	2,139	39	2,178
Agriculture and Fishing.....	2,512	11	2,523	1,934	604	2,538
Skilled and semiskilled Workers.....	18,348	2,101	20,449	64,279	10,515	74,794
Food and kindred products.....	118	26	144	1,184	704	1,888
Textiles, clothing, etc.....	227	1,622	1,849	1,931	5,697	7,628
Lumber and wood products.....	8,286	.....	8,286	7,880	105	7,985
Pulp, paper and printing.....	114	20	134	468	393	861
Leather and products.....	61	96	157	1,237	762	1,999
Stone, clay and glass products.....	40	.....	40	178	53	231
Metalworking.....	3,214	16	3,230	4,110	311	4,421
Electrical.....	220	38	258	946	252	1,198
Transportation equipment, n.e.c.....	53	.....	53	244	39	283
Mining.....	273	.....	273	1,111	.....	1,111
Construction.....	1,793	.....	1,793	20,331	3	20,334
Transportation (except seamen).....	1,147	8	1,155	11,048	55	11,103
Communications and public utility.....	70	.....	70	464	1	465
Trade and service.....	369	207	576	1,430	840	2,270
Other skilled and semiskilled.....	2,050	49	2,099	7,179	1,059	8,238
Foremen.....	92	11	103	1,592	151	1,743
Apprentices.....	221	8	229	2,946	90	3,036
Unskilled Workers.....	8,725	636	9,361	67,580	11,956	79,536
Food and tobacco.....	143	122	265	2,110	3,274	5,384
Lumber and lumber products.....	450	.....	450	3,826	234	4,060
Metalworking.....	317	26	343	1,491	224	1,715
Construction.....	2,643	.....	2,643	12,325	1	12,326
Other unskilled workers.....	5,172	488	5,660	47,828	8,223	56,051
Total.....	36,940	13,513	52,453	163,310	54,201	217,511

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF APRIL, 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	1,179	840	698
Logging.....	2,046	1,016	745
Mining.....	523	454	304
Manufacturing.....	6,139	6,185	4,346
Food and kindred products.....	795	858	542
Textiles, apparel, etc.....	988	1,019	703
Lumber and finished lumber products.....	754	721	574
Pulp and paper products and printing.....	455	445	302
Chemicals and allied products.....	261	262	169
Products of petroleum and coal.....	66	82	45
Rubber products.....	126	87	65
Leather and products.....	135	146	99
Stone, clay and glass products.....	213	222	158
Iron and steel products.....	551	561	390
Non-ferrous metals and products.....	275	277	199
Machinery.....	454	448	320
Electrical equipment and products.....	291	269	172
Transportation equipment and other manufacturing.....	775	788	608
Construction.....	4,568	4,487	3,474
Transportation and Storage.....	1,761	1,509	1,149
Communications, and Other Public Utilities.....	270	221	136
Trade.....	3,448	3,817	2,384
Finance, Insurance, Real Estate.....	450	453	229
Service.....	8,197	7,516	5,432
All Industries.....	28,581	26,498	18,888

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 30, TO MAY 3, 1951; UNPLACED APPLICANTS AS AT MAY 23, 1951

Source: Form UIC 751

Office	Vacancies		Applicants					Unplaced as at May 23 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Newfoundland	231	132	2,399	233	84	40	10,413	8,374
Corner Brook	24	1	493	42	23	2	1,376	1,056
Grand Falls			217				937	756
St. John's	207	131	1,689	191	61	38	8,100	6,562
Prince Edward Island	817	273	954	806	547	105	2,300	1,303
Charlottetown	529	215	442	466	324	76	1,422	827
Summerside	288	58	512	340	223	29	878	476
Nova Scotia	3,607	1,375	7,051	4,080	2,254	683	12,606	9,994
Amherst	85	5	222	94	72	2	461	360
Bridgewater	91	52	213	91	36	5	478	300
Halifax	2,036	932	3,085	2,255	1,205	472	3,597	3,253
Inverness	3	4	55	1	1		374	214
Kentville	155	115	444	152	48	3	1,335	922
Liverpool	28	9	58	22	13	7	209	176
New Glasgow	418	132	903	557	356	56	1,316	696
Springhill	43		209	52	43		324	214
Sydney	541	59	1,098	626	355	131	3,102	2,858
Truro	162	59	407	171	87	5	439	298
Yarmouth-Shelburne	45	8	357	59	38	2	971	703
New Brunswick	3,715	1,570	9,197	3,489	1,726	499	13,615	9,644
Bathurst	37	23	515	34	3	7	1,833	1,097
Campbellton	306	49	475	206	133	27	1,141	792
Edmundston	638	407	595	406	227	1	793	266
Fredericton	304	118	532	297	158	38	698	508
Minto	91	11	534	164	107	1	734	438
Moncton	1,311	632	2,504	1,418	526	236	3,365	2,425
Newcastle	106	12	466	162	89	2	903	619
Saint John	695	198	2,922	649	388	179	2,991	2,743
St. Stephen	69	25	217	59	41	3	578	462
Sussex	86	54	124	29	24		180	86
Woodstock	72	41	313	65	30	5	399	208
Quebec	32,462	12,780	52,753	29,791	19,834	1,455	74,460	52,369
Asbestos	148	84	156	94	80	1	315	170
Beauharnois	154	27	269	143	107	3	431	298
Buckingham	230	14	288	259	218	3	587	243
Causapsaal	177	100	705	87	85		1,417	991
Chandler	2,415	1,098	1,540	421	252	14	2,273	1,119
Chicoutimi	414	232	912	366	189	13	1,132	765
Dolbeau	70	55	415	33	12		578	376
Drummondville	459	51	737	452	353	11	1,659	1,113
Farnham	66	29	111	51	51		274	205
Granby	249	38	669	280	216	24	819	624
Hull	535	60	1,287	384	276	2	1,859	1,343
Joliette	224	103	625	260	108	15	1,277	839
Jonquiere	485	112	869	543	357	4	987	752
Lachute	127	11	202	122	109	2	273	171
La Malbaie	127	76	544	60	63		1,349	886
La Tuque	1,045	623	1,181	531	879		383	246
Levis	273	79	931	271	220		1,841	1,262
Matane	142	67	684	184	65		1,959	1,112
Megantic	416	128	457	305	279	3	398	164
Mont-Laurier	22	18	251	17	10		385	196
Montmagny	91	25	546	77	64		738	514
Montreal	15,158	5,140	19,890	14,708	9,876	900	22,305	17,799
Port Alfred	81	2	200	75	75		668	309
Quebec	1,786	932	5,001	2,691	1,091	84	7,781	5,812
Rimouski	357	510	559	182	136		1,885	1,120
Riviere du Loup	254	35	1,109	182	109	22	2,054	1,167
Rouyn	450	168	1,168	463	242	35	1,231	702
Ste. Agathe	216	70	320	190	148	3	544	214
Ste. Anne de Bellevue	99	22	275	100	83	4	309	181
Ste. Therese	222	47	299	224	176	2	662	248
St. Georges de Beauce	426	330	744	387	263	2	1,213	849
St. Hyacinthe	448	136	525	482	381	31	862	773
St. Jean	530	207	898	452	294	4	535	413
St. Jerome	344	60	593	319	243	26	700	465
St. Joseph d'Alma	448	99	1,065	346	345	2	1,531	905
Shawinigan Falls	403	57	851	485	256		1,642	1,077
Sherbrooke	1,087	252	1,856	1,117	662	155	1,869	1,244
Sorel	369	664	341	330	272		625	331
Theftord Mines	179	111	425	195	111	10	837	617
Three Rivers	657	481	1,439	1,024	454	66	3,640	2,638
Val d'Or	392	205	615	279	231	1	560	381
Valleyfield	374	126	656	341	205	6	1,236	1,132
Victoriaville	313	96	545	280	188	7	837	603

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 30, TO MAY 3, 1951; UNPLACED APPLICANTS AS AT MAY 23, 1951—Continued

Source: Form UIC 761

Office	Vacancies		Applicants					Unplaced as at May 23 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Ontario	59,127	27,191	67,802	52,252	32,011	6,261	47,105	39,593
Arnprior.....	231	87	164	200	220	3	116	36
Barrie.....	760	257	535	640	510	14	174	113
Belleville.....	340	78	561	286	165	50	675	505
Bracebridge.....	198	70	232	179	121	.....	291	122
Brampton.....	208	126	196	177	141	1	90	73
Brantford.....	786	198	1,204	735	520	65	1,175	1,103
Brockville.....	206	26	225	231	145	35	171	130
Carleton Place.....	36	2	117	42	29	6	176	175
Chatham.....	356	98	773	394	211	44	755	685
Cobourg.....	236	20	211	306	180	39	153	157
Collingwood.....	246	22	215	223	211	12	489	238
Cornwall.....	669	111	720	569	451	46	925	598
Fort Erie.....	62	16	100	68	32	4	115	84
Fort Frances.....	146	76	271	113	65	8	238	100
Fort William.....	842	485	1,081	797	683	71	869	598
Galt.....	481	285	387	363	270	16	172	197
Gananoque.....	83	13	85	86	40	29	54	45
Goderich.....	153	117	54	122	65	23	97	65
Guelph.....	498	221	572	423	201	69	307	245
Hamilton.....	4,689	1,380	5,992	4,849	2,657	749	2,981	2,726
Hawkesbury.....	170	211	168	60	34	2	337	134
Ingersoll.....	182	84	245	130	114	4	204	178
Kapusking.....	305	705	242	141	182	.....	129	65
Kenora.....	369	291	348	123	100	.....	360	214
Kingston.....	944	209	994	992	683	53	749	539
Kirkland Lake.....	376	243	544	333	127	31	449	304
Kitchener-Waterloo.....	950	293	1,125	1,086	675	63	499	335
Leamington.....	260	52	355	328	184	27	275	183
Lindsay.....	121	53	141	99	58	6	211	159
Listowel.....	75	61	114	74	37	8	154	95
London.....	2,825	1,061	3,175	2,634	1,410	489	1,358	1,182
Midland.....	379	27	256	389	328	30	223	158
Napanee.....	43	7	59	45	38	2	97	54
New Toronto.....	1,375	414	1,146	1,058	786	44	499	527
Niagara Falls.....	997	277	1,074	838	566	60	494	359
North Bay.....	1,846	602	1,453	1,248	914	154	473	253
Orillia.....	299	38	420	318	217	46	382	261
Oshawa.....	1,437	365	2,049	1,549	1,055	96	1,362	1,306
Ottawa.....	2,743	1,010	2,536	2,414	1,241	464	2,127	1,588
Owen Sound.....	299	98	331	354	216	20	357	239
Parry Sound.....	46	12	103	38	34	.....	109	27
Pembroke.....	348	149	519	291	171	17	536	220
Perth.....	130	36	258	131	85	29	339	212
Peterborough.....	493	208	823	442	285	4	1,145	786
Picton.....	77	12	84	91	47	15	94	61
Port Arthur.....	1,744	2,777	1,577	1,092	950	17	1,242	728
Port Colborne.....	151	61	232	87	55	.....	369	256
Prescott.....	159	32	135	158	134	.....	190	92
Renfrew.....	211	17	191	215	183	3	98	75
St. Catharines.....	1,012	214	1,303	895	607	92	1,052	955
St. Thomas.....	317	123	529	447	171	43	365	359
Sarnia.....	726	127	818	795	571	36	289	252
Sault Ste. Marie.....	870	792	701	643	646	35	436	348
Simcoe.....	268	187	316	263	86	5	552	415
Sioux Lookout.....	86	38	157	95	32	23	96	90
Smiths Falls.....	150	28	173	137	82	35	212	146
Stratford.....	240	101	279	243	129	34	208	161
Sturgeon Falls.....	109	5	269	191	77	29	350	171
Sudbury.....	1,957	1,316	1,580	1,205	697	199	927	639
Timmins.....	734	214	1,063	889	516	82	776	655
Toronto.....	18,429	9,732	20,387	15,113	8,507	2,166	12,027	12,498
Trenton.....	275	63	424	316	218	2	237	145
Walkerton.....	89	65	109	82	66	.....	131	81
Wallaceburg.....	124	6	243	150	74	40	296	219
Welland.....	457	117	675	522	778	29	659	501
Weston.....	615	439	561	445	319	.....	371	319
Windsor.....	1,878	413	3,543	2,076	963	430	3,092	2,928
Woodstock.....	211	118	280	184	136	13	145	126
Manitoba	8,981	3,209	11,738	8,612	4,059	1,846	12,834	10,195
Brandon.....	1,115	492	911	804	508	58	899	494
Dauphin.....	181	61	266	165	94	13	434	178
Flin Flon.....	322	190	230	186	127	10	120	64
Portage la Prairie.....	235	70	434	381	274	13	623	490
The Pas.....	111	86	70	38	45	.....	82	66
Winnipeg.....	7,017	2,310	9,827	7,038	3,011	1,752	10,766	8,963

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 30 TO MAY 3, 1951; UNPLACED APPLICANTS AS AT MAY 23, 1951—Concluded

Source: Form UIC 751

Office	Vacancies		Applicants					Unplaced as at May 23 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Saskatchewan	6,147	2,348	6,633	5,788	3,198	781	7,468	4,154
Estevan.....	228	48	192	248	185	6	210	75
Moose Jaw.....	673	330	722	579	376	44	685	407
North Battleford.....	239	123	197	189	135	1	625	410
Prince Albert.....	362	144	572	334	176	40	1,377	740
Regina.....	2,210	658	2,258	2,312	1,146	402	1,454	615
Saskatoon.....	1,779	689	1,981	1,574	817	258	1,953	1,363
Swift Current.....	185	112	160	173	120	1	310	158
Weyburn.....	156	109	158	111	87	4	145	39
Yorkton.....	315	135	393	268	156	25	709	347
Alberta	12,138	4,611	13,392	11,932	6,470	1,744	10,333	7,387
Blairmore.....	195	95	119	87	114	.....	121	125
Calgary.....	4,656	1,210	5,270	4,942	2,614	667	3,590	2,800
Drumheller.....	103	15	148	96	89	.....	230	184
Edmonton.....	5,320	2,537	6,378	5,456	2,581	1,003	4,657	3,138
Edson.....	121	76	111	76	128	.....	113	85
Lethbridge.....	1,323	443	870	965	753	66	773	475
Medicine Hat.....	231	88	253	228	151	5	369	191
Red Deer.....	189	147	243	82	40	3	480	389
British Columbia	15,650	4,613	24,640	15,507	8,714	2,129	27,234	22,306
Chilliwack.....	405	72	424	515	281	75	807	492
Courtenay.....	333	115	201	212	310	10	173	127
Cranbrook.....	109	52	223	92	34	9	521	318
Dawson Creek.....	137	14	146	133	133	.....	158	84
Duncan.....	437	82	434	431	266	16	217	208
Kamloops.....	408	130	398	301	258	.....	323	208
Kelowna.....	103	13	197	108	64	19	873	541
Nanaimo.....	242	36	482	326	149	32	504	391
Nelson.....	250	40	248	273	193	18	458	209
New Westminster.....	926	166	2,870	1,088	542	257	3,700	3,276
Penticton.....	144	10	171	155	123	5	651	343
Port Alberni.....	367	69	340	388	249	20	147	138
Prince George.....	879	158	1,410	940	720	51	651	544
Prince Rupert.....	770	257	581	586	538	14	334	110
Princeton.....	120	8	103	136	107	1	41	10
Trail.....	248	43	334	262	185	15	615	327
Vancouver.....	7,734	2,574	13,624	7,656	3,298	1,354	14,677	12,869
Vernon.....	224	63	219	147	121	2	495	358
Victoria.....	1,489	441	2,053	1,569	827	230	1,723	1,667
Whitehorse.....	355	270	182	189	316	1	166	86
Canada	142,905	58,102	196,559	132,490	78,897	15,543	218,368	165,319
Males.....	101,606	41,148	139,931	91,254	59,215	8,499	163,988	114,894
Females.....	41,299	16,954	56,628	41,236	19,682	7,044	54,380	50,425

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1941-1951

(Source: Form UIC 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
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
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (18 weeks).....	540,014	200,426	740,440	181,123	83,223	264,346

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

	At Beginning of Month of:	Total	Employed	Claimants ¹
1950—March		2,644,000	2,357,800	286,200
April		2,715,000	2,449,600	265,400
May		2,659,000	2,449,100	209,900
June		2,690,000	2,543,500	146,500
July		2,733,000	2,623,600	109,400
August		2,735,000	2,642,500	92,500
September		2,763,000	2,664,100	98,900
October		2,811,000	2,731,700	79,300
November		2,838,000	2,747,700	90,300
December		2,910,000	2,785,200	124,800
1951—January		2,911,000	2,720,900	190,100 ²
February		2,917,000	2,669,400	247,600 ²
March		2,905,000	2,661,200	243,800 ²

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF APRIL 30, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland	3,943	779	170	470	1,313	674	537
Male	3,849	758	166	456	1,286	661	522
Female	94	21	4	14	27	13	15
Prince Edward Island	1,061	82	41	120	278	188	352
Male	902	63	35	105	240	164	295
Female	159	19	6	15	38	24	57
Nova Scotia	8,855	1,441	681	1,199	1,974	1,315	2,255
Male	7,457	1,270	598	1,044	1,641	1,058	1,846
Female	1,408	171	83	155	333	257	409
New Brunswick	9,932	2,456	1,202	1,457	1,670	1,083	2,064
Male	8,625	2,279	1,096	1,294	1,478	893	1,585
Female	1,307	177	106	163	192	190	479
Quebec	54,983	10,841	5,048	8,437	11,059	6,326	13,272
Male	43,498	8,336	3,845	7,036	9,253	5,133	9,895
Female	11,485	2,505	1,203	1,401	1,806	1,193	3,377
Ontario	30,609	7,802	2,622	3,725	4,674	3,212	8,574
Male	20,391	4,969	1,782	2,523	3,100	2,208	5,809
Female	10,218	2,833	840	1,202	1,574	1,004	2,765
Manitoba	9,094	1,573	636	1,056	1,387	1,238	3,204
Male	6,019	901	370	661	929	811	2,347
Female	3,075	672	266	395	458	427	857
Saskatchewan	4,740	492	253	468	762	780	1,985
Male	3,714	368	206	375	595	595	1,575
Female	1,026	124	47	93	167	185	410
Alberta	8,763	3,096	434	1,353	1,100	836	1,944
Male	7,295	2,879	324	1,194	847	614	1,437
Female	1,468	217	110	159	253	222	507
British Columbia	16,876	3,363	1,693	2,072	2,591	2,130	5,027
Male	12,311	2,487	1,317	1,527	1,795	1,447	3,733
Female	4,565	876	376	545	796	683	1,299
TOTAL (1)	148,866	31,925	12,780	20,357	26,808	17,782	39,214
MALE	114,061	24,310	9,739	16,215	21,164	13,584	29,049
FEMALE	34,805	7,615	3,041	4,142	5,644	4,198	10,165

¹ Includes 992 supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO APRIL, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764
April	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242
May	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	
June	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	
July	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	
August	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	
September	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	
October	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	
November	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	
December	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	
Total	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	466,984

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,045	1,903	142	2,686	741	1,945	509
Prince Edward Island.....	267	192	75	378	278	100	45
Nova Scotia.....	3,681	2,404	1,277	4,320	3,244	1,076	770
New Brunswick.....	5,636	3,913	1,723	6,053	4,393	1,660	1,168
Quebec.....	27,871	20,333	7,538	31,917	22,261	9,656	6,639
Ontario.....	18,841	12,357	6,484	19,294	14,415	4,879	4,227
Manitoba.....	3,735	2,283	1,452	4,118	2,956	1,162	726
Saskatchewan.....	1,520	1,101	419	1,853	1,179	674	275
Alberta.....	3,678	2,868	810	4,849	3,910	939	917
British Columbia.....	7,968	4,917	3,051	8,565	6,293	2,272	2,044
Total Canada, April 1951.....	75,242 ¹	52,271	22,971	84,033 ²	59,670	24,363	17,320
Total Canada, March 1951.....	109,764	81,930	27,834	111,819	68,001	43,818	26,140
Total Canada, April 1950.....	80,028	52,113	27,915	86,615	65,901	20,714	21,639

¹ In addition, revised claims received numbered 14,422. ² In addition, 14,905 revised claims were disposed of. Of these, 1,148 were special requests not granted, and 1,148 were appeals by claimants. There were 1,757 revised claims pending at the end of the month.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of April 1951 ¹	Month of April 1950 ²
Claims Disallowed.....	16,094	13,029
Claimants Disqualified—		
Not unemployed.....	3,177	2,299
Not capable of and not available for work.....	1,419	1,023
Loss of work due to a labour dispute.....	81	575
Refused offer of work and neglected opportunity to work.....	1,602	1,011
Discharged for misconduct.....	622	818
Voluntarily left employment without just cause.....	4,758	3,792
Other reasons ³	1,919	728
Total.....	29,672	23,275

¹ Claimants disqualified include 4,534 on revised and 755 on supplementary benefit claims.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month ¹	Month of April, 1951		
		Number Com-mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	1,938	1,269	74,571	191,410
Prince Edward Island.....	1,192	390	35,621	83,602
Nova Scotia.....	6,697	3,570	193,999	475,886
New Brunswick.....	7,165	3,537	146,267	367,402
Quebec.....	39,559	20,244	1,081,694	2,690,026
Ontario.....	23,127	12,079	641,451	1,569,313
Manitoba.....	7,029	2,966	195,309	473,246
Saskatchewan.....	4,118	1,505	146,089	361,022
Alberta.....	5,794	3,060	177,895	456,428
British Columbia.....	12,805	6,124	394,664	1,010,825
Total, Canada, April, 1951.....	109,424	54,744	3,087,560	7,679,160
Total, Canada, March, 1951.....	147,162	68,445	4,192,575	10,467,147
Total, Canada, April, 1950.....	186,093	59,965	4,670,731	11,353,188

¹ Week containing last day of April.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO APRIL 30, 1951

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)				RECEIPTS			DISBURSEMENTS			Balance in Fund
	Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		Total			
						Ordinary	Supplementary				
1942.....	\$ 36,435,609 05	7,287,421 81	\$	269,268 74	\$ 43,991,989 60	\$ 27,752 92	\$	\$ 27,752 92	43,964,246 68		
1943.....	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93	
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19	
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86	
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34	
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64	
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21	
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38	
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	85,824,202 13	582,646,972 52		
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79		
April.....	*12,766,464 04	2,554,175 40	2,940 50	1,395,726 42	16,719,306 36	7,835,188 13	703,592 27	8,538,780 40	672,760,902 75		
TOTAL.....	786,207,044 76	(a)159,057,132 16	79,136 99	79,016,370 13	1,024,449,684 04	343,236,683 59	8,452,097 70	351,688,781 29	672,760,902 75		

* Stamps \$5,851,171.15. Meter \$1,657,039.51.

Bulk \$4,976,200.00. Arm. Serv. \$273,744.29 Sp. Force \$8,309.09 Total \$12,766,464.04.

(a) Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,791,782.75.

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		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
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	145.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	69.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.8	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	141.0	214.0

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=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 MAY 1951

Source: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	May 1, 1950	April 2, 1951	May 1, 1951						
Halifax.....	155.5	169.2	169.4	225.5	119.5	142.8	213.1	177.3	130.1
St. John.....	159.4	176.9	177.4	225.8	122.9	138.4	220.4	187.5	141.2
Montreal.....	166.2	186.3	187.2	249.1	136.1	140.2	192.0	203.8	137.0
Toronto.....	160.6	178.3	178.6	225.7	143.0	168.8	202.3	191.8	139.6
Winnipeg.....	159.3	175.6	175.7	239.4	130.1	124.9	192.8	195.0	133.0
Saskatoon.....	164.7	178.9	179.0	240.6	128.6	145.9	204.3	195.9	130.3
Edmonton.....	160.4	174.7	175.3	242.2	122.6	114.6	207.8	185.5	135.0
Vancouver.....	166.2	182.6	182.9	240.0	127.4	162.1	209.5	187.8	143.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living 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

Source: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	May 1946	May 1947	May 1948	May 1949	April 1951	May 1951	Price May 1951
Beef, sirloin steak.....	lb.	120.7	155.6	175.3	206.5	252.3	355.0	358.5	100.8
Beef, round steak.....	lb.	125.7	168.8	192.0	227.4	282.3	393.7	398.7	95.3
Beef, rolled rib roast, prime.....	lb.	125.5	176.1	201.3	232.6	283.9	389.8	394.6	90.9
Beef, blade roast, blade removed.....	lb.	132.7	162.3	186.8	235.8	305.0	444.4	451.8	73.2
Beef, stewing, boneless.....	lb.	136.7	169.0	194.0	256.3	339.0	509.3	518.8	70.8
Veal, front roll, boneless.....	lb.	139.3	174.6	174.6	238.5	313.6	448.1	451.5	78.4
Lamb, leg roast.....	lb.	109.9	152.8	157.4	195.8	257.4	315.1	319.3	91.2
Pork, fresh loins, centre cut.....	lb.	125.3	158.1	172.9	203.8	229.2	353.5	247.8	65.7
Pork, fresh shoulder, hock off.....	lb.	127.0	159.7	178.0	220.5	259.3	306.9	302.7	57.5
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	157.2	180.9	218.6	229.5	217.1	216.0	81.7
Lard, pure, package.....	lb.	151.3	172.8	242.1	243.0	196.5	289.9	286.4	31.9
Shortening, package.....	lb.	134.7	138.9	215.3	218.1	227.8	272.1	274.9	39.8
Eggs, grade A, Large, carton.....	doz.	156.4	143.1	144.5	169.0	174.1	206.4	219.2	68.5
Milk.....	qt.	111.0	96.3	139.4	158.7	164.2	177.1	178.0	19.4
Butter, creamery, prints.....	lb.	140.5	164.1	186.1	264.1	227.1	285.5	241.4	65.7
Cheese, plain, mild ½ lb.....	pkg.	174.6	167.3	175.9	214.8	228.2	242.4	244.6	32.8
Bread, plain, white, wrapped.....	lb.	106.5	106.3	107.9	149.2	165.1	183.9	183.9	11.1
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	218.2	224.2	227.2	7.6
Rolled Oats, package.....	lb.	112.0	114.0	125.1	150.4	155.2	200.7	202.2	13.4
Corn flakes, 8 oz.....	pkg.	101.1	100.0	105.4	155.4	162.0	179.3	181.4	16.9
Tomatoes, canned, 2½'s.....	tin	129.9	137.7	170.8	250.0	200.9	213.0	220.4	23.7
Peas, 20 oz.....	tin	117.5	121.7	132.5	152.5	146.7	154.0	155.5	19.9
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	147.8	195.6	185.8	176.6	177.5	19.6
Beans, dry.....	lb.	129.4	137.3	178.4	302.0	262.7	301.3	303.4	15.1
Onions, cooking.....	lb.	108.2	155.1	159.2	261.2	138.8	126.5	132.2	7.0
Potatoes, No. 1, table.....	10 lbs.	89.9	160.4	136.6	210.1	149.5	132.0	131.2	29.5
Prunes, bulk or in bag.....	lb.	115.8	136.8	177.2	176.3	184.2	244.2	245.9	28.3
Raisins, seedless, bulk or in bag.....	lb.	104.0	127.8	172.2	145.0	127.2	156.0	159.9	24.1
Oranges, California.....	doz.	132.5	153.9	137.5	125.9	137.9	165.2	157.6	43.5
Lemons.....	½ doz.	111.3	145.5	140.3	128.3	136.0	175.9	174.1	28.4
Jam, strawberry, 16 oz.....	jar	111.3	122.4	145.5	157.1	148.0	165.5	166.0	29.2
Peaches, 15 oz.....	tin	101.5	105.6	129.9	155.3	142.6	151.4	152.1	23.1
Marmalade, Orange, 16 oz.....	jar	118.3	131.1	136.2	150.2	142.1	152.5	154.0	21.0
Corn Syrup, 2 lb.....	tin	138.0	157.7	180.4	192.1	179.9	198.5	199.0	34.5
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	147.7	149.2	150.8	191.7	191.7	12.3
Sugar, yellow, in branded package.....	lb.	131.3	134.9	150.8	154.0	155.6	201.2	201.2	13.0
Coffee, medium quality, in bag.....	lb.	141.6	132.0	146.7	181.7	188.8	309.5	310.0	107.0
Tea, black, ½ lb.....	pkg.	145.2	131.6	149.3	174.1	176.5	184.4	185.1	53.8

* Descriptions and Units of Sale Apply to May 1951 prices.

TABLE F-1.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

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 (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
Newfoundland—			b	a						
1—St. Johns.....	109.4		81.0	70.7				76.8	71.7	e 78.3
P.E.I.—			a	a	a					
2—Charlottetown.....	106.3	88.0	81.0	68.5	61.3			65.2	59.0	
Nova Scotia—			a	a					c	
3—Halifax.....	101.1	95.3	87.5	71.7	70.5		82.4	67.0	58.3	82.2
4—Sydney.....	105.5	97.0	80.4	68.2	69.4			68.4	61.6	89.5
New Brunswick—			a	a						
5—Moncton.....	98.8	92.1	87.2	68.5	66.5			68.1	59.9	78.7
6—Saint John.....	101.6	95.3	85.6	73.4	72.7		86.6	67.4	58.1	82.1
Quebec—										
7—Chicoutimi.....	125.3	116.7	100.3	78.5	65.6		91.7	65.4	60.2	84.8
8—Montreal.....	108.8	101.5	95.2	71.6	69.3	73.1	88.2	61.8	55.1	71.6
9—Quebec.....	110.8	105.5	91.4	72.4	67.7	75.8	88.2	58.5	52.5	75.8
10—Sherbrooke.....	100.0	100.0	89.3	72.0	69.1	75.6		65.1	56.4	79.6
11—Sorel.....	108.1	103.1	94.0	69.2	62.7			61.9	52.2	73.8
12—Three Rivers.....	121.0	105.0	84.7	69.3	62.7			62.7	55.1	76.0
Ontario—										
13—Cornwall.....	92.8	92.2	88.6	73.0	72.1			64.6	55.7	77.1
14—Fort William.....	93.3	88.9	91.4	71.4	72.4			65.3	56.6	81.5
15—Hamilton.....	99.9	96.1	93.4	76.7	72.4	78.2	93.1	67.7	53.8	77.6
16—London.....	96.7	95.5	90.5	75.4	72.2		100.7	68.6	54.0	80.6
17—North Bay.....	95.3	94.3	90.0	75.1	71.8			67.4	56.6	80.0
18—Ottawa.....	97.8	94.2	92.6	76.8	70.8	71.5	87.0	67.9	55.2	76.1
19—Sault Ste. Marie.....	98.4	97.1	87.0	74.7	76.2			68.0	57.1	80.2
20—Sudbury.....	90.7	90.3	83.0	70.3	69.2		82.3	61.4	56.3	75.9
21—Timmins.....	100.7	99.0	92.8	75.3	72.0		103.3	65.5	57.3	80.5
22—Toronto.....	98.4	94.1	96.4	78.2	73.2	79.0	94.1	68.8	52.4	76.3
23—Windsor.....	97.3	93.3	90.9	74.2	75.4		91.0	65.9	53.7	76.1
Manitoba—				a						
24—Brandon.....	92.8	87.0		67.5	67.6			62.5		82.0
25—Winnipeg.....	95.4	91.0	94.8	73.1	72.7	80.0	86.5	61.2	60.3	81.0
Saskatchewan—					a					
26—Moose Jaw.....	92.3	87.0	88.7	72.9	71.4	72.5	89.2	66.4	58.0	81.5
27—Regina.....	91.2	87.1	86.2	70.0	71.2	79.7	84.6	63.8	57.7	86.9
28—Saskatoon.....	90.9	87.6	86.1	69.5	71.6	77.0	87.0	61.3	59.7	84.5
Alberta—									d	
29—Calgary.....	97.7	92.5	96.1	78.8	72.7	89.7	93.2	66.0	63.7	87.3
30—Drumheller.....	96.0	93.4	90.7	71.6	68.3			69.0	61.7	86.7
31—Edmonton.....	93.9	88.6	90.2	67.5	70.0	a 78.8	88.3	61.4	54.8	87.6
British Columbia—										
32—Prince Rupert.....	110.0	101.0	101.0	73.3	71.3		95.0	70.7	70.3	92.2
33—Trail.....	108.5	98.5	96.2	a 78.3	78.0		100.7	75.3	d 68.7	98.1
34—Vancouver.....	109.5	97.0	105.1	83.8	77.3	84.0	93.6	70.2	d 59.2	90.0
35—Victoria.....	111.0	100.9	101.9	77.5	82.4	83.0	104.0	70.0	60.7	90.8

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{3}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns.....	41-9	80-8	29-0	33-3	10-7	8-7	15-2	19-8		
P.E.I.—										
2—Charlottetown.....	29-9	40-7	62-6	16-0	70-2	34-0	10-7	8-3	12-2	18-1
Nova Scotia—										
3—Halifax.....	32-8	40-5	68-3	19-0	70-1	33-5	12-0	7-9	14-2	17-5
4—Sydney.....	31-3	39-4	72-9	20-0	73-4	34-7	12-8	8-2	13-3	18-0
New Brunswick—										
5—Moncton.....	32-6	40-1	68-5	19-0	69-9	33-0	11-3	8-0	14-4	17-9
6—Saint John.....	32-7	40-6	70-4	20-0	68-5	33-7	12-7	7-9	13-6	17-6
Quebec—										
7—Chicoutimi.....	33-6	41-5	71-1	19-0	65-5	34-9	12-8	8-2	15-0	18-2
8—Montreal.....	31-0	39-0	70-3	19-0	63-7	32-5	11-3	7-3	13-3	16-1
9—Quebec.....	30-7	38-9	71-5	19-0	64-7	33-2	11-0	7-2	13-4	17-0
10—Sherbrooke.....	33-3	39-0	71-2	19-0	63-1	32-5	11-6	7-7	13-4	16-9
11—Sorel.....	30-9	38-7	66-7	17-0	62-2	31-5	11-3	7-6	13-2	16-5
12—Three Rivers.....	31-1	39-4	70-0	18-0	61-9	32-2	10-0	7-2	13-5	16-4
Ontario—										
13—Cornwall.....	31-5	39-0	68-9	19-0	64-6	32-2	10-0	7-3	13-6	17-0
14—Fort William.....	32-3	38-9	68-6	20-0	65-5	33-2	12-0	7-3	13-1	17-2
15—Hamilton.....	30-5	38-8	68-3	20-0	66-2	31-9	11-3	7-5	13-2	16-2
16—London.....	31-2	39-6	64-9	19-0	65-3	32-0	11-3	7-5	13-2	16-2
17—North Bay.....	32-2	39-1	70-3	19-0	67-9	32-4	11-3	7-9	14-0	17-0
18—Ottawa.....	32-1	39-5	70-6	19-0	65-1	32-6	11-3	7-5	13-1	16-0
19—Sault Ste. Marie.....	32-3	39-2	71-8	21-0	67-0	32-4	12-0	7-6	13-5	17-5
20—Sudbury.....	32-3	39-1	70-9	21-0	66-5	32-1	11-3	8-0	14-1	17-1
21—Timmins.....	33-0	39-5	70-4	21-0	66-2	32-7	12-0	7-8	13-2	16-9
22—Toronto.....	30-7	38-8	69-9	20-5	66-9	31-4	11-3	7-4	13-0	16-3
23—Windsor.....	30-5	39-1	65-7	21-0	66-0	32-6	11-3	7-6	13-8	16-1
Manitoba—										
24—Brandon.....	32-3	40-1	68-3	17-0	62-9	33-7	11-6	7-5	13-6	17-0
25—Winnipeg.....	31-3	39-1	66-7	19-0	63-9	33-1	13-0	7-1	12-9	16-6
Saskatchewan—										
26—Moose Jaw.....	29-8	39-8	63-7	20-0	62-1	31-7	12-0	7-2	13-0	16-5
27—Regina.....	31-2	40-7	63-8	18-0	61-5	33-4	12-0	7-3	13-3	17-4
28—Saskatoon.....	30-2	40-8	62-7	18-0	62-3	32-3	11-2	7-0	12-8	16-3
Alberta—										
29—Calgary.....	31-5	40-0	65-9	19-0	64-3	31-8	12-0	7-2	13-1	16-5
30—Drumheller.....	32-8	41-6	63-3	20-0	64-5	33-0	12-0	7-7	13-5	17-1
31—Edmonton.....	32-0	41-5	64-6	18-0	64-9	33-0	11-2	7-3	13-1	16-7
British Columbia—										
32—Prince Rupert.....	36-4	44-0	74-7	27-0	69-7	34-4	14-0	8-1	13-8	17-4
33—Trail.....	34-8	42-6	72-6	22-0	65-6	33-7	14-0	7-6	12-8	16-7
34—Vancouver.....	33-3	38-8	70-4	19-0	67-5	32-4	13-9	7-3	12-7	16-0
35—Victoria.....	34-2	40-7	74-0	21-0	67-2	33-2	13-9	7-6	12-9	16-4

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288 5 per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, 2 1/2's choice, 2 1/2's (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
Newfoundland—											
1—St. Johns.....	25.1	19.6	23.5	13.7	8.1	40.2	27.4	i 32.6	49.5	.....	62.2
P.E.I.—											
2—Charlottetown.....	23.9	20.6	21.9	14.7	7.2	17.6	k 29.0	k 23.6	48.6	36.9	54.9
Nova Scotia—											
3—Halifax.....	23.8	19.8	20.2	15.1	6.2	26.9	28.5	21.7	44.4	28.1	54.9
4—Sydney.....	23.0	20.1	20.8	13.5	5.8	27.8	i 31.1	k 22.4	45.9	32.1	53.9
New Brunswick—											
5—Moncton.....	23.8	20.0	18.2	14.6	6.1	22.2	29.7	k 24.0	47.1	29.6	52.4
6—Saint John.....	23.5	19.1	19.2	15.3	6.0	21.1	28.5	k 24.5	44.1	28.6	54.4
Quebec—											
7—Chicoutimi.....	22.9	21.7	19.0	15.0	9.4	31.0	25.6	26.4	46.8	26.9	60.6
8—Montreal.....	21.3	18.9	18.0	15.1	7.2	25.0	k 28.7	k 22.3	41.1	24.4	53.2
9—Quebec.....	22.5	20.4	17.4	14.7	6.9	22.7	26.8	26.1	42.9	26.2	56.0
10—Sherbrooke.....	22.3	20.6	18.9	16.0	7.1	25.7	29.9	27.4	43.5	27.6	55.1
11—Sorel.....	20.4	19.1	16.8	14.4	8.9	25.9	26.1	21.8	42.0	26.0	51.8
12—Three Rivers.....	22.2	18.6	19.0	14.4	7.7	25.7	27.0	22.1	42.3	27.1	52.8
Ontario—											
13—Cornwall.....	23.3	19.6	17.8	13.1	7.0	27.5	k 28.5	22.0	42.3	28.2	51.1
14—Fort William.....	24.2	20.0	18.9	16.8	6.7	37.1	k 28.1	n 26.5	42.3	30.0	55.4
15—Hamilton.....	23.3	18.5	17.8	15.8	5.2	30.4	k 30.5	n 21.2	42.0	28.0	49.5
16—London.....	21.9	19.7	19.3	14.2	5.5	30.6	k 28.3	21.4	42.6	27.2	48.3
17—North Bay.....	22.6	17.5	19.3	14.6	5.1	30.8	28.3	k 25.5	42.3	28.0	52.5
18—Ottawa.....	23.1	20.1	17.9	14.4	6.2	28.1	k 29.1	k 24.9	43.5	26.1	48.9
19—Sault Ste. Marie.....	23.6	20.7	19.5	13.6	6.1	34.1	i 32.2	22.6	40.2	29.9	50.7
20—Sudbury.....	22.9	20.3	18.8	13.9	6.2	30.2	28.1	k 23.9	42.3	27.9	51.0
21—Timmins.....	22.4	20.0	19.1	14.9	6.5	36.1	26.3	23.3	44.7	33.6	52.1
22—Toronto.....	21.1	18.5	17.7	16.1	4.6	30.9	k 28.1	20.5	38.4	24.6	47.2
23—Windsor.....	20.6	20.5	19.4	13.9	4.8	29.6	i 29.6	22.1	42.3	26.9	49.0
Manitoba—											
24—Brandon.....	25.2	21.1	20.8	15.4	9.1	31.4	27.1	29.1	50.1	27.0	t 69.1
25—Winnipeg.....	24.4	20.4	20.2	14.8	6.9	27.8	k 28.3	26.6	46.5	p 25.4	67.3
Saskatchewan—											
26—Moose Jaw.....	26.9	19.0	21.0	15.3	7.7	32.0	.....	23.9	45.6	31.2	t 69.3
27—Regina.....	27.9	20.0	22.1	15.9	7.8	31.3	k 27.2	25.8	47.1	29.7	t 73.2
28—Saskatoon.....	26.5	19.4	21.1	16.9	8.6	34.7	k 29.7	k 27.8	47.4	34.8	t 70.9
Alberta—											
29—Calgary.....	27.2	18.0	20.3	15.9	8.8	29.7	k 28.2	24.2	45.3	29.7	t 70.8
30—Drumheller.....	27.6	18.3	21.2	15.9	8.5	34.9	k 25.0	25.5	44.7	30.0	t 74.2
31—Edmonton.....	27.7	18.5	21.1	15.9	9.0	30.5	k 29.1	25.1	45.9	27.5	t 71.3
British Columbia—											
32—Prince Rupert.....	26.2	m 18.9	m 17.0	16.8	8.0	45.0	28.6	22.3	45.9	27.7	70.2
33—Trail.....	25.1	20.3	22.8	17.5	8.1	33.5	k 29.6	27.4	46.8	32.8	t 71.0
34—Vancouver.....	22.5	18.7	14.2	15.2	7.4	34.5	k 26.4	21.7	38.4	p 20.0	t 64.1
35—Victoria.....	23.7	17.3	16.0	16.3	8.3	37.3	26.1	21.4	36.3	p 21.0	t 69.0

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) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

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Locality	Peaches choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
Newfoundland—									
1—St. Johns.....	^s 47.9	49.2	39.1	12.0		^v 114.9	^w 59.4		20.79
P.E.I.—									
2—Charlottetown.....	22.3	44.3	38.0	12.3	11.9	^v 120.4	50.7		15.75
Nova Scotia—									
3—Halifax.....	23.8	42.7	35.6	11.5	12.7	114.3	50.1		17.50
4—Sydney.....	22.6	48.4	35.5	12.3	12.8	112.8	50.5		12.35
New Brunswick—									
5—Moncton.....	24.2	41.2	36.1	12.3	12.9	111.1	49.9		16.75
6—Saint John.....	23.6	43.7	36.4	11.8	12.3	111.3	50.6		18.00
Quebec—									
7—Chicoutimi.....		52.4	37.3	12.2	11.6	^v 119.3	58.6	27.05	
8—Montreal.....	20.9	41.9	32.6	11.4	11.8	109.2	56.4	27.50	
9—Quebec.....	21.9	46.2	34.2	11.8	11.9	113.2	56.9	25.50	
10—Sherbrooke.....	22.9	41.2	33.5	11.7	12.3	112.0	57.7	27.50	
11—Sorel.....	21.0	41.7	32.9	11.3	11.3	109.4	54.8	25.50	
12—Three Rivers.....	23.9	43.9	33.9	11.6	11.7	110.3	55.9	25.50	
Ontario—									
13—Cornwall.....	22.1	38.5	31.8	11.9	11.9	113.9	55.8	26.75	
14—Fort William.....	22.6	40.7	35.8	12.8	13.2	104.5	53.6	25.25	
15—Hamilton.....	22.8	35.2	32.3	11.7	12.6	^v 105.2	55.5	24.50	
16—London.....	22.1	38.4	32.3	11.8	12.4	105.9	55.6	25.50	
17—North Bay.....	22.6	40.5	33.7	12.6	13.6	^v 117.0	54.8	27.00	
18—Ottawa.....	22.8	41.8	32.4	11.9	12.1	106.8	54.7	26.50	
19—Sault Ste. Marie.....	22.9	37.9	34.5	12.3	12.4	103.2	56.2	24.75	
20—Sudbury.....	22.7	37.7	34.4	12.4	12.6	101.1	55.2	27.25	
21—Timmins.....	23.0	42.6	34.0	12.8	13.5	106.7	54.6	29.50	
22—Toronto.....	21.6	38.5	31.7	11.4	12.2	104.2	54.5	24.25	
23—Windsor.....	21.5	38.0	31.7	11.8	12.4	101.7	54.7	26.00	
Manitoba—									
24—Brandon.....	25.0	44.7	36.1	13.9	14.7	106.5	53.0		17.00
25—Winnipeg.....	23.9	43.2	34.1	14.0	15.1	98.6	52.9		18.45
Saskatchewan—									
26—Moose Jaw.....		42.2	36.7	13.1	13.9	99.6	51.8		15.50
27—Regina.....	24.1	43.9	37.8	13.3	14.3	104.7	52.9		16.50
28—Saskatoon.....	23.6	48.9	36.1	13.8	15.0	101.3	50.9		15.65
Alberta—									
29—Calgary.....	24.4	40.9	36.4	12.9	14.0	102.2	52.9		13.00
30—Drumheller.....	26.1	44.7	37.7	13.2	15.0	103.1	53.0		
31—Edmonton.....	24.7	43.1	35.5	12.9	14.4	108.2	51.6		8.20
British Columbia—									
32—Prince Rupert.....	24.6	41.4	36.6	12.8	14.2	105.8	54.2		19.75
33—Trail.....	24.8	42.0	34.7	12.8	14.0	101.0	52.8		17.25
34—Vancouver.....	22.4	35.9	32.1	10.9	12.5	96.4	52.2		18.11
35—Victoria.....	22.3	38.2	32.3	11.8	13.1	101.7	52.6		19.37

(g) Mixed—carton and loose. (h) Evaporated milk 17-5c. per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Federal Department	Cost of Living	Cost of Living Census Statistics Office	Cost of Living Commonwealth Statistician	Price Retail Index, Government Statistician
Localities:						Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug. 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 = 1000	1st-Quarter 1949 = 1000
1913.....	(a) 79.1	(b) 70.7		(b) 100	(l) 105				(c) 100			(d)	
1914.....	79.1	71.8		(g) 100							81.4		
1915.....	80.7	72.5		(i) 123							85.5		
1916.....	87.0	77.9		(j) 146							90.8		
1917.....	102.4	91.6		(k) 176							106.4		
1918.....	115.6	107.5		(l) 203					204		117.7		
1919.....	126.5	123.8		(m) 215					224		145.8		
1920.....	145.4	143.0		(n) 249					200		132.0		
1921.....	129.9	127.0		(o) 226					164		110.1		
1922.....	120.4	119.7		(p) 183					125		106.3		
1923.....	121.8	126.4		(q) 172	185				161		106.6		
1924.....	121.7	122.5		(r) 164	176				99		93.2		
1925.....	94.4	92.4		(s) 140	151				131		103		
1926.....	101.5	99.4		(t) 158	178	108			138		103.4		748
1927.....	105.6	100.2	100.0	(u) 184	205	129			151		108.2		782
1928.....	111.7	105.2	104.4	(v) 199	226	150			174		128.8		810
1929.....	118.9	123.5	109.1	(w) 201	235	285			207		132.3		872
1930.....	131.5	138.3	213.5	(x) 203	295	303			208		127.0		884
1931.....	123.5	139.2	266.7	(y) 203	295	645			209		127.8		881
1932.....	135.5	159.2	300.3	(z) 203	291	1030			217		139.7		919
1933.....	135.0	171.2	336.9	(aa) 108	99	1632	4575		224		147.8		992
1934.....	100.8	169.1	336.9	(ab) 111		1318	4847		222		153.2		1009
1935.....	109.5	171.9	356.2	(ac) 114	101	1345	4915	175.9	222		159.1		1066
1936.....	165.4	(a) 170.2	354.0	(ad) 114		1352	4823	177.7	158.4		161.0		1082
1937.....	167.5	(a) 172.0	355.6	(ae) 114		1355	4823	177.7	158.4		161.0		1082
1938.....	168.5	(a) 173.4	359.5	(af) 113	100	1325	4909	177.3	150.4		159.8		1087
1939.....	169.8	(a) 174.0	362.1	(ag) 114		2043	5007	178.0	160.8		158.7		1087
1940.....	170.7	(a) 175.0	364.0	(ah) 115	102	2055	4946	179.2	160.8		158.7		1087
1941.....	171.1	(a) 176.4	366.2	(ai) 116		2075	4967	185.1	160.9		162.5		1105
1942.....	172.5	(a) 178.8	368.0	(aj) 117		2103	5009	185.1	162.3		165.2		1105
1943.....	175.2	(a) 181.5	385.0	(ak) 118		2141	5080	191.2	162.3		165.6		1105
1944.....	179.7	(a) 183.8	385.0	(al) 119		2179	5171	194.5	162.7		165.6		1105
1945.....	181.8	(a) 184.6	385.0	(am) 119		2215	5171	194.5	162.7		165.6		1105
1946.....	182.0	(a) 184.6	385.0	(an) 119		2215	5171	194.5	162.7		165.6		1105

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. (j) New series in June, 1947 base. (k) Revised index. (l) Annual averages 1936-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) 1947 average is for first half of year.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics.

	1913	1918	1929	1933	1939	1945	1950	April 1950	Mar. 1951	April 1951
All Commodities	83.4	166.0	124.6	87.4	99.2	132.1	211.2	202.5	241.8	242.2
Classified According to Chief Component Material—										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	196.9	220.6	221.7
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.3	239.6	302.4	296.7
III. Fibres, Textiles and Textile Products.....	81.6	220.7	128.1	97.8	98.9	130.8	246.7	225.4	327.1	324.7
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	154.9	258.3	248.5	289.0	293.6
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	180.2	201.5	204.5
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	107.6	159.5	146.4	174.4	175.9
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	164.7	169.3	169.0
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	150.2	184.8	187.5
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	202.3	238.8	238.6
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	203.1	244.1	244.9
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	234.5	291.5	293.9
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	148.3	242.7	227.2	282.6	287.2
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	166.4†	233.0†	228.8	264.2	256.6
Field.....	.....	.....	137.2	69.3	83.7	162.5†	184.6†	189.7	181.2	181.6
Animal.....	.....	.....	144.4	69.2	101.5	170.2	281.4	268.0	347.2	331.6

† Gold is included from 1935 to date.

‡ Arithmetically converted from base 1926=100.

The indexes for 1951 are subject to revision.

† Revised to include the final five-year contract payment for wheat.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY,
1950-1951†**

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 Esti-mated Working Time
1951*						
January.....	17‡	17	6,253‡	6,253	16,763	0-02
February.....	14	18	4,324	4,508	18,878	0-02
March.....	22	27	5,455	4,754	15,135	0-02
April.....	15	19	2,450	2,647	9,673	0-01
May.....	31	39	5,772	6,560	34,902	0-04
Cumulative totals.....	99		23,254		95,351	0-02
1950						
January.....	9‡	9	2,381‡	2,381	38,588	0-04
February.....	11	16	3,053	3,861	24,871	0-03
March.....	14	22	4,620	5,600	25,041	0-03
April.....	13	24	2,081	2,869	15,272	0-02
May.....	18	28	3,733	4,491	24,471	0-03
Cumulative totals.....	65		15,868		128,243	0-03

* 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, MAY, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to May, 1951				
MINING— Coal miners, River Hebert, N.S.	1	59	765	Commenced April 2; dispute <i>re</i> cleaning off wall before end of shift; terminated May 17; conciliation, civic and negotiations; in favour of employer.
MANUFACTURING— <i>Miscellaneous Wood Products—</i> Furniture factory workers, Kitchener, Ont.	1	87	860	Commenced March 12; for union recognition and agreement providing for extension of vacation plan, payment for statutory holidays, overtime rates, sickness and accident insurance, following reference to conciliation board; terminated May 12; negotiations; compromise.
Sash and door factory workers, Victoria, B.C.	1	10	100	Commenced April 9; for acceptance of master agreement providing for increased wages and cost-of-living bonus retroactive to March 1, 1951; unternminated.
Lumber mill workers, Sarnia, Ont.	1	64	225	Commenced April 30; for a union agreement providing for increased wages, reduced hours and union security pending report of conciliation board; terminated May 4; return of workers pending further negotiations; indefinite.
<i>Metal Products—</i> Dry battery factory workers, Toronto, Ont.	1	131	2,810	Commenced April 24; for increased wages and cost-of-living bonus; unternminated.
Refrigerator factory workers, Hamilton, Ont.	1	19	170	Commenced April 25; alleged discrimination in lay-off of four workers; terminated May 11; negotiations; in favour of workers.
Sheet metal products factory workers, Toronto, Ont.	1	360	430	Commenced April 30; for a new agreement providing for increased wages, reduced hours, cost-of-living escalator clause, and annual improvement factor; terminated May 2; return of workers pending reference to conciliation; compromise.
SERVICE— <i>Business and Personal—</i> Hotel employees, Windsor, Ont.	1	58	400	Commenced March 12; for a union agreement providing for increased wages; terminated May 11; replacement; in favour of employer.
Strikes and Lockouts Commencing During May, 1951				
MANUFACTURING— <i>Rubber and Its Products—</i> Tire factory workers, Kitchener, Ont.	1	1,160	4,200	Commenced May 11; protesting transfer of a worker charged with faulty workmanship to another department; terminated May 17; return of workers; in favour of employer.
Rubber factory workers, Kitchener, Ont.	1	69	180	Commenced May 16, for transfer of workers objecting to new method of payment for calender operators, see strike March 21, 1951; terminated May 21; return of workers; in favour of workers.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1951—Continued				
<i>Animal Foods—</i> Fish packers, Yarmouth, N.S.	1	6	15	Commenced May 18, for increased wages; terminated May 21; return of workers; in favour of employer.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Dunnville, Ont.	1	248	4,300	Commenced May 2 and May 7; for a new agreement providing for increased wages, reduced hours and other changes; unternminated.
Uniform factory workers, Quebec, P.Q.	1	245	490	Commenced May 10; for increased wages; terminated May 11; negotiations; partially successful.
Card tenders, Welland, Ont.	1	(3) 18	144	Commenced May 21; protest against increase in number of cards to be tended; unternminated.
Hosiery factory workers, Nicolet, P.Q.	1	7	21	Commenced May 29; for increased wages; unternminated.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Sault Ste. Marie, Ont.	1	145	1,600	Commenced May 7; against dismissal of five workers allegedly for insufficient cause; terminated May 21; negotiations; in favour of workers, all reinstated.
Wood flooring factory workers, Beauceville West, P.Q.	1	20	410	Commenced May 7, for a new agreement providing for increased wages; unternminated.
Sawmill workers, Ripples, N.B.	1	25	50	Commenced May 11; for reduced hours from 10 to 9 per day with same take-home pay; negotiations; in favour of workers.
Sash and door factory workers, Regina, Sask.	2	69	250	Commenced May 28; for a new agreement providing for increased wages, cumulative sick leave and time of year for vacations; unternminated.
<i>Metal Products—</i> Foundry and machine shop workers, Toronto, Ont.	1	405	6,000	Commenced May 1; for a new agreement providing for increased wages; unternminated.
Electrical apparatus factory office workers, Peterborough, Ont.	1	250	1,080	Commenced May 2 and 9; alleged delay in negotiations for a union agreement providing for increased wages, cost-of-living bonus and overtime rates; terminated May 4 and 10; return of workers pending further negotiations; compromise.
Auto parts factory workers, Toronto, Ont.	1	63	155	Commenced May 2; for increased wages; terminated May 4; return of workers and replacement; in favour of employer.
Electrical apparatus factory office workers, Toronto, Ont.	1	150	525	Commenced May 3 and 9; alleged delay in negotiations for a union agreement providing for increased wages, cost-of-living bonus and overtime rates; terminated May 4 and 10; return of workers pending further negotiations; compromise.
Metal products factory workers, Fergus, Ont.	1	(4) 600	150	Commenced May 4; for increased wages; terminated May 4; return of workers pending reference to conciliation board; indefinite.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1951—Continued				
Radiator factory workers, Plessisville, P.Q.	1	90	1,400	Commenced May 11; for payment of time and one-half for the hour between 6 and 7 a.m., following reference to arbitration; un-terminated.
Structural steel fabricators, Windsor, Ont.	2	500	3,300	Commenced May 16; for increased wages; terminated May 28; negotiations; in favour of workers.
Auto body factory workers, Windsor, Ont.	1	300	225	Commenced May 30; protest against discharge of a worker and for settlement of various grievances; terminated May 30; negotiations; indefinite.
		(5)		
Refrigerator factory workers, London, Ont.	1	38	55	Commenced May 30; dissatisfaction with piece-rate earnings; un-terminated.
<i>Non-metallic Minerals, Chemicals, etc.—</i> Marble finishers, Peterborough, Ont.	1	26	182	Commenced May 22, protest because promotion of one worker removed him from bargaining unit; un-terminated.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Bricklayers, Windsor, Ont.	..	200	3,000	Commenced May 1; for a new agreement providing for increased wages terminated May 21; return of workers pending settlement; in- definite.
Building trades workers, Windsor, Ont.	1	700	525	Commenced May 4; altercation with plant guard over one worker's badge; terminated May 4; negotiations; in favour of workers, guard suspended for seven days.
Construction workers, Parent, P.Q.	1	100	100	Commenced May 7; for increased wages; terminated May 7; negotiations and replacement; partially successful.
Carpenters, Charlottetown, P.E.I.	1	8	30	Commenced May 19; for increased wages and reduced hours; terminated May 26; return of workers and replacement; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Other Local and Highway Transport—</i> Bus drivers, Chilliwack, B.C.	1	6	55	Commenced May 11; for union recognition and agreement providing for increased wages and reduced hours with definite working schedule; terminated May 22; conciliation, provincial and return of workers pending settle- ment; indefinite.
Truck drivers and garage-men, Oshawa, Ont.	1	85	145	Commenced May 27; misunderstanding over recognition of grievance committee; terminated May 29; negotiations; in favour of employer.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1951—Concluded				
TRADE— Brewery warehouse and retail stores workers, Windsor, Ont.	10	65	190	Commenced May 5; protesting delay in receiving increased wages and retroactive pay pending settlement of minor grievances in final draft of new agreement, see strike April 26; terminated May 8; negotiations; in favour of workers.
Dairy workers, and route salesmen, Welland, Ont.	1	17	17	Commenced May 23; for reinstatement of two routemen following mishaps; negotiations; compromise, workers to be reinstated within two weeks.
SERVICE— <i>Business and Personal</i> — Garage mechanics and apprentices, London, Ont.	1	9	200	Commenced May 1; for union recognition and agreement providing for increased wages, overtime rates, pay for statutory holidays, etc., following reference to conciliation board; partial return of workers; untermiated.
Auto and truck service garage workers, Vancouver, B.C.	4	148	148	Commenced May 9; for a new agreement providing for increased wages, check-off, union shop, etc.; terminated May 9; negotiations; compromise.

(1) Preliminary data based where possible on 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) 675 indirectly affected; (4) 75 indirectly affected; (5) 42 indirectly affected.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

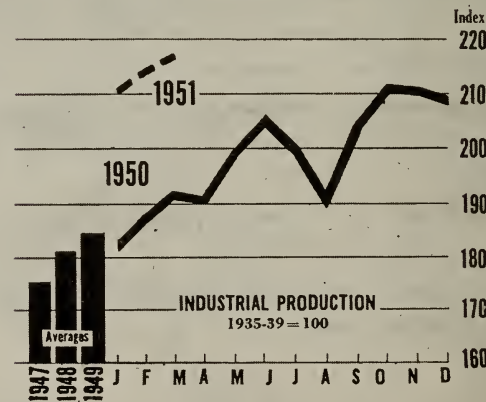
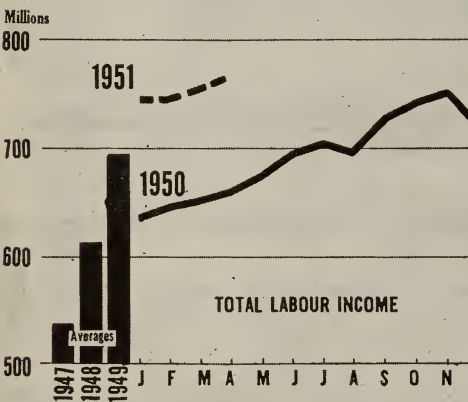
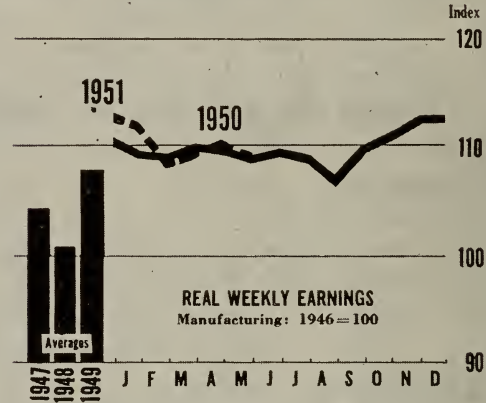
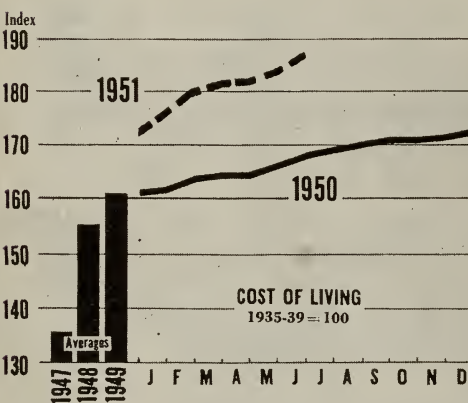
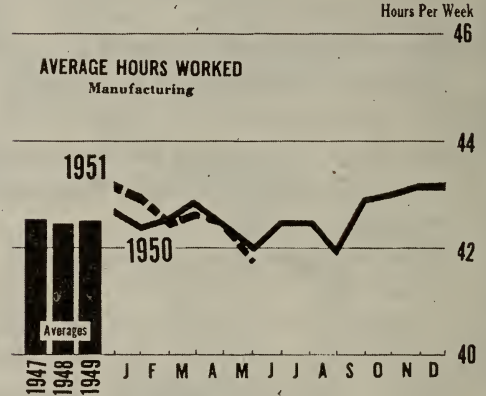
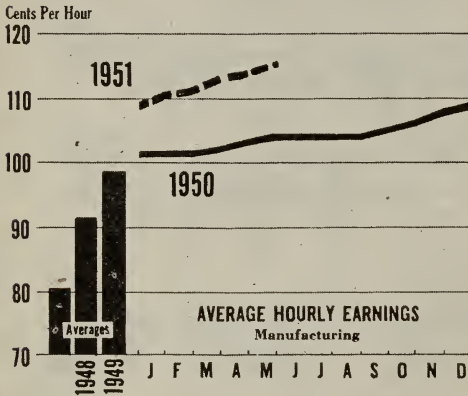
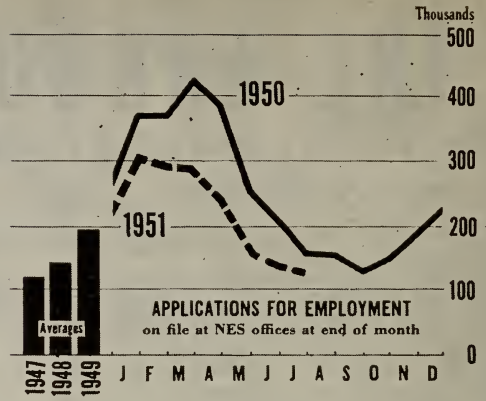
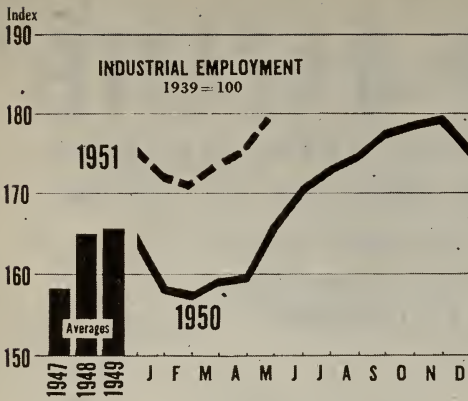
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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CURRENT LABOUR CONDITIONS



This article summarizes the latest employment and labour information available at August 10, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.

EARLIER trends in employment, and in the demand factors underlying the employment situation, became more definite as the economy approached its annual peak in activity in the early summer. Domestic demand was strong in the capital goods industries but markets for consumer durables were weakening. Export markets continued exceptionally buoyant for lumber, pulp and paper products and base metals. In construction, the high volume of activity was being sustained more by industrial and engineering projects and less by residential and institutional building. Defence production and expenditures, however, were proceeding at a slower tempo than had been anticipated.

Employment was at record levels and unemployment correspondingly low. Applications for work had declined to 132,000 at the end of July, with seasonal hirings absorbing large numbers of job-seekers. This was in sharp contrast with the situation in July, 1950, when applications totalled 177,000. Indicative of the strengthened demand for labour this year, job openings in July were 50 per cent above year-earlier levels.

Under these conditions of strong demand, there was upward pressure on both prices and wages. The cost-of-living index advanced by 3.5 points during June to a record level of 187.6 (1935-39=100). This represented an increase of 11 per cent over the year. Earnings also increased sharply, the weekly average for all non-agricultural industries rising from \$45 to \$49 in the year ending June 1, 1951.

Although consumer buying in the first half of 1951 was above the same period in 1950 in dollar value, declining demand for consumer durables had resulted in widespread repercussions on the labour market in the early summer. In the automobile and electrical appliance industries, reduced production schedules resulted in short-time work, extended holidays and in some cases staff reductions for indefinite periods. These lay-offs were mainly in Ontario, with some employment problems developing in the automobile and parts manufacturing centre of Windsor, where nearly 8,000 persons were temporarily claiming unemployment insurance benefits at the end of July.

A strong world-wide demand for pulp and paper products was reflected in the unprecedented level of summer cutting being carried on by the logging industry east of the Great Lakes. Labour supply was a limiting factor on production and in July the industry reported that the woods labour

force could have been increased by 25 per cent if men had been available. Logging companies were beginning to build up their staffs in anticipation of possible shortages of experienced cutters in the winter of 1951-52, for which the largest cutting program in the history of the industry is planned.

The demand for British Columbia lumber products was equally strong but extremely dry weather, over two months without rain, made it necessary to close off forest areas due to fire hazard. Activity in the logging industry was severely restricted, with construction work and the tourist trade also affected. At June 1, before these shutdowns occurred, employment in west coast logging was around the 16,000 mark. It was estimated that upwards of 10,000 loggers were off work in July, with substantial unemployment problems developing in the Nanaimo and Duncan areas on Vancouver Island.

The main sources of construction demand were shifting from residential and institutional building to factory, defence and resource development projects. The latter projects were creating heavy demands for labour in less highly populated areas and exerting an extensive pull on labour. In British Columbia, hydro-electric power, forestry and aluminum developments in the northern part of the province are drawing labour from the south and from the Prairies. In Quebec, the construction of a 350-mile railway from Seven Islands to the Labrador iron mines attracted workers not only from within the province but also from Newfoundland. Defence construction contracts outstanding at June 1 totalled \$74,000,000, with nearly two-thirds of this for work to be done in Ontario and the Prairies.

Defence production was expected to increase in tempo in the latter half of 1951 but not to reach its peak until 1953. In direct defence employment in the aircraft and shipbuilding industries, in which a large part of the defence program is centred, the labour force had been increased by less than 10,000 workers in the first half of the year. Reported employment in the aircraft and parts industry had grown from 13,000 to 18,000 and in the shipbuilding industry from 13,000 to about 16,000.

IN BRIEF . . .

The index of industrial employment, on the base 1939=100, stood at 179.3 at June 1, 1951, as against 166.0 for June 1, 1950. . . . Department store sales in the first six months of 1951 showed a rise of 9 per cent in value over the same period last year. . . . Wholesale prices rose to a higher level in June, following a slight decline in May. The general index for June (1935-39=100) stood at 242.7 as compared with 241.9 in May and 209.2 in June last year. . . . New passenger car sales were down 35 per cent in number and 15 per cent in value in June from a year ago. . . . Canadian production of iron and steel continues to climb over last year's levels, output of pig iron in the first five months rose to 1,040,956 tons against 911,117 a year ago. . . . Canada's domestic exports were estimated at \$312,500,000 in June as compared to \$289,200,000 in June, 1950. Preliminary figures on imports showed an increase from \$282,500,000 to \$361,400,000 in the same two months.

CURRENT LABOUR STATISTICS

(Latest available statistics as of August 10, 1951)

Principal Items	Date	Amount	Percentage change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Mar. 3	5,172,000	—	+ 1.3
Persons with jobs (a).....	Mar. 3	5,000,000	—	+ 4.3
Persons without jobs and seeking work (a).....	Mar. 3	172,000	—	-44.9
REGISTERED FOR WORK, N.E.S.—				
Atlantic Region.....	Aug. 2	15,687	-21.7	-43.2
Quebec Region.....	Aug. 2	35,291	-11.5	-28.7
Ontario Region.....	Aug. 2	35,822	-9.9	-6.8
Prairie Region.....	Aug. 2	16,531	-6.9	-22.5
Pacific Region.....	Aug. 2	26,636	-19.3	+30.4
Total, all regions.....	Aug. 2	129,967	-7.0	-17.4
Ordinary claims for Unemployment Insurance Benefit.....	July 1	86,523	-2.7	-20.9
Amount of benefit payments.....	June	\$3,513,733	-37.9	-44.9
Index of employment (1939=100).....	June 1	179.3	+2.1	+8.0
Immigration.....	May	20,254	+42.8	+98.9 (b)
Industrial Relations—				
Strikes and Lockouts—days lost.....	July	119,413	—	+64.2 (b)
No. of workers involved.....	July	9,470	—	+86.2 (b)
No. of strikes.....	July	32	—	+51.0 (b)
Earnings and Income—				
Average weekly wages and salaries.....	June 1	\$49.25	+0.2	+10.6
Average hourly earnings (manufacturing).....	June 1	\$1.16	+1.5	+11.9
Average hours worked per week (manufacturing).....	June 1	41.8	-1.7	-0.5
Average weekly earnings (manufacturing).....	June 1	\$48.40	-0.2	+11.3
Cost of living index (average 1935-39=100).....	July 1	187.6	+1.9	+12.0
Real weekly earnings (mfg. av. 1946=100).....	June 1	108.8	-1.4	+0.1
Total labour income.....	April	\$769,000,000	+1.5	+17.4
Industrial Production—				
Total (average 1935-39=100).....	May	221.1	+1.3	+12.0
Manufacturing.....	May	231.0	+1.1	+11.7
Non-durables.....	May	200.0	+0.4	+5.9
Durables.....	May	284.1	+2.0	+19.5
Trade—				
Retail trade.....	May	\$884,800,000	+8.6	+13.4
Exports.....	June	\$312,500,000	-3.4	+8.1
Imports.....	June	\$361,400,000	-10.8	+27.9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

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

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Old Age Assistance Act

The new Canadian program of old age security, which is scheduled to become effective on January 1, 1952, will be based on two legislative acts of the Federal Parliament, to be known as the Old Age Assistance Act and the Old Age Security Act. The first of these was passed by the House of Commons on June 23, 1951; it provides authority for the Federal Government to conclude agreements with the provinces for the payment of assistance to persons in the 65-69 age group who are in need of aid. The Old Age Security Act, to provide for federal pensions to all Canadians aged 70 or over, without regard to means, will be introduced at the Fall Session of Parliament. When completed, according to the Hon. Paul Martin, Minister of National Health and Welfare, "our pattern for old age security will bring Canada in this field into the forefront of the nations of the world."

The Old Age Assistance Act, which was introduced in the House of Commons by Mr. Martin, authorizes the Federal Government to pay to the provinces half the cost of assistance granted to persons in the 65-69 age group who qualify under the terms of the Act. Federal payments, in respect of any recipient of assistance, may not exceed fifty per cent of the basic assistance allowances, which is set at \$40 a month. The assistance program will be administered by the provincial governments; it is dependent upon the passage of enabling legislation by the provinces and the signing of agreements by provincial and federal authorities. Mr. Martin explained that, in its agreement with the federal government, it is possible for each province to make its own provisions—within the framework of the federal measure—for the maximum amount of assistance, and certain conditions of eligibility including the minimum age and the maximum allowable income. Mr. Martin went on to say:—

The Federal Government . . . hopes, for administrative reasons and on grounds of equity, that all provinces will ulti-

mately adopt a uniform pattern in order to take the fullest advantage of the scope of this federal legislation.

The Old Age Assistance Act sets forth certain conditions which persons must meet in order to qualify for assistance. Recipients must be in the 65-69 age group; they must have resided in Canada for twenty years; and they must not be in receipt of an allowance under the Blind Persons Act (see below), or the War Veterans Allowance Act of 1946. The maximum allowable income per annum, including assistance, is \$720 for a single person, \$1,200 for a married person.

There is no requirement in the new Act, as there was in the Old Age Pensions Act of 1927, for recovery from the estates of deceased pensioners. The Federal Government cannot, however, prevent the continuation of this practice, if some provinces wish to provide for it in their own legislation.

The new Act also differs from the earlier legislation in its treatment of the Indian population. The special exclusion of Indians from the benefits of the Old Age Pensions Act of 1927 is removed from the provisions of the Old Age Assistance Act.

Blind Persons Act

On June 23, 1951, the House of Commons gave its approval to the Blind Persons Act, thus establishing, for the first time in Canadian history, separate legislation providing for assistance to the blind.

The provisions of the new Act make some important changes in the program of pensions for the blind which was carried out under the Old Age Pensions Act of 1927. The term "pension for blind persons" is abolished in favour of "blindness allowance"; the residence qualification is reduced from 20 years to 10 years; and the test of eligibility for the allowance is liberalized by an increase of \$120 a year in the income ceilings.

The main financial provisions of the program are left unchanged, however. The Federal Government is authorized to make payments to the provinces covering 75 per cent of the cost of blindness allowances which are granted to qualified persons at the basic rate of \$40 a month or less.

The Act applies to blind persons aged 21 to 69, inclusive, who are in need of aid. At age 70, blind persons along with all other individuals in the country will become eligible for the universal old age pension.

**TLC presents
brief on
unemploy-
ment
insurance**

On July 9, the Trades and Labour Congress presented a brief to the Unemployment Insurance Advisory Committee suggesting changes to the Unemployment Insurance Act.

The brief outlined six recommended changes in the Act. These were:—

Extension of coverage to include all possible employments.

Increased weekly benefits.

That all employees, full or part time, be required to deposit insurance books with employers.

That benefits in respect of dependent persons be paid whether or not the dependent shares the same domicile.

That benefits be paid for all statutory holidays.

The giving of further consideration to the insurable interest of longshoremen.

In recommending extended coverage under the Act, the Congress said that such coverage should include as wide a group as possible because of the uncertainty of continued employment. The brief said that "the financial stability of the Fund can only be secured when coverage embraces all employed workers." The Congress drew particular attention to service in charitable institutions and hospitals (L.G., July, 1951, p. 916), and requested that people employed in these occupations be covered by the Act. A new interpretation on agricultural workers was also recommended to bring certain workers under coverage of the Fund.

The Congress brief maintained that increased weekly benefits should be paid because "the weekly benefit of \$14.40 provided for persons without dependents . . . is now worth only \$7.90."

The brief also recorded the TLC approval of "the success of the Unemployment Insurance Commission and the very courteous and efficient service it renders to unemployed workers whether through payment of insurance benefits or the equally important assistance offered through the National Employment Service."

**Report of
Manitoba
Workmen's
Compensation
Board, 1950**

The report of the Manitoba Workmen's Compensation Board for 1950 discloses that the number of accidents reported for the year was 20,134. The total for 1949 was 20,909.

A statement of revenue and expenditure in the report shows that there was a total

revenue in the Accident Fund of \$2,310,530.72. Total expenditure out of this fund was \$862,368.75. The balance for the Accident Fund, taking account of the \$2,005,870.77 carried forward from 1949 is \$3,454,032.74.

Total revenue and expenditure in the Silicosis Fund were \$31,320.49 and \$2,088.64 respectively. The balance in the fund, taking account of the \$533,922.60 carried over from 1949, is \$563,154.45.

The Manitoba Workmen's Compensation Act was amended in several respects. Under one amendment, industrial disease now includes any disease peculiar to or characteristic of a particular industry, process, trade or occupation within the scope of the Act. This will mean, for example, that silicosis which formerly was covered only in mines and foundries will now be compensable in any industry.

The Act was also broadened to include as a workman, a "learner" who while not employed or apprenticed is being trained prior to employment and becomes subject to the hazards of the employment.

**Expansion of
vocational
training
program
called for**

In view of the importance of an adequate supply of tradesmen for Canada's defence industries, the Canadian Vocational Training Advisory Council, at its

recent meeting, discussed plans for the expansion of vocational training under Federal-provincial agreements.

The council is composed of educationists, representatives of organized labour, management, and officers of the Canadian Legion, under the chairmanship of Dr. G. Fred McNally, Chancellor of the University of Alberta.

Mr. Arthur MacNamara, Deputy Minister of Labour, opened the discussion. He urged close examination of the best methods for extending vocational training, pointing out that hindrances existing in the training of unemployed could, in some cases, be removed. This is particularly necessary in the machine tool trades and other trades employed in defence industries, he said.

In his report to the Council, Mr. R. F. Thompson, Director of Training, showed that in the fiscal year 1950-51, the Federal Government spent the sum of \$4,555,030 towards the furthering of vocational training in Canada. Of this sum, \$137,500 was spent on Youth Training; \$230,000 on Student Aid; \$56,200 in Service Tradesmen; \$252,000 on Unemployed Workers; \$13,200 on Veterans; \$428,000 on Apprentices; \$7,770 on Supervisory Training;

\$2,500 on Vocational Correspondence Courses; \$2,000,000 for Vocational Schools Annual Allotment (general operating costs and equipment); and \$1,163,400 on the building of new schools and expansion of existing ones, under the heading of Vocational Schools Capital Expenditure. Also included in the Dominion expenditures was an amount of \$264,460 to aid in the rebuilding of the Rimouski vocational school following the fire.

Apart from an outright grant of \$10,000 to each province, the provinces match Dominion grants dollar for dollar.

Mr. Thompson pointed out the need for a further increase in the number of apprentices. His report showed that there had been an increase of approximately 525 in the number of registered apprentices between September 30, 1950, and March 31, 1951, bringing the total at this latter date to 10,850.

At its May meeting, the National Advisory Council on Manpower recommended the expansion of vocational training facilities to the maximum, at the same time suggesting that a survey be made of equipment in vocational schools, and that ways of using training facilities now existing in industry be investigated (L.G., June, 1951, p. 780).

**Revision of
cost-of-living
index
progresses**

The Dominion Bureau of Statistics has announced that work is progressing on the revision of its cost-of-living index. The Bureau's revision of the index follows the recognized international practice of periodic examination of price index numbers. This is the fourth major revision in the indexes since they were first published about forty years ago. Retail price series have been published relating to base periods of 1900, 1913, 1926 and the present base of 1935-1939.

Detailed expenditure records, secured in 1948 and 1949 from approximately 3,100 representative families throughout urban Canada, constitute the basis of the current revision. Tabulations of what these families told the Bureau about the kinds and quantities of goods and services they purchased are now nearly complete, and a list of items to be included in the new index is being prepared. The expenditure data being used relates to a twelve-month period when transition to a peace-time economy was reasonably complete. A survey taken earlier than 1948-1949 would have resulted in expenditures abnormally

high for items formerly in short supply, and low for others not moving in normal volume.

Most of the work thus far undertaken has been in connection with analysis of expenditure records, but during the course of revision all phases of index construction will be examined. Problems such as index scope and formula, price sampling, seasonal price variation and shelter costs of homeowners will be investigated, and tests will be made wherever possible with new statistical techniques.

The new series will not be called the Cost-of-Living Index. Its new title will likely be Consumer Price Index, to indicate that it measures price change only. The purpose and general character of the new series will remain the same, the sole reason for changing the name being to clarify the purpose it serves. The term cost-of-living index has proved to be misleading to some people, although it has been generally understood to mean an index of retail price change. Along with the change in title, a more up-to-date post-war base period will be adopted in place of the present 1935-1939 base.

During the coming months, it is the Bureau's intention to seek advice concerning the index from independent experts, and as soon as sufficient progress has been made on some of the more technical details, to discuss it with interested organizations. Depending on the progress of the preparatory work and such discussions and consultations, publication will be made early in 1952.

**Report on
LMPC's in
Canada**

According to a report released by the Department of Labour, there were 729 Labour-Management Production Committees in Canada at March 31, 1951. These committees took in a total of 298,133 workers.

The largest number of committees, 343 was in Ontario; and Quebec was next with 154. There were 429 committees, involving 162,694 workers in the manufacturing industries; and 133 committees, involving 62,212 workers in the transportation industries. The remainder of these committees was distributed among the construction, mining, communications, trade, financial, and service groups.

The report lists a breakdown of the union affiliations of the bargaining agencies in plants in which Labour-Management Production Committees were operating.

	No. of Committees	No. of Employees
Trades and Labour Congress of Canada...	307	136,669
Canadian Congress of Labour.....	247	82,384
Canadian and Catholic Confederation of Labour	45	12,954
Others	130	66,126
	729	298,133

Commonwealth Trade Union Conference

During the course of the Thirty-fourth Session of the International Labour Conference, held in Geneva during June, representatives of the trade union National Centres of New Zealand, India, Pakistan, Ceylon, Australia, Canada, South Africa and the United Kingdom met for purposes of consultation. Following the meeting, this statement was issued:—

“The Conference, which is entirely consultative, heard an interchange of information regarding the activities of the various trade union movements and the national conditions under which those activities are being pursued.

“Information was given particularly in relation to economic conditions, wages policies, social developments, and problems of organization in the various countries.

“There was complete agreement that the opportunities for consultation provided by the Commonwealth Trade Union Conference should be further developed, and it was understood that further meetings would be held in the future.”

Canada was represented by Mr. Claude Jodoin, Vice-President, Trades and Labour Congress of Canada; Mr. J. A. Whitebone, Vice-President, Trades and Labour Congress of Canada; and Mr. J. B. Ward, of the Railway Transportation Brotherhoods.

Teachers' salaries in eight provinces in 1949

The annual average salary rates for teachers in the public schools of eight provinces—Quebec and Newfoundland excluded—rose \$166 between 1948 and 1949, according to the Dominion Bureau of Statistics.

In its annual report on teachers' salaries and qualifications, the Bureau states that this increase brings the cumulative increase in the period since 1939 to \$1,001.

The total number of teachers in the eight provinces in 1949 was 55,088, an increase of 1,544 or three per cent over 1948. The total number of teachers in the 10 provinces was over 81,000.

Salary rates for all publicly-controlled schools averaged \$1,855 as compared with \$1,689 in 1948, and \$854 in 1939, the report states. Teachers in city schools had the highest average of \$2,495 as compared with \$2,324 in 1948, and \$1,613 in 1939. Teachers in one-room rural schools had the lowest average of \$1,497 as against \$1,383 in 1948, and \$607 in 1939.

In city schools, the report discloses, teachers' salaries were highest in British Columbia at \$2,849, followed by Alberta with \$2,702, Ontario \$2,476, Manitoba \$2,439, Saskatchewan \$2,395, Nova Scotia \$2,223, New Brunswick \$2,118, and Prince Edward Island \$1,894.

In one-room rural schools, the average for British Columbia was highest at \$1,934, Alberta being next at \$1,811, Ontario \$1,645, Saskatchewan \$1,386, Manitoba \$1,380, Nova Scotia \$1,144, New Brunswick \$1,085, and Prince Edward Island \$981.

In 1949 there was a rise in the number of teachers with class one certificates or higher from 37,249 in 1948 to 37,557, and class two certificates to 9,793 from 9,294. Teachers with class three certificates fell to 756 from 1,136, but teachers on permits were more numerous at 5,115 compared with 5,021.

Survey of recreation programs in manufacturing in Ontario

Ontario Department of Education states, as a result of a survey of recreation programs in manufacturing industries in Ontario.

A report on the survey has been published by the Department under the title, *Recreation in Industry*.

“While recreation in industry is now recognized as one of the most important aspects of community recreation, little has been written about it,” the report states. “There is no Canadian publication on

“Manufacturing industries, through their recreation programs, have shown very clearly that industry recognizes its responsibility for promoting a livable community,” the Community Programs Branch of the

industrial recreation and even in the United States printed information is scanty."

With the object of obtaining information as to the extent of employee recreation programs operating in Ontario, how they are conducted, what activities are included, and their value, the Community Programs Branch, on October last, sent out questionnaires to 1,040 manufacturers. The firms were selected at random from a list of around 3,000 manufacturers. Of the 429 returns received, 345, or 80 per cent, reported having recreation programs. Sixty-nine different activities were reported in addition to a wide range of activities grouped together under "social events." In general, it was found, social activities are the most common, with athletic activities next, and cultural activities least common. As was expected, the greatest range of activities is found in the large and very large company programs and in general, cultural activities are almost entirely restricted to these companies.

38th annual report of U.S. Secretary of Labour

Entitled *Strengthening The Economy*, the thirty-eighth annual report of the United States Secretary of Labour has recently been released.

The report covers the activities of the Department during 1950.

According to the report, the Department advocated ten legislative proposals and a plan for reorganizing the Department of Labour. Among the legislative proposals endorsed by the Labour Department were the following:—

Provision of more effective programs of aid and assistance to the physically handicapped;

Broadened coverage of the Fair Labour Standards Act;

The promotion of industrial safety through a program of Federal aid to the States;

Establishment of a Commission on the Legal Status of Women. This proposed commission would be empowered to make legislative recommendations to abolish unfair distinction because of sex;

Provision of Federal regulation for private employment agencies engaged in interstate commerce;

Extension of Federal labour legislation to Puerto Rico;

Promotion and encouragement of worker training on the job;

Ratification of ILO Conventions;

Ending of unfair wage discrimination against women.

During the year, the Congress gave approval to plans "to rebuild and strengthen" the Department. Several agencies were placed directly under control of the Secretary of Labour, and others were transferred to his jurisdiction.

In addition to the matters mentioned above, the Report contains comprehensive reviews of economic activity in the United States during the year, and reports of each of the individual bureaus of the Department.

The Universal Military Training and Service Law was signed by President Truman and became law on June 19. It sets the framework for a system of universal military training—the first in the history of the United States—and makes certain amendments to the Selective Service Act of 1948.

The Law provides that a National Security Training Commission will exercise "general supervision over the training of the National Security Corps." The Commission, to consist of five men appointed by the President, is given four months in which to make recommendations to Congress concerning the broad outlines of a program of training, a code of conduct for the trainees, measures providing for their personal health, welfare and morals, and benefits to be paid in the event of their death or disability.

The *New York Times* states that inductions for universal military training may begin as soon as the Commission's recommendations have been approved by Congress, "providing either Congress or the President has found that actual service for men under 19 is no longer needed to keep the Armed Forces at full authorized strength." Men drafted under the universal military training provisions of the Act will be inducted at age 18 and will train for six months.

The Law also makes numerous changes in the system of selective service and extends its life to July 1, 1955. The age at which men may be drafted for the active armed forces is lowered from 19 to 18½; the period of service is increased from twenty-one to twenty-four months; and the armed forces are directed to reduce their physical and mental standards for induction. Men drafted for either training or active duty will be obligated to serve for a total of eight years, transferring to the reserve at the end of their stipulated terms.

If deferred for any reason, an individual will continue to be liable for service until he is 35 years old.

With regard to deferments, the Law specifies that men in high school may be deferred until they complete their courses or reach the age of 20, and that men in college may be deferred until the end of the academic year in which their calls arrive. In other categories, according to the *New York Times*, the President is given "considerable leeway in granting deferments through the local draft boards." Categories in which deferments are permissible include persons engaged in essential occupations, and students of medicine, dentistry, pharmacy and other subjects deemed essential to the national health.

Enforcement of U.S. Wage Stabilization Program

On June 13, 1951, the U.S. Wage Stabilization Board adopted a resolution setting forth the penalties which may be imposed for violations of orders promulgated under the Defence Production Act for the stabilization of wages and salaries.

Under the provisions of the resolution, employers found to be paying wages, salaries or other compensation in contravention of stabilization orders may be penalized in two ways: (1) priorities assistance and material allocations may be withheld; and (2) to the extent determined by the Wage Stabilization Board, unlawful payments may be disallowed and disregarded in calculating tax deductions, in determining costs under any contract placed directly or indirectly by the Federal Government, and in the setting of price ceilings for products of the employers concerned.

The resolution also provides for the establishment of a National Enforcement Commission composed of three persons who are not members of the Wage Stabilization Board, and of a similar commission in each regional office. Subject to the general policies of the Wage Stabilization Board, these commissions "shall make the recommendations, determinations and certifications provided for in this resolution."

U.S. Salary Stabilization Board established

An order issued on May 10 by the U.S. Economic Stabilization Administrator, Eric Johnston, provided for the establishment of a Salary Stabilization Board.

According to the order, the new Board will consist of three public members and the Chairman of the Wage Stabilization Board serving in an ex-officio non-voting

capacity. It will be responsible for policy affecting the monetary compensation of persons employed in administrative, professional and outside sales categories, who are "not represented by duly recognized or certified labour organizations."

"In the exercise of its responsibilities and functions," the order states, "the Salary Stabilization Board shall conform to the regulations, policies, orders and decisions of the Wage Stabilization Board to the fullest practicable extent, to provide a uniform and co-ordinated program for the stabilization of all wages, salaries and other compensation of employees under the jurisdiction of both Boards."

United States wage trends in 1950

An analysis of wage trends in the United States during 1950 has been published in the *Monthly Labour Review*. The study was prepared in the Division of Wage Statistics of the U.S. Bureau of Labour Statistics.

The report said that "a substantial wage movement" developed during the first six months of 1950. In manufacturing, average hourly earnings increased 3½ cents an hour between January and June, but part of this increase "was the result of a longer work week at premium overtime rates." There was a proportional increase over 1949 in the number of workers who received general increases. The report said that 5 cents an hour was the most common figure in these increases, and in this respect, the adjustments "were not large compared with previous years." It was noted that "among non-manufacturing industries, both the relative volume and the size of the increases appeared to be somewhat larger."

Following the outbreak of the Korean war, a decided change in the 1950 wage trend became apparent. Several factors, including "anticipated price and wage controls, and anticipated diversion of production to military needs, "led to an accelerated pattern of wage adjustments, and "both the number and size of wage adjustments increased", in the latter half of 1950.

In the manufacturing industries gross weekly earnings of production workers increased 13.3 per cent during 1950, and gross hourly earnings increased 9.7 per cent. The average work-week also increased from 39.7 hours in January 1950 to 41.0 hours in January 1951. This accounted for the greater rise in weekly pay. Higher wage rates accounted for

"most of the rise in gross hourly earnings during the year." The Bureau of Labour Statistics said in its report that:—

Part of the rise was due to increased premium overtime payments that accompanied the lengthened hours, and, to a smaller degree, shifts of employment to higher wage industries. It is estimated that, excluding the effect of premium pay for overtime, hourly earnings increased 8.5 per cent. Excluding the effects of both premium overtime pay and shifts of workers to higher paying industry groups, hourly earnings advanced 8.0 per cent over the year.

This rise is probably a close approximation to the increase in average wage rates (or straight-time hourly earnings of incentive workers). A more accurate measure of wage rate trends as such would also have to exclude the effects on earnings of upgrading of workers, other changes in the occupational composition of the labour force, and changes in shift operations at premium rates—either in the amount of the shift premium or in the extent of extra shift operations. It is probable, however, that these latter factors were not important during 1950.

There was also an upward trend in the wages of non-manufacturing and white-collar workers, but the movement was less rapid than in the manufacturing industries. The survey found that "with very few exceptions, the increase in gross average hourly earnings in non-manufacturing industries . . . was less than the 9.7 per cent average rise for factory workers."

Digest of U.S. Labour Legislation 1950

The Bureau of Labour Standards of the U.S. Department of Labour has published the Annual Digest of State and Federal Labour Legislation. It provides concise summaries of laws affecting labour which were enacted between January 1 and November 1, 1950, by the State legislatures and the U.S. Congress.

The Digest reveals that labour laws were passed during 1950 by the legislatures in 19 states, and in Puerto Rico and the Virgin Islands. The most numerous changes made were in workmen's compensation and unemployment insurance laws. Other state measures dealt with temporary disability insurance, child labour and school attendance, discrimination in employment, hours of work, industrial relations, safety and health, and wage payment and collection.

Federal legislation summarized in the Digest includes the Reorganization Plans affecting the U.S. Department of Labour, the important amendments to the Social Security Act, and changes in the Housing Act and the Wagner-Peyser Act.

Twenty-fifth Anniversary of Industrial Relations Counsellors Industrial Relations Counsellors, the first organization in the United States to specialize in industrial relations counselling, celebrated its twenty-fifth anniversary in May. The occasion was marked by a conference held in New York City on May 22, and by the publication of an anniversary report in which the history, objectives, achievements and present program of the organization are concisely set forth.

Industrial Relations Counsellors was incorporated in 1926. During its early stages, it received generous financial assistance from Mr. John D. Rockefeller; at the present time it is supported by contributions from contributor companies, income from paid service, and proceeds from the sale of publications. From the outset it has followed a non-profit policy.

One of the organization's major activities has been survey work for individual companies. The anniversary report defines such a survey as "an objective study of a company's policies, procedures and practices encompassing the entire range of management's responsibility in the employer-employee relationship, leading to the development of a long term program for more effective utilization of the human resources of the company."

Other principal activities of the organization, according to the report, include: counselling on company benefit schemes and industrial pensions, job evaluation studies, and the provision of training courses for industrial relations personnel.

In the early 1930's, the Counsellors conducted a comprehensive program of research into unemployment benefits in the United States and unemployment insurance schemes abroad. As a result, the organization was in a position to provide service to the U.S. Government during the depression, notably in connection with the drafting of the unemployment insurance section of the Social Security Act. According to the anniversary report, "service in the preparation of unemployment insurance legislation was likewise given to some state governments and the Canadian Government."

The Director of Industrial Relations Counsellors, Inc., is Mr. T. H. A. Tiede-

mann. Its Research Director is Dr. Bryce M. Stewart, former Canadian Deputy Minister of Labour.

Half-century changes in British trade unionism The re-organization of the Trades Union Congress and the rise of the Labour Party are the two most significant changes affecting British trade unions since 1900, according to an article in *Industrial Welfare and Personnel Management* for May-June this year.

The article is entitled "Fifty Years Trade Union Development," and is the third in a series on the background to industrial welfare. Allan Flanders, the author, lectures in industrial relations at Oxford University.

Today the trade union movement is represented on some sixty bodies or committees which advise the Government, Mr. Flanders states. No legislation affecting the interests of workpeople is, therefore, likely to be passed without prior consultation with its representatives.

Fifty years ago, in contrast, many trade unions were still seeking recognition from employers. Collective bargaining was purely local and in only a few industries was there any permanent machinery for negotiation. The effectiveness of conciliation had not yet been proved and minimum wage legislation was non-existent.

Of all manual workers, probably less than a quarter were organized, the writer points out. The percentage of black-coated (i.e., white collar) workers in trade unions was negligible. Moreover, despite the wave of "New Unionism", the union movement was still predominantly composed of skilled workers.

In the 50 years that have passed, trade unions have greatly increased their strength and broadened their basis of organization. From a membership of 2 millions in 1900, the unions had climbed to 9.3 millions by the end of 1949, with about 45 per cent of the whole employee population (excluding domestic workers) being organized.

The most significant trend in structural development has been the growth of large unions by the organic process of voluntary amalgamation, the article continues. While there are still 700 or more separate ones, 17 large unions are responsible for two-thirds of the total membership.

Some of the craft unions have become merged into large multi-craft unions and some have admitted the less skilled

workers. However, there are still many pure craft unions confining their membership to one locality.

One outgrowth of amalgamation has been the development of industrial unions. "Only a few of them were created with the conception of industrial unionism as the ideal form of organization," states Mr. Flanders, "and none of them has been entirely successful in occupying the whole of its chosen sphere."

The growth of unionization among non-manual workers has also altered the character of the trade union movement. In some cases, professional associations have gradually transformed into unions. The trend more recently has been for well-established non-manual workers' unions to extend the basis of their organization into related fields of employment.

With the reorganization of TUC in the 'twenties, the new General Council was to be a kind of general staff for organized labour to resist cuts in workers' wages. The growth in authority of the General Council has since come about, states the author "because the increasing participation of the government in economic affairs has shifted the emphasis from industrial to political action and the representation of the trade union point of view . . . could best be undertaken by a central body."

The present relationship between the Labour Party and the trade unions evolved to a greater extent from the unions' need, up to the first world war, to protect their funds and freedoms from the decisions of the Courts than anything else. Subsequently, however, "the breadth of their aspirations and a growing concern for specific economic policies" helped to tie the bonds between the two wings of the labour movement. Their relationship, Mr. Flanders states, "is at the same time one of independence and of mutual dependence."

Industrial disputes in Great Britain 1950

Revised statistics of work stoppages in the United Kingdom arising from industrial disputes have recently been published in the *Ministry of Labour Gazette*. The report shows that there were 1,339 work stoppages in 1950 as compared to 1,426 in 1949. Five stoppages occurred late in 1949, and carried over to 1950 bringing the total up to 1,344.

Approximately 302,000 workers were involved in stoppages beginning in 1950, and an additional 1,000 in stoppages which began in 1949 and carried over to 1950. Of the total of 303,000 workers involved

in stoppages in 1950, "about 33,000 were indirectly involved, i.e., thrown out of work at the establishments where the stoppages occurred, but not themselves parties to the disputes." The total of workers involved in strikes in 1950 was 130,000 less than in 1949, 303,000 as compared to 434,000.

The aggregate of working days lost by stoppages actually occurring in 1950 was 1,375,000, the lowest since 1941. In addition about 14,000 days were lost at the beginning of 1950, through stoppages which began late in 1949. The "great majority of the stoppages of work during 1950 were of short duration (less than 12 per cent lasted more than 6 working days) and in the majority the numbers of workers involved and the aggregate loss of time were relatively small," the report said.

The principal cause of disputes leading to work stoppages in 1950 was wage questions. "Wage questions as a whole accounted for more than two-fifths of the total number of stoppages and for nearly one-half of the total numbers of workers directly involved." These wage disputes accounted for 43.8 per cent of all stoppages beginning in 1950, and for 49.1 per cent for workers involved.

The greatest number of stoppages, 860, involving 141,900 workers for 431,000 days occurred in the coal mining industry. Building and contracting had 71 stoppages, involving 14,000 workers for 64,000 working days; and 4 stoppages in the paper and printing industries involved 14,000 workers for 205,000 working days. Other important stoppages occurred in the vehicle, transportation and communication, and the engineering, shipbuilding and electrical goods industries.

Older workers to help British arms drive A recent release by the United Kingdom Information Office states that people in the older age groups are being asked to help in Britain's rearmament drive.

The report said that "one out of every ten people in Britain today is over 65, and the average age of Britain's population is increasing."

In his budget speech, Chancellor of the Exchequer Hugh Gaitskell said that "it is natural . . . that we should work longer and retire later." Continuing he said: "The Government now asks employers and workers generally to give more serious consideration to the possibility of postponing retirements and to removing

any obstacles which prevent those who are physically capable of continuing work from doing so."

As an incentive for older workers to continue on their jobs, legislative changes have been introduced in the British Parliament to the old age pension law, to allow pensioners to continue in employment.

United Kingdom regulations on proper seating of workers

A revision of Welfare Pamphlet No. 6—*Seats for Workers in Factories*—was issued recently by the Factory Department of the United Kingdom Ministry of Labour and National Service. The revised edition, like the earlier one of 1945, is intended to direct attention to the importance of good seating arrangements for workers in factories and to serve as a guide in the choice of the right type of seat.

The standards set forth in the pamphlet are based upon experience gained by H.M. Inspectors of Factories, on information received from authoritative medical sources and on studies made by the Industrial Health Research Board. Some 30 pages of illustrations show the types of seats actually in use, principally in factories, and give the reader an idea of what has been done in various industries to improve seating facilities.

Section 6 of the Factories Act, 1948, requires that where any employed persons have in the course of their employment reasonable opportunities for sitting without detriment to their work, suitable and sufficient facilities must be provided and maintained to enable them to take advantage of those opportunities.

Where a substantial proportion of any work can properly be done by any worker while sitting the law also requires seats of a design, construction and dimensions suitable for the worker and the work together with a footrest on which he can readily and comfortably support his feet if he cannot do so without the footrest. The seat must be adequately and properly supported while in use for the purpose for which it is provided. This section in the Act replaced the section in the 1937 Act which required that facilities for sitting during opportunities for resting must be provided for female workers whose work was done standing. The text of the legal requirement is set out in an Appendix to the pamphlet.

West German labour gains share in control of Ruhr Valley industries

On April 10, according to a dispatch printed in the *Christian Science Monitor*, the West German Parliament passed a law applying what is known as "the principle of co-determination" to companies employing

over 1,000 workers in the production of coal, steel and iron in the Ruhr Valley. Under the law, each of these companies must have eleven members on its board of directors—five representing labour, five representing the owners, and one chosen jointly by the labour and owner members.

"Co-determination", states the dispatch, "is the big plank in every German labour platform." The trade unions see it as a means of achieving an industrial policy of "low competitive prices, narrow profit margins, and mass markets," as opposed to the traditional German pattern of "controlled prices and production and protected profits."

The new law was opposed by representatives of the U.S. National Association of Manufacturers and the United States Foreign Trade Council. The Governments of France, Belgium, Holland and Luxembourg officially viewed it with concern.

The principle of co-determination has widespread support among German political parties, the dispatch states. "Now that the Ruhr bill has set the pattern, similar laws are expected to spread the principle throughout the economy."

(A brief account of the negotiations preceding the introduction of the legislation described above appeared in the *LABOUR GAZETTE*, May, 1951, p. 708.)

Australian family allowances include first child

By a 1950 amendment to the Social Services Consolidation Act, Australia now includes first children in its family allowances program.

A recent issue of *Canada's Health and Welfare*, issued by the Department of Health and Welfare, discusses the changes brought about by this development.

Australia's family allowances program was introduced in 1941 and since then a weekly endowment has been paid for all

children under 16 years except the first. Now families with only one child may benefit from the allowance as well as families with more than one child. The new payments are generally at the rate of five shillings weekly, half that paid for the other children.

Under the newly expanded program, endowments are being paid to an approximate total of 1,100,000 families on behalf of about 2,240,000 children. For the year 1950-51, the estimated expenditure would be about £46,250,000, the article stated.

Foreign travel and study for workers

A handbook entitled *Workers Abroad* has been published by UNESCO. Based on a study conducted jointly by the International Labour Office and UNESCO, it describes the opportunities available to workers for travel, education and training in foreign countries.

The book deals with four main groups of workers' exchange programs: international study tours and group travel, international summer schools and seminars, scholarships for work and study abroad, and the international movement of trainees. Chapters covering the first two groups provide a brief survey of activities in 1949 and plans for 1951. Another chapter presents the available information on scholarships and similar grants for workers, which are not conditional on academic qualifications. Finally, there is a chapter devoted to the ILO enquiry into international exchanges of trainees. The agreements governing these exchanges are listed; in each case, the annual quota of trainees is set forth, together with the conditions and qualifications which the trainees must meet.

Workers Abroad contains information on group study tours planned for 1951 by 72 organizations in 11 different countries, and shows that 103 organizations in 13 countries are offering scholarships of varying duration. It is being sent free to some 2,000 organizations in Europe and the United States—trade unions, employers' organizations, workers' travel and educational associations and other groups conducting similar programs.

MANPOWER REQUIREMENTS STUDIED BY CANADIAN MANUFACTURERS' ASSOCIATION

The Association's annual convention was featured by discussions on Industrial Relations, Defence Production, and Taxation.

On June 4, 5 and 6, the Canadian Manufacturers' Association held its 80th annual general meeting in the City of Quebec. Some 500 members, representative of industry throughout Canada, were in attendance.

The meeting took the form of a number of conferences devoted to specific problems, under the leadership of recognized Canadian and United States authorities.

As in previous years, the Department's major interest in the convention was in the discussion on industrial relations.

Visiting members were welcomed by the Mayor of the City and the meeting was then turned over to the conference on manpower and industrial relations. Among the guest speakers at this conference were the Minister of Labour, the Hon. Milton F. Gregg, and Mr. W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission. The Minister of Labour was called upon to give the opening address. His subject was "Canada's Manpower Resources".

Address by Minister of Labour

Outlining the factors governing manpower potential, the Minister pointed out that the country was in a period of nearly full employment, with civilian production at an all-time high, and in addition Canada was undertaking a defence program unmatched in its peacetime history. The combination will make heavy demands on the country's manpower, he said; it is doing so now. The program of defence production, which includes production for Canada's allies, may employ a greater number of people than there will be in the armed forces, providing, of course, that Canada is not involved in an all-out war.

It would be a mistake, the Minister continued, to assume that the armed services and defence production are the only parts of our preparedness program. Production of base metals and foodstuffs is essential not only to the manufacture of military equipment, but also to the maintenance and improvement of living standards throughout the free world. "If we meet the needs of the armed forces

and defence production and at the same time neglect those of the primary industries, we will not have made our best contribution to the cause of freedom."

Referring to the major tasks confronting the country, the Minister emphasized the necessity of having the armed forces available and trained, together with the personnel to man (a) the defence industries, (b) the primary industries, (c) the development of our natural resources and industrial capacity, and (d) other essential civilian industries.

The overall effect of the changes taking place in the economy at the present time is uncertain, he said. Credit restrictions and increased taxes will have their effect on buying habits. There is, however, less uncertainty about additional supplies of manpower than about manpower requirements, the Minister said. "Barring a rapid change for the worse in the international situation, an overall shortage of manpower does not appear likely in the near future."

Referring to manpower problems and their possible solution, Mr. Gregg said the main need is for skilled workers, at various levels. This implies an intensive training program. "The responsibility of increasing our supply of skilled workers, lies as much, if not more, with industry as with the Government," he told the conference. He hoped that more firms would set up in-plant training programs to supplement the Federal and provincial vocational training schemes.

Additional workers will be drawn from those not normally in the labour force—women, older people, youth, and the handicapped, the Minister said, and this will call for considerable organizing and planning on the part of industry.

He advised quick availability of information on job openings, to facilitate the placement of workers laid off because of production cutbacks caused by material shortages, and he urged full use of the National Employment Service for this purpose.

The Minister stressed the value of labour-management production committees in promoting good industrial relations.

Manpower Situation

The labour market at present is "reasonably tight," Mr. W. K. Rutherford, Director of Employment Service, Unemployment Insurance Commission, told the conference in a review of the current manpower situation and probable developments. The number of persons who will be seeking work at a time when registrations are at their lowest point—September—is estimated at around 100,000—the "irreducible minimum," he said; "irreducible because there will always be persons seeking employment at a given date. There are those in the process of changing jobs, those who are not available for geographic reasons, those whose qualifications do not match employers' requirements, including a comparatively small group with limited usefulness who can only be employed under special circumstances, those who are returning to the labour market after illness, and other similar categories."

Labour reserves, made up of immigrants, women, young persons, older people, and the handicapped, may reach a total of 700,000, Mr. Rutherford said, and the utilization of these reserves will call for initiative, effort and patience on the part of employers.

The number of workers needed for defence production in 1951 is estimated at 265,000, around 200,000 more than in 1950. An additional 37,000 are required for defence construction. Fortunately, he said, most of the demand for labour for defence production will come later in the year, when seasonal employment wanes and the construction program will to some extent have been completed.

Discussing the labour requirements of the three major industrial groups—manufacturing, construction, and primary industries, Mr. Rutherford dealt first with manufacturing. The outlook in manufacturing, he said, is anything but clear. Defence production is still in the building-up stage and its impact has not yet been really felt. The manufacturing group, he thought, would be the one which would have to draw on the country's reserves of manpower, and he emphasized the importance of training and of job break-down.

Construction demands will be high, he said. Estimates for the Defence Department provide for the expenditure of nearly \$500 million, of which just over \$300 million will be expended during the present fiscal year, and the balance during the next fiscal year. In addition to the various construction programs, there will be expansion of industrial plants, and it

has been stated that residential housing will take second place only to the preparedness projects.

Turning to the primary industries, labour requirements for agriculture present a real problem, he said. While they approximate those of last year, agriculture is already suffering from competition from other industries. While there will be difficulty in supplying the labour requirements for logging and lumbering and the base metal section of the mining industry, it is believed that these will in the main be met.

In conclusion, Mr. Rutherford, urged upon all employers "to examine the whole situation and plan accordingly."

Manpower in War and Peace

Other speakers at the Manpower and Industrial Conference were Mr. H. W. Anderson, Vice-President, General Motors Corporation, Detroit, Mich., and Mr. F. W. Climer, Vice-President in Charge of Industrial Relations, The Goodyear Tire and Rubber Company, Akron, Ohio.

Mr. Anderson, speaking on the effect of manpower on industry in times of war and peace, said "the primary responsibility for the real solution of most of the so-called manpower problems rests right with our personnel and employment people at the plant level." For this reason it is important that Employment Departments should be staffed with competent personnel, endowed with vision, and the capacity and ability. In addition, management must take steps, he said to keep the personnel and employment department fully informed of employment needs well in advance. It should continue to study techniques of selection and placement, to minimize turnover and absenteeism; simplify individual jobs, and match the worker to the job. Journeymen should be retained for the higher skilled jobs, and used to assist in the training of up-graded employees to handle the less complex "one-purpose" skilled job.

Mr. Climer related some of the experiences of the Goodyear Aircraft Corporation during World War II. The company's labour force, he said, was built up from less than 1,000 to a peak of 37,000. As individual ability increased and the necessary "know-how" was attained, the company at the end of the war was able to produce with a payroll of 22,000 more efficiently than with the 37,000.

Mr. Climer paid tribute to the part played by women. Contrary to the expectations of a great number of the supervisory personnel, the employment of

women on almost every type of operation proved an outstanding success, he said. At first it was estimated that 15 per cent of the jobs could be handled by women, but the figure later proved to be 85 per cent.

Handicapped persons were welcomed to the staff and gave satisfactory performance, he said. In one particular section, a group of mutes topped the output of the normal workers.

Looking back, Mr. Climer said, there is "very little that we would not do again. Perhaps our methods of approach and our organization of committees would be more precise and exacting, and our selection of individuals to serve as leaders might be more comprehensive. . . . Our program again would be complete with labour-management sponsored series of activities wherever possible."

Other Guest Speakers

Guest speakers who addressed the Conference on Defence and Production, on Taxation, on International Trade, and on Fire Protection, included the Hon. Brooke Claxton, Minister of National Defence; the Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Major General F. F. Worthington, Civil Defence Co-ordinator, Department of National Health and Welfare; and Dr. William Y. Elliott, Assistant to the Director, Office of Defence Mobilization, Washington, D.C.

The Hon. Maurice Duplessis, K.C., Prime Minister of the Province of Quebec, delivered the address at the annual banquet.

Presidential Address

"Increased production of consumer commodities is the only way possible to stem the rapidly expanding spiral of inflation," the CMA president Mr. W. F. Holding, declared.

Mr. Holding criticized what he referred to as "the lack of vision of some union leaders." They have demanded, he said, "not only increased wages to maintain and improve the standard of living of their members, but have also insisted on reduced hours of work.

"Management has been, and still is, powerless to effectively resist the unreasonable and undemocratic demands of some union leaders, because—through failure of governments to enforce picketing laws—and to effectively punish breaches of law during strikes—management is deprived of the use of company property and facilities during a strike. The loss of production to

the people of Canada and the United States, because of strikes of the past six years, represents a loss of wealth in consumer products which would be sufficient to provide for the peoples of our two nations for weeks if not months."

Mr. Holding viewed with misgivings the Government's policy of discouraging consumer buying. "Credit restrictions, special excise taxes, and other provisions of the last Budget, prophesy an early contraction in consumer buying, and, therefore, in production of consumer goods." To the manufacturer, he said, consumer buying is essential to production unless it is supplanted by production for some other purpose, but, Mr. Holding said, he has "seen little evidence that re-armament production will take up the slack in the employment of labour, plant and equipment" which will be released through this curtailment.

Referring to social security measures, while the need is generally recognized, Mr. Holding said, "it must not be forgotten that more and more social security subsidies without reference to the productivity of the economy is unrealistic and inflationary."

Mr. Holding concluded his address with a strong plea for an immigration policy on a greatly increased scale. "Canada," he said, "needs immigration on a scale that will kindle the imagination, strengthen her people, and ensure her future as a nation."

General Manager's Report

In his report of the work of the Association during the year, the General Manager, Mr. J. T. Stirrett, enumerated the principal subjects dealt with. Included in the list were: manufacturing for defence, for civilian use and for export; priorities; controls; purchasing; allocations; manpower; industrial relations; industrial legislation; pensions; fire prevention; insurance; tariffs; trade conferences; and research.

Referring to the effect on industry of work stoppages in large public utilities, Mr. Stirrett said the whole subject is being studied by the Association in consultation with the public utilities. Special attention is being given, he said, to the improvement of present collective bargaining practices, with a view to rendering unnecessary any special machinery for dealing with such disputes.

Reporting on membership, he said the year showed a net gain of 219, bringing the total number of members at the end of the year to 6,636.

Election of Officers

Mr. Hugh Crombie, Vice-President and Treasurer of the Dominion Engineering

Works, was elected President of the Association for the year 1951-52, to succeed the retiring President, Mr. W. F. Holding.

NECESSITY OF PRACTICAL AID TO CANADA'S SOCIAL PROGRESS STRESSED BY ROYAL COMMISSION

On June 1, the report of the Massey Commission on Arts and Sciences was tabled in the House of Commons. Prior to adjournment, Parliament approved an interim grant to cover the urgent requirements of the Canadian Broadcasting Corporation for the remainder of the fiscal year, and a sum to assist Canadian universities in the forthcoming academic year.

After an inquiry lasting two years, the Royal Commission on National Development in the Arts, Letters and Sciences, appointed by Order in Council on April 8, 1949, to examine certain national institutions and functions, and to make recommendations regarding their organization and the policies which should govern them, reported its findings to Parliament. The report was tabled in the House of Commons on June 1, 1951.

By its terms of reference, the Commission was also required to make recommendations concerning aid to research in Canada, including scholarships.

Altogether, 146 recommendations are contained in the report. Among those of special interest are the following:—

The setting-up of a council for the encouragement of the arts, letters, humanities and social sciences;

Federal grants to the universities and the provision of funds for scholarships;

Control of national and private broadcasting to remain with the Canadian Broadcasting Corporation;

Direction and control of television to be vested in the Canadian Broadcasting Corporation;

Federal grants to bring up the income of the Canadian Broadcasting Corporation to an amount to be set by statute at five-year intervals;

The annual licence fee for radio receiving sets to remain at its present level of \$2.50.

Already, two of the Commission's recommendations have been implemented in part. On June 29, Parliament approved an interim grant of \$1,500,000 to the Canadian Broadcasting Corporation to meet urgent requirements for the remainder of

the present fiscal year. On June 30, an item of \$7,100,000 to assist Canadian universities was given approval. It is intended that this grant to the universities, which is based on 50 cents per capita of the population, shall, as suggested by the Commission, be divided among the provinces in proportion to their population, and that within provinces the division among institutions shall be in proportion to their enrolment of students at university level.

During the course of its two-year inquiry the Commission held public hearings in all ten provinces. Some 1,200 witnesses were heard, 462 formal submissions were presented, and many hundreds of letters were received from Canadian citizens. Included in the briefs were submissions from the Trades and Labour Congress of Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour (L.G., July, 1950, p. 1000-4).

There was general agreement among the Congresses on their recommendations to the Commission, which included Federal Government grants for education, continuation of Government policy in regard to radio broadcasting, Government control of television, and corporate status for the National Film Board. In general the proposals of organized labour are contained in the Commission's recommendations.

Aid to Universities

"To attempt to deal with national development in the arts, letters and sciences, without considering the contribution and the needs of the universities in this field would be to conceive an arch without a keystone," the Commission states. "There is probably no civilized country

in the world where dependence on the universities in the cultural field is so great as in Canada. It is impossible to imagine the gap which would exist if the universities were to disappear or even if their activities in this field were to be curtailed. Yet these activities are being curtailed." Canadian universities, it says, are facing a financial crisis "so grave as to threaten their future existence."

Because of the direct interest taken by the Federal Government during the war and post-war years in intellectual and professional training, it can be properly assumed, the report says, that the Government "does in fact recognize certain responsibilities towards problems of higher education in Canada." In 1948-49, it points out, the Federal Government spent \$27 million in the promotion of higher education. The Commission therefore makes the following recommendations:—

That in addition to the help already being given for research and other purposes the Federal Government make annual contributions to support the work of the universities on the basis of the population of each of the provinces of Canada.

That these contributions be made after consultation with the government and the universities of each province, to be distributed to each university proportionately to the student enrolment.

That these contributions be sufficient to ensure that the work of the universities of Canada may be carried on in accordance with the needs of the nation.

That all members of the National Conference of Canadian Universities be eligible for the federal grants mentioned above.

National Scholarships

The Commission recommends the establishment of a national system of scholarships for both graduates and undergraduates of Canadian universities. The granting of scholarships to young Canadians, it holds, is in the public interest and therefore a national duty. "We believe it right that the national government assist its gifted young citizens who cannot, because of limited means, receive that measure of higher education which their abilities warrant."

Recent statistics on this point, are "depressing," the Commission says. "In 1946, the Ontario Department of Education discovered that only seven per cent of the young people who had completed their primary and high school education had registered at a university. To us the disturbing thing is not the percentage but

the fact that there is no assurance that this seven per cent comprises the best qualified students. It is unwise, even dangerous, to allow such large numbers of our young citizens to abandon their studies after primary school if it is only because they cannot afford more education. From a social point of view, the reforms initiated by the government in the last twenty years, in the fields of family allowances and public health, may prove ineffectual and may even be jeopardized unless these reforms are systematically broadened to include assistance in intellectual training. Finally, democratic principles demand that as far as possible equal opportunity be given to all our young people, rural as well as urban. The most effective way to create this equality of opportunity is through a well-devised system of national scholarships."

The Commission makes the following recommendations:—

Post-graduate Scholarships

Continuation of the grants to the National Research Council for the provision of scholarships, studentships and bursaries to Canadian students and scholars from abroad, in the physical and natural sciences, both pure and applied, in medicine and in engineering.

Annual grants to the proposed council for the establishment and maintenance of an adequate number of scholarships, studentships and bursaries in the humanities, the social sciences and law.

(The value and the number of the awards in the humanities, the social sciences and law are not stated in the recommendations. The Commission, however, suggests a value equivalent to that of the awards made to students in the sciences at the corresponding level of advanced study. The Commission also suggests that there should be awarded eventually about 150 annual scholarships for students at the pre-doctoral level, about 20 fellowships for work following the doctor's degree, and an "appropriate number" of scholarships for advanced study in law.)

Establishment of a system of fellowships, to be known as The Canada Fellowships, for the encouragement of mature and advanced work in the humanities, the social sciences and law, to be administered by the Council.

(Ten special fellowships are suggested, of flexible amounts but sufficiently large to cover living, travelling, and other necessary expenses.)

Annual grants to provide exchange scholarships for scholars and graduate

students from other countries, in particular those which grant scholarships to Canadians.

Undergraduate Scholarships

Recommendations regarding undergraduate scholarships include:—

Enlargement of the system of scholarships, bursaries and loans now in operation known as the Federal-Provincial Vocational Training Plan.

A direct grant to the university or college for each scholarship holder enrolled, in recompense for the supplementary expenses incurred by the institution.

For the guidance of the Government and the agencies which may be charged with the administration of these scholarships, the Commission suggests the following plan:

1. 100 annual scholarships of \$1,000, tenable for four years, to be known as Canada Scholarships. These scholarships are intended to confer not only a valuable award but considerable prestige upon students of outstanding ability and exceptional promise. These scholarships at least, in our judgment, should be granted only after personal interviews.
2. 250 National Scholarships annually of \$500, to be tenable for four years. These are intended for distinguished and promising students.
3. 2,000 bursaries of \$500 a year tenable for four years, for able and diligent students on the basis of need.
4. A loan fund open to all students whose work is acceptable to the authorities of their universities.

Scholarships in the Creative Arts

The Commission also recommends the creation of a system of grants for persons engaged in the arts and letters (including broadcasting, films and the press) for work and study in Canada or abroad, and for artists, musicians and men of letters from abroad for study in Canada.

Radio Broadcasting

Three important aspects emerged out of the examination into radio broadcasting, the Commission reports. First, the manner in which broadcasting in Canada should be controlled and directed; second, the provision of adequate funds for the operations of the Canadian Broadcasting Corporation; and third, production of programs in the national interest and the means by which

radio may best serve its national purpose in Canada. The Commission makes recommendations on all three.

Control and Direction.—The Commission favours retention of Government control, with the control vested in the Canadian Broadcasting Corporation as now constituted. It recommends that the Corporation continue “to provide directly by its operations and indirectly by its control of the operations of others a national radio broadcasting service free from partisan influence.”*

In making this recommendation, the Commission says: “We wish to recognize fully the private stations as important elements within the framework of our national system. We shall be making recommendations designed to remove certain inconsistencies of which they have reasonably complained. But we are resolutely opposed to any compromise of the principle on which the system rests and should rest. Radio has been the greatest single factor in creating and in fostering a sense of national unity. It has enormous powers to debase and to elevate public understanding and public taste. Believing as we do that it is an essential instrument for the promotion of unity and of general education in the nation, we cannot accept any suggestions which would impair the principles on which our present national system is based.”

The Commission would like to see the present Board of Governors of the CBC enlarged, to make it more “widely representative.”

Recommendations designed to remove certain inconsistencies complained of by private broadcasting stations include the granting of rights to hearings and right of appeal to a Federal court; greater security of tenure by extension of the licence term to five years; acceptance of local advertising by the CBC only when no private station is available; and the revision of existing regulations.

The Financial Problem.—Referring to the financial crisis, which the Board of Governors of the CBC informed the Commission “threatens to disrupt the national broadcasting service,” the Commission says: “The only way to reconcile rising costs and a stationary income is to reduce expenditures through a reduction in the quantity or quality of service, or both. But the national radio broadcasting service needs expansion and improvement, as we have been informed not only by the CBC but by Canadians everywhere. There is need for more adequate coverage in

several parts of the country, for a second French network and for a French station in the Maritimes, for a greater use of Canadian talent, for improved programs, and, as we have recommended, for the elimination of local advertising and a more selective policy in national advertising."

The Commission recommends:—

That the annual licence fee for radio receiving sets be maintained at its present level, but that a more efficient method of collection be devised.

That the total annual income of the Canadian Broadcasting Corporation for all radio broadcasting purposes other than its International Service be set by statute for five years, and that this income be found from licence fees, from commercial and miscellaneous revenue, and from a payment out of public money sufficient to make up the total statutory income.

Programs.—The promotion of Canadian unity and Canadian cultural life was, the Commission states, its main responsibility. In broadcasting, therefore, its primary interest lies in the kind and quality of programs broadcast in Canada and their influence on Canadian life, it observes. Several recommendations are made designed to improve the content of programs. One is that the Board of Governors of the CBC refuse all commercial programs not acceptable in content, and consider the possibility of eliminating some of the less desirable now carried. Others deal with coverage and programs of French-language stations, including the establishment of a French-speaking broadcasting station to serve French-speaking people in the Maritime Provinces, and the setting up of regional advisory councils representing the views of listeners.

Development of Canadian talent is urged.

Television

The Commission believes that television should also be under the direction and control of the Canadian Broadcasting Corporation, and recommends that the Corporation proceed with plans for the production of television programs in French and English.*

Other recommendations concern the financing of television, which the Commission considers should be kept separate from that of radio and television programs, and the exercise of strict control on the part of the Corporation over all television stations in Canada in order to avoid excessive commercialism, and to encourage Canadian content and the use of Canadian talent.

The National Film Board*

Convincing evidence has been received from many and varied sources that the work of the Board is in general acceptable to the Canadian people, the Commission reports. There is general agreement, however, it says, that the activities of the Board should be developed and expanded. The Commission makes recommendations designed to give effect to this demand, which includes the granting of adequate funds for expansion of field staff and distribution activities.

Continuation of the policy of commissioning films from private producers when in the public interest, co-operation with private producers, and encouragement of private film production are recommended. At the same time, the Commission suggests that no films for private persons or companies should be produced by the Board.

The provision of safe and efficient premises without delay is also recommended.

Other Federal Institutions

A number of resolutions concerning various Federal institutions are presented.

The principal ones include:—

A new and adequate building to house the National Gallery, and necessary increases in funds, staff and facilities;

Extension of present services of travelling exhibitions;

Provision of adequate space and funds for the National Museum, to be known as "The Canadian Museum of Natural History";

Establishment of a Canadian Historical Museum, to ensure illustration of the history and development of Canadian people from earliest times;

Establishment of a Canadian Museum of Science, to illustrate Canadian contributions in this field;

Establishment of national botanical and zoological gardens;

Consideration of establishment of national aquaria;

Establishment of a national library without delay.

Other recommendations concern the Public Archives, historic sites and monuments, co-ordination of scientific and research activities, and information abroad.

* Mr. Arthur Surveyer, one of the five members of the Commission, signed the report subject to certain reservations and observations in respect of radio broadcasting, television, and the National Film Board. These are set out in a separate section of the Commission's report.

New Council on the Arts

The Commission recommends the creation of a Canada Council for the Encouragement of the Arts, Letters, Humanities and Social Sciences, "to stimulate and to help voluntary organizations within these fields, to foster Canada's cultural relations abroad, to perform the functions of a national commission for UNESCO, and to devise and administer a system of scholarships as recommended."

No such body at present exists in Canada, it is pointed out. The council would be composed of fifteen members, and their appointment would be so made that it would be "properly representative of the cultures and of the various regions of Canada".

Further responsibilities of the Council would include:—

1. The strengthening, by money grants and in other ways, of certain of the Canadian voluntary organizations on whose active well-being the work of the Council will in large measure depend;

2. The encouragement of Canadian music, drama and ballet (through the appropriate voluntary organizations and in co-operation with the Canadian Broadcasting Corporation and the National Film Board) by such means as the underwriting of tours, the commissioning of music for events of national importance, and the establishment of awards to young

people of promise whose talents have been revealed in national festivals of music, drama or the ballet;

3. The promotion of a knowledge of Canada abroad by such means as foreign tours by Canadian lecturers and by performers in music, ballet and drama, and by the exhibition abroad of Canadian art in its varied forms.

Observations on Recommendations

The recommendations, if accepted, the Commission observes, will involve administrative or legislative action, and the use of public funds, both in capital grants and in annual outlay. If all were accepted, "the total figure might in isolation appear substantial; but in comparison with the costs of other activities of Government, it would be modest, almost insignificant," it says.

Referring to the criticism that at a time when the nation is concerned with the problem of defence their acceptance might well be delayed, the Commission replies, "What are we defending? . . . We are defending civilization, our share of it, our contribution to it. The things with which our inquiry deals are the elements which give civilization its character and meaning. It would be paradoxical to defend something which we are unwilling to strengthen and enrich, and which we even allow to decline."

WAGE RATES AND HOURS OF LABOUR IN PRINCIPAL BRITISH INDUSTRIES

The British Ministry of Labour has recently published a survey of normal weekly hours of labour, and rates of wages for overtime work for principal industries in which wage rates and conditions of employment are determined by collective agreement or by statutory orders. This survey, bringing up to date an earlier one made in 1946 is summarized below.

In Great Britain, the majority of collective agreements regulating conditions of employment in industries and services "determine the normal weekly hours, exclusive of mealtimes, beyond which overtime rates of wages are payable, but in some cases the normal hours a shift or a day are fixed." With the exception of women, young persons, and underground workers, whose hours are fixed by Parliament, the survey found that the agree-

ments generally do not impose any limitation on the number of hours that may be worked. However, "in a small number of cases restrictions are placed on the duration of overtime working."

Various orders under the Wages Councils Acts, the Catering Wages Act, and the Agricultural Wages Act also determine the normal hours beyond which overtime must be paid.

The Work Week

In the agreements surveyed, the normal work week was generally either 44 or 45 hours. On the subject of hours of labour, the main provision of the collective agreement was for the "number of hours that constitute a full working week." Some industries worked more and some less than the general average. Printing and mining are cited as industries working less than 44 hours; while the agricultural, building, catering, and retail industries in most areas worked more than 45 hours.

In this connection, the survey notes:—

Although the hours in most cases are fixed without qualification, there are instances in which a degree of flexibility is permitted or implied. For example, the agreement for the building industry in England and Wales empowers the National Joint Council for the industry to allow, in certain circumstances, variations from the normal weekly working hours specified in the national working rules. In some of the principal outdoor industries the hours are of necessity limited to some extent by the duration of daylight. Thus in the building industry there are provisions for shorter hours during the winter period than in the summer and in some cases for still shorter hours in mid-winter where artificial light cannot be provided.

The survey disclosed that in general "the hours of labour fixed by a particular agreement apply uniformly to all workers covered by the agreement irrespective of age, sex, or occupation." However, the Factories Act, restricts the hours of juveniles under 16 in many industries, regardless of the provisions of collective agreements.

In industries where shift work is used, agreements usually make provision for workers who are required to work on a shift basis as well as those who do not. Several major industries have agreements regulating shift work. Commenting on these agreements, the report said:—

In some cases the agreements fix the length of the shift and also the normal weekly hours. Others do not specify how many hours or how many shifts a week a shift worker should work. In other cases the agreements define the weekly number of hours of the shift worker without fixing the length or number of the shifts. In nearly all cases the length of the shift, where fixed, is 8 hours including any stoppages for mealtimes. The number of hours worked in the week, also inclusive of mealtimes, when averaged over the cycle of rotation of shifts, ranges from 40 in some industries up to 48 in others—up to 56 in the case of some 7-day workers.

For night workers, as distinct from shift workers, the agreed weekly hours are, with few exceptions, the same as for day workers.

In the majority of agreements under review, no stipulation was made as to normal daily hours or the number of days to be worked in a week. The agreements left the matter of distribution of weekly hours for local arrangement. As a rule, the agreements did not define "the length of the normal day," even where overtime rates were to be paid "for excess hours on each day of the week."

Agreements in some of the industries suggest or specify "the number of hours a day beyond which overtime rates are payable," as well as the weekly number of hours. In industries where statutory orders regulate hours of work, the survey found that the orders "declare not only the weekly number of hours for the purpose of the application of overtime rates, but also the normal hours for the days, including Saturday or other weekly short day."

The Five-Day Week

A number of the agreements studied made provision for a five-day week, but contained clauses permitting the weekly hours to be spread over 5½ days under "special circumstances." Different arrangements for working weekly hours were found in different industries. The survey also noted that:—

Many of the Wages Councils Orders recognize the practice of the 5-day week by the inclusion of special provisions regarding the method of calculating overtime payments when such a system is in operation. Where the 5-day week is in such ways rendered permissible, either specifically or by implication, it is probable that many or most of the firms have adopted this system, but no statistics are available to show which practice actually prevails in particular industries.

Overtime

Wage rates for overtime work in most industries were covered by collective agreements and also by Orders issued under the Wages Councils Acts, the Catering Wages Act, and the Agricultural Wages Acts.

In general, overtime rates of payment were of three types; time-and-one-quarter, time-and-one-half, and double time.

In many cases the rate progresses according to the duration of the overtime worked. Thus overtime pay often begins at the rate of time-and-a-quarter and after two hours' work rises to time-and-a-half, and may, in some cases, further rise to double time after four hours' work. Less frequently the rate does not vary with the duration of the overtime or does not rise until work is prolonged after midnight. In place of a fraction, the overtime rate sometimes takes the form of specified rates of time-wages higher

than the ordinary rates, but examples of such rates are not frequent. Overtime performed on Saturday afternoon at establishments where work is spread over 6 days frequently entitles the workpeople to a higher rate than that paid for overtime worked on other week-days. For instance, all overtime worked on Saturday afternoon is paid for at a rate of time-and-a-half in many industries in which some of the overtime on other days is paid for at time-and-a-quarter. The same overtime rates apply in many cases to work done on Saturday mornings at 5-day week establishments, but some agreements fix a special rate for such work (e.g., time-and-a-half in the engineering industry) which is not identical with the overtime rate fixed for Saturday afternoon work in 6-day establishments.

Many Wages Council Orders specify that special rates be paid for overtime work, and "some of these prescribe a somewhat higher rate for overtime on Saturday afternoons than for Saturday mornings." Double time is usually paid for Sunday work "when performed by operatives who are not normally required to work during the week-end." Holiday work by people not usually required to work on these days is paid for either at time-and-a-half or double time, depending on the agreement.

The payment for overtime work is generally made on one of two bases; either for time worked in excess of normal daily hours, or time worked beyond normal weekly hours. In the former instance, overtime is paid as soon as the "normal daily hours of labour have been performed," but in the latter, "the worker is not entitled to the enhanced rate until after the full number of hours constituting the normal week have been completed." Most agreements provided overtime payment on a daily basis, but several important ones used the weekly hours basis for payment.

Among the other provisions concerning payment for overtime is one covering overtime worked before the normal hours of work. In some cases this work entitles

the worker "to a higher rate of pay than for work performed after the normal hours." However, the report notes that the majority of agreements made no distinction as to these periods of overtime.

Overtime Rates for Pieceworkers

In those agreements or Orders providing special overtime rates for employees on piece work, these provisions are usually one of three types:—

1. Additional payment for overtime work is expressed as a fraction of ordinary piece rates, or the earnings thereon.

2. In some other cases the ordinary piecework rates are paid for work done in overtime, but the workpeople receive in addition to their piecework earnings a supplementary flat-rate payment for each hour of overtime.

3. The third method of payment, which is by far the most general, consists of a payment (additional to piecework earnings), that is a fraction of the ordinary time rate to which the workers would be considered as entitled if not working by the piece.

In some industries, the collective agreements "contain provisions imposing restrictions on the amount of overtime that may be worked," the survey said. Typical of this type of restriction is the following:—

The type of restriction imposed may be exemplified by the national agreement for the engineering industry, which, after enunciating the general principle that systematic overtime is deprecated as a method of production, provides that when overtime is necessary "no union workman shall be required to work more than 30 hours overtime in any four weeks after full shop hours have been worked, allowances being made for time lost through sickness, absence with leave or enforced idleness," but that, in cases of breakdowns, repairs, replacements and alterations (whether for the employers or their customers) and in certain other emergencies, overtime is not to be restricted.

STATUTORY HOLIDAYS IN CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1950*

More than 90 per cent of the plant and 95 per cent of the office workers in Canadian manufacturing industries were employed in establishments which observed 6 or more statutory holidays in 1950. The largest group in each case were those observing 8 holidays.

Most of the office employees were paid for all of the statutory holidays observed, but this was not so often the case for the plant employees. Whereas more than 80 per cent of the office employees were paid for 7 to 9 statutory holidays, about 60 per cent of the plant employees were paid for 6 to 8 holidays.

The following article contains industrial, provincial and city comparisons of the numbers of observed and paid statutory holidays for both plant and office employees, noting the changes that have occurred during the preceding year.

Three-quarters of the plant workers and 82 per cent of the office workers in the Canadian manufacturing industries were employed in establishments which reported observing from 7 to 9 statutory holidays in 1950. The largest percentage of workers, 46 per cent in the plants and 54 per cent in the offices, were in those establishments which observed 8 statutory holidays.

The office employees were usually paid for all of the statutory holidays observed by the establishment, but this was not so often the case for the plant employees. More than 99 per cent of the office employees and about 87 per cent of the plant employees were paid for some or all of the observed statutory holidays although they did not work on these days. Approximately equivalent to the proportions observing statutory holidays, 81 per cent of the office workers were paid for 7 to 9 statutory holidays, with about 54 per cent paid for 8 days. However, the majority of the plant workers, 59 per cent, were paid for 6 to 8 statutory holidays, one-half of whom were paid for 8 days.

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

Statutory holidays, in this article, are those days when an establishment is normally not operating because of Federal, Provincial or Municipal holidays, or because of religious holidays regularly observed by the closing of the establishment.

The data for this article were obtained from approximately 6,350 manufacturing establishments employing almost 736,500 plant and 137,700 office workers during the pay period preceding October 1, 1950. Information for the province of Newfoundland was obtained for the first time in 1950 and where not shown separately has been included along with Prince Edward Island, Nova Scotia and New Brunswick to make up the Maritime Provinces group.

Statutory Holidays of Plant Employees

There was little change during the preceding year in the number of statutory holidays observed by establishments employing most of the plant workers in the manufacturing industries, but many of the workers were paid for more of these statutory holidays although they were not worked.¹

¹ For comparable information in 1949 see the section on statutory holidays in the article, "Working Conditions in Canadian Manufacturing Industries, October, 1949". The LABOUR GAZETTE, November 1950, p. 1336.

Twenty per cent of the plant workers were paid for fewer than 4 statutory holidays in 1950, as compared with about 27 per cent in 1949; and whereas 59 per cent of the employees were paid for 6 to 8 statutory holidays in 1950, 54 per cent were in this group the preceding year. The proportionate distribution of plant workers according to the number of statutory holidays observed and paid for in 1950, compared with 1949, is as follows:—

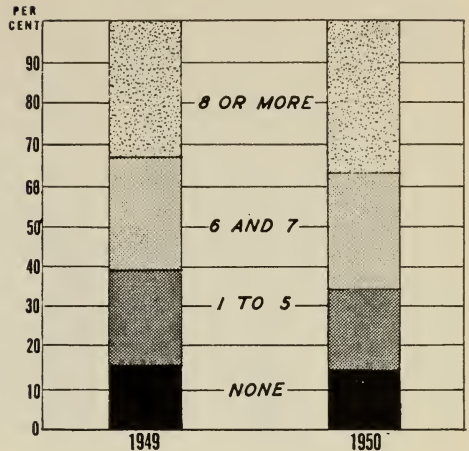
Statutory Holidays Observed	Per Cent of Plant Workers	
	1949	1950
Less than 4.....	1.2	1.3
4.....	4.2	4.5
5.....	3.4	3.2
6.....	9.7	9.0
7.....	14.1	14.1
8.....	45.7	46.0
9.....	13.1	13.7
10.....	4.2	4.2
More than 10.....	4.0	3.8
No information.....	.4	.2
Total	100.0	100.0

Statutory Holidays Paid For	Per Cent of Plant Workers	
	1949	1950
None	14.9	12.7
1 to 3.....	11.8	8.1
4.....	7.3	7.3
5.....	4.9	5.6
6.....	20.6	18.6
7.....	7.3	10.5
8.....	27.0	30.1
9.....	3.1	3.7
10.....	.8	1.3
More than 10.....	1.0	.8
Other .....	.1	.3
No information.....	1.2	1.0
Total	100.0	100.0

Provincial Legislation.²—Some statutory provision concerning public holidays for manufacturing establishments is made in Nova Scotia, Quebec, Manitoba, Saskatchewan, Alberta and British Columbia. Factories in Manitoba and British Columbia must be closed on public holidays unless permission is given for employment.

² This section has been summarized from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

Paid Statutory Holidays for Plant Employees, 1949 and 1950



Wages in relation to public holidays are dealt with under minimum wage laws in Nova Scotia, Quebec, Manitoba, Saskatchewan and Alberta. In Nova Scotia there can be no deduction from the minimum weekly wage for women because of a holiday. The Quebec General Wage Order 4 has no provision for public holidays, but some special Orders require holidays to be observed or a punitive rate paid.

No employer in Manitoba may require any woman to work on a public holiday unless a permit is obtained from the Minister of Labour; nor may he make any reduction below the minimum weekly rate from the wages of a full-time woman worker who does not work on the holiday. If permission to work on a public holiday is granted, the worker must be paid, in addition to the regular daily rates, a day's pay at not less than the minimum rate; or she must be given a day off without loss of pay within seven days or at some agreed later date.

Full-time workers in Saskatchewan must be paid a full week's wages at the regular weekly rate if they do not work on a public holiday; and if work is required on a holiday they must be paid two and one-half times the regular rate.

In Alberta, no deduction may be made for time not worked on a holiday when the employer's place of business is closed.

Statutory Holidays by Industry.³—In all but three of the 17 industrial groups shown in Table I, the largest proportion of plant workers were employed in establishments

³ The major industrial groups in this article follow those contained in the *Standard Industrial Classification Manual*, published by the Dominion Bureau of Statistics in 1943.

which reported observing 8 statutory holidays in 1950. The three exceptions were Tobacco and Tobacco Products, with about half of the workers in plants observing 11 holidays, Paper Products, with 43 per cent in those observing 4 days, and Products of Petroleum and Coal, with more than 60 per cent in plants observing 9 days.

In most of the industries there was a good deal of variation in the number of statutory holidays observed, for in only three were more than two-thirds of the employees in the industry employed by establishments which observed the same number of statutory holidays during the year. Fifty-eight per cent of the workers producing Rubber Products, 71 per cent of those producing Iron and Steel Products and 91 per cent manufacturing Electrical Apparatus and Supplies were employed in establishments which observed 8 statutory holidays in 1950.

Less than 10 per cent of the plant workers in all but five of the major industries in Table I were not paid for any of the observed statutory holidays unless these days were worked. The proportions in the other industries being paid for none of the observed holidays ranged from 15 per cent in the Clothing (Textile and Fur) and Non-metallic Mineral Products Industries to almost 60 per cent in the Wood Products Industry. Thirty-four per cent of the workers in the Leather Products Industry and 21 per cent of those in the Miscellaneous Manufacturing Industries were also not paid for any of the observed holidays when not worked.

The largest proportion of plant workers were paid for 8 statutory holidays in seven of the industrial groups (Food and Beverages; Rubber Products; Printing, Publishing and Allied Industries; Iron and Steel Products; Electrical Apparatus and Supplies; Chemical Products; Miscellaneous Manufacturing Industries); and the largest proportion were paid for 6 holidays in five of the industries (Textile Products; Clothing; Transportation Equipment; Non-ferrous Metal Products; Non-metallic Mineral Products). Four paid statutory holidays was predominant in the Paper Products Industry, 9 paid holidays in the Products of Petroleum and Coal Industry, and 10 paid holidays in the Tobacco and Tobacco Products Industry. In the two remaining industries, Leather Products and Wood Products, the largest group of workers were not paid for any of the observed statutory holidays unless these days were worked

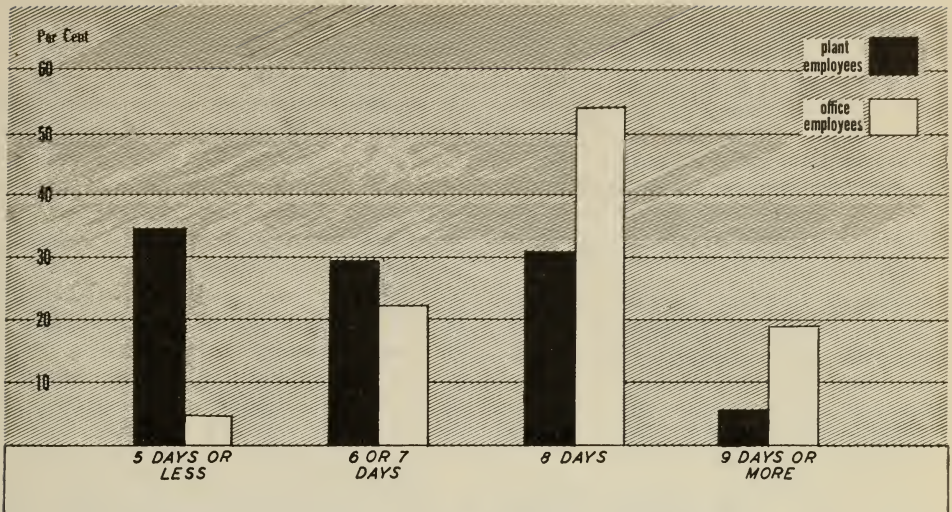
During the year preceding the 1950 survey there were noticeable increases in a few industries in the number of observed and paid statutory holidays. In the Tobacco and Tobacco Products Industry, for example, a large number of workers had their statutory holidays increased from 8 days to 10 or 11 days, and had those paid for increased from 6 and 8 to 10 days. Also, in the Rubber Products Industry many workers had their observed holidays increased from 7 to 8 days while the number paid for when not worked was increased from 5, 6 and 7 to 8 days.

There was a greater tendency to increase the number of paid statutory holidays during the preceding year than to increase the number of holidays observed. Most of the industries revealed an upward movement in the distribution of employees according to the number of paid statutory holidays. Some of the more noticeable shifts, apart from the two mentioned in the previous paragraph, occurred in Food and Beverages, Textile Products (except Clothing), Paper Products, Iron and Steel Products, Transportation Equipment, Non-metallic Mineral Products, and Chemical Products.

Statutory Holidays by Province.—The largest group of plant employees in all but three of the provinces were employed in manufacturing establishments which reported observing 8 statutory holidays in 1950 (Table II). The predominant groups of workers were in establishments observing 4 statutory holidays in Newfoundland, 7 holidays in New Brunswick and 9 holidays in British Columbia.

In most of the provinces there was much variation in the number of statutory holidays observed, although large groups of workers in each province were in establishments which observed a uniform number of holidays. Fifty-six per cent of the workers in Newfoundland were in plants which observed 4 statutory holidays. Forty-eight per cent of the workers in Prince Edward Island, 45 per cent in Nova Scotia, 65 per cent in Ontario and 70 per cent in Saskatchewan were in those which observed 8 statutory holidays. About the same proportion of workers in New Brunswick and Quebec, 58 and 59 per cent respectively, were in establishments which observed 7 to 9 holidays. In Manitoba and Alberta similar proportions, 85 and 84 per cent, were employed in plants observing 7 to 10 days. Manufacturing establishments employing 42 per cent of the workers in British Columbia observed 9

Paid Statutory Holidays, 1950



statutory holidays, with those employing an additional 43 per cent observing 6 to 8 days.

Only in the four Maritime Provinces were more than 2 per cent of the workers in establishments which observed less than 4 statutory holidays in 1950. In this group were 4 per cent of the workers in Newfoundland, 11 per cent of the workers in Prince Edward Island, and 7 per cent of the workers in Nova Scotia and New Brunswick. On the other hand, the largest proportions of workers, 15 per cent and 10 per cent respectively, employed in plants observing more than 10 statutory holidays were in Newfoundland and Quebec. In these provinces many religious holidays are regularly observed.

There was much more variation, both within and between provinces, in the number of statutory holidays which were paid for when not worked in 1950. In only four provinces were more than one-third of the workers employed in establishments which paid for a uniform

number of statutory holidays: 55 per cent of the workers in Newfoundland were paid for 4 statutory holidays, and 45 per cent in both Prince Edward Island and Ontario and 70 per cent in Saskatchewan were paid for 8 holidays when not worked.

Many plant employees were not paid for any of the observed statutory holidays unless they worked on these days. This was particularly the case in British Columbia where more than 40 per cent of the workers were not paid for statutory holidays which were not worked. The corresponding proportion was 24 per cent in Newfoundland, 29 per cent in Nova Scotia and 30 per cent in New Brunswick.

An indication of the variation within and between the major regions of Canada in the number of observed and paid statutory holidays may be seen in the following table, which gives the proportion of workers in each region distributed according to the number of statutory holidays reported in 1950:—

Statutory Holidays Observed	Maritime Provinces			Prairie Provinces	British Columbia
	Quebec	Ontario	Quebec	Ontario	Quebec
	%	%	%	%	%
6 days or less	31	22	15	9	19
7 days	13	15	13	16	15
8 days	28	27	65	35	18
9 days	19	17	6	22	42
10 days or more	9	19	1	18	6
Total	100	100	100	100	100
Statutory Holidays Paid For					
None	29	13	8	8	42
1 to 5 days	35	35	13	11	20
6 days	5	19	22	10	12
7 days	3	12	11	20	4
8 days	19	14	44	32	5
9 days or more	9	7	2	18	17
Total	100	100	100	100	100

There was little change from 1949 in the above distributions of workers employed in establishments observing the various numbers of statutory holidays, but there were numerous increases in the number of these holidays which were paid for when not worked. Also, the proportion of employees who were not paid for any of the statutory holidays unless worked continued to decrease during the year, particularly in Ontario, Manitoba and British Columbia.

Statutory Holidays by City.—Information on statutory holidays for plant employees in the manufacturing industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver has been presented in detail in the previous issue of the *LABOUR GAZETTE*.⁴

It was noted there that the majority of plant workers were employed in establishments which observed 7 to 10 statutory

holidays in 1950. Twenty-two per cent of the workers in Halifax and 39 per cent in Vancouver were not paid for any of the statutory holidays unless worked, whereas less than 10 per cent of the plant workers in the other cities were in this group. In Montreal, Toronto and Winnipeg the majority of workers were paid for 6 to 8 statutory holidays. Thirty per cent of the workers in Halifax and 17 per cent in Vancouver were paid for nine observed holidays when not worked.

During the year previous to the 1950 survey, the proportion of workers not paid for any statutory holidays when not worked was reduced from 46 per cent to 22 per cent in Halifax and from 55 per cent to 39 per cent in Vancouver.

The distribution of employees in each of the cities, according to the number of observed and paid statutory holidays, is as follows:—

Statutory Holidays Observed	Halifax	Montreal	Toronto	Winnipeg	Vancouver
	%	%	%	%	%
6 days or less	4	19	5	8	8
7 days	4	23	8	18	9
8 days	13	36	82	26	19
9 days	56	5	4	24	57
10 days or more	23	17	1	24	7
Total	100	100	100	100	100

Statutory Holidays Paid For

None	22	10	6	9	39
1 to 5 days	32	25	9	12	23
6 days	3	14	11	10	8
7 days	3	17	11	27	3
8 days	9	24	61	24	7
9 days or more	31	9	2	18	19
Total	100	99*	100	100	99*

* One per cent "Other".

Statutory Holidays of Office Employees

In most of the manufacturing establishments the plant and office observed the same number of statutory holidays in 1950, but the office staffs were generally paid for more of these holidays when not worked. It was usually the practice to pay

the office employees for all of the statutory holidays which the establishment observed.

Fifty-four per cent of the office employees were in establishments which observed 8 statutory holidays in 1950 and 82 per cent were in those which observed from 7 to 9 days. The proportions of employees being paid for these numbers of observed statutory holidays was approximately the same. This similarity may be seen in the following table, which gives the propor-

⁴ See the section on statutory holidays in the article "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1950", the *LABOUR GAZETTE*, July 1951, p. 940.

tion of employees in offices observing and paying for various numbers of statutory holidays in 1950:—

Number of Statutory Holidays	Per Cent of Office Workers	
	Holidays Observed	Holidays Paid For
5 or less.....	3.9	4.8
6	6.2	6.5
7	15.4	15.2
8	54.2	53.6
9	12.3	11.9
10 or more.....	7.4	7.0
No information.....	.6	1.0
Total	100.0	100.0

Statutory Holidays by Province.—There were some substantial variations, both between and within the provinces, in the proportion of employees in offices observing and paying for various numbers of statutory holidays (Table III). More than 72 per cent of the office workers in Ontario and about 80 per cent in Saskatchewan were employed in establishments which observed and paid for 8 statutory holidays. In Prince Edward Island, 65 per cent of the workers were in offices which reported observing and paying for 8 statutory holidays, with a further 24 per cent observing and paying for 10 days; whereas in British Columbia, offices employing 61 per cent of the workers observed and paid for 9 such holidays with an additional 23 per cent observing and paying for 8 of them.

Statutory Holidays Paid For	Maritime	Quebec	Ontario	Prairie	British
	Provinces			Provinces	Columbia
	%	%	%	%	%
6 days or less	15	19	9	7	4
7 days	16	26	11	13	7
8 days	26	33	72	39	23
9 days	17	9	7	21	61
10 days or more	26	13	1	20	5
Total	100	100	100	100	100

Statutory Holidays by City.—Most of the office workers in each of the five major cities shown in Table IV were employed in establishments which reported observing and paying for 7 to 10 statutory holidays in 1950.

Offices employing more than 90 per cent of the workers in Halifax reported that they observed and paid for 8 to 10 statutory holidays, with those employing 60 per cent reporting 10 holidays. In Montreal, slightly less than three-quarters of the workers were

Information on statutory holidays in Newfoundland was not reported for about half of the office employees, but for those workers for whom data are available almost one-half were reported in offices observing and paying for 4 statutory holidays and most of the remainder for more than 10 days.

In the remaining provinces there was not such a predominant number of workers in offices observing and paying for a uniform number of statutory holidays. However, establishments employing about 82 per cent of the workers in Nova Scotia observed and paid for 8 to 10 statutory holidays; and those employing about the same proportion in New Brunswick, 81 per cent, observed and paid for 7 to 9 days.

In Quebec, just under one-third of the workers were in offices which observed and paid for 8 statutory holidays and slightly more than one-quarter were in those which observed and paid for 7 days.

Establishments employing more than two-thirds of the office workers in Manitoba reported observing and paying for 8 to 10 statutory holidays in 1950; and those employing more than three-quarters of the workers in Alberta reported 7 to 9 days. In both cases, however, the largest group of workers, just over 30 per cent, were in offices observing and paying for 8 holidays.

The following table, giving the proportion of office employees being paid for various numbers of statutory holidays, will indicate the extent of the variations between regions in the number of statutory holidays observed and paid for when not worked:—

in offices which observed and paid for 7 or 8 statutory holidays, the latter including slightly more than half of this group. Eight statutory holidays was the predominant number in Toronto, with more than 85 per cent of the workers employed in offices which observed and paid for that number of holidays.

In Winnipeg there was no very predominant number of statutory holidays which were observed and paid for when not worked. Three-quarters of the office

workers in this city were employed in establishments observing and paying for 8 or more statutory holidays, with the largest group, just under 30 per cent, having 9 observed and paid holidays.

Fifty-eight per cent of the office workers in Vancouver were entitled to 9 observed and paid statutory holidays in 1950, and a further 27 per cent were entitled to 8 such holidays.

**TABLE I.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN
Plant Employees**

Number of Statutory Holidays Observed	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
Less than 4	9,212	2,177			193	159	972	2,228	768
4	32,884	1,824	10		182	207	1,292	1,445	26,164
5	23,800	3,566	69		713	542	6,914	1,479	6,644
6	66,252	4,636	293	568	1,332	6,958	5,590	4,800	10,166
7	103,974	11,461	20	604	2,794	8,439	7,972	12,552	3,854
8	339,169	46,001	735	9,171	8,361	24,118	20,334	17,790	8,629
9	99,943	16,592	59	2,720	2,792	16,161	8,151	13,976	2,342
10	30,882	4,006	2,552		935	4,343	5,359	2,721	1,078
More than 10	27,642	3,956	4,456	2,799	1,448	2,043	4,871	2,175	644
Other (1)	67							67	
No information	1,417	812			98	20	286	99	
Total	735,242	95,031	8,194	15,862	18,848	62,990	61,741	59,332	60,289
Number of Statutory Holidays Paid For Although Not Worked									
None	93,519	9,442	243	103	6,463	5,137	9,282	35,336	2,128
1	6,417	534	15		662	186	914	1,375	335
2	26,736	1,696		6	1,192	6,538	3,078	3,204	610
3	25,260	1,295	119		1,644	1,223	8,028	1,959	1,541
4	53,567	2,785		93	784	3,165	3,066	2,990	29,455
5	40,934	3,829		630	2,453	2,386	10,336	2,581	6,752
6	136,788	7,686	270	1,687	1,638	25,084	11,706	3,845	11,590
7	77,573	13,608	5	1,605	1,099	3,820	3,962	3,179	2,151
8	221,719	35,663	735	11,738	2,401	13,656	7,328	2,359	4,675
9	27,266	11,830	13		162	467	1,002	571	647
10	9,314	2,388	4,830		7	37	224	66	24
More than 10	6,146	962	1,712		17	278	998	142	349
Other (1)	2,204	1,057				117	480	321	29
No information	7,799	2,256	252		326	896	1,337	1,404	
Total	735,242	95,031	8,194	15,862	18,848	62,990	61,741	59,332	60,289

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment

(1) The number of statutory holidays observed or paid for generally depends on the employee's period of

THE MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950

by Industry

	Print- ing Pub- lishing and Allied Indus- tries	Iron and Steel Prod- ucts	Trans- por- tation Equip- ment	Non- Fer- rous Metal Prod- ucts	Elect- rical Appar- atus and Supplies	Non- Metallic Mineral Prod- ucts	Prod- ucts of Petrol- eum and Coal	Chem- ical Prod- ucts	Miscel- laneous Manu- factur- ing Indus- tries
Number of Statutory Holidays Observed									
Less than 4.....	457	302	889	115	32	553	37	67	263
4.....		521	137	534		328		97	143
5.....	195	1,079	383	232	15	1,565		355	49
6.....	221	7,598	9,485	7,047	477	3,292	32	2,824	933
7.....	4,391	12,394	21,240	3,334	2,049	3,447	320	7,417	1,686
8.....	15,501	80,830	31,929	9,036	36,846	6,448	3,096	13,722	6,622
9.....	2,289	8,273	8,479	6,442	703	2,172	6,012	1,545	1,235
10.....	1,113	2,698	3,809	143	132	849	6	330	808
More than 10.....	1,051	727	1,409	298	226	186	328	567	458
Other (1).....									
No information.....			5			67		20	10
Total.....	25,218	114,422	77,765	27,181	40,480	18,907	9,831	26,944	12,207
Number of Statutory Holidays Paid For Although Not Worked									
None.....	331	9,545	5,804	1,687	1,373	2,863	142	1,075	2,565
1.....	814	533	231	302	69	292	35	41	79
2.....	49	1,950	1,997	5,022	103	747	23	192	329
3.....	52	1,309	4,869	1,192	210	958	308	111	442
4.....	73	3,914	2,492	1,377	574	1,201		290	1,308
5.....	1,452	4,075	936	1,062	103	3,472		616	251
6.....	1,253	14,323	37,285	9,365	2,152	3,609	60	3,658	1,577
7.....	5,047	15,904	10,149	2,571	1,974	2,445	449	8,042	1,563
8.....	13,634	61,444	10,352	3,542	33,683	2,728	2,593	11,423	3,762
9.....	1,263	818	2,510	535	113	136	5,887	1,043	269
10.....	250	539	491	89	102	8	6	217	36
More than 10.....	886	25	202	16	15	29	318	192	5
Other (1).....	114					86			
No information.....		43	447	421	9	333	10	44	21
Total.....	25,218	114,422	77,765	27,181	40,480	18,907	9,831	26,944	12,207

reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days. employment.

**TABLE II.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE
MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950**

Plant Employees by Province

Number of Statutory Holidays Observed	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Less than 4.....	9,212	214	48	1,272	879	2,398	3,170	347	40	114	730
4.....	32,884	3,458	.....	115	2,564	18,156	7,997	323	.....	63	208
5.....	23,800	599	.....	113	766	10,763	7,219	313	.....	3	4,024
6.....	66,252	167	35	793	994	18,827	37,407	848	22	1,216	5,943
7.....	103,974	28	.....	1,462	3,584	34,288	50,182	3,799	270	2,046	8,315
8.....	339,169	347	212	8,626	1,663	60,743	244,309	5,933	3,644	3,797	9,895
9.....	99,943	130	20	4,601	2,562	37,994	22,734	4,375	983	3,057	23,464
10.....	30,882	65	77	1,737	333	19,323	1,542	2,994	204	1,628	2,979
More than 10.....	27,642	894	18	138	.....	23,489	712	1,205	21	646	519
Other (2).....	67	.....	.....	.....	.....	.....	.....	.....	.....	.....	67
No information.....	1,417	250	33	143	47	612	258	39	4	.....	31
Total.....	735,242	6,152	443	19,000	13,392	226,593	375,530	20,176	5,188	12,570	56,175
Number of Statutory Holidays Paid For Although Not Worked											
None.....	93,519	1,456	38	5,421	4,053	28,277	28,239	1,777	66	1,278	22,914
1.....	6,417	70	26	446	260	1,692	3,691	121	5	45	61
2.....	26,736	.....	22	1,087	1,607	14,608	8,036	646	.....	201	529
3.....	25,260	3	.....	807	541	16,830	3,617	422	.....	171	2,869
4.....	53,567	3,396	.....	770	2,637	27,503	17,698	813	8	108	634
5.....	40,934	27	.....	601	690	16,951	13,913	924	.....	675	7,153
6.....	136,788	151	49	896	632	42,326	82,424	1,802	31	2,055	6,422
7.....	77,573	.....	.....	307	715	25,957	41,123	5,363	262	1,952	1,894
8.....	221,719	116	198	6,060	832	32,421	167,310	5,047	3,648	3,352	2,735
9.....	27,266	19	.....	2,008	866	4,922	6,698	1,480	927	1,666	8,657
10.....	9,314	161	48	78	.....	6,030	652	1,185	204	493	463
More than 10.....	6,146	262	.....	30	.....	4,877	80	541	21	174	161
Other (2).....	2,204	.....	.....	.....	.....	1,435	115	.....	.....	283	371
No information.....	7,799	491	62	489	559	2,764	1,934	55	16	117	1,312
Total.....	735,242	6,152	443	19,000	13,392	226,593	375,530	20,176	5,188	12,570	56,175

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.

(1) Includes 23 employees located in the Northwest Territories.

(2) The number of statutory holidays observed or paid for generally depends on the employee's period of employment.

TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950

Office Employees by Province

Number of Statutory Holidays Observed	Canada ⁽¹⁾	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Less than 4	570	6	3	13	17	278	62	148	20	3	20
4	2,703	307		6	89	1,856	388	54		3	68
5	2,102			3	39	1,427	550	14		1	
6	8,523	18	3	112	116	3,167	4,723	136	8	74	166
7	21,244	8		276	512	10,534	8,223	466	84	580	561
8	74,582	22	88	876	359	13,092	54,790	1,390	1,202	938	1,825
9	16,907	7	4	452	417	3,987	5,256	1,016	140	762	4,852
10	5,292		32	1,018	7	2,349	486	741	41	318	300
More than 10	4,726	270	4	22		3,020	628	429	8	269	76
No information	851	577	2	18	9	181	52	3	2		7
Total	137,500	1,215	136	2,796	1,565	39,891	75,158	4,397	1,505	2,948	7,875
Number of Statutory Holidays Paid For Although Not Worked											
Less than 4	1,816	3	3	48	54	1,111	270	184	20	36	87
4	2,874	307		6	89	1,956	427	86		3	82
5	1,953			3	24	1,182	634	24		4	
6	8,910	18	3	106	114	3,148	5,112	144	8	98	159
7	20,952	8	4	285	501	10,293	8,157	501	84	582	537
8	73,829	30	88	855	356	12,908	54,310	1,337	1,202	923	1,820
9	16,333	7		422	410	3,759	5,049	971	140	745	4,816
10	4,989		32	1,018	3	2,148	473	718	41	281	275
More than 10	4,530	262	4	16		2,869	628	429	8	238	76
No information	1,314	580	2	37	14	517	98	3	2	38	23
Total	137,500	1,215	136	2,796	1,565	39,891	75,158	4,397	1,505	2,948	7,875

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.

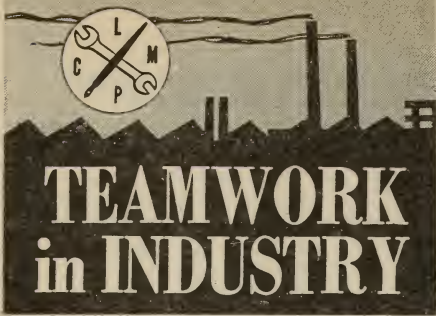
(1) Includes 14 employees in the Northwest Territories.

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950

Office Employees by City

Number of Statutory Holidays Observed	Halifax	Montreal	Toronto	Winnipeg	Vancouver
Less than 4	4	146	8	144	16
4		145	21		
5	2	807	60	10	27
6	36	1,826	336	134	107
7	92	7,858	1,367	353	193
8	305	9,808	21,608	570	1,148
9	207	413	1,348	975	2,438
10	943	1,207	16	635	208
More than 10	3	1,483	19	417	35
No information		57	21	2	1
Total	1,592	23,750	24,804	3,240	4,173
Number of Statutory Holidays Paid For Although Not Worked					
Less than 4	13	304	45	180	32
4		145	30	32	
5	2	822	162	20	28
6	36	1,803	568	136	99
7	102	7,622	1,238	382	190
8	313	9,740	21,357	527	1,146
9	180	394	1,322	930	2,432
10	943	1,201	16	614	200
More than 10	3	1,407	19	417	35
No information		312	47	2	11
Total	1,592	23,750	24,804	3,240	4,173

Note:—Half-days have been discounted in the few cases where they were reported. That is, if an establishment reported observing or paying for 7½ statutory holidays it was included in the group observing or paying for 7 days.



Each month, Labour-Management Production Committees listed with the Department of Labour receive a sample poster, 10 inches by 13½ inches, plus an accompanying pay envelope stuffer. Attached to each poster is an order form by means of which an LMPC may request the quantity of posters and stuffers it requires.

The posters—a reproduction of the current one appears in the next column—cover subjects which LMPCs frequently discuss. The stuffers expand the posters' message. The stuffer accompanying the poster reproduced on this page reads as follows:—

He Took a Chance

A motorist was instantly killed today when his automobile collided head-on with an oncoming truck as he attempted to pass the car ahead of him.

Police say the driver underestimated the speed of the oncoming truck when he turned out to pass.

"If he hadn't taken a chance he'd be alive now," said a passenger in the car the victim was trying to pass.

You see newspaper stories like this almost every day. For variety, you can also read reports like this one:

First fatality of the Fall hunting season occurred today when—

— of this city died after his rifle discharged as he climbed a fence.

A gate in the fence was less than 10 yards from the point he attempted to climb over.

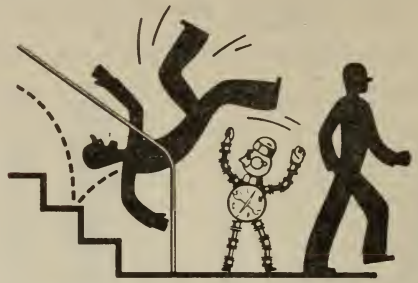
The gate was less than 10 yards away; but—he took a chance.

"If he hadn't taken a chance he'd be alive now." That's just what the witness to the highway crash said.

Taking chances is common practice among motorists and hunters, it seems. And too often chance-taking has serious and shocking results. It happens in industry, too.

Look at the punch press operator who took a chance when he lifted his eyes from his work for a second—and lost three fingers. Or at the worker, pictured in our

THE *Reckless* MAN..



..has accidents where others go in safety

SUPPORT OUR LMPC'S SAFETY PROGRAM

illustration, who took a chance by running down stairs two at a time—and injured his spine when he fell.

From Negligence, Injury

Actually, deliberate chance-takers are rare. But the unwitting chance-taker—the fellow who acts carelessly without thinking—is all too common. Normally he's a loyal, conscientious worker who most of the time pays close attention to safety. But now and then, sometimes without realizing it, he takes a chance. And his brief moment of negligence results in injury.

Injuries are painful; ask the man who's had one. Not only that, they can hurt the pocket-book, a fact known to all of us. Few who suffer injury, however, look beyond the effects on themselves to the effects on their work-mates and their company.

The plant's safety record suffers a setback. The injured man's bench-mates have to get along without his services and assistance or have to put up, maybe, with a less skilled temporary replacement. Either way, the group's productivity is lessened.

Don't think only management suffers from such a reduction in output; the workers are adversely affected as well. That is why accident prevention is something which is of vital concern to both management and labour.

That is why our Labour-Management Production Committee sponsors safety measures, tries to instil safe working habits in every one of us, tells us not to take chances.

Support our LMPC's plans to make this plant a safer place to work. And don't be a reckless man.

Industrial Relations and Conciliation

A strike was averted by conciliation during June in the coastal shipping industry in British Columbia. Mediation also paved the way for the settlement of a dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association.

Introduction

The threat of a seamen's strike that would have tied up 22 vessels engaged in passenger and freight service on the coast of British Columbia was dissipated during June through mediation provided by the Industrial Relations Branch of the Department of Labour. The dispute arose out of a demand made by the Seafarers' International Union of North America (Canadian District) for the negotiation of a revised collective agreement for 1951, embodying wage increases and other concessions, covering employees of Canadian National Steamships, the British Columbia Steamship Service of the Canadian Pacific Railway Company, and Union Steamships, Limited.

The union's demand for the revision of wages and working conditions was at first resisted by the companies, which maintained that as the result of events that occurred in August and September of 1950, there was an agreement in effect covering the employees of each company until September 1, 1951. The basis of this argument was that in the course of the settlement of a dispute over the terms of their 1950 contract, which reached its climax during the railway strike of that year, the parties signed a "memorandum of agreement" on September 1, 1950, stating that they were agreeable to the same conditions of settlement as were provided for in The Maintenance of Railway Operation Act, namely, a wage increase of four cents per hour effective immediately and whatever changes in working conditions for coastal steamship personnel in the operating employees' group might follow from the negotiations pursuant to the said legislation. Later, the award of the arbitrator in the railway dispute provided that the collective agreements covering the water transport employees of the railways who were affected by the arbitration should be for a period of one year from September 1, 1950, but did not grant such

employees any wage increase in excess of the four cents per hour that they had already received.

In making its 1951 demands, the Seafarers' International Union contended that the 1950 settlement had not affected the normal term of its collective agreement, which coincided with the calendar year, and that the memorandum of agreement entered into on September 1, 1950, related only to the amount of wage increase and to proposed changes in hours of work.

Acting under the authority of a provision of the Industrial Relations and Disputes Investigation Act that, in any case in which in the opinion of the Minister it is advisable to do so he may instruct a Conciliation Officer to confer with the parties concerned, the Minister of Labour on March 24, 1951, instructed the senior Vancouver representative of the Industrial Relations Branch to endeavour to adjust the differences between the union and the three coastal shipping companies. Numerous conferences were convened by the Conciliation Officer, at which considerable collective bargaining took place, but without agreement being reached on the principal issues of wages, hours of work and union security. About mid-June the union announced that it had conducted a strike vote in connection with the companies' proposals, and that a strike deadline had been set for June 22. Efforts to secure a mutually satisfactory settlement were continued by the Conciliation Officer, and on June 20 the parties reached an agreement which was later accepted by the members of the union. The agreement

This section covers proceedings under the Industrial Relations and Disputes, Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

provided for a general wage increase for unlicensed personnel of \$16.87 per month. All companies undertook to agree by letter to the voluntary check-off of union dues, and Union Steamships, Limited, agreed that, as a condition of employment, personnel affected must either join the union and continue in membership or alternatively pay one month's dues and subsequent monthly dues. Other concessions were also granted in the revised contract.

A settlement was also reached during June in a dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots' Association over the renewal of a collective agreement which expired on January 31, 1950. In May, a Winnipeg representative of the Department's Industrial Relations Branch had conferred with the parties but, although his mediation had brought the parties closer together, it appeared that the wage issues would need

to be referred to a Board of Conciliation and Investigation. On June 1, the Minister of Labour notified the parties that he was establishing a Conciliation Board and invited them to nominate persons for appointment as members of the Board. However, before the Board could be fully constituted, the Department was informed that direct negotiations had been resumed, and that compromises on both sides had resulted in an agreement satisfactory to both the employees and the company being signed. The new agreement was dated April 1, 1951.

As reported below in this section, other developments during June included the appointment of Conciliation Boards in three disputes and the receipt of reports from two Conciliation Boards previously established. Settlements were secured by Conciliation Officers in the other cases, without reference to Board procedure.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of June. The Board issued seven certificates designating bargaining agents, ordered two representation votes, and revoked four certificates designating bargaining agents. During the month, the Board received nine applications for certification.

Applications for Certification Granted

1. United Grain Elevator Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of the Searle Grain Company Limited, comprising employees in the Elevator Department of the Company's Elevator on the Fraser River, Municipality of Surrey, B.C. (L.G., June, 1951, p. 813).

2. The National Seamen's Association of Canada, on behalf of unlicensed employees of the Lakes and St. Lawrence Navigation Company Limited, Cardinal, Ont., employed on board the Company's vessel ss. *Casco* (L.G., July, 1951, p. 968).

3. United Grain Elevator Workers Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of a unit of employees of Pacific Elevators Limited, comprising employees in the Company's Elevator Department, Burrard Inlet, Vancouver (L.G., July, 1951, p. 968).

4. The American Federation of Radio Artists, on behalf of radio announcers employed by the Western Ontario Broadcasting Company Limited at Radio Station CKLW, Windsor, Ont. (L.G., July, 1951, p. 968).

5. The Canadian Tankermen's Union, on behalf of unlicensed employees of Shell Canadian Tankers Limited, Toronto, employed on board the Company's vessels mv. *Lakeshell*, mv. *Bayshell*, mv. *Rivershell*, and ss. *Eastern Shell* (L.G., May, 1951, p. 674).

6. The International Longshoremen's and Warehousemen's Union, Local 507, on behalf of first-aid attendants employed by H. King Ltd. on board vessels in the Ports of Vancouver and New Westminster, B.C. (L.G., April, 1951, p. 502).

7. The Canadian Merchant Service Guild, Inc., on behalf of deck engineers employed by Keystone Transports Limited, Montreal, on board the Company's vessels

ss. *Keywest*, ss. *Keyvive*, ss. *Keyshey*, ss. *Keydon*, ss. *Keybar*, ss. *Keynor*, ss. *Keybell*, ss. *Keyport*, and ss. *Keystate* (L.G., June, 1951, p. 813).

Representation Votes Ordered

1. The Board ordered a representation vote of marine engineers employed by Canada Steamship Lines Limited, Montreal, following consideration of applications for certification submitted on behalf of the employees concerned by the National Association of Marine Engineers, Inc. (L.G., June, 1951, p. 813), and by the Canadian Navigators' and Engineers' Federation (L.G., July, 1951, p. 968).

2. The Board ordered a representation vote of marine engineers employed by the Upper Lakes and St. Lawrence Transportation Company Limited, Toronto, following consideration of an application for certification submitted on behalf of the employees concerned by the National Association of Marine Engineers of Canada, Inc. (L.G., July, 1951, p. 968).

Applications for Revocation of Certification Granted

The Board revoked the certification of the Canadian Seamen's Union as the bargaining agent of unlicensed employees of Shell Canadian Tankers Limited (L.G., March, 1951, p. 346), S.S. *Texaco Brave Limited*, S.S. *Texaco Chief Limited*, and S.S. *Texaco Warrior Limited* (L.G., April, 1951, p. 502). (See also Reasons for Judgment below.)

Applications for Certification Received

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 299, on behalf of employees of the Charlton Transport Co. Limited, Oshawa, Ont. (Investigating Officer: R. L. O'Neill).

2. United Brotherhood of Carpenters and Joiners of America, Local No. 2499, on behalf of carpenters and apprentice carpenters employed by the Northern Construction Company and J. W. Stewart Limited, Vancouver, in the Company's operations at Whitehorse, Yukon Territory (Investigating Officer: G. R. Currie).

3. United Brotherhood of Carpenters and Joiners of America, Local No. 2499, on behalf of carpenters and apprentice carpenters employed by the Northern Construction Company and J. W. Stewart

Limited, Vancouver, in the Company's operations at Mayo Landing, Yukon Territory (Investigating Officer: G. R. Currie).

4. United Brotherhood of Carpenters and Joiners of America, Local No. 2499, on behalf of carpenters and apprentice carpenters employed by the Marwell Construction Co. Ltd., Vancouver, in its operations at Whitehorse, Yukon Territory (Investigating Officer: G. R. Currie).

5. The Seafarers' International Union of North America, Canadian District, on behalf of units of unlicensed personnel employed by (1) S.S. Texaco Warrior Limited; (2) S.S. Texaco Brave Limited; and (3) S.S. Texaco Chief Limited (Investigating Officer: R. Trépanier).

6. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of the Canadian National Railways, employed at Edmonton in the offices of the General Superintendent, the Superintendent of Motive Power and Car Equipment, the Superintendent of Transportation, the District Engineer, and the District Signal Supervisor (Investigating Officer: D. S. Tysoe).

7. The Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 3, on behalf of employees of the Saint John Dry Dock Co., Ltd., Saint John, N.B., employed on the Company's dredge *Leconfield* (Investigating Officer: H. R. Pettigrove).

REASONS FOR JUDGMENT in application for revocation of certification affecting

**Shell Canadian Tankers Limited, Applicant,
and
Canadian Seamen's Union, Respondent.**

The Applicant is a company engaged in water transportation and operates a number of ships on the Great Lakes and St. Lawrence waterways.

The Respondent was certified on October 26, 1946, by the Wartime Labour Relations Board under the Wartime Labour Relations Regulations as bargaining agent of a unit of employees of the Applicant consisting of the unlicensed personnel employed by the Applicant on its ships.

The order of certification made by the Wartime Labour Relations Board as aforesaid has continuing effect under Section 72 of the Industrial Relations and Disputes Investigation Act.

The Applicant asks that the order of certification be revoked on the ground that the Respondent is no longer a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

The Applicant submitted as evidence *inter alia* in support of its application and the Board accepted in evidence (1) The United Kingdom Government White Paper entitled "Review of the British Dock Strikes 1949 presented to Parliament by the Minister of Labour and National Service by Command of His Majesty, December 1949", setting out the course of the United Kingdom dock strikes which, it is stated therein, were fomented and caused by the Respondent; (2) A statement issued by the Minister of Labour, the late Hon. Humphrey Mitchell addressed to Trade Unions and Interested Citizens dated May 16, 1949, in which he

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. Deschamps, A. J. Hills and A. R. Mosher, members. The Judgment was delivered by the Vice-Chairman and Acting Chairman.

outlined the events leading up to the strike of seamen on Canadian East Coast deepsea ships declared by the Respondent; (3) A Report of the Resolutions adopted by the 21st Biennial Congress of the International Transport Workers Federation held at Stuttgart, Germany, 21-29 July, 1950 containing a copy of a Resolution justifying the expulsion of the Canadian Seamen's Union from the Congress; (4) The Report of the Sixty-Fourth Annual Convention of the Trades and Labour Congress of Canada with particular reference to the suspension of the Respondent from membership in the Congress by the Executive Committee of the Congress, the Executive Committee's report to the Congress on the action so taken, and the action taken by the Congress in expelling the Respondent from membership therein.

The Respondent in opposing the application contended that the Board is empowered to receive evidence and make rulings only in relation to the question of whether the Respondent represents the majority of employees of the Applicant and is not empowered to revoke certification on any

other grounds. Respondent, which did not appear at the hearing on the application, subsequently in its written representations entered objection to the acceptance by the Board of evidence which the Applicant had given at the hearing. Respondent denies that it is not a trade union within the meaning of the Act as alleged by Applicant and has submitted in support of this contention a document published by Respondent entitled "The CSU and You—The Case for Free Trade Unionism".

The grounds upon which this application is made, the issues raised and the evidence submitted to the Board by the Applicant in connection therewith are substantially the same as grounds advanced in support of the application, and the issues which were before the Board and the evidence submitted in an earlier application made by Branch Lines Limited to this Board for revocation of the order made under the Act certifying the Canadian Seamen's Union as the bargaining agent of unlicensed personnel employed upon ships of said Company. However, the document submitted to the Board by Respondent "The CSU and You—The Case for Free Trade Unionism" on the present application was not submitted as part of its case by the Respondent on the Branch Lines application.

The Board has given careful consideration to the evidence tendered and the representations made to it by the parties hereto.

REASONS FOR JUDGMENT in application for revocation of certification affecting

**S.S. Texaco Brave Limited, Applicant,
and
Canadian Seamen's Union, Respondent.
S.S. Texaco Chief Limited, Applicant,
and
Canadian Seamen's Union, Respondent.
S.S. Texaco Warrior Limited, Applicant,
and
Canadian Seamen's Union, Respondent.**

These are three separate applications for revocation of orders made by the Wartime Labour Relations Board under the Wartime Labour Relations Regulations as follows:—

An order dated November 7, 1945, certifying the Respondent as bargaining agent for unlicensed personnel employed by S.S. Cyclo Brave Limited (now known as S.S. Texaco Brave Limited) on its ships:

An order dated August 22, 1946, certifying the Respondent as bargaining agent

The Board finds that the Respondent is not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act and therefore is not entitled to certification as a bargaining agent under the provisions of the said Act. The Board adopts as its reasons for this decision, and as its Reasons for Judgment in this case, the reasons given by the Board in its Reasons for Judgment issued under date of December 7, 1950, in the case of Branch Lines, Limited, and Canadian Seamen's Union. As the said Reasons for Judgment have been published, it is unnecessary to repeat the same at this time.

The Board accordingly revokes the order of October 26, 1946, certifying the Respondent as the bargaining agent of the unit of employees of the Applicant consisting of unlicensed personnel employed upon the ships of the Applicant.

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

N. L. MATTHEWS, K.C.,
K. W. MARTIN,
R. F. HINTON,
for applicant.

Solicitors for Respondent,
Messrs. Marcus and Feiner.

Ottawa, June 14, 1951.

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. Deschamps, A. J. Hills and A. R. Mosher, members. The Judgment was delivered by the Vice-Chairman and Acting Chairman.

for unlicensed personnel employed by S.S. Cyclo Chief Limited (now known as S.S. Texaco Chief Limited) on its ships:

An order dated August 22, 1946, certifying the Respondent as bargaining agent for licensed personnel employed by S.S. Cyclo Warrior Limited (now known as S.S. Texaco Warrior Limited) on its ships.

The said orders of certification made by the Wartime Labour Relations Board have continuing effect under Section 72 of the Industrial Relations and Disputes Investigation Act.

In the case of each application the Applicant asks that the order of certification be revoked on the ground that the Respondent is no longer a trade union within the meaning of the Industrial Relations and Disputes Investigation Act.

The evidence submitted and the representations made to the Board are identical with respect to all three applications.

The Applicant submitted as evidence *inter alia* in support of its application and the Board accepted in evidence (1) The United Kingdom Government White Paper entitled "Review of the British Dock Strikes 1949 presented to Parliament by the Minister of Labour and National Service by Command of His Majesty, December 1949", setting out the course of the United Kingdom dock strikes which, it is stated therein, were fomented and caused by the Respondent; (2) A statement issued by the Minister of Labour, the late Hon. Humphrey Mitchell addressed to Trade Unions and Interested Citizens dated May 16, 1949, in which he outlined the events leading up to the strike of seamen on Canadian East Coast deepsea ships declared by the Respondent; (3) A Report of the Resolutions adopted by the 21st Biennial Congress of the International Transport Workers Federation held at Stuttgart, Germany, 21-29 July 1950 containing a copy of a Resolution justifying the expulsion of the Canadian Seamen's Union from the Congress; (4) The Report of the Sixty-Fourth Annual Convention of the Trades and Labour Congress of Canada with particular reference to the suspension of the Respondent from membership in the Congress by the Executive Committee of the Congress, the Executive Committee's report to the Congress on the action so taken, and the action taken by the Congress in expelling the Respondent from membership therein.

The Respondent in opposing the application contended that the Board is empowered to receive evidence and make rulings only in relation to the question of whether the Respondent represents the majority of employees of the applicant and is not empowered to revoke certifica-

tion on any other grounds. Respondent, which did not appear at the hearing on the application, subsequently in its written representations entered objection to the acceptance by the Board of evidence which the applicant had given at the hearing. Respondent denies that it is not a trade union within the meaning of the Act as alleged by Applicant and has submitted in support of this contention a document published by Respondent entitled "The CSU and You—The Case for Free Trade Unionism".

The grounds upon which this application is made, the issues raised and the evidence submitted to the Board by the Applicant in connection therewith are substantially the same as grounds advanced in support of the application, and the issues which were before the Board, and the evidence submitted in an earlier application made by Branch Lines Limited to this Board for revocation of the order made under the Act certifying the Canadian Seamen's Union as the bargaining agent of unlicensed personnel employed upon ships of said Company. However the document submitted to the Board by Respondent in this case "The CSU and You—The Case for Free Trade Unionism" was not submitted as part of its case by the Respondent on the Branch Lines application.

The Board has given careful consideration to the evidence tendered and the representations made to it by the parties hereto.

The Board finds that the Respondent is not a trade union within the meaning of the Industrial Relations and Disputes Investigation Act and therefore is not entitled to certification as a bargaining agent under the provisions of the said Act. The Board adopts as its reasons for this decision, and as its Reasons for Judgment in this case, the reasons given by the Board in its Reasons for Judgment issued under date of December 7, 1950, in the case of Branch Lines, Limited, and Canadian Seamen's Union. As the said Reasons for Judgment have been published, it is unnecessary to repeat the same at this time.

The Board accordingly revokes the aforesaid order of November 7, 1945, certifying the Respondent as bargaining agent of unlicensed personnel employed by S.S. Texaco Brave Limited on its ships, the aforesaid order of August 22, 1946, certifying the Respondent as bargaining agent of unlicensed personnel employed by S.S. Texaco Chief Limited on its ships, and the aforesaid order of August 22, 1946, certifying the Respondent as bargaining

agent of unlicensed personnel employed by S.S. Texaco Warrior Limited on its ships.

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

D. F. BENTLEY,
F. W. COWLEY,
for Applicant.

Solicitors for Respondent,
Messrs. Marcus and Feiner.

Dated at Ottawa, June 14, 1951.

Conciliation and Other Proceedings Before the Minister of Labour

During the month of June, the Minister appointed Conciliation Officers to deal with disputes between the following parties:—

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the National Harbours Board (employees at Halifax, N.S.), respondent (Conciliation Officer: J. R. Kinley).

2. The Association of Aviation Employees, Federal Labour Union No. 24609, applicant, and Pan American World Airways (employees at Gander, Nfld.), respondent (Conciliation Officer: J. R. Kinley).

Settlements Effected By Conciliation Officer

On June 30, the Minister received reports from R. Trépanier, Conciliation Officer, indicating the settlement of disputes between the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Provincial Transport Company and Colonial Coach Lines Limited, Montreal (L.G., July, 1951, p. 968).

Conciliation Boards Appointed

During the month of June, the Minister established Boards of Conciliation and Investigation to deal with disputes between the following parties:—

1. Canadian Pacific Air Lines Limited and the Canadian Air Line Flight Attendants' Association. The Board was established following receipt of the report of G. R. Currie, Conciliation Officer (L.G., June, 1951, p. 816). Constitution of the Board had not been completed at the end of the month.

2. The Quebec Railway Light and Power Company, Quebec, P.Q., and the Catholic Syndicate of Garage Employees of the Quebec Railway Light & Power Company, Inc. The Board was established following receipt of the report of L. Pepin, Conciliation Officer (L.G., July, 1951, p. 968). Constitution of the Board had not been completed at the end of the month.

3. The Quebec Railway Light and Power Company, Quebec, P.Q., and the National Catholic Transport Brotherhood of Quebec, Inc. The Board was established following receipt of the report of, L. Pepin, Conciliation Officer (L.G., July, 1951, p. 968). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Reports Received

During the month of June, the Minister received the reports of the Boards of Conciliation and Investigation established to deal with the following disputes:—

1. The Canadian Marconi Company, Montreal, and the Commercial Telegraphers' Union, Division No. 59 (L.G., July, 1951, p. 969). The text of the Board's report will appear in the September issue.

2. The Canadian Overseas Telecommunication Corporation, Montreal, and the Canadian Communications Association, Local No. 6 (L.G., July, 1951, p. 969). The text of the Board's report is reproduced below.

Settlement Before Board Fully Constituted

On June 15, the Minister received advice that matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots Association had been settled following the establishment of a Board of Conciliation and Investigation (L.G., July, 1951, p. 968) and before the Board could be fully constituted.

Applications for Consent to Prosecute Received

On June 4, the Minister received from the American Newspaper Guild applications under Section 46 of the Act for consent to prosecute The Canadian Press and Press News Limited for alleged violations of the Act. The applications were still under consideration at the end of the month.

Consent to Prosecute Granted

On June 20, the Minister granted Canada Steamship Lines Limited, Montreal, consent to prosecute certain of its employees

at Fort William, Ont., for alleged contraventions of the Industrial Relations and Disputes Investigation Act. The application for consent to prosecute had been received earlier in the month.

REPORT OF BOARD in dispute between

**Canadian Overseas Telecommunications Corporation,
and**

**Local No. 6, Radio and Cables Department, Canadian
Communications Association.**

Hon. MILTON F. GREGG,
Minister of Labour,
Ottawa, Ont.

The Board of Conciliation, established to endeavour to effect agreement between the Canadian Overseas Telecommunications Corporation and Local No. 6, Radio and Cables Department, Canadian Communications Association, begs leave to present its report.

Members of the Board

H. D. Woods, Chairman.
Paul S. Smith, Company Nominee.
A. Andras, Union Nominee.

Appearances

For the Company:
D. F. Bowie
Georges F. Reid
C. A. O'Brien
F. A. Smith
C. H. R. Bird
E. A. McWilliam
A. Pearce.

For the Union:

William Doherty
John Pellow
Keith L. Spark
John Newberg
Donald B. Tracey
R. E. Greville
L. T. Hayes
H. F. S. St. Julian
A. B. Gallagher.

Preliminary Statement

The Board recognized the difficulties with which the Corporation and the Union had to contend in their efforts to reach a settlement. The Corporation was itself created as the instrument of government policy in the implementation of which it absorbed the Canadian assets of Cable and Wireless Limited and the overseas facilities of the Canadian Marconi Company. Two organizations had to be brought together and reorganized so that they would func-

On June 30, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian Overseas Telecommunications Corporation and Local No. 6, Radio and Cables Department, Canadian Communications Association (L.G., July, 1951, p. 969). The Board was composed of Professor H. D. Woods, Montreal, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Paul S. Smith, K.C., also of Montreal, and A. Andras, Ottawa, appointed on the nominations of the employer and union respectively. The text of the Board's report is reproduced below.

tion as a unit. Two staffs had to be integrated functionally, and two sets of standards of working conditions readjusted so as to provide common standards for all in the new organization. In the course of the existence of the separate concerns the conditions of work were developed along independent lines. In certain respects the terms of employment were more favourable to the employees of the Cable Company, while in other respects they were more favourable in the Marconi Company. The task of establishing standards applicable to both groups as employees of the government-controlled Canadian Overseas Telecommunications Corporation is a formidable one indeed, and success has not yet been achieved.

The Union problem is equally difficult. Under the former circumstance of two independent companies, the employees were represented in one organization by one union and in the other by a different union. After the merger of the two companies, one union local surrendered its charter and its members transferred their membership to the other union. It speaks

well for the wisdom of the membership and the officers of both unions that this change in allegiance was effected so smoothly even though the two unions were affiliated, one to one of the great federations and the other to the other. Nevertheless, the union officers, in collective bargaining, were confronted with the necessity of moving to a new set of common rules of employment which would be reasonably close to the position achieved in the previous separate contracts. It is understandable that men would come to assume the rightness of conditions under which they had worked in the past. Any attempt to lower standards of one contract in return for a better condition derived from the other would certainly create suspicion and generate resistance.

Both management and the union officers must recognize that for some time to come they will be dealing with two groups of employees with established loyalties to separate firms, separate unions, and separate traditions. It is the feeling of the Board that perhaps the major responsibility confronting the Corporation management and the union officers at the present time is the recognition of this division and the joint obligation they have to so conduct their negotiations and dealings as to promote a growth of loyalty and positive response to the inheriting corporation and the single union. The temptation on the part of either to avoid unpleasantness with the employees by shifting blame to the other will be strong, but should be resisted. The Board was deeply impressed by the intelligence and reasonableness of the representatives of management and the union who appeared before it. It is optimistic that this problem is being recognized as a joint one and that the Corporation and the Union will strengthen one another by working to this common purpose.

Failure to Conciliate

In accordance with its statutory responsibilities, the Board, by methods of conciliation, attempted to get the two parties to compose their differences and come to agreement. While the parties did, from time to time, offer concessions from previously held positions, on certain major issues, compromise sufficient to bring about agreement was not forthcoming and it became quite apparent that the Board would have to make independent recommendations covering those issues where disagreement still exists. The Board itself has been able to make unanimous recommendations on most of the issues which still separate the parties. However, in a

few instances, one or the other of the Board members nominated has taken a minority position. In each case where this is so the dissent, and where appropriate, the reasons and alternative suggestions of the Board member are recorded after the majority recommendation.

Recommendations

The Board, in its deliberations, was cognizant of the special circumstances confronting the two parties at this difficult period of their existence. It also took into account the policy of the government, as expressed in Parliament by the Minister of Transport, that the interests of the staff would not suffer by the transfer. It interpreted this policy broadly to mean that the overall circumstances of employment would be maintained even though, in certain instances, some benefits would be reduced where it was apparent that the circumstances upon which they had been formerly granted no longer prevailed especially since compensating advances have been recommended. The Board believes that the implementation of its recommendation will leave each employee better off than before, and that this is in conformity with public policy.

The items upon which the two parties were still in disagreement at the commencement of the hearings, the result of the deliberations, and the recommendation of the Board, where necessary, are set out below.

Union Security

The Union and the Company were unable to agree on three aspects of union security which were partly new and partly drawn from previous agreements. The points involved were preferential treatment for union members, the collection of union dues, and the question of leave permission for union officers. The Board recommends the following:—

1. Preferential Treatment for Union Members

The Board recommends inclusion of the following provisions.

The Corporation should agree to give preferential treatment to Union members as follows:

- (a) Subject to requisite ability, the Corporation shall give preference to Union members in good standing in respect of continued employment, promotion, and the hiring of new employees, the whole in accordance with the spirit and intent of this agreement.

- (b) No Union member shall be compulsorily released unless and until all non-members have been, or are being, concurrently released.
- (c) Provisions of this section do not apply after fifteen years' service.

2. *Union Dues*

The Board recommends that the Company collect and turn over to the Union the equivalent of the union dues from the following personnel.

- (a) All present members of the union;
- (b) All persons taken into employment during the course of the agreement.

The Board further recommends that any dues-paying employee will be excused further payment if he so requests, in writing to the Company and the Union, within the ten-day period previous to the termination of the agreement.

3. *Leave of Absence for Union Officers*

Leave of absence without any pay shall not be refused an employee who is an officer, representative, or delegate of the Union, when such refusal would prevent him from attending to the business of the Union, subject in every case to the exigencies of the service.

Traffic Revisors and School Instructors

The Union requested that traffic revisors be employed at Halifax and that the \$10 additional pay for this function and for school instructors be increased to \$15 per month. The Company rejected both requests.

The Board recommends that the decision regarding the employment of traffic revisors must be determined by the Company. But it recognizes the justice of the claim for increased remuneration. It therefore recommends that traffic revisors and school instructors should receive \$15 per month in addition to the regular salary.

Severance Pay

The Union requested that severance pay at the rate of two weeks' salary for each year of service shall be paid to all employees who are not covered by the Pension Schemes. It quoted in support the old Pacific Cable Board agreement.

The Company rejected this request on the grounds that it was proposing to introduce a new all-inclusive pension scheme which would replace both the current pension schemes and the severance pay arrangements for those (PCB) employees not presently covered.

The Board recognized that the former Cable Board employees have a right to expect the continuation of the scheme until something else replaces it. Since the Corporation is not yet in a position to give definite undertakings regarding the proposed pension plan the Board recommends as follows:

Severance pay for employees permanently retired by the Company otherwise than for cause, at a rate of two weeks' salary for each year of service, shall be paid to all employees who are not covered by pension schemes. When the proposed new pension plan is adopted the employee covered by this severance pay provision shall have the right to continue with severance pay or to switch to the pension plan.

(NOTE: Board Member Smith accepted this proposal on the understanding that in fact it would apply almost exclusively to long service employees.)

Annual Leave

The Union first requested that the thirty-day annual leave which had prevailed in the old Pacific Cable Board agreement be incorporated into the new agreement with the Canadian Overseas Telecommunications Corporation. The Company's counter offer was a modification in favour of the employees of the old Marconi agreement. The Company agreed to grant two weeks annual leave up to five years' service and three weeks thereafter. During the proceedings, the Union reduced its demand to the following: two weeks annual leave up to five years of service; three weeks from five to ten years of service; and four weeks thereafter. The difference separating the two parties is represented by one week vacation after ten years of service.

The Board, in resolving this problem, has taken into consideration the very powerful reasoning of both parties. On the Company side, the Board recognized that the annual one month leave with cumulative privileges was designed as a compensation for foreign service, that the Company is now a strictly Canadian concern, that it must inevitably move closer to Canadian domestic standards, and finally, that the extension of this arrangement to all the employees currently not covered would involve a very substantial expenditure.

On the employee side, it must be recognized that over forty men have accepted this as a right for twenty years or more, and that over fifty have enjoyed it for nineteen years and under. The position of the Union is quite understandable. Any agreement which reduced the length of this long established annual leave

provision runs counter to the expectations of the two kinds of the membership who have come to look upon this as a permanent feature of the conditions of work. It is asking much of the Union officers to expect them to agree to the alteration of this strongly established tradition.

The Board recommends that annual leaves be established on the following basis:

After completion of one year's service, the annual leave is to be two weeks;

After completion of five years' service, the annual leave is to be three weeks;

After completion of fifteen years' service, the annual leave is to be four weeks.

The majority recommendation is for non-cumulative leave.

(NOTE: Mr. Andras dissented from this recommendation and supports the Union request as modified during the deliberations.)

Sick Leave

The Union requested that the sick leave provisions of the old Pacific Cable Board agreement become the basis of a similar clause in the new agreement. This provided for full pay during absence because of illness or accident up to a maximum of twenty-six weeks, and half pay for an additional period of twenty-six weeks. There were other limitations provided on the amount of sick leave and certain adjustments against annual leave were provided. In addition, the Union requested that the policy, adopted by the management of Cable and Wireless Limited in the summer of 1948, of bearing the cost of medical attention incurred by members of the staff, should be written into the contract.

The Company rejected this proposal and countered by advising that a group insurance plan is to be introduced shortly and hence the Union proposal will no longer be necessary.

The Board recommends that, pending the introduction of group sickness and accident insurance plans, the present practices with regard to sick leave shall remain in effect and that these practices apply to all employees in the unit, replacing the insurance plans now covering the former Marconi Company employees.

The Board further recommends that when the new insurance plans are ready for implementation the two parties should negotiate a new agreement on this matter, it being impossible to do so at present.

Hours of Duty

The Union requested the five-day, forty-hour week, less thirty minutes meal relief

each day, meaning a thirty-seven-and-a-half-hour effective work week, Sundays not to be considered as part of the work week, standard throughout the system.

The Company offered to agree to an average working week of forty effective hours. It also agreed to recognize Sunday as not to be included as a regular working day except at Yamachiche and Drummondville, a continuation of the present practice.

The Board recognizes the desire of the Union to move into closer conformity with Canadian trends regarding the length of the work week and Sunday as a "premium" day. Nevertheless, it recognized the particular difficulty confronting the Company in administering the small staffs at Drummondville and Yamachiche, so as to avoid penalty overtime. A compromise settlement appears to be reasonable. The Board therefore recommends as follows:

1. The normal work week shall be forty effective hours (the Union accepted this modification provided Sunday is to be considered an overtime day);
2. Sunday shall not be considered a regular working day except at Yamachiche and Drummondville;
3. At Yamachiche and Drummondville, Sunday shall be placed in a special premium category providing for an extra \$1 per hour worked.

(NOTE: Mr. Smith dissented from this last recommendation and upheld the Company position regarding Yamachiche and Drummondville.)

Overtime

The parties agree to a rate of time and one-half for overtime. The Company requests that Yamachiche and Drummondville be excepted. The Union also requests that Sunday and New Year's be double time days.

The Board recommends as follows:

1. Time-and-one-half shall be paid for all overtime except at Yamachiche and Drummondville where the special premium rate for all working time mentioned in the previous recommendation shall apply;
2. Christmas and New Year's shall be paid double time rates.

Special Allowances and Existing Privileges

The major issue in dispute has been eliminated by the Corporation agreement to continue the special allowances in existence for those now eligible to receive them.

The Union request for the inclusion of a clause protecting personnel in "any existing privilege, established by custom and practice, not mentioned in this agreement" is rejected by the Company as being too vague and general and entirely unnecessary.

The Board recommends that this protective clause be not included in the agreement.

(NOTE: Mr. Andras recommended that the parties accept the principle of such a clause but rewrite it so as to reduce the Company's fears concerning its possible restricting application.)

Transfers and Travelling Expenses

The two parties have agreed to expense allowances for meals as follows: \$4 per day in hotels; \$5.40 per day on trains and boats. Agreement was also reached on the other remaining difference under this heading as follows: an employee within five years of his normal retirement age shall not be transferred against his will.

Yamachiche Housing

The Union request for housing accommodation at Yamachiche on the same basis as at Bamfield is rejected by the Company.

The Board was not convinced of the comparability of the two stations. It recommends no change in the existing arrangements.

Salary Scale

A major difference exists between the parties with regard to the method by which the two groups of employees, drawn respectively from the former private companies, are to be placed on a common salary scale. A brief explanation is necessary.

The Pacific Cable Company employees were on a salary scale which provided for annual increases up to a maximum of \$275 in twenty years. Employees in the Marconi Company reached the same maximum in fifteen years.

The Company proposes to adopt the fifteen-year scale for annual increases for all employees. It further proposes to transfer the former Cable Company employees to the nearest multiple of \$5 at or above the present salary. Thus, a man presently with four years' service and receiving \$171 per month on the Cable Company scale would be placed on the common scale with three points (three years) at \$175.

The Union proposes transfer on the point (years of service) basis. In the quoted example, the four-year service man would transfer at four points with a salary in-

creased from \$171 per month to \$185. In effect, the Company is using the salary scale and the Union is using the service scale.

The Board has considered this problem carefully. It recognizes merit in both contentions. Under the Company plan, the individual would at the worst retain his present salary with the same number of years to reach his maximum. However, he would find himself receiving a salary lower than that of some of his fellow-workers with less service than himself. On the other hand, the Union proposal would place all persons with the same length of service on the same salary basis.

The Board accepts as a responsibility the elimination, as far as reasonably possible, of any discrimination between the groups. While recognizing the force of the Company arguments that the former Cable employees will not lose by their plan and also that the amalgamation on the Company plan will involve substantial sums, it believes that there are outweighing factors on the other side.

1. The Company plan would create an anomaly in that for pay purposes some men would be on one scale on seniority while for other purposes these same men would be on another seniority scale. For the former Marconi employees one scale would prevail;
2. While the cost involved is considerable the difference between the amount involved in implementation of the Company plan and the Union plan would be relatively small;
3. The Board recognizes that the former Cable employees had certain compensating advantages, particularly with regard to annual leave, sick benefits, medical costs, and the like during their former employment. Nevertheless, in the amalgamation, both through the agreement of the parties and by the action of the Board, the former Cable Company employees, on most counts, will be faring relatively less well than the former Marconi employees. These latter, in certain respects, will be the beneficiaries of the higher standards prevailing, or derived from those, in the Cable employment. Annual leave is a case in point.

The Board therefore recommends that, as a means of establishing once and for all common standards for the two groups of employees, the salary scale be adjusted on the Union plan. Under this arrangement,

a former Cable Company employee with ten points (ten years) to his credit would transfer to the fifteen year scale with ten points (ten years) to his credit. The salary adjustment to be derived from the scale comparison.

(NOTE: Mr. Smith dissented from this recommendation and accepted the corporation scale as being the only method of transition in an admittedly difficult situation which, in view of the other recommendations of the Board, would already place an inordinate financial burden on the Corporation.)

Salary Increase

The Union requested an increase of \$25 per month for all personnel covered by the proposed agreement. The Company offered three increases of \$15, \$20 and \$25 per month depending upon the length of service. The proposal approximated a percentage increase.

The Board recommends that, inasmuch as there has been a substantial advance in the cost of living since the last general increase and since this has been borne with the greatest severity on the lower income receivers in the employ of the Company, that the Union proposal of \$25 per employee is not unreasonable and should be accepted by the Company.

Retroactivity

The Union requested that any financial awards be made retroactive to January 1, 1951. The Company requested that this date be set at April 1, 1951. The Board recognizes the strength of the Union posi-

tion particularly with regard to the long delay in establishing the new agreement. However, it also recognizes the extreme difficulties which confronted the management of the Corporation in the interval which made it difficult for the Corporation to complete negotiations. Account must also be taken of the very considerable additional financial outlay involved in the implementation of the terms of the Board's recommendations and the mutually accepted parts of the agreement.

The Board therefore recommends that financial adjustments be made back to April 1, 1951, the commencement of the contract period, overtime adjustments to be effective July 1, 1951.

(NOTE: Mr. Andras dissented from this recommendation and supports the Union request for retroactivity to January 1, 1951.)

Appreciation

Finally the Board wishes to express its appreciation of the excellent preparation of briefs, the courtesy shown by both parties to the Board and to one another and the helpful efforts by all participants during the hearings to assist in clarifying the complexities of the problem under consideration.

(Sgd.) H. D. WOODS,
Chairman.

(Sgd.) PAUL S. SMITH,
Company Nominee.

(Sgd.) A. ANDRAS,
Union Nominee.

June 25, 1951.

Annual Report of the Department of Labour for the fiscal year 1950

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Collective Agreements and Wage Schedules

Recent Collective Agreements

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

Agreements made obligatory under the Collective Agreement Act, in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Manufacturing

Rubber Products

HAMILTON, ONT.—FIRESTONE TIRE AND RUBBER COMPANY OF CANADA LIMITED AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 113.

Agreement to be in effect from January 25, 1951, to January 25, 1952, and thereafter from year to year, subject to notice. The agreement is similar to the one previously in effect (L.G., May, 1950, p. 690) with the following addition:—

Wages: a clause has been added which provides that "should economic conditions in the tire industry in Canada have effected general wage adjustments either party shall have the right to reopen the general wage scale once prior to January 25, 1952, by giving a written notice of such intention to the other party in which event negotiation shall commence within thirty days."

Textiles and Clothing

FARNHAM, P.Q.—BARRY AND STAINES LINOLEUM (CANADA) LIMITED AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DU LINOLEUM DE FARNHAM INC. (CCCL).

Agreement to be in effect from February 21, 1951, to February 20, 1952, and thereafter from year to year, subject to notice.

Check-off: the company agrees to deduct monthly union dues from the pay of all union members who so authorize and to remit same to the union. The authorization may be revoked only during the month of January, 1952.

Hours and overtime: employees will be paid time and one-half for work in excess of 9 hours per day or 48 hours per week and for work on the regularly scheduled day of rest and double time and one-half for work on 7 specified *paid holidays*. In case of death in his immediate family an employee will be granted 3 days bereavement leave; the company will pay such employee up to (in its sole discretion) 3 days' pay (8 hours per day).

Rest periods: the company shall, where practicable, allow to all employees two 10-minute rest periods, one in the morning and one in the afternoon.

Vacations with pay: after one year's continuous service one week, after 3 years' service 2 weeks, and after 25 years continuous service 3 weeks.

Wages: the company agrees to pay all employees covered by this agreement a general increase of 4 cents per hour, effective February 21, 1951. The temporary bonus of 5 cents per hour for male employees, which commenced on October 25, 1950, will be amalgamated on March 7, 1951, into the employees' straight time hourly wages.

Night shift differential: production employees shall be paid a premium of 5 cents per hour for work on a night shift beginning on or after 5 p.m.

Seniority: plant seniority shall be given the fullest consideration in cases of lay-off and reclassification provided the employees concerned are equally qualified.

Provision is made for *grievance procedure*.

Metal Products

MONTREAL, P.Q.—CANADIAN VICKERS LIMITED AND CERTAIN CRAFT UNIONS AFFILIATED WITH THE AMERICAN FEDERATION OF LABOUR.

Agreement to be in effect from September 15, 1950, to September 14, 1951, and thereafter from year to year, subject to 30 days' notice.

Union security: all employees who at the date of this agreement are, or who subsequently become members of a union shall, as a condition of employment, remain members of their respective unions in good standing for the duration of the agreement. However, should any employee desire to withdraw from membership in his union, he may do so by giving notice to the company and the union during the 15-day period following the signing of the agreement.

Hours: 9 per day Monday through Friday, a 45-hour week; where the working force is placed on three 8-hour shifts a 20-minute lunch period with pay will be allowed and the starting and stopping times will be mutually agreed upon to suit conditions. *Overtime:* time and one-half for work in excess of regular working hours and for work on Saturdays, double time for work on Sundays and on 7 specified holidays, 3 of which are *paid holidays*.

Vacations with pay shall be in accordance with Ordinance No. 3 of the Minimum Wage Commission as revised (one week with pay for employees with one year's service). After two years of continuous service employees shall receive an extra day's pay, after 3 years 2 extra days' pay and after

A provision that hourly rated employees who have worked 5 continuous years for the company will receive a higher wage increase than other hourly rated employees is part of the agreement between Canadian Vickers Limited and certain craft unions affiliated with the American Federation of Labour, summarized below.

4 years 3 extra days' pay; after 5 years' continuous service employees are to receive an additional week's vacation with pay.

Hourly wage rates for certain classes:
marine department—coppersmiths \$1.20 to \$1.35, loftsmen \$1.05 to \$1.40; blacksmiths, electricians, joiners, caulkers, shipwrights, platers, riveters, pipefitter-plumbers \$1.05 to \$1.15; chippers, rigger (ship and dock) 95 cents to \$1.03; welders 95 cents to \$1.15, burners 93 cents to \$1.03, heaters 91 to 98 cents, labourers 70 cents; *boiler shop*—boilermakers \$1.13 to \$1.21, burners 98 cents to \$1.05; *machine shop*—machinists \$1.05 to \$1.27, millwrights \$1.07 to \$1.17, welders 92 cents to \$1.21, toolmakers \$1.11 to \$1.21, engine fitters 95 cents to \$1.17. The above rates are, in most cases, 3 cents per hour higher than the previous rates. Hourly rated employees on the company's payroll on September 26, 1950, who were on the payroll on September 15, 1945, and who have worked 5 continuous years will receive an additional 5 cents per hour; all other hourly rated employees will receive an additional 3 cents per hour, effective September 15, 1950.

Cost-of-living bonus: in the event that the cost-of-living index increases 5 points or more prior to March 1, 1951, over the index of September 1, 1950, a cost-of-living bonus of 25 cents per week will be given for each full point of such increase from March 15, 1951, to September 15, 1951.

Off-shift differential and dirty work allowance: men working on regular night shift will be paid at the rate of time and one-eighth. Men working spasmodically on the night shift of 9 hours, repairing ships on the dock, will be paid at the rate of time and one-quarter. Dirty work will be compensated by an additional 10 cents per hour above the regular rates.

Seniority shall be by the divisions of the company and by trade classifications within the divisions. Shop stewards will be granted preferred seniority, providing they have had at least one year's service with the company.

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

OSHAWA, ONT.—ONTARIO MALEABLE IRON COMPANY LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1817.

Agreement to be in effect from April 2, 1951, to April 30, 1952. Notice of termination or of proposed revision or addition thereto shall be given before March 31, 1952, and negotiations shall take place not later than within the first 10 days of April, 1952. Any provision not so terminated or proposed to be revised is to remain in force pending such negotiations.

Check-off: the company shall deduct from the pay of all employees eligible to be members of the union, dues of not more than \$2 per month and one special assessment not to exceed \$2 per year and remit same to the union.

Hours: for day shift—8 per day Monday through Friday, a 40-hour week; for night shift—"as now agreed and prevailing".
Overtime: time and one-half for all work performed during other than regular hours and for work on Saturdays and Sundays; double time and one-half for work on 8 specified paid holidays.

Vacations with pay: after 60 days' employment one week with pay equal to

2 per cent of annual gross earnings, after 3 years' employment 2 weeks with pay equal to 4 per cent of annual gross earnings.

Hourly wage rates for certain classes:
patternmakers \$1.39 to \$1.64, toolmakers \$1.43 to \$1.70, core box maker \$1.49, pattern moulder \$1.40 to \$1.60, millwrights and machinists \$1.44 to \$1.47, tractor crane operator \$1.46 to \$1.56, mechanical maintenance \$1.24 to \$1.30, building maintenance \$1.16 to \$1.30, electrical maintenance \$1.30 to \$1.44, moulding (day work) \$1.28 to \$1.44, coremaking (day work) \$1.28; break-off, melting, chipping and inspection (day work) \$1.20; shipping department \$1.18, general labour \$1.15; assembly department, sorting and soft iron cleaning, sprinkler department, straightening and shearing \$1.10; patternmaking apprentices shall start at 85 cents with increases of 5 cents per hour every 6 months. All piecework prices for moulders and coremakers shall be based upon a minimum basis of 90 cents per hour plus 29 cents per hour day work allowance. If the cost of living rises during the first 6 months of the agreement to a point where hardship is created for the employees, the company will review the wage rate structure November 1, 1951.

Night shift differential: 5 cents per hour extra shall be paid to all employees performing night work.

Seniority: other things being equal, seniority shall operate on a departmental basis. Members of the negotiating and/or grievance committee will retain top seniority in their departments during their term of office. When it becomes necessary to reduce the working force for a period not exceeding 4 weeks the working week shall be reduced to 32 hours before any employees are laid off. If the period exceeds 4 weeks temporary employees shall be laid off first, then the working week reduced to 32 hours and thereafter lay-offs shall take place according to seniority. In the case of re-employment after a lay-off all employees with seniority will be returned to work, as far as is reasonably possible, before the work week is increased to more than 32 hours. Temporary employees shall not be returned to work until the work week has been increased to 40 hours.

Welfare plan: the company will continue to pay \$3.40 maximum per month per employee toward the cost of the established group insurance plan.

Provision is made for *grievance procedure*.

Construction

SAINT JOHN, N.B.—SAINT JOHN BUILDERS EXCHANGE AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1386.

Agreement to be in effect from the first payroll period starting after May 14, 1951, to April 30, 1952, and thereafter from year to year, subject to 2 months' notice. The agreement is similar to the one previously in effect (L.G., Aug., 1950, p. 1182) with the following changes:—

Hours of work are reduced from 44 to 40 per week; the regular hours now are 8 per day, Monday through Friday.

Wage rate for journeymen is increased from \$1.10 to \$1.21 per hour, with the same cost-of-living bonus as was provided in the previous agreement.

TORONTO, ONT.—CERTAIN TILE, MARBLE, TERRAZZO AND MOZAIIC COMPANIES AND THE BRICKLAYERS, MASONS AND PLASTERERS INTERNATIONAL UNION OF AMERICA, LOCAL 31 (MARBLE MASONS, TILE SETTERS AND TERRAZZO WORKERS).

Agreement to be in effect from May 1, 1951, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: the employers agree to employ for the trades covered by the agreement only union members in good standing. Should the union be unable to provide the necessary men, the employers are free to obtain them wherever available. Such men, if satisfactory, shall be paid the regular rates of pay; the union shall issue them temporary working permits for a period not to exceed 3 months.

Hours: 8 per day, between 8 a.m. and 4.30 p.m., Monday through Friday, a 40-hour week. **Overtime:** time and one-half up to 8 p.m. double time thereafter and for work on Saturdays, Sundays and on 8 specified holidays. Where it is impossible to work between 8 a.m. and 4.30 p.m. night work up to 8 hours shall be paid at the rate of 10 hours' pay for 8 hours' work. Where 2 or 3 shifts are worked they shall be granted 8 hours' pay for 7 hours' work. No employee will be permitted to work on more than one shift in 24 hours unless overtime rates are paid.

Vacation pay shall be 4 per cent of wages.

Hourly wage rates: terrazzo workers, tile setters \$1.90; marble setters \$2.10; apprentices, starting wage \$1 with 5 cents addition quarterly, after 4 years journeyman's rate of pay.

Escalator clause: in the event that the cost-of-living index, as determined by the Dominion Bureau of Statistics, rises above 180 during the lifetime of the agreement, the above rates will be increased by 5 cents per hour for each 5 points which the index exceeds 180 and if the index falls the rates "shall be reduced at the same rate, but in no case shall rates fall below the present index of 180. Adjustments shall be made at each 5 point change."

Out-of-town work: union members on out-of-town jobs shall be paid a room and board allowance of \$28 (maximum) for the first week and from \$20 to \$25 per week thereafter, an amount equal to railway transportation, and travelling time up to 8 hours in each 24, where travelling must be done in the day time. On jobs outside the city's single fare area workmen shall report at the limit of such area at 8 a.m. and quit work in time to allow them to return to the same point at 4.30 p.m., the employer to pay the cost of transportation to and from such point.

Provision is made for the training of apprentices and the settling of disputes.

Trade

OTTAWA, ONT.—THE PRODUCERS DAIRY LIMITED AND THE OTTAWA AND DISTRICT DAIRY WORKERS' UNION (CCL).

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: new employees must join the union within 30 days of their employment and all present employees who are now or who may later become members of

the union shall remain members in good standing during the life of the agreement as a condition of employment.

Check-off: the company will deduct from the pay of each employee, who so authorizes, all union initiation fees, dues and assessments and remit same to the union.

Hours and overtime: employees shall be paid time and one-half for all work in excess of 48 hours in any one week and double time for work on 4 paid holidays (previous agreement provided for 2 paid holidays). Sunday work shall be rotated as far as possible and the company will, so far as is practicable, distribute overtime equitably among all employees.

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks.

Hourly wage rates for certain classes: mechanics \$1.06 to \$1.16; blacksmith (horse-shoer), carpenter \$1.13; milk grader 96 cents to \$1.01; milk pasteurizer, freezer operator \$1.01; utility men 91 cents to \$1.01; truck drivers 91 to 94 cents, helpers 86 to 91 cents; ice cream mix operator, shipper 96 cents; bottle washer operator, equipment washer 94 cents; bottle filler operator, male 94 cents, female 85 cents; milk storage, milk receiving and dumping 91 to 94 cents; bottle receiving and sorting, dumping returns, canning wholesale milk 91 cents; general labour 86 to 91 cents. Employees who have not completed 6 months' service will be paid 5 cents less per hour than the above rates. The present rates represent an increase of 10 cents per hour over the previous rates.

Seniority shall be based on the length of continuous service of employees in their respective departments. It shall be recognized in filling vacancies or new positions and shall prevail in matters of staff reduction and re-employment, subject always to merit and ability.

The company agrees to supply overalls and smocks and to launder same (except those employed in the stable) and also to supply rubber boots where necessary.

Provision is made for the adjustment of grievances.

Service

Public Administration

KITCHENER, ONT.—THE CORPORATION OF THE CITY OF KITCHENER AND CIVIC EMPLOYEES' FEDERAL UNION No. 68.

Agreement to be in effect from March 1, 1951, to February 29, 1952, and thereafter from year to year, subject to notice.

Check-off: union dues shall be deducted in conformity with the "Rand Formula".

Hours and overtime: hourly paid men shall be paid time and one-half for work in excess of 44 hours per week (with the exception of firemen at the CWAC camp where the 48-hour week applies) and for not more than one hour in any day for work done prior to 7 a.m., double time for work on Sundays and on 10 specified paid holidays. Sewerage disposal employees and CWAC employees working 48 hours per week shall receive an additional day with pay added to their holiday period for each regular holiday worked, with the understanding that no additional help is to be

provided to absorb extra work. Weekly paid men shall be paid straight time for work in excess of 48 hours per week.

Rest periods: all employees shall be granted two 10-minute rest periods each day and shall be allowed 10 minutes at starting and quitting time for changing clothes and cleaning up (a new provision).

Vacations with pay: after one year's service 2 weeks, after 20 years' service 3 weeks; seasonal employees will be paid 2 per cent of earnings.

Wage rates for certain classes: weekly—sweeper operator, flusher operator \$60; snow loader operator, snow plough operator \$56.70; truck driver (special) \$54.50; garbage drivers, pick-up men, etc., \$48 and \$49; sewer plant operators \$50.16 to \$59.76; mower repairmen \$48.20; hourly—bulldozer operator, grader operator \$1.37; oil distributor and compressor operators \$1.17; special truck driver and repairman \$1.22, other truck drivers \$1.12 to \$1.17; roller operator \$1.12; mechanic, stationary engineer, welder \$1.42; carpenters \$1.22; garage mechanic \$1.32; assistant \$1.27; painters \$1.20; pipelayer \$1.07 and \$1.09½; gardeners \$1.05; labourers, janitors \$1.02. The above hourly rates are, in most cases, 12 cents higher than the previous rates.

Seniority shall be on a departmental basis in cases of promotions and lay-offs. When engaging new employees preference shall be given to taxpayers and veterans; the new employees shall be Canadian citizens.

Welfare plan: each employee shall receive sick leave and pension as set forth in city by-laws. The Corporation agrees to pay the rate not exceeding \$70.80 annually for each married employee and \$20.76 for each single employee for a hospitalization, surgical and medical insurance plan for each permanent employee and his spouse and unmarried children over 14 days of age and less than 22 years of age.

Provision is made for *grievance procedure* and the supplying of overalls, shoes, etc., to employees of certain departments.

CALGARY, ALTA.—THE CORPORATION OF THE CITY OF CALGARY AND THE CALGARY FEDERATION OF CIVIC EMPLOYEES AND ITS AFFILIATED UNIONS.

Agreements to be in effect from January 1, 1951, to December 31, 1951, and thereafter from year to year, subject to 2 months' notice.

General Preamble

The general preamble shall be considered a supplement to the individual agreements of those unions affiliated with the Federation as at January 1, 1951. When a specific clause in any agreement differs from a similar clause in this preamble, the clause in the agreement shall govern the action of that particular local.

Check-off: the city agrees to the monthly check-off of union dues under the "Rand Formula."

Hours: 8 per day, 40 per week, except in cases of double, running or revolving shifts or when otherwise mentioned in the individual agreements. *Overtime:* time and one-half for the first 4 hours, double time thereafter and for work on Sundays and on holidays, for calls after 10 p.m. or emergency work. Where monthly men receive overtime,

it shall be calculated on the proportional rate, computed on a basis of 22 working days per month.

Holidays: 8 specified holidays and all general holidays proclaimed by the city, the Province of Alberta and/or the Dominion of Canada shall be *paid holidays*, provided they occur during regular work periods. In addition one-half day shall be set aside for the annual picnic upon request of the Federation. Should a holiday fall upon a workman's day off, he shall receive a day's pay.

Vacations with pay: after one year's service 2 weeks and after 10 years' service 3 weeks.

Sickness and accidents: all permanent employees shall be covered by sickness and accident pay, except where affected by the Workmen's Compensation Act, under the benefits as provided in the Commissioners' Report of August 19, 1922, adopted by the city council August 21, 1922, as amended. Each employee shall contribute 75 cents per month towards the fund for the payment of such benefits, the city to contribute the balance needed. If a permanent employee is unable to work as a result of an occupational accident, the city will pay him the difference between his regular pay and the amount received under the Workmen's Compensation Act, but reserves the right to terminate such benefit at any time.

Seniority and efficiency are to be considered both in promotions and reductions. Vacancies shall be filled from the permanent staff of the department; however, if the city commissioners deem it advisable employees of other departments may be given an opportunity of applying for the position.

Provision is made for *grievance procedure*.

Agreement with the City Hall Staff Association, Local 38 (TLC)

Hours: 7½ per day Monday through Friday, a 36¼-hour week.

Monthly salary rates for certain classes: assessor's department—appraisers \$282.62, assistant appraisers \$238, business tax clerk \$245.82; property roll clerk, cash book clerk, general clerks \$213.98; comptroller's department—chief accountant \$265.82, chief clerk (payroll section) \$260.82, accounts payable clerk \$233.18, time clerk \$223.18, secretary-stenographer \$204.80; electric light and waterwork collections—assistant office manager \$295.82, new business man \$245.82, senior ledgerkeeper \$235.82, chief clerk \$255.82, chief cashier \$227.77, assistant cashiers \$216.74, records clerk \$218.58, meter checker \$207.55, collector \$204.79, meter readers \$202.96; all departments—junior clerks \$136.82 to \$195.60; stenographers, junior \$136.82 to \$163.44, senior \$195.60.

Employees in certain specified classifications shall receive suitable uniforms or other clothing, shoes, gloves, etc. at the discretion of the city commissioner.

Agreement with the Calgary Civic Employees Association, Local 37 (TLC)

Hours: in the case of revolving shifts the hours shall be on a 40-hour week basis.

Vacations with pay: employees on revolving shifts shall receive 2 weeks annually until a period of 10 years' service has been reached, thereafter 3 weeks.

Hourly wage rates for certain classifications: parks department—gardeners, mechanic \$1.15 $\frac{3}{4}$, tractor operator \$1.20 $\frac{3}{4}$, sub-foreman \$1.13 $\frac{1}{4}$; grave diggers, motor mover operators \$1.08 $\frac{1}{2}$; labourers \$1.05 $\frac{1}{2}$; public works department—gas shovel operators, tractor mechanic \$1.48 $\frac{1}{4}$; motor broom operators, tractor men \$1.38 $\frac{1}{4}$; grader, sub-foreman \$1.13 $\frac{1}{4}$; waterworks department—hydrant repairman \$1.14 $\frac{3}{4}$, meter men \$1.18 $\frac{1}{4}$, helpers \$1.13 $\frac{1}{4}$; digger operator, bulldozer operator \$1.38 $\frac{1}{4}$; air hammer operator, compressor operator \$1.20 $\frac{3}{4}$, diggers \$1.08 $\frac{1}{4}$.

A *night shift differential* of 5 cents per hour will be granted to men working on straight 8-hour shifts commencing and ending between the hours of 11 p.m. and 8 a.m.

Provision is made for the allotment of rubber boots and slickers to men working in wet ditches or in wet weather.

Agreement with the Calgary Civic Employees Association, Local 37, re Truck Drivers and Truck Helpers

Monthly wage rates: truck drivers \$197.82, truck helpers \$190.32. When employees are laid off on account of inclement weather there shall be no reduction of pay for such loss of time.

Overalls, gloves and mitts, as required, shall be supplied to garbage truck drivers and helpers and street sweepers; garbage trucks will be equipped with heaters and frost shields.

Agreement with the City Health Department Employees' Association, Local 182 (TLC)

Vacations with pay: one month will be granted to all doctors, nurses and dental assistants after one year's service.

Annual salary rate: nurses \$2,409.84 to \$2,829.84, chief inspector \$3,429.84 (maximum); inspectors, with certificate \$2,529.84 to \$2,889.84, without certificate \$2,349.84 (minimum); dental assistants, senior \$1,956 (maximum) junior \$1,689.84 to \$1,869.84; secretary \$2,529.84 to \$3,069.84; departmental stenographers (experienced) \$1,929.84 to \$2,109.84.

Agreement with the International Association of Fire Fighters, Local 255

Hours: the fire department shall be operated according to the conditions as outlined in the two provincial acts "The Fire Department Hours of Labour Act" and "The Fire Department Platoons Act" or their amendments. While the department operates under the 3 platoon system, the working hours shall be so arranged as to ensure an 8-hour day for all active firemen, keeping in mind the variance in hours which may be necessary for the change of shifts. *Overtime*: when any employee is called in for duty when on the off shift, "time equal to time and one-half, payable at the end of the year, in lieu of same shall be given between the hours of 6 p.m. and 8 a.m. and straight time between the hours of 8 a.m. and 6 p.m. Special Duties shall be charged and paid for at the rate of one and one-half times the regular salary." After one year's continuous service employees shall receive an extra day's pay if called upon to work on any public holiday, other than 8 specified statutory holidays, or if their regular day off falls on any such day; after 10 years' service they shall receive an extra

day's pay if called upon to work on any public holiday, or if their regular day off falls on any such holiday.

Vacations with pay: after one year's continuous service not less than 3 weeks.

Monthly wage rates: assistant deputy chiefs \$305, battalion chiefs \$290, station captains, chief drill instructor \$275; motor mechanic, chief \$275, assistant \$245; lieutenants, first aid instructors \$260; plumber, carpenter \$240; linemen \$212.30 to \$240; utility man \$235; chauffeurs and firemen \$187.30 to \$230; fire alarm operators \$201.20 and \$211.20. In addition to above rates, chauffeurs and firemen shall be paid an extra \$5 per month after 10 years' continuous service and an extra \$10 per month after 20 years' continuous service.

Cost-of-living bonus: the above rates shall be subject to review each 3 months on the basis of the Dominion Bureau of Statistics' cost-of-living index based on the figure for January 1, 1951; for each 2 point rise in the index an adjustment of 25 cents per point per week will be made.

Sickness and accident: all permanent employees shall be covered by sickness and accident pay as outlined in the preamble. In the case of employees engaged in the occupation of fireman the city will pay the full premium. Full time and full pay will be allowed for all cases of sickness resulting directly from the occupation of a fireman.

Members of the department, when on duty in uniform, will be granted free transportation over the transit system.

Provision is made for *supplying clothing and equipment* to members of the department.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the correction of another, and the amendment of 13 others. In addition to those summarized below, they include: the correction of the agreement for the dress manufacturing industry in the province and the amend-

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such 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. References to the summary of this Act and to amendments to it are given in the LABOUR GAZETTE, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

ment of the agreement for barbers and hairdressers at St. Hyacinthe gazetted May 26, and the amendment of the agreements for barbers and hairdressers at Chicoutimi and at Hull in the issue of June 9.

Requests for amendments to the agreements for garages and service stations at Montreal and for barbers and hairdressers at Three Rivers were gazetted May 26; for the retail fur industry at Montreal, for hardware and paint stores at Quebec and a request for a new agreement for the men's and boys' shirt manufacturing industry in the province in the issue of June 2. Requests for the amendment of the agreements for the sheet metal fabricating industry and for ornamental iron and bronze workers at Montreal, for the building trades at Three Rivers and for barbers and hairdressers at Joliette were published June 9. Requests for the amendment of the agreements for longshoremen (ocean navigation), shipliners (ocean navigation) and checkers and coopers (ocean navigation) at Montreal, for the corrugated paper box industry in the province and for printing trades at Chicoutimi were gazetted June 16.

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

Manufacturing

Fur and Leather Products

TANNERY EMPLOYEES, PROVINCE OF QUEBEC.

An Order in Council, dated May 15, and gazetted May 26, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48, Aug., p. 1174; April, 1948, p. 331, Aug., p. 871; Feb., 1950, p. 208, and previous issues). Other amendments to this agreement were published in the *Quebec Official Gazette* issues of October 1, 1949; February 10, and March 24, 1951. The names of 3 firms are deleted from the list of contracting parties of the second part. This amendment to be in effect as from April 10, 1951.

Hours: weekly hours for those employees of category III—female employees, and category IV—wage-earners including truck drivers and carters but excluding stationary enginemen, maintenance men (millwrights) and watchmen, are reduced from 55 to 53 hours per week.

Minimum hourly wage rates for employees working on an hourly basis and for those employees working on a piece-work basis are increased by 8 cents per hour for all classes in the 3 zones. Furthermore, the piece-work rates in effect on March 8, 1951, are increased by 8 per cent.

Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL, THREE RIVERS AND SHEBROOKE DISTRICTS.

An Order in Council, dated May 15, and gazetted May 26, amends the previous Orders in Council for this industry (L.G., Feb., 1951, p. 233, June, p. 827).

Minimum hourly wage rates in zone I (Montreal District): in accordance with a cost-of-living wage adjustment previously provided for (L.G., Feb., 1951, p. 233) minimum hourly rates are increased by 3 cents per hour (index 180.6 at February 1, 1951, for the city of Montreal) and are now as follows: mechanics, erectors \$1.28; fitters, blacksmiths \$1.15; helpers (shop or field) \$1.03. The above rates shall be reduced on a percentage basis whenever the cost-of-living index shall have receded 5 points.

GARAGES AND SERVICE STATIONS, QUEBEC.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., May, 1947, p. 690; June, 1948, p. 620; Nov., 1949, p. 1420, and previous issues). Another amendment revising certain classifications in the wage schedule of this agreement was published in the *Quebec Official Gazette* issue of February 4, 1950, page 472.

Minimum hourly wage rates (industrial establishments) in zone I: journeyman mechanic, fitter, machinist, electrician, body worker, wheelwright, blacksmith, welder, painter and upholsterer class "A" \$1.15, class "B" \$1, class "C" 95 cents and class "D" 90 cents per hour; storage battery man, vulcanizer or retreader 92 cents per hour, glazier and greaser 90 cents per hour; apprentices of the above trades from 40 cents per hour in first year to 70 cents in the fourth year. (The above rates are from 5 to 10 cents per hour higher than those formerly in effect.) Delivery man 65 cents per hour is an added classification. Minimum rates for employees of commercial establishments are increased by 5 to 10 cents per hour and are as follows: service man 75 cents per hour, apprentice first year 45 cents per hour, second year 55 cents. Automobile washers in either industrial or commercial establishments shall be paid a minimum rate of 65 cents per hour and shall do no other work. Minimum rates of male employees not established by this agreement shall be 30 cents per hour in the first 6 months, thereafter 40 cents per hour instead of 25 cents and 32 cents per hour as formerly. The provision governing the establishment of a rate 5 cents per hour less than the above rates in establishments which confine their services exclusively to their own needs is deleted. In zone I only, every regular employee who reports to work is entitled to a minimum guarantee of 2 hours' work per half day or to 2 hours' pay at his regular rate if no work is available; this does not apply to Saturday afternoon. Employees paid on an hourly basis shall be given a week's notice before dismissal.

Vacation: in addition to 7 days of vacation with pay (including at least 6 working days) after one year of continuous service with the same employer (as formerly in effect) this amendment provides for an

additional 7 days of vacation with pay after 10 years of service. Upon severance of employment for any reason before April 1 of any year, employees are entitled to a vacation pay equal to 2 per cent of the total wages earned by them from the preceding April 1 to date of severance, if they have less than 10 years of service, and to 4 per cent if they have more than 10 years of continuous service for the same employer.

The municipal garage of Quebec is not governed by the jurisdiction of this agreement so long as it is regulated by a collective agreement under the Labour Relations Act.

GARAGES AND SERVICE STATIONS, RIMOUSKI.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Order in Council for this industry (L.G., Jan., 1950, p. 78). This amendment to be in effect from April 13, 1951.

Minimum hourly wage rates are 5 cents per hour higher for all classes of employees with the exception of class "C" mechanics, fitters, machinists, electricians, bodymen, welders, painters, upholsterers, glaziers and vulcanizers whose rates are increased from 65 to 75 cents per hour. The classification wheelwright is deleted from the wage schedule; in addition, the following provision is deleted: urgent work commenced before 6 p.m. which must not be interrupted, may be performed at the regular rate until 7 p.m.

Cost-of-living escalator clause: a readjustment of 6/10 of one cent, either upward or downward, shall be made for each variation of one point in the cost-of-living index (base 170.7-point mark November 1, 1950). Readjustment shall be made January 15, April 15, July 15 and October 15 and shall be based on the Federal cost-of-living index published before the 15th of the months mentioned above in respect of the index figures upon which was based the last readjustment.

Construction

BUILDING TRADES, COUNTIES OF DRUMMOND, ARTHABASKA AND NICOLET.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 872; May, 1949, p. 605; July, 1950, p. 1053; Nov., p. 1904; July, 1951, p. 977).

Industrial jurisdiction: this agreement governs the construction, installation, rebuilding, repair, maintenance, demolition, permanent extensions and moving of buildings, roads, aqueducts, sewers, canals, tunnels, trestles, bridges, culverts, sustaining walls, dams, barrages, wells, levelling and earthwork, electrical installations and transmission lines, form preparation and laying of concrete for pillars only, heating and plumbing systems, digging operations, foundations and excavations. As previously in effect there is no change in the application of this agreement as it governs pipe repairs, stationary or portable pipe installations but does not apply to maintenance men of steam railroad companies who are already covered by a collective agreement, nor to road operations governed by the Fair Wage Schedule of the Provincial Government nor to municipal employees. It does not apply

to boiler firemen in so far as construction or repair operations on a building are concerned.

Hours remain unchanged at 48 per week.

Minimum hourly wage rates: in most cases the minimum rates are from 5 to 10 cents per hour higher than those previously in effect in zones I and II and the new rates for certain classifications are as follows:—bricklayer, mason, plasterer \$1.30 in zone I, \$1.25 in zone II; carpenter-joiner \$1.10 in zone I, \$1.05 in zone II; mason (foundation rough masonry), painter (work outside a building more than 45 feet high), block layer \$1.20 in zone I, \$1.15 in zone II; electrician, roofer, tinsmith or sheet metal worker, plumber, steamfitter, welder and pipe mechanic, painter (spray) \$1.05 in zone I, \$1 in zone II; painter, paper hanger, engineman steam (stationary or portable) crane and mixer \$1 in zone I, 95 cents in zone II; blacksmith 95 cents in zone I; 90 cents (unchanged) in zone II; junior journeyman, first year (plumber, etc.), ornamental iron setter, shovel fireman 90 cents in zone I, 85 cents in zone II. Minimum rates for certain other classification are unchanged as follows:—tractor and compressor operators 90 cents in zone I, 85 cents in zone II; truck driver, common worker 80 cents in zone I, 75 cents in zone II; shovel operator (48-hour week) \$55.20 per week in zone I, \$50.20 in zone II. Rates for apprentices to the trades are 5 cents per hour higher in zone I; in zone II apprentices benefit by an increase of 2½ cents per hour with the exception of apprentice bricklayers, masons, plasterers, tile layers and block layers whose rates are 5 cents per hour higher. The classification floor polisher 90 cents in zone I, 85 cents in zone II is added to the wage schedule.

BUILDING TRADES, MONTREAL.

An Order in Council, dated May 15, and gazetted May 26, extends the term of the previous Orders in Council for this industry (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067; Feb., 1951, p. 233, June, p. 829) to July 1, 1951.

Another Order in Council, dated May 15 and gazetted May 26, also amends the previous Orders in Council for this industry.

Plumbers—Part "A"

Minimum hourly wage rates for journeymen in plumbing, heating and pipe work and pipe welders are increased by 12 cents per hour from \$1.58 to \$1.70 per hour; junior mechanics by 6 cents per hour from \$1.14 to \$1.20 per hour; apprentices' rates from 69 cents per hour in first year to 91 cents per hour in fourth year (an increase of 5 cents per hour). Rates for master plumber and master heating contractor working as an employee are unchanged at \$2 per hour or \$75 per week.

Cost-of-living escalator clause: any variation in the cost-of-living index for the city of Montreal, of 5 full points (index 180.6 points as published in the LABOUR GAZETTE), either upward or downward, shall be the basis for a supplementary increase or decrease of 3½ cents per hour.

Provision is made for board and transportation.

Another Order in Council, dated June 7, and gazetted June 9, makes obligatory the terms of a new agreement between the Builders Exchange Inc. of Montreal, The

Master Plumbers' Association of Montreal and Vicinity, "La Section des Entrepreneurs en Plomberie et Chauffage" of the Retail Merchants Association of Canada, Inc. and The Building and Construction Trades Council of Montreal and Vicinity, Le Conseil des Syndicats des Métiers de la Construction de Montréal, The United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, and L'Association des Plombiers Soudeurs et Poseurs d'Appareils de Chauffage des Syndicats nationaux de Montréal, Inc. This agreement repeals the one previously in effect, and its amendments, and will be in force from June 9, 1951, until April 1, 1952.

The terms of this agreement are similar to those previously in effect (L.G., June, 1950, p. 874, Oct., p. 1679, Nov., p. 1904, Dec., p. 2067; Feb., 1951, p. 233) with the exception of the following:—

Industrial jurisdiction: road operations on behalf of any department of the Provincial Government which are already governed by Fair Wage Schedule, Order in Council No. 800 of April 24, 1949, as amended, are not governed by this agreement.

Minimum wage rates to be in effect until August 1, 1951: minimum hourly rates in most cases now include an increase of 12 cents per hour to offset the increase in the cost of living as determined by the Dominion Bureau of Statistics, being 20 points calculating from the month of February, 1950 (16.4 points to February 1, 1951, and an additional 3.7 points to March 1, 1951). Weekly rates for certain classifications as shovel operators (power), material checkers and timekeepers, watchmen and yardmen are increased by \$5 per week in pursuance of the above change in the cost of living. **Minimum wage rates** shall be further increased by 3 cents per hour from August 1, 1951, in view of anticipated increases in the cost of living. The minimum wage rates for certain classes of tradesmen not included in the general table of rates for this industry such as *elevator construction* workers in the Montreal, Hull and Quebec regions, *asbestos insulation* workers on pipe installations, and *plumbers, steamfitters, etc.* (see minimum rates shown above) as well as *permanent employees* (maintenance workers on plumbing, heating, etc), are similar to those shown in the previous agreement, as amended.

Special provisions governing the structural iron industry, steam generation mechanics and construction boilermakers are deleted, but these occupations are included in the wage schedule and are governed by the general provisions of the agreement.

Notwithstanding the effective dates of this agreement the contracting parties to the collective labour agreements constituting the special and complementary provisions contained in part "A"—plumbers, steamfitters, pipe welders, pipe mechanics, including apprentices, part "B"—asbestos insulation mechanics (pipe installations), part "C"—marble, tile and terrazzo workers continue to have the privilege of submitting a request for amendment of the provisions of said parts or a new agreement, if they deem it advisable.

BUILDING TRADES, QUEBEC.

An Order in Council, dated May 30, and gazetted June 9, amends the previous

Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247; July, 1950, p. 1052, Sept., p. 1679; July, 1951, p. 977).

Special provisions concerning the victims of the conflagrations in the town of Rimouski and the municipality of Cabano. **Hours and overtime:** the provision governing unlimited daily working hours, without overtime compensation, is suspended until May 1, 1952, and overtime rates shall apply only after the tenth hour worked in a day.

BUILDING TRADES, SHERBROOKE.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178; Feb., 1950, p. 209, Nov., p. 1905; June, 1951, p. 829). "La Corporation des Entrepreneurs en Plomberie et Chauffage de la Province de Québec, section de Sherbrooke et des Cantons de l'Est" is substituted for "L'Association nationale des Maîtres Plombiers et Entrepreneurs en Chauffage du Canada, section de Sherbrooke et des Cantons de l'Est" as contracting party of the first part. This amendment to be in force from May 1, 1951.

Industrial jurisdiction is extended to include all operations carried out by tinsmiths, roofers, sheet metal workers; it also includes the installation of oil burners and stokers.

Hours: 48 per week in the city of Sherbrooke as previously in effect.

Minimum hourly wage rates for certain classifications in the city of Sherbrooke and within a radius of 5 miles from its limits (corrected from 2 miles): pipe mechanic and steamfitter—contractor (personal services) \$2 per hour; journeyman, pipe welder \$1.25; junior journeyman \$1 in the first year; tinsmith, sheet metal worker and roofer \$1.25. (The above rates are 15 cents per hour higher than those formerly in effect with the exception of that rate for contractor (personal services) which is 35 cents per hour higher.) Minimum rates for apprentices in the third year are increased from 65 cents to 70 cents and in the fourth year from 70 cents to 75 cents per hour, rates for first and second years unchanged.

Vacation: a check-off of 2 per cent shall be made on the wages of pipe mechanics, steamfitters, pipe welders, tinsmiths or sheet metal workers and roofers by the employers, which shall be given back in stamps in the vacation booklet further to the vacation provisions previously in effect (L.G., June, 1951, p. 829).

Trade

DAIRY EMPLOYEES, QUEBEC AND LÉVIS.

An Order in Council, dated May 30, and gazetted June 9, amends the previous Orders in Council for this industry (L.G., July, 1949, p. 877; Aug., 1950, p. 1185).

Hours are 60 per week on delivery and 52 for other employees (a reduction of 2 hours per week).

Cost-of-living bonus: minimum weekly wage rates under the present agreement and under any individual or collective labour agreement in force on March 1, 1951, for all classifications, with the exception of employees of unpasteurized milk dealers and occasional employees, are increased by \$4

per week and this cost-of-living bonus is incorporated into the wages for the purposes of computing the vacation with pay.

Minimum wage rates for occasional employees are increased from 71½ cents per

hour to 75 cents per hour; the minimum for delivery man and helper, employed by unpasteurized milk dealers is \$25.30 and \$17.80 per week respectively (an increase of \$5.30 per week).

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in New Brunswick and Ontario

Recent proceedings under the Industrial Standards Acts, etc.* include: a new schedule for the barbering industry in the Fort William-Port Arthur zone published in *The Ontario Gazette* of June 9. Other Orders in Council making schedules binding are summarized below.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—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.

Summaries of these Acts and amendments have been published in the *LABOUR GAZETTE*, as follows: Nova Scotia—Industrial Standards Act, in issues of July, 1936, p. 604, August 1937, p. 861, July 1939, page 671, August 1946, p. 1102, July 1948, p. 749; New Brunswick—Industrial Standards Act in issues of October, 1939, p. 996, August, 1941, p. 956, December, 1944, p. 1551, December, 1948, p. 1434; Ontario—Industrial Standards Act, in issues of June, 1935, p. 534, May, 1936, p. 410, May, 1937, p. 505, May, 1938, p. 501, June, 1939, p. 574, August, 1948, p. 890, August, 1949, p. 999; Manitoba—Fair Wages Act, Part II, in the issues of May, 1938, p. 499, June, 1939, p. 570, February, 1941, p. 137, June, 1942, p. 696, June, 1946, p. 826; Saskatchewan—Industrial Standards Act, in the issues of June, 1937, p. 635, May, 1938, p. 507, June, 1939, p. 581, June, 1940, p. 559, June, 1948, p. 627, July, 1950, p. 1071; Alberta—Alberta Labour Act (The original Industrial Standards Act was made part of the Alberta Labour Act—see L.G., June, 1947, p. 837), in issues of June, 1935, p. 534, June, 1938, p. 501, June, 1937, p. 640, June, 1938, p. 633, June, 1939, p. 567, December, 1950, p. 2082.

NEW BRUNSWICK

Construction

ELECTRICAL WORKERS, MONCTON.

An Order in Council, approved May 17, and gazetted June 6, makes binding the terms of a new schedule for electrical workers (exclusive of apprentices) in the zone comprising the area within a radius of 5 miles from the City Hall in the City of Moncton and including the village of Dieppe, to be in effect from June 15, 1951, until March 31, 1952.

The provisions of this schedule are unchanged from those which were previously in effect and published in the *LABOUR GAZETTE* issue of March, 1951, on page 360.

ONTARIO

Construction

ELECTRICAL WORKERS, OTTAWA.

An Order in Council, dated April 26, and gazetted May 12, makes binding the terms of a new schedule for the electrical repair and construction industry in the Ottawa Zone, to be in effect from May 22, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week. Work which cannot be performed during the regular period of a working day may be done during other hours and these other hours shall be known as *night work* except when performed on a job completed in a 3-day period. Work performed in 2 or more shifts in any 24-hour period, not exceeding 8 hours on a day-shift or 7 hours on a night-shift shall be considered a regular working day. Only one shift to be known as day-shift where 2 or more shifts are worked on the same job.

Overtime: time and one-half for work performed during the 4-hour period immediately following a regular work day; double time for all other overtime work and on Saturdays, Sundays and 6 specified holidays. No work to be performed on a holiday without a permit from the advisory committee.

Minimum hourly wage rates: \$1.50 per hour during regular working periods; \$1.71½ per hour for night work. Employees working on night-shift shall receive 8 hours' pay for 7 hours' work.

The advisory committee may fix a lower minimum rate for handicapped workers.

PLASTERERS, OTTAWA.

An Order in Council, dated May 30, and gazetted June 16, makes binding the terms of a new schedule for plasterers in the Ottawa Zone, to be in effect from June 26, 1951, "during pleasure".

Hours remain unchanged at 8 per day Monday through Friday, 40 per week. Work, not exceeding 8 hours, which cannot be performed during regular working periods, because of its nature, may be done during other hours and such work shall be night work. For work performed in 2 or more shifts, an employee shall be deemed to be employed during a regular working day if the shifts not exceeding 8 hours are operated between 1 a.m. Monday and 8 a.m. Saturday of the same week and if no employee, except foremen, works on more than one shift in any 24-hour period; 2 or more shifts worked on the same job, only one shall be a day-shift.

Overtime: time and one-half for work in excess of regular hours up to midnight Monday through Friday; double time for all other overtime including Saturdays, Sundays and 7 specified holidays. No overtime work shall be performed without a permit from the advisory committee and no work shall be done on a holiday except in cases of extreme necessity where life or property is in danger or where necessary to prevent loss of employment to persons regularly employed in buildings under construction or repair.

Minimum hourly wage rates are increased from \$1.50 per hour to \$1.65 per hour for work performed during regular work periods and for night work. Employees on night-shift will receive 8 hours' pay for 7 hours' work.

The advisory committee is authorized to set a lower minimum rate for handicapped workers.

ELECTRICAL WORKERS, WINDSOR.

An Order in Council, dated April 12, and gazetted April 28, makes binding the terms of a new schedule for the electrical repair and construction industry in the Windsor Zone, to be in effect from April 22, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, a 40-hour week as previously in effect. For work performed in 2 or more shifts, if an employee works not more than 8 hours in any 24-hour period, the employee shall be deemed to be employed during a regular work day. Where 2 or more shifts are worked on the same job, only one shall be a day-shift.

Overtime is payable at double time. No permit for overtime work on Saturdays, Sundays or 7 specified holidays shall be issued except in cases where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein.

Minimum hourly wage rates are increased from \$1.65 (L.G., Jan., 1949, p. 68) per hour to \$2.05 per hour. 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.

Changes in Wage Rates and Hours of Work in Recent Collective Agreements

Revisions in wage clauses were the important feature in the 265 collective agreements received in the Economics and Research Branch of the Department of Labour during May and June. Only seven per cent of the agreements, or the same figure as applied to the agreements received during the first four months,¹ do not make provision for wage increases. The stability of weekly hours of work noted in the earlier months appears to have been maintained since only one in every ten of the later agreements indicate a reduction in hours. Approximately one in every five of the agreements received in May and June contain an escalator clause based on the official cost-of-living index. This compares with one in seven for the agreements received in the first four months of the year.

As will be noted from Table 1, a ten to fifteen cent wage increase was most common among the agreements received although a five to ten cent hourly increase was the most common in the manufacturing industries. Compared with the agreements received during the first four months a greater proportion of the settle-

ments provide increases of fifteen cents an hour or more. This is largely accounted for by the twenty-two agreements signed in the construction industry.

Only twenty-five of the agreements indicate a reduction in weekly hours of work. A number, however, applied to large bargaining units so that some 18,500 workers were affected in total. For the most part the reduction in hours took place where the work week was relatively long. In three cases the work week is reduced to forty hours.

There is a wide variety in the formulae for cost-of-living wage adjustments as set forth in the fifty-two escalator clauses contained in the agreements. About 15,800 workers, or twenty-six per cent of the total, were affected by agreements including escalator clauses. In spite of the variety in formulae used some standards for the plans are evident as is shown Table II. In the case of hourly rated employees the most frequently found formula provides a one cent wage increase for every 1.3 points rise in the cost-of-living index, some eighteen of the escalator clauses being of this type. An adjustment of twenty-five cents a week for each point change in the index is provided for in ten agreements. Also, four agreements provide a forty-cent adjustment.

¹For an analysis of the 307 agreements received during the first four months see *LABOUR GAZETTE*, June 1951, p. 832.

TABLE I.—INCREASES IN HOURLY WAGE RATES IN COLLECTIVE AGREEMENTS RECEIVED BY THE DEPARTMENT OF LABOUR DURING THE MONTHS OF MAY AND JUNE 1951*

Amount per Hour	No. of Agreements								Workers Covered
	Logging	Mining	Mfg.	Construction	Transportation and Communications	Public Utilities	Trade Finance Services	Total	
No Change.....			10		1		7	18	3,900
Less than 5 cents.....			5				5	10	1,200
5—9·9 cents.....		2	34	5	3		9	53	17,800
10—14·9 cents.....	3		24	8	14	1	10	60	21,600
15 cents or over.....		3	14	22	5		4	48	13,600
New Agreement.....		2	11	3	5		8	29	1,800
Total.....	3	7	98	38	28	1	43	218	59,900

* Weekly increases are expressed on an hourly basis—Where increases varied within a plant a weighted average was adopted. Monthly increases omitted (47 agreements covering 7,100 workers).

TABLE II.—COST OF LIVING ADJUSTMENT FORMULAE IN COLLECTIVE AGREEMENTS

An analysis of clauses contained in 52 agreements out of 265 agreements received in the Department of Labour during the months of May and June 1951*

Adjustment	No. of Agreements	Workers Covered
Adjustment of Hourly Rates:.....	26	13,597
1 cent per hour per point.....	4	1,479
1 cent per hour per 1·3 points.....	18	11,786
1 cent per hour per 1·45 points.....	1	30
$\frac{1}{2}$ cent per hour per point.....	1	126
2 cents per hour per 3 points.....	1	136
1 cent per hour per 1·4 points.....	1	40
Adjustment of Weekly Pay:.....	14	1,155
25 cents per week per point.....	10	1,005
40 cents per week per point.....	4	150
Adjustment of Monthly Pay:.....	6	294
\$1·08 per month per point.....	2	138
\$1·10 per month per point.....	2	103
Other adjustment.....	2	53
Percentage of Basic Rates per Point.....	6	735
Total.....	52	15,781

* The majority of adjustments are made quarterly.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

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

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

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules

setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

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

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

Schedules Prepared and Contracts Awarded During May

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

During the month of May the Department of Labour prepared 206 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 154 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

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 eight per day and forty-four 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 forty-four 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 and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(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
Agriculture.	1	\$ 16,368.94
Defence Production.	10,366	66,702,015.04
Post Office.	13	65,616.83
Public Works.	4	45,201.60
R.C.M.P.	7	89,613.75

(3) Arrears of Wages.

During the month of May the sum of \$2,583.56 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their

contracts. This amount was distributed by the Department to the 19 employees concerned.

Contracts Containing Fair Wages Schedules Awarded During May

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Cardston Alta: Western Construction & Lumber Co Ltd, canal construction, Division 3, Contract 3; Piggott Construction Co, canal construction, Division 3, Contract 4; Piggott Construction Co, reinforced concrete chute structure, Division 3, Contract 5. *Retlaw Alta:* F R Gibbs, enlarging an existing canal & strengthening earth fills, Bow River Project.

Central Mortgage and Housing Corporation

Summerside P E I: Rosehall Nurseries Ltd,* landscaping. *Albro Lake N S:* Jos Redden,* spreading fill. *Cornwallis N S:* George Mabey,* additional crib work & surface drains. *Debert N S:* Murray & Falconer,* landscaping. *Greenwood N S:* L G Rawding,* landscaping. *New Glasgow N S:* Herman MacDonald,* moving houses to new sites & installing on new foundations. *Chatham N B:* Jones Bros Electric, construction of power distribution & street lighting systems; Maritime Landscape Gardening Ltd,* landscaping. *Moncton N B:* Maritime Landscape Gardening Ltd,* landscaping. *Quebec & Lauzon P Q:* Albert Gingras, division of wood sheds. *Ajax Ont:* J W Havelin, exterior painting. *Brantford Ont:* C Russell,* installation of doors etc. *Centralia Ont:* W S Fullerton Construction Co,* repairs of house connections. *Clinton Ont:* Charles D Hay,* landscaping. *Collingwood Ont:* Nap Beauchamp Construction Co, removing & replacing beams & joists. *Cornwall Ont:* C Arnold Clark,* exterior painting. *Fort William & Port Arthur Ont:* Vere Morrison,* exterior painting. *Geraldton Ont:* Vere Morrison, exterior painting. *Hamilton Ont:* John St Clair Painting & Decorating Co, painting; National Painting & Decorating Co, painting; Wosney & Kaposki, recovering plywood houses. *Kenora Ont:* H G Hay Decorating Co,*

exterior painting. *Lucan Ont*: A Hall,* exterior painting. *Meaford Ont*: Geo C E Grant,* repairing fire damage. *Midland Ont*: Nap Beauchamp Construction Co, removing & replacing beams & floor joists. *Niagara Falls Ont*: Norman A Lock & Sons, exterior painting. *Ottawa Ont*: Dibblee Construction Co Ltd, paving of parking area, Strathcona Heights; Rosehall Nurseries Ltd,* landscaping around parking areas, Strathcona Heights. *Petawawa Ont*: W Baker,* removing fill. *Picton Ont*: Lightfoot Bros Construction Co,* installation of gasoline standby & construction of highway guard rail, culverts & drainage ditch; H J McFarland Construction Co Ltd, surfacing of roads & driveways; Rosehall Nurseries Ltd,* landscaping. *Port Arthur Ont*: Wm Lamke,* landscaping. *Rockcliffe Ont*: Lightfoot Bros Construction Co, installation of storm sewer system. *St Catharines Ont*: Henry W Colton, exterior painting. *Sault Ste Marie Ont*: Elie Michael, exterior painting. *Trenton Ont*: H J McFarland Construction Co Ltd, surfacing of roads & driveways; H J McFarland Construction Co Ltd, surfacing of roads & driveways; H J McFarland Construction Co Ltd,* surfacing parking lot. *Walkerton Ont*: E Wenzel,* exterior painting. *Windsor Ont*: Albert Loiselle & Fils,* installation of supports under houses. *Winnipeg Man*: Coates Painting Co, exterior painting. *Winnipeg Man*: J H From,* landscaping; J H From,* landscaping. *Moose Jaw Sask*: Moose Jaw Painting & Decorating,* exterior painting. *Prince Albert Sask*: A T Dodge,* exterior painting. *Yorkton Sask*: MacKays Paint Shop,* exterior painting. *Calgary Alta*: Rosehall Nurseries Ltd,* planting & maintenance of trees. *Edmonton Alta*: Rosehall Nurseries Ltd,* planting & maintenance of trees. *Lethbridge Alta*: Whittick Bros,* installation of thermostats on hot water heaters. *Boundary Bay B C*: Columbia Bitulithic Ltd, paving streets & sidewalks; Christian & Allen Ltd,* landscaping. *Chilliwack B C*: Rosehall Nurseries Ltd,* landscaping. *Cumberland B C*: A Ingram,* exterior painting. *Port Alberni B C*: G B Watson,* exterior painting. *Vancouver B C*: Underhill & Underhill,* surveys on ground etc; Biltmore Construction Co,* construction of house sidewalks & steps; Pyke & White Construction Co Ltd,* construction of retaining wall; Robertson Development Co Ltd,* road grading; Robertson Development Co Ltd,* house grading; Baynes Manning Ltd, installation of water distribution system; Monarch Construction Co Ltd,* maintenance of roads, lanes, drains

etc; R H Neven Co Ltd, exterior painting, Renfrew Heights. *Victoria B C*: Dominion Paint Co,* exterior painting.

Defence Construction Limited

Summerside P E I: Eastern Woodworkers Ltd, construction of bldgs. *Halifax N S*: T C Gorman (Nova Scotia) Ltd, construction of radio station; Rodney Contractors Ltd, extension to York Redoubt; McNamara Construction Co Ltd,* preparation & filling of bunded area. *Sydney N S*: Acadia Construction Co Ltd, construction of radio station. *Chatham N B*: R E Stewart Construction Corp, construction of bldgs; Foundation Maritime Ltd, construction of hangar. *Bagotville P Q*: R E Stewart Construction Corp, construction of bldgs; Eastern Canada Steel & Iron Works Ltd, erection of structural steel. *Clarke City P Q*: Magloire Cauchon Ltd, construction of radio station. *St Hubert P Q*: A F Byers Construction Co Ltd, construction of hangar; Louis B Magill Co, construction of bldgs. *Ste Marie P Q*: H J O'Connell Ltd, construction of radio station. *Valcartier P Q*: Magloire Cauchon Ltd, construction of phase II, bldg 25, Armament Research Development; Maurice Pomerleau, paving of clean area CARDE. *Armstrong Ont*: Barnett-McQueen Co Ltd, construction of radio station. *Barriefield Ont*: T A Andre & Sons Ltd, construction of bldg; Central Bridge Co Ltd, erection of structural steel. *Camp Borden Ont*: Frankel Corp, erection of structural steel; Bennett-Pratt Ltd, construction of various bldgs. *Centralia Ont*: John Gaffney Construction Co Ltd, construction of bldg; Sterling Construction Co Ltd, rehabilitation & cubicling of barrack block. *Clinton Ont*: Strom Steel Co Ltd, erection of prefabricated huts. *Long Branch Ont*: Swansea Construction Co Ltd, installation of services, warehouses & central heating plant; Frankel Corp, structural steel. *Ottawa Ont*: Shore & Horowitz, interior construction of DCED accommodation bldg, Victoria Island. *Pagwa Ont*: Barnett-McQueen Co Ltd, construction of radio station. *Ramore Ont*: Sterling Construction Co Ltd, construction of radio station. *Shirley Bay Ont*: Leeds Bridge & Iron Works, erection of structural steel. *Sioux Lookout Ont*: Clayton Co Ltd, construction of radio station. *Trenton Ont*: Fred Elgie Co Ltd, construction of bldg. *Beausejour Man*: Bird Construction Co Ltd, construction of radio station. *Camp Shilo Man*: Roy Swail Ltd, installation of storm, sanitary sewer & water supply systems. *Winnipeg Man*: Dominion Bridge Co Ltd, erection

of structural steel. *Moose Jaw Sask*: Piggott Construction Co, construction of bldgs. *Saskatoon Sask*: W C Wells Construction Co Ltd, construction of bldgs. *Edmonton Alta*: C H Whitham Ltd, construction of central heating plant. *Namoo Alta*: Marwell Construction Co, construction of bldgs. *Saskatoon Mountain Alta*: Poole Construction Co Ltd, construction of radio station. *Suffield Alta*: F R Gibbs,* filling & grading. *Baldy Hughes Mountain B C*: Dawson & Hall Ltd, construction of radio station. *Puntzi Mountain B C*: H C Barber Co Ltd, construction of radio station. *Trail B C*: Dominion Bridge Co Ltd, erection of structural steel.

Department of Defence Production

Summerside P E I: Industrial Spray-Painting & Sandblasting, interior painting. *Greenwood N S*: Cosgrove Bros Ltd, exterior painting. *Point du Chene N B*: Stewart Butler, painting of gasoline storage tanks & lines. *Camp Borden Ont*: Bavington Bros Ltd, interior painting. *Fingal Ont*: Clatworthy Lumber Co Ltd, roof replacement. *Grand Bend Ont*: Riverside Construction Co Ltd, repairs to entrance road, strips & runways. *Kingston Ont*: Thos L Grooms, alterations to officer's mess. *Rockcliffe Ont*: H L Robinson, exterior painting; St Clair Painting & Decorating, interior painting. *Trenton Ont*: H L Robinson, interior & exterior painting. *Weston Ont*: John W Bavington Ltd, interior painting. *Gimli Man*: W A Moffatt Co, roof replacement. *Rivers Man*: Nelson River Construction Ltd, construction of sewer main. *Winnipeg Man*: W A Moffatt Co, roof replacement. *Calgary Alta*: Barr & Anderson (Interior) Ltd, roof replacement; Seaboard Advertising Co Ltd, interior painting. *Edmonton Alta*: William Sigalet & Co Ltd, exterior painting. *Abbotsford B C*: Barr & Anderson (Interior) Ltd, repairs to roofs.

National Harbours Board

Halifax Harbour N S: Gunitite & Waterproofing Ltd, reconditioning sections of concrete cope wall, south side, Pier "B".

Department of Public Works

Bay de Verde Nfld: North Shore Construction Co Ltd, breakwater repairs.

Dingwall N S: J P Porter Co Ltd,* dredging. *Campbellton N B*: Felix Michaud,* dredging. *Rimouski P Q*: Quemont Construction Inc, erection of public bldg. *Belle River Ont*: Detroit River Construction Ltd,* redredging. *Ottawa Ont*: Taggart Construction Ltd, interior alterations, No 2 temporary bldg; A Lanctot Construction Co, acoustical ceilings, Woods Bldg; J E Copeland Co Ltd, installation of boiler, chimney & alterations to bldg, Science Service Laboratory, Experimental Farm; Dominion Bridge Co Ltd, erection of structural steel bldg of Division of Bldg Research, NRC Montreal Rd; Art Woodwork Ltd, panelling & casework etc, New Supreme Court Bldg; B B Electric Co Ltd, cathode lighting & louvered ceiling, New Supreme Court Bldg. *Peterborough Ont*: J H Kinsella & Gus Torpey, demolition of bldgs on site of proposed public bldg. *Winnipeg Man*: Schumacher-Mackenzie Ltd, construction of transformer vault, Federal Bldg. *Regina Sask*: Bird Construction Co Ltd, improvements & alterations, Weights & Measures Bldg; Trail Plumbing & Heating (Sask) Ltd, installation of steam boiler etc, Old Post Office Bldg. *Calgary Alta*: Poole Construction Co Ltd, alterations & new storey, Weights & Measures Bldg. *Edmonton Alta*: C H Whitham Ltd, alterations & new flooring, public bldg. *Chilliwack B C*: R A Adair, alterations, new screen, night lobby etc, public bldg. *New Westminster B C*: Seaboard Advertising Co Ltd, painting of railway bridge. *Sandspit B C*: Fred Atkins, repairs to wharf. *Westview B C*: Pacific Piledriving Co Ltd, float renewal. *Aklavik N W T*: H Kelly & Co Ltd, heating & plumbing installation, combination single men's quarters & guard room.

Department of Transport

Chebucto Head N S: LeBlanc Construction Co Ltd, erection of fog alarm bldg. *Dorval P Q*: The Highway Paving Co Ltd, additional development, Montreal Airport. *Lac des Loups P Q*: H J O'Connell Ltd, construction of hardsurface runway. *McCarthy (Casey) P Q*: North Shore Construction Co Ltd, construction of hardsurface runway. *Val d'Or P Q*: La Societe d'Entreprises Generales Ltee, construction of asphaltic treated runway.

Labour Law

Labour Legislation in Alberta and Manitoba in 1951

Little change was made in the labour laws of Alberta at the 1951 legislative session. In Manitoba, important changes were made in the Hours of Work Act, the Vacations with Pay Act, and the Workmen's Compensation Act.

ALBERTA

The Alberta Legislature, which was in session from February 22 to April 7, enacted little legislation of labour interest. Amendments of a more or less minor nature were made to laws dealing with wage security for workers, trade schools and rent control. A new City Act, uniformly applicable to all cities in the Province and designed to replace the seven city charters now in operation, was passed. The administration of the Electrical Protection Act and the Welding Act was transferred from the Department of Public Works to the Department of Industries and Labour. The Alberta Government was authorized to enter into an agreement with the Federal Government regarding old age-pensions.

Security for Payment of Wages

Under the Industrial Wages Security Act, employers in mining and lumbering, before beginning operations each year, are required to furnish the Minister of Industries and Labour with security in the form of cash or bonds to be used by the Department for the payment of wages in case the employer defaults. The security is usually established at the greatest amount paid by the employer in wages in one month during the previous year. By a 1951 amendment, this security may now be paid in instalments by the employer in cases authorized by the Minister. This move is designed to aid the smaller operators in the mining and lumbering industries who have experienced some difficulty in producing the entire amount of the security before the commencement of their operations.

A further amendment exempts box factories and woodworking plants, including such establishments as sash and door factories and prefabrication yards, from the application of the Act. Henceforth, employers in these establishments will not be required to deposit security for wages with the Department. These amendments came into force on July 1.

Trade Schools

By an amendment to the Trade Schools Regulations Act, effective July 1, the licence or certificate of registration issued to an operator of a trade school will remain in force until it is cancelled, revoked or suspended by the Minister of Industries and Labour. Previously, such licences had to be renewed annually. The amendment further provides that a licensee who ceases to carry on the business of a trade school must inform the Minister in writing and at the same time return his licence.

City Act

The City Act, to come into force on January 1, 1952, is applicable to all cities of Alberta and is designed to help the cities perform their duties and functions and at the same time have identical rights and powers. It is comparable to the City Act of Saskatchewan. The City Act represents to some extent a consolidation of the seven city charters at present in effect. It is provided, however, that the Act will not deprive a city of any of its existing powers.

With respect to matters of labour interest, the Act permits the council of a city, subject to the provisions of the Child Welfare Act, to prescribe by by-law the age at which and the conditions under which a minor may be employed in any house or place of public entertainment, or resort in which billiards or bowling alleys are kept for hire, to regulate children being in other public places, and to regulate and license working children.

A city council is also empowered to pass by-laws regulating and licensing plumbers and electrical workers and establishing boards for the examination of such workers who desire to engage in their trade within the municipality. The council may also enact by-laws licensing, controlling and regulating persons operating wood-cutting machines and enforcing the use of such safety devices for this group as are recommended by the Minister of Labour, the

Workmen's Compensation Board or some other proper authority. A council may also license and regulate the business of dry-cleaners, dyers, and persons engaged in similar occupations.

The licensing and regulating powers of a council are extended, subject to the provisions of the Public Service Vehicles Act, to cover porters, draymen, hackmen, livery, feed and sale stables, motor liveries, taxicab drivers and omnibus drivers. The council may also limit the daily hours of taxi-drivers and fix the period in each day during which a motor vehicle may be operated by one person.

The provisions of the Act regarding closing of shops are similar to those contained in the City Act of Saskatchewan.

The Act requires that all shops, with the exception of garages, filling and service stations and gasoline pumps, must remain closed between the hours of 6 p.m. and 5 a.m. of the following day from Monday to Friday during the whole year. On Saturdays, excepting a Saturday which is the 24th of December and on the four week days preceding the 24th of December, shops must be closed between 10 p.m. and 5 a.m.

Upon petition of not less than three-fourths of the occupiers of any class or classes of shops, however, a city council may, within two months after receiving the petition, if it deems it advisable, pass a by-law fixing an earlier closing hour than those specified above.

Notwithstanding the above requirement in the Act for closing on Saturdays, a council may, without petition, pass a by-law fixing a different hour for Saturday closing. Notice of intention to pass such a by-law must be given at a regular meeting of the council held not less than 30 days before the meeting at which the by-law is to be passed. The closing hour fixed for all shops or any class or classes of shops may be 6 p.m. or any later hour up to 10 p.m. from November to April, or up to 11 p.m. from May to October. Different hours may be fixed for different classes of shops.

Provision is also made for a council to pass a by-law requiring a half-day closing of shops (from 12 noon or such later hour as may be fixed) on one day of the week for all or part of the year, and for one requiring closing on all or any part of a public or civic holiday.

These provisions of the Act apply to places where goods are offered for sale by retail or public auction, including barber shops and ladies' hairdressing, manicuring and beauty parlours. Shops that may be

kept open after prescribed closing hours include those in which the principal business carried on is that of a tobacconist, hotel, restaurant, refreshment house, news agent, drug store, confectioner and baker, a written statement to that effect having been filed with the city clerk by the proprietor or manager. In these shops, only certain items of merchandise may be sold after closing hours. These goods, referred to as "exempted merchandise", are enumerated in the Act. The minimum fine for unlawful sale of any other goods after closing hours is \$50. In case of a prosecution for alleged violation of the provisions relating to exempted merchandise, the statement filed by the proprietor or manager will be received as evidence of the principal trade carried on in the shop at the time of the alleged violation. If no statement has been filed, the principal trade carried on will be deemed to be that named in the information.

Shops which remain open after the general closing hours for sale of exempted merchandise must keep in a conspicuous place a notice at least 22 inches by 28 inches stating that the shop is closed under the provisions of the City Act except for the sale of certain merchandise and specifying such merchandise.

Further provisions enable by-laws to be passed prescribing closing hours for garages, filling and service stations, and selecting through a rotation plan or some other method certain shops to remain open after the regular closing hour. A council is given authority to exempt one or more designated garages, filling and service stations from the application of any provisions regarding closing hours.

The proprietor of a shop and the person in charge when a violation of the early closing provisions of the Act or of a by-law occurs is each guilty of an offence and liable to a fine not exceeding \$100.

The Act provides that employees who have been in the service of a city, or of a town prior to its formation into a city, for at least 10 years may be granted a gratuity, upon resignation because of illness or age, of not more than the amount of their aggregate salary for the last three years of service. Provision is also made in the Act for the establishment by by-law of pension or superannuation plans for civic workers.

Transfer of Administration of Acts

The Welding Act and the Electrical Protection Act were amended to transfer their administration from the Minister of Public Works to another member of the

Executive council. By an Order in Council, effective from April 1, the administration of these two Acts and of the Factories Act was placed under the jurisdiction of the Minister and Department of Industries and Labour.

Old Age Pensions

An Old Age Pensions Act was enacted, to come into force on proclamation of the Lieutenant-Governor in Council. This Act, similar in intent to resolutions approved or Acts passed by other provincial Legislatures at the 1951 sessions, will enable the Alberta Government to take advantage of new legislation regarding old age pensions which is passed by the Parliament of Canada. The Act empowers the Lieutenant-Governor in Council to enter into any agreement deemed necessary or advisable for securing to the Province the benefit of any such legislation, and to expend or to authorize the expenditure of such moneys as may be necessary to implement the agreement.

Rent Control

An amendment was made to the Rent Control Act, which was passed in 1950, to authorize the payment of \$25,000 from the General Revenue Fund to set up a provincial rent control board and to meet expenditures incurred during the current fiscal year. The Act was proclaimed in effect on April 30, 1951.

Miscellaneous

An amendment to the Town and Village Act limits to \$10 the amount of the minimum tax which may be levied annually by councils of towns and villages on residents 21 years of age and over for municipal and school purposes.

The Credit Union Act was amended to permit a credit union to acquire or hold land to the value of \$5,000 or ten per cent of its total assets, whichever is greater. Previously, the value of the land acquired or held could not exceed \$5,000. A second amendment provides that security is not required on loans to members of credit unions unless the loan exceeds \$200. The amount stipulated previously was \$50.

Resolution

By resolution carried on March 20, the Legislature appointed a special committee of seven to receive representations and recommendations as to the operation of the Workmen's Compensation Act. The Committee is required to submit its findings and recommendations to the Government at the next legislative session.

MANITOBA

The Manitoba Legislature in its session from February 1 to April 20 amended the Hours of Work Act to include provisions respecting work on seven public holidays, notice of termination of employment and a weekly day of rest. The One Day's Rest in Seven Act was repealed. The new sections concerning public holidays and notice of termination of employment are to apply province-wide and to all industries except farming. The Remembrance Day Act was passed to ensure that Remembrance Day will be kept as a public holiday. A number of changes were made in the Workmen's Compensation Act, including an increase from \$2,500 to \$3,000 in the maximum amount of annual earnings which may be taken into account in computing compensation, and a reduction in the waiting period. Employees who are continuously employed for three years or more in an establishment or with one employer are now entitled to two weeks' vacation with pay each year as a result of amendments made to the Vacations with Pay Act. By two new measures, the Manitoba Government took over the regulation of rent control, and made provision for the assumption of special powers in a proclaimed state of emergency. An agreement for the joint payment by the federal and provincial governments of old age pensions to persons in need between the ages of 65 and 69 years of age was authorized. The Highway Traffic Act and the Credit Unions Act were amended.

Public Holidays, Notice of Termination of Employment, and Weekly Rest-Day

The scope of the Hours of Work Act was broadened to include sections respecting work on public holidays, notice of termination of employment and a weekly day of rest. The provisions for a weekly rest are similar to those contained in the One Day's Rest in Seven Act, first enacted in 1928, and now rescinded.

The Hours of Work Act was passed in 1949 to limit daily hours to eight, and weekly hours to 48 for men and 44 for women, unless overtime rates of time and one-half are paid. The Act applies to the industries listed in Schedule A and to the chief industrial areas in the Province as listed in Schedule B.

As a result of the sections added this year, the Act will now be known as the Hours and Conditions of Work Act.

Public Holidays.—Work is now prohibited on seven specified public holidays unless overtime wages of time and one-

half the regular rate are paid or compensatory time off is given. This provision is not limited to the application of the hours provisions of the Act but applies to all industries and occupations throughout the Province, except farming.

Persons employed in a continuously operating plant, a seasonal industry, an amusement place, a gasoline service station, a hospital, a hotel or a restaurant, or in domestic service who work on a holiday need not be paid at overtime rates if, by custom or agreement, they are given compensatory time off. Two half-days off may be granted in lieu of one full day to a person employed in domestic service.

The seven public holidays specified in the new section are New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

The Act contains the stipulation that any provisions with respect to payment of overtime rates on holidays which are established by agreement, contract of service or custom and which are more favourable than those set out in the Act will prevail.

Before the enactment of this section, provision was made for public holidays for men and women in the Factories Act and for women in the Minimum Wage Orders. Section 56 of the Factories Act, which required factories to be closed on certain public holidays unless permission was given for employment, is now rescinded. Under Manitoba Minimum Wage Orders, a permit is required to allow women in any employment under the Act except farming and market gardening to work on 7½ public holidays, in which case they must either be paid one day's pay at not less than the minimum rate or receive compensatory time off.

Notice of Termination of Employment.
—In all industries carried on in the Province except farming, termination of employment without notice is now prohibited where the period of employment is not fixed. The requirement that the notice should be in writing was in the Bill as introduced but was deleted during passage. Employers must serve notice of dismissal and employees must serve notice of termination of employment. Where wages are paid once a month or oftener, the period of notice required to be given corresponds to the length of the employee's pay period, e.g. a month's notice is required where payment is made monthly. Where wages are paid less frequently than once a month, reasonable notice must be given.

Where the period of employment is fixed or if the employment is for the performance of specified work, notice of termination is not necessary unless, by mutual consent, the employment is continued after the end of the period of the completion of the work, in which case the above requirement for termination of employment must be fulfilled.

These requirements for giving notice do not apply if different conditions respecting termination of employment are included in a collective agreement or are established in a particular undertaking by custom or practice.

In any legal proceedings arising out of the termination of employment without notice, the Act permits a judge to dismiss an action for recovery of wages or for damages if the person who instituted proceedings was guilty of improper conduct towards the person against whom the action is brought, or if the employee who brought the action was guilty of insubordination or dishonesty.

Weekly Rest-Day.—The principal provisions of the One Day's Rest in Seven Act were incorporated in the Hours of Work Act and they apply to the same industries and areas as the hours of work provisions. As previously, a weekly day of rest, if possible Sunday, must be granted to employees in the manufacturing, construction and catering industries. In addition, a weekly rest-day must also be granted to employees in mining, in shops, offices, the insurance business, barbering and hairdressing establishments, the baking industry, the transport of goods by land, the processing and distribution of milk and its products (except dairying operations preceding delivery of milk at processing plants), and to elevator operators and hotel clerks. Lumbering and a few other industries are not now included.

The weekly-rest provisions apply to the cities of Winnipeg, St. Boniface, Brandon and Portage la Prairie, the towns of Tuxedo, Transcona, Flin Flon and Selkirk, the village of Brooklands and the rural municipalities of Assiniboia, Charleswood, East Kildonan, Fort Garry, North Kildonan, Old Kildonan, St. James, St. Vital and West Kildonan. Since the One Day's Rest in Seven Act applied only to cities, the application of the weekly-rest requirement is now slightly wider.

As before, certain classes of workers are excluded from the weekly-rest provisions including watchmen, janitors and firemen living in the building in which they are employed (unless their work cannot be performed within an average of 10 hours

of actual work a day); persons not usually employed for more than five hours a day; managers and supervising employees; emergency repairmen; persons employed for not more than three hours on a weekly rest-day merely for the purpose of looking after horses as part of their usual duty; and employees who are needed in cases of accidents or occurrences beyond human control or who are urgently required to do work to the employer's machinery or plant.

The Minister of Labour is given discretion to exempt an establishment from the weekly-rest requirement, on the written application of an employer, if he considers it would be an undue hardship for the employer to comply. The permit of exemption may cover a period up to one year.

For failure to comply with the holiday or weekly-rest provisions of the Act a fine up to \$300 may be imposed on a corporation or up to \$100 on an individual or the penalty may be both fine and imprisonment.

Prohibition of Work on Remembrance Day

In addition to the new sections added to the Hours and Conditions of Work Act respecting work performed on public holidays (see above), a special Act was passed to prohibit work for gain or reward or the purchase or sale of goods on Remembrance Day. Apart from a rather lengthy list of essential services and industries which may be carried on, work may be performed on the holiday only under permit from the Minister of Labour issued in circumstances beyond human control and for which no other arrangements can be made.

Farming is excluded from the Act. The other services which may be carried on include the following: (a) the operation of hospitals; (b) the retail sale of drugs and medicines; (c) the operation of hotels and restaurants; (d) the work of policemen, firemen, furnace tenders, watchmen, janitors, or domestic servants; (e) conveying of goods or travellers on railways or street railways or in other public conveyances; (f) the sale of bread or milk; (g) the operation of a dairy; (h) the operation of a bakery; (i) work in meat packing plants that cannot be postponed without serious deterioration of meat quality; (j) work necessary to ensure that electric current, heat, gas, light or water may be continuously supplied; and (k) preparation after one p.m. of regular editions of newspapers for the next day.

Equivalent compensatory time off without loss of pay must be granted, within 30 days either before or after November 11, to any employee, other than a watchman, furnace tender or janitor, who is required to work on Remembrance Day.

A fine of not more than \$300 may be levied on an employer and one of not more than \$100 on any other person for a violation of the Act.

Workmen's Compensation

Amendments to the Workmen's Compensation Act shorten the "waiting period" from 14 to seven days, increase the maximum annual earnings on which compensation may be reckoned, establish a higher minimum payment in cases of temporary total disability, extend the coverage of the Act to members of municipal volunteer fire brigades and provide for the establishment of a second injury fund.

Under the Manitoba Act, as under some of the other provincial Workmen's Compensation Acts, a worker must be disabled from earning full wages for a stated length of time or he loses compensation for the first three days of his disability. By a 1951 amendment, a worker has to be disabled for more than seven days in order to receive compensation beginning from the day of his injury. This "waiting period" was formerly 14 days.

An important change was the increase from \$2,500 to \$3,000 per year in the maximum amount of average earnings to be taken into account in computing compensation. This is the maximum in Newfoundland, Ontario and Saskatchewan.

Temporary total disability is, as before, compensatable at the rate of 66 $\frac{2}{3}$ per cent of the workman's average earnings but the minimum weekly compensation payable in such cases was increased from \$12.50 to \$15 unless the workman's earnings are less than \$15, in which case he receives the full amount of his earnings. This is the same minimum amount as is payable for permanent total disability.

Members of municipal volunteer fire brigades whose membership has been approved either by the chief of the fire department or by a municipal corporation or its officers were brought under the coverage of the Act. For the purposes of computing compensation, the average earnings of a member of a municipal volunteer fire brigade will be deemed to be the amount of his average earnings at his regular employment, with a minimum of \$15 a week and a maximum of \$3,000 a year.

The Workmen's Compensation Board was authorized to establish a second injury fund to meet that part of the cost of claims of workmen suffering injuries which, in the Board's opinion, are the result of previous accidents or disabilities.

In 1950 the Act was amended to broaden the definition of "industrial disease" to cover any disease peculiar to or characteristic of an industrial process within the scope of Part I, as well as any of the diseases specified in a schedule to the Act. In line with this amendment, the provisions respecting silicosis were changed to include silicosis contracted in any industry within the scope of Part I instead of only when contracted in mining, and in iron, steel and metal foundries. The provisions for a special Silicosis Fund were repealed.

Employees resident in Manitoba who are engaged in the operation of an aircraft and whose employment is required to be performed both within and without the Province are now eligible to receive compensation for an accident arising in the course of their employment which occurs outside the Province. This provision also applies to employees engaged, under similar circumstances, in the operation of a steamboat, ship or vessel or a railway.

A further amendment requires the directors of the Workmen's Compensation Board to retire at the age of 75 unless the Lieutenant-Governor in Council directs otherwise. This is the compulsory retirement age for the commissioner of the Board.

Annual Vacations with Pay

The Vacations with Pay Act was amended to increase the annual vacation with pay to two weeks after three consecutive years of employment. Since 1947, when the Act was passed; the Act has required a vacation with pay of one week after each year of employment to be given to employees in all occupations except agriculture, ranching and market gardening, and this continues to be the length of the paid vacation required to be granted during the first two years of employment.

A complimentary amendment was made to the section which requires vacation wages to be paid to a worker who terminates his employment after a year's service for the vacation he has earned but not taken. This section now provides that where the worker would become entitled to one week's vacation, the employer must pay him one week's wages, and where, on the completion of the last year of three or more consecutive years' service, he would

become entitled to two weeks' vacation, the employer must pay him two weeks' vacation wages.

A further amendment allows the Minister of Labour to have the vacation stamp books which are used in the construction industry destroyed at any time after six years from the 31st of December following the date on which the stamps were cashed. The receipt signed by the person receiving the cash must be detached and preserved.

Emergency Powers

The Emergency Measures Act was passed to confer upon the Lieutenant-Governor in Council power to take such action and make such orders and regulations as he may deem necessary or advisable for the peace, order and welfare of Manitoba after a state of emergency has been proclaimed. The Act, which will expire on May 31, 1952, is subject to the War Measures Act (Canada) and The Emergency Powers Act (Canada) and is intended to supplement these Acts and to implement them in so far as the provincial Legislature has authority to act.

Fourteen classes of subjects over which the power of the Lieutenant-Governor in Council shall extend are enumerated, but the general power conferred is not limited to matters coming under these classes. Included in the 14 classes are transportation by air, land or water; appropriation, control and disposition of property; facilitating the readjustment of industry and commerce to the requirements of the community in normal times; maintaining and regulating supplies, services, prices and employment, to ensure economic stability; the making of orders requiring a person to evacuate his home or remove his livestock, etc.; arrangements for housing and feeding evacuated persons and livestock; billeting persons in homes or buildings; and establishing training schools and public information courses for the purpose of the better carrying out of orders made under the Act.

Certain of the powers authorized by the Act are, however, contingent upon a proclamation of the existence of war, invasion or insurrection by the Governor General in Council under the War Measures Act (Canada).

The Manitoba Government is authorized to make an agreement with the Government of Canada or of any province or with a municipality or person to further the purposes of the Act. Subject to the requirement regarding repayment by municipalities, all expenditures made within the

scope of the authority granted by the Act are to be paid from the Consolidated Fund.

Rent Control

The Leasehold Regulations Act, which came into force on April 28, was passed to continue in effect in Manitoba the federal Wartime Leasehold Regulations after they expired on April 30. The Lieutenant-Governor in Council was authorized to exercise any of the powers formerly exercised by the Wartime Prices and Trade Board with respect to the Wartime Leasehold Regulations including power to administer and enforce the regulations or to revoke, amend or replace them.

Old Age Pensions

The Old Age and Blind Persons' Pensions Act was amended to enable the Province to implement the proposed Dominion-Provincial old age pension scheme. The amendment authorizes the Manitoba Government to enter into an agreement with the Government of Canada for the payment of old age pensions to persons over 65 and under 70 years of age, and to blind persons under 70. The agreement must provide that the Government of Canada pay to the Government of the Province not less than 50 per cent of the amount paid for old age pensions and continue to pay not less than 75 per cent of the amount paid for pensions to the blind.

Chauffeurs' Licences

A new Part comprising six sections was added to the Highway Traffic Act relating to the licensing of drivers and chauffeurs. Although these provisions are in principle the same as before, they set out licensing requirements in greater detail.

Except for a person holding an instruction permit, as provided for in the Act, no person may drive a motor vehicle on a highway unless he holds either a chauffeur's or driver's licence. A driver's licence may not be issued to a person under 16 or a chauffeur's licence to a person under 18. To obtain either a driver's or chauffeur's licence, an applicant must pass an examination including a test of his eyesight, his ability to read and understand highway signs, his knowledge of traffic laws and of his ability to exercise reasonable control in the operation of a motor vehicle on a highway.

An amendment which will come into force on proclamation provides for a longer licence period. After December 31, 1951, the first licence period will extend from January 1, 1952, to June 30, 1953. Thereafter, the licence period will be two

years and licences will expire on June 30 every two years beginning at June 30, 1955. The fee for a chauffeur's licence for the first licence period is \$3 and thereafter the biennial fee will be \$4.

Credit Unions

An amendment to the Credit Unions Act provides for the amalgamation of two or more credit unions. An agreement of amalgamation must be approved by a resolution passed by 60 per cent of the members of each amalgamating society at a special meeting called for the purpose. On the execution of the agreement by the president and secretary of each credit union, after the board of directors has given them authority to do so by the passing of a by-law, all the assets and liabilities of each society will be transferred to the new society. A copy of the agreement, resolution and by-law and the written approval of the Director of Co-operative Services must be sent to the Minister of Agriculture and Immigration who may then issue letters patent to the new society.

A further amendment authorizes a society to hold land of which the value, including the buildings erected on it, does not exceed five per cent of the total assets of the society or \$10,000 whichever amount is lesser. Formerly, the maximum value of land held by a society was \$5,000.

A new section, which replaces the former provision permitting credit union societies to form a federation, provides for membership of credit unions in the Co-operative Credit Society of Manitoba Limited. The Co-operative Credit Society of Manitoba Limited was incorporated in 1950. A society which becomes a member of the Co-operative Credit Society of Manitoba Limited may assess against each of its members a proportionate share of the annual membership fee. A society is permitted to make deposits with, and invest in the stock of, the Co-operative Credit Society of Manitoba Limited, as well as in post office savings banks and chartered banks, as previously.

With respect to the officers of a credit union, it is now provided that the treasurer may not be a member of the board of directors but the secretary may be a director. Neither officer may be a member of the credit committee of the supervisory committee. Subject to the condition that the treasurer may not be a director, both offices may be held by the one individual. Any person, in addition to the treasurer, who handles the funds or securities of a society must be bonded.

The annual meeting of a society may be held at a date to be fixed by the directors but such date must be before May 1.

With regard to administration of credit unions, the Act provides for the appointment of the Director of Co-operative Services, (in place of the Registrar of Co-operative Associations), of a Chief Supervisor of Credit Unions and other supervisory staff.

Miscellaneous

An amendment to the Forest Act prohibits a scaler from measuring timber cut on Crown lands for which returns are made and dues paid to the Crown unless he holds a valid scaler's licence, the fee for which is \$5. The Lieutenant-Governor in Council is authorized to make regulations to provide for the licensing of scalers. British Columbia, New Brunswick, Ontario and Quebec also have compulsory licensing of scalers engaged in scaling or measuring timber on Crown property.

An amendment to the Mechanics' Lien Act provides that a claim for lien by a sub-contractor must be filed within 30 days after the sub-contract is completed. Previously it was not clear from the section in question whether the claim had to be filed within 30 days after the completion of the sub-contract or within 30 days after the completion of the main contract which might be long after the sub-contract was completed. A further amendment permits a judge to dispose of a counter-claim in a mechanics' lien action.

Bills not Passed

Four Private Members' Bills of interest to labour failed to get beyond first reading. An effort to reduce maximum weekly hours of work of men from 48 to 40 hours and of women from 44 to 40 hours, unless time and one-half was paid, was made by a Bill to amend the Hours of Work Act. A similar Bill was introduced last year.

A Bill, cited as the Manitoba Bill of Rights Act, similar to the Saskatchewan Bill of Rights Act, 1947, was designed to prevent discrimination on the grounds of race, creed, religion, sex, colour and national origin.

The scope of Part I of the Fair Wage Act, 1916, which permits the Minister of Labour, on the recommendation of the Fair Wage Board, to issue an annual schedule of wages and hours for workmen employed on construction works, would have been broadened by proposed amendments to apply to private construction work in the whole Province instead of, as at present, in Winnipeg and district, cities and towns with a population of over 2,000 and other areas designated by the Lieutenant-Governor in Council. The Act would also have been extended to persons employed by the Government of Manitoba, or by Provincial boards and commissions created by statute, and to municipal corporations.

A proposed amendment to the Jury Act would have permitted women to sit on juries in the Province but would have allowed any woman who was served with a jury summons to claim exemption for one year.

Recent Regulations Under Dominion and Provincial Legislation

Under the Canadian Forces Act, further veterans' legislation was made applicable to the Special Force. Amendments were made to the by-laws of eight pilotage districts. In Ontario, regulations were made under the new Fair Employment Practices Act setting out forms to be used in filing written complaints with the Director.

DOMINION

Canadian Forces Act

The Special Force Veterans Benefit Regulations were amended, chiefly to make the Veterans Insurance Act, The Veterans Land Act and the War Service Grants Act applicable to persons enrolled in the Special Force. Under these regulations, the Reinstatement in Civil Employment Act, the Pension Act, sections of the Civil

Service Superannuation Act and Part IV of the Unemployment Insurance Act were earlier made applicable to members of the Special Force (L.G., 1951, p. 73). The amendments were made by P.C. 2930 on June 11 and gazetted on June 27.

"Service in a theatre of operations" to which the regulations apply is now defined to mean service as a member of the Canadian Forces from the time of departure from Canada or continental United States

to participate in military operations undertaken by the United Nations in Korea until the earliest of three dates—(1) the date of the return of the serviceman to Canada or the U.S.A.; (2) the date on which he is posted to a unit not participating in such operations; or (3) the date on which his unit, after ceasing to participate in the operations, arrives at the place to which it has been assigned. This section is retroactive in effect to July 5, 1950.

Canada Shipping Act

Continuing a tendency to establish uniform conditions for pilots, amendments were recently made to the by-laws of the eight pilotage districts of Saint John, Halifax, Sydney, Quebec, St. Lawrence-Kingston-Ottawa, Montreal, New Westminster and British Columbia. The principal changes relate to the Pilotage Funds, eyesight and hearing tests and pilots' licences. The surcharge on the pilotage dues was raised in the Quebec, British Columbia, Halifax, New Westminster and Montreal districts. The pilotage rates were increased in the St. Lawrence-Kingston-Ottawa district.

A change was made with respect to the Saint John, Halifax, Sydney and British Columbia Pilotage Funds to permit personal expenses incurred by the pilots in the course of their duties which have been approved by a majority of the pilots and the Pilotage Authority to be paid out of the Pilotage Funds. In the same districts, amendments make the Pilots' Committee, in conjunction with the Superintendent of Pilots, responsible for the employment of necessary crews to keep the vessels clean and in efficient running condition. Repairs and overhaul of the vessels must be approved by the Director of Marine Services.

In the Saint John district, apprentice pilots are now required to be Canadian citizens resident in Canada at the time of making application. The former requirement was that an apprentice should be a British subject resident in Canada. Before being granted an apprentice's licence, a candidate is now required to hold a certificate of competency as mate of a steamship in the home trade or second mate of a foreign-going steamship and be under 30 years of age. Previously, a candidate was required to serve at least 12 months before the mast on an ocean-going vessel engaged in foreign or coasting voyages. The licence fee remains at \$5.

Before taking an examination for a pilot's licence, an apprentice must, in addition to having served four years as

an apprentice, have made at least 50 trips during each year of apprenticeship, and over the four-year period at least 50 movages, in the company of licensed pilots. If he is not called for examination within 12 months after completing his apprenticeship, he is required to make at least 20 additional trips and 10 movages in company of licensed pilots before being examined. If an apprentice pilot has made the required number of trips in any year, he may be granted leave of absence to take up other employment.

In an emergency, the Pilotage Authority may have an apprentice pilot examined if he has not completed his four-year apprenticeship, provided he holds a certificate as mate of a steamship in the home trade. If the apprentice is found qualified, he may for a limited period be granted a temporary pilot's licence which may be renewed from time to time. Persons who have not been apprentice pilots may, at the discretion of the Pilotage Authority, be examined for pilots' licences when additional pilots are required.

In the Saint John and Quebec districts, pilots must undergo examinations in eyesight and hearing, as prescribed by the by-laws, on entering the pilotage service and every fifth year thereafter until they reach the age of 50. A pilot over 50 years of age is required to have these tests every second year. The licence of a pilot who fails to pass an examination will be suspended. Previously, annual eyesight and hearing tests were required. In addition, in the Quebec district, a pilot who is not over 45 years of age must pass the higher test in form vision as prescribed in the regulations governing examinations for Masters' and Mates' certificates. A pilot or apprentice in the Quebec district whose licence is suspended may appeal to the Pilotage Authority for another examination at his own expense.

In the by-laws for the Sydney Pilotage district a change was made with respect to superannuation of pilots injured in a shipping casualty. If such a pilot is retired under the age of 60, he will receive the amount of his interest in the Pension Fund. If he is over 60, he will receive a pension for life of $\frac{3}{4}$ of the amount he would have received had he been retired as the result of age or physical incapacity. Formerly, in such a case if the pilot was over 50, he received annual payments for life of $\frac{1}{2}$ of what he would have received had he been retired as a result of age or infirmity.

If a pilot is injured while on duty, the Sydney Pilotage Authority may grant him

leave of absence for 12 months on full pay and a further period of twelve months on half-pay. Thereafter, if he is not able to return to work, the pilot must be retired. Formerly, only six months with full pay and a further six months on half-pay could be granted.

The amendments to the by-laws of the British Columbia pilotage district (P.C. 2164) were gazetted on May 23; to those of Sydney (P.C. 2341), Halifax (P.C. 2423), Saint John (P.C. 2340), Quebec (P.C. 2580), Montreal (P.C. 2581) on June 13; and to those of the pilotage district of New Westminster (P.C. 3102) and of St. Lawrence-Kingston-Ottawa (P.C. 3103) were gazetted on June 27.

Emergency Powers Act

Great Lakes Seamen's Security Regulations

The Minister of Labour is authorized to make exemptions from the regulations which require seamen employed on Canadian vessels operating on the Great Lakes and St. Lawrence River to hold a seaman's card in order to take or continue in employment (L.G., June, 1951, p. 837). A new section added to the regulations permits the Minister by order to exempt "any person or class of persons or any ship or class of ships, either generally or in respect of any particular area or areas, or for any period of time". This change was made by an Order in Council (P.C. 2847) on June 4 and gazetted on June 27.

When tabling this Order in Council in the House of Commons on June 5, the Prime Minister stated that the purpose of the amendment is to exempt men on small fishing vessels, barges used as auxiliaries in dredging operations in the lakes and similar craft.

PROVINCIAL

Alberta Coal Mines Regulation Act

Changes were made in the regulations covering Electric Installations and Appliances in Coal Mines by an Order in Council (O.C. 674/51) made on May 14 and gazetted on May 31.

When permission in writing from the Director of Mines is obtained for the haulage by electric locomotive on the overhead trolley wire system or haulage by storage battery locomotive such haulage may not be extended to other parts of the mine without the Director's written permission.

A further amendment excludes locomotives in mines from the section of the regulations which requires notices to be sent to the District and Electrical Inspector

of Mines when electricity or any electrical equipment is to be introduced or moved in a mine or in the ventilating district in a mine.

Ontario Fair Employment Practices Act

Regulations setting out two forms of complaint for a breach of the Fair Employment Practices Act were filed on June 8 (O.Reg 129/51), and gazetted on June 23. The Act, which was passed at the 1951 session of the Legislature (L.G., 1951, p. 846) and which is the first of its kind in Canada, went into effect on June 4.

Form I is to be used by a person who was refused employment or discharged or discriminated against with regard to employment, or by a member of a trade union who has been refused membership, expelled, suspended or discriminated against because of race, creed, colour, nationality, ancestry or place of origin. Form II is for the purpose of a complaint against an employer for using a form of application for employment, for publishing an advertisement in connection with employment, or for making a written or oral inquiry, which directly or indirectly expresses a limitation or specification or a preference as to race, creed, colour, nationality, ancestry or place of origin.

Quebec Pressure Vessels Act

The regulations under the Pressure Vessels Act were amended by an Order in Council (No. 352) of April 4, gazetted on April 14. The regulations now list later editions of the various boiler and pressure vessel codes of the American Society of Mechanical Engineers which must be used as standards for the design, construction, installation, testing and inspection of boilers, pressure vessels, piping and fittings. The codes are: Power Boiler Code (1949 ed.); Unfired Pressure Vessel Code (1949 ed.); Low-Pressure Heating Boiler Code (1949 ed.); Miniature Boiler Code (1949 ed.); Boiler of Locomotives (1949 ed.); Material Specifications (1949 ed.); Code for Pressure Piping (1943 ed.) and Api-Asme Unfired Pressure Vessel Code (1943 ed.). The latter is a new addition to the list of Codes.

Steam and hot water boilers having a heating surface of 30 square feet or less, instead of 20 square feet or less, as previously, are now excluded from the regulations. All vessels other than steam or hot water boilers which contain gas or liquid under pressure of 15 pounds p.s.i. or less are now excluded. Formerly, those containing gas or liquid which was inflammable or which was at a temperature of

more than 250° F or vessels of a capacity of more than 20 cubic feet were covered by the regulations.

Several of the fees for inspection of fired and unfired vessels have been increased. Fees are now fixed for the inspection of pressure piping which is added to an existing installation, according to the diameter and length. The fees vary from \$5 for piping not exceeding 3 inches in diameter and 100 feet long to \$20 for piping more than 12 inches in diameter but not more than 100 feet long. The fee for inspecting piping installations exceeding 100 feet in length is 50 per cent more.

Fees to be paid by the employer for the examination of welders were also increased. For each candidate the fee is \$5 (formerly \$3) plus the inspector's travelling expenses. For the re-examination of unsuccessful candidates the same fee will be charged instead of only the inspector's travelling expenses, as before. Thirty days must elapse between the first examination and a re-examination; 90 days between the first and second re-examinations; and should the candidate fail again, six months must elapse before he may have another re-test.

Legal Decisions Affecting Labour

The Quebec Court of King's Bench upheld the Superior Court in dismissing an application for a writ of prohibition to stop the proceedings of a Council of Arbitration.

In an action brought by the Joint Committee of the Men's and Boys' Clothing Industry, the Superior Court at Montreal held that the Collective Agreement Act does not authorize the Lieutenant-Governor in Council to give a decree retroactive effect.

Council of Arbitration appointed under Quebec Trade Disputes Act held to be properly constituted.

On April 27, 1951, at Montreal, the Court of King's Bench, Appeal Side, held that the Council of Arbitration appointed in 1949 in the dispute between Classon Mills Ltd. and *l'Union des Employés du vêtement de Sherbrooke Inc.* was properly constituted. This was an appeal from a decision of the Superior Court on March 21, 1950, dismissing a petition from the Company for a writ of prohibition ordering the Council of Arbitration to cease and suspend all proceedings, on the ground that the Council had been improperly constituted (L.G., 1950, p. 2095).

The appeal court was unanimous in its decision to dismiss the appeal with costs. Separate reasons for judgment were given by Mr. Justice Barclay and Mr. Justice McDougall.

The facts as outlined by Mr. Justice Barclay were that following the failure of a conciliation officer to effect a settlement between the Company and the union, the Minister of Labour appointed a Council of Arbitration. The Company failed to make a nomination within the prescribed time, and in accordance with the provisions of the Quebec Trade Disputes Act, the Minister appointed a

member of the Council of Arbitration to represent the Company. The member nominated by the union and the Company representative appointed by the Minister together nominated a third member to act as chairman and president of the Council. The Company sought and obtained in the Superior Court a writ of prohibition to enjoin the Council from any further proceedings on the grounds that it had been illegally constituted, claiming that the chairman did not possess the qualifications set forth in the Trade Disputes Act. The Attorney-General intervened to defend the appointment of the Council, and, on trial of the action, the petition for a writ of prohibition was dismissed.

Mr. Justice Barclay then quoted the relevant provisions of the Trade Disputes Act:—

18. (1) Every Council of Arbitration, whose duty it is to take cognizance of a dispute, in virtue of this Act, shall consist of three members, Canadian citizens of full age, appointed by the Minister.

(2) The Minister shall appoint as member of the Council of Arbitration a person recommended to him, within the ten days of the request, by the employees party to the dispute and, within the same delay, the person recommended to him by the employer also a party to the dispute. The Minister may of his own accord

designate and appoint any person to act as member to the Council of Arbitration when the interested party has not made any recommendation within the prescribed delay.

The two members appointed under the preceding paragraph shall, within the five days following their appointment or, if appointed at different dates, within five days from the date of the last appointment, recommend to the Minister an impartial and competent person to act as third member and President of the Council of Arbitration.

(3) In case of the said two members failing so to do, the Minister shall appoint as member and President an experienced impartial person not personally connected with or interested in any trade or industry, or likely by reason of his occupation, business vocation, or other influence, to be biased in favour of or against employers or employees.

He noted that the Company relied in its appeal on Section 18 (3), which provides that if the two members of a Council of Arbitration fail to nominate a chairman, the Minister shall appoint an experienced and impartial person not personally connected with or interested in any trade or industry, or likely by reason of his occupation, business vocation, or other influences to be biased in favour of or against either party. The Company argued that these same qualifications were applicable in the case where the two members of the Council had together nominated the chairman. Mr. Justice Barclay did not accept this argument, and stated:—

Subsection 2 empowers the Minister to appoint the person recommended by the first two members. Subsection 3 only applies if the members fail to recommend and then for obvious reasons the Minister must be guided by the terms of subsection 3. When the two parties agree upon a nominee the Minister need go no further. For reasons of its own the Company declined to nominate an arbitrator. It was duly notified that if it failed to do so the Minister would himself make the appointment. The Minister's appointee has all the same rights and powers as if he had been nominated by the Company.

Mr. Justice McDougall, in separate reasons for judgment, noted that the chairman selected by the first two members of the Council was manager of the Quebec Association of Garment Manufacturers Incorporated. He remarked that if this were a case where the parties had not agreed on a chairman he would be inclined to the view that the present appointment was prejudicial to one of the parties and could be successfully attacked. He went on to say that in the case where the two members of the Council nominate the third party, the only requirement is that they must, in accordance with Section

18 (2), select "an impartial and competent person". In cases where the two members cannot agree upon the nomination the Minister must appoint the third member under the terms of Section 18 (3), which expands considerably the qualifications of such a person. He concluded:—

The additional qualification of subsection 3 is for the protection of the parties to the dispute which is not required in the case where the representatives of the two parties agree on the third member. They might well agree on a chairman in whom they have confidence by reason of his experience and integrity but who would not qualify under subsection 3. To hold otherwise would be to put an unnecessary burden on the Minister.

Furthermore as the legislators have seen fit to distinguish between the qualification of chairman appointed under the two subsections, it would in my opinion be dangerous judicial legislation to say that the two subsections, which are couched in language quite different, mean the same thing.

Classon Mills Ltd. v. Council of Arbitration and others and Hon. A. Barrette, Mis en cause and Attorney-General of the Province of Quebec, Intervenant, Rappports Judiciaires de Québec, [1951] BR Montreal, No. 5, 366.

Montreal Superior Court held that the Collective Agreement Act does not empower the Lieutenant-Governor in Council to make the provisions of a decree retroactive from its publication in the Quebec Official Gazette.

On December 27, 1950, Mr. Justice Challies in the Superior Court at Montreal dismissed an action for the payment of an increase in wages brought by the Joint Committee of the Men's and Boys' Clothing Industry against a garment manufacturer. The Joint Committee is charged with securing enforcement of orders under the Quebec Collective Agreement Act. The increase, amounting to \$1,126.50, was claimed under Order in Council No. 50 of January 12, 1949, increasing the hourly cost-of-living bonus payable in the industry, with retroactive effect.

Under Order in Council No. 2991 of November 12, 1937, all employers in the industry were required to pay their employees, whether on an hourly, weekly, piece-work or other basis, a cost-of-living bonus of 7½ cents per hour worked. Subsequent Orders extended the duration of this decree.

Mr. Justice Challies noted that in the *Quebec Official Gazette* of November 27, 1948, the Minister of Labour had given notice that he intended to recommend the approval of certain amendments to Order

in Council No. 2991. Order No. 50 approved the amendment increasing the hourly cost-of-living bonus from 7½ to 15 cents with effect from November 27, 1948. The defence contended that Order in Council No. 50 was invalid in so far as its provisions were retroactive to November 27, 1948, and that it had the force of law only from January 22, 1949, when it was published in the *Quebec Official Gazette*.

Mr. Justice Challies then reviewed the applicable provisions of the Collective Agreement Act. Section 2 empowers the Lieutenant-Governor in Council by decree to order that a collective agreement be binding upon all employees and employers of the Province or in a stated region.

Sections 3, 4 and 5 of the Act provide that any party to an agreement may by petition addressed to the Minister of Labour apply to the Lieutenant-Governor in Council for the passing of a decree extending an agreement. This notice of application must be published in the *Quebec Official Gazette* and all objections must be made within the succeeding 30 days. Upon the expiration of this period or after the holding of any inquiry that the Minister of Labour may order, the Minister may, "if he deems that the provisions of the agreement have acquired a preponderant significance and importance for the establishing of conditions of labour", recommend the approval of the petition by the Lieutenant-Governor in Council.

Section 7 states that,

The decree establishing the approval of the petition shall come into and remain

in force from the date of its publication in the *Quebec Official Gazette*, or from a later date therein fixed.

Section 8 reads:

The Lieutenant-Governor in Council may extend or, at any time, repeal the decree.

After consulting with the contracting parties or the committee, and after publication of a notice as provided for the agreement, the Lieutenant-Governor in Council may amend the decree upon the recommendation of the Minister in conformity with Section 6.

The provisions of Section 7 shall apply to the decree of repeal or of amendment, but not to the decree of extension which shall come into and remain in force from the date of its adoption. The extension decree, however, must be published as soon as possible in the *Quebec Official Gazette*.

In view of the provisions of Sections 7 and 8, Mr. Justice Challies ruled that Order in Council No. 50 of January 12, 1949, was illegal and null in so far as its provisions were made retroactive from the date of publication in the *Quebec Official Gazette* and that it came into effect only on January 22, 1949, the date of publication. Up to January 22, 1949, therefore, the defendant was obliged to pay his employees a cost-of-living bonus of only 7½ cents per hour as authorized by Order in Council No. 2991 of November 12, 1937, and as extended by subsequent orders.—*Joint Committee of the Men's and Boys' Clothing Industry v. A. Cohen and Co. Inc.*, Rappports Judiciaires de Québec, [1951] CS Montreal, Nos. 3 and 4, 159.

Decision of the British Columbia Labour Relations Board Following Order of Supreme Court for Reconsideration in Trail Certification Case

The British Columbia Labour Relations Board has issued reasons for decision following its rehearing of the application for certification of United Steelworkers of America, Local 4281, as bargaining authority for the employees of the Consolidated Mining and Smelting Company.

Following the rejection by the British Columbia Labour Relations Board of the application of Local 4281, United Steelworkers of America, for certification as bargaining authority for the employees of the Consolidated Mining and Smelting Company at Trail on May 5, 1950, the union applied to the Supreme Court of British Columbia for a writ of mandamus

requiring the British Columbia Labour Relations Board to reconsider its decision. The Court in a judgment delivered by Mr. Justice Clyne on March 31, 1951, ordered the British Columbia Labour Relations Board

forthwith to hear and according to law make determination on representations from the said Local Union 4281 as to

whether or not the said Board will reconsider its decision of the 5th day of May 1950 whereby it refused the application dated the 11th day of March 1950 of the said Local Union 4281 for certification as bargaining authority for the bargaining unit.

The circumstances of the case were summarized in the report of the judgment in the June issue of the *LABOUR GAZETTE* at p. 860.

In accordance with the order and Section 58 (2) of the Industrial Conciliation and Arbitration Act, the Board on April 16, 1951, heard further representations from Local Union 4281 of the United Steelworkers of America and Local 480, Trail and District Mine, Mill and Smelter Workers. The decision of the Board after hearing the representations, and giving the matter further consideration, was that the Board did not consider it advisable to alter its decision of May 5, 1950, in which it rejected the application of Local 4281 for certification as bargaining authority for employees of the Consolidated Mining and Smelting Company. The Board's reasons for decision were issued in a news release dated May 7, 1951.

The Board first set out two aspects of the situation which it considered important. First, in regard to the allegation that Local 480, which is the certified bargaining authority, is Communist-dominated, no proof was brought before the Board that this was so. In any event, the certification by the Board of any particular local union for the Trail plant does not guarantee the security of the plant. Responsibility for security measures rests elsewhere. If the Local is Communist-dominated, the cure for this lies within the membership.

The other aspect of the situation on which the Board commented was that some employees had signed membership cards in both unions.

In the opinion of the Board, men and women in a democracy, if that democracy is to survive, must learn that one cannot stand astraddle two opposing propositions, hoping thereby to step from the losing proposition after some other person or persons has made a decision for them.

The Board then pointed out that the Mine Mill Local 480 was at March 11 and May 5, 1950, and is now, the certified bargaining authority. The Steel Local 4281 on March 11, 1950, applied for the certification already held by Local 480, claiming that the number of employees in the bargaining unit who were members of the union was approximately 55 per cent. The application was investigated by the Board and hearings were held.

The Industrial Conciliation and Arbitration Act provides that if a question arises

as to whether a person is a member in good standing of a trade union, the Board shall decide the question, and its decision shall be final and conclusive for all the purposes of this Act, except in respect of any matter that is before a Court.

The requirements as to membership were clearly set out in the Steelworkers' constitution and the Board made its decision as to who were "members in good standing" according to what the constitution said was required. The following questions required to be decided:—

1. Did the constitution provide for admittance as members of persons employed in non-ferrous metals and allied manufacturing and mining?
2. Had all the members claimed by Steel taken the required obligation either at a meeting of the Steel Local or otherwise?
3. Had dues and initiation fees been paid, or waived in the manner required in the constitution?
4. Was the Local Union Charter issued in accordance with the constitutional requirements and was the Local Union properly established to enable reception of members?

The Board made findings on these matters in its decision of May 5, 1950.

The Board then referred to amendments made to the constitution of the United Steelworkers of America at their Convention May 9 to 12, 1950, in respect of jurisdiction and eligibility for membership, and to Mr. Justice Coady's judgment of September 18 in which he found that one Saunders was a member in good standing according to the amended constitution, but only so after the Local's charter was received and he had taken the obligation.

The Board was unable to find on the basis of the evidence before the Board that the members of Local 4281 took the obligation as required by the Steel Constitution. The evidence clearly fell short of establishing that each individual employee affected by the application who was claimed to be a member in good standing of the applicant Union had taken the members' obligation and the fact is that such evidence was requested by the Board from the Steel Officers but was never supplied. So that on the date of application, as well as the date of the Board's decision, the requirements of membership in good standing, in accordance with Mr. Justice Coady's decision, had been met by only an unknown number of those claimed by Steel as members.

Furthermore, the Board did not think it ought to recognize a person as a member in good standing of a local union, for the purpose of certification under the Act,

where the member is supposedly made a member contrary to the expressly stated rules of the union constitution and by-laws, and allegedly becomes a member only by special dispensation of the president or secretary-treasurer of the union as to fees and dues.

Taking into consideration the requirements of industrial peace, not only as between union and employer, but as between union and union, the Board was of the opinion that if the Steel union wished to place before the Board the circumstances which were placed before Mr. Justice Coady in the Saunders case, including an amendment to the United Steelworkers' constitution ratified on May 9, 1950, after the Board's decision on May 5, then a new application should be made by Local 4281 for certification, not an application for re-consideration.

The Board then discussed Mr. Justice Clyne's observation that in a case of this kind, where there is rivalry between two unions,

it would appear to have been wiser to have taken a properly supervised vote by secret ballot in a democratic fashion so that the wishes of the workers could have been ascertained without immediate pressure, instead of allowing what appears to have been a disorderly scramble to obtain signatures to membership cards.

Before the date of application Steel had conducted a membership drive. The Board pointed out that the "disorderly scramble" took place before the application was placed before it, and that the Board has no authority to order a vote until an application is made. Where one union enters a field occupied by another union, either in Trail or elsewhere, such a "scramble" often results.

As to the question of holding a representation vote, the ordering of a vote would not be logical where the evidence before the Board is sufficient to establish that the applicant union has not obtained a majority of members in good standing. On the point of check-off alone, the applicant's claim of membership was reduced below the required majority, since before the date of Steel's application, a number of the employees claimed by Steel as members had re-signed a check-off with the Mine Mill Local. By ordering a vote,

the Board would implicitly admit that the "disorderly scramble" and other matters previously referred to are accepted procedures in British Columbia for the obtaining, by any union, of control over any group of employees for whom another local union is already the certified bargaining authority. The result of such an indication, in the Board's view, could not assist in obtaining industrial peace.

STRIKES AND LOCKOUTS IN CANADA DURING 1950 WITH INFORMATION FOR CERTAIN OTHER COUNTRIES

ANNUAL REPORT ON WAGE RATES AND HOURS OF LABOUR IN CANADA, OCTOBER, 1949

• FREE ON APPLICATION •

Unemployment Insurance

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held: That a claimant who was dismissed because he refused to participate in a medical plan introduced at the request of the majority of his co-workers on the ground that it precluded him from choosing his own doctor had acted in a manner which was tantamount to voluntarily leaving his employment without just cause.—CU-B 684 (April 17, 1951).

DECISION

The material facts of the case are as follows:—

The claimant, a married man, was employed by an airline as a mechanic at a rate of pay of \$220 a month from 1943 to July 31, 1950. He filed a claim for benefit on August 1, 1950, and established that his services had been dispensed with because he had refused to participate in a new medical plan on the ground that it would preclude him from choosing his own doctor.

The insurance officer was of the opinion that the claimant's refusal was tantamount to voluntarily leaving his employment without just cause and disqualified him for a period of six weeks (Section 41 (1) of the Act).

The claimant appealed to the court of referees and contended that the plan had been introduced by the employer at the request of the majority of his co-workers but without his consent; that it interfered with his private life in that, if he had subscribed to it, he would have had to be treated by a doctor determined by the employer and not by one of his own choice. The claimant and a representative of his union were present at the hearing; their statements revealed that the union had not taken any part in the introduction of the plan which had been in operation at the parent company (a large railway) for a number of years. The court unani-

mously upheld the finding of the insurance officer, but reduced the period of disqualification from six to three weeks.

With leave from the chairman of the court of referees, the claimant appealed to the Umpire.

CONCLUSIONS:

The medical plan, which has been in operation at the parent company for a number of years, was introduced by the employer at the request of the majority of the employees and with the tacit approval of the union. If participation therein was made a condition of employment it was no doubt to ensure its financial soundness.

While I can understand the reluctance of an employee to participate in a medical plan from which he does not expect to derive any benefit, I do not consider that it justifies him, as an insured person under the Unemployment Insurance Act, to voluntarily leave his employment and throw himself onto the Unemployment Insurance Fund.

Schemes of collective security on a contributory basis are a well accepted fact of life in this day and age and the burden of contributions thereto is bound to weigh heavier on the participants who are fortunate enough not to have to resort to the benefits paid by those schemes in cases of necessity or on those who, for some reason or other, do not wish to avail themselves thereof.

The claimant contends that this new condition of employment was an infringement upon his liberty.

Participation in the plan was compulsory only in so far as the payment of contributions was concerned and no employee was to be forced to avail himself of the medical services it offered if he preferred to choose other medical services at his own expense.

For those reasons the appeal is dismissed.

Held: That a claimant, who refused to carry out certain work not ordinarily done by him and which in his opinion was injurious to his health, had not lost his employment by reason of his own misconduct within the meaning of the Act inasmuch as the employer promptly dismissed him without first having tried to dispel his fear or given him an opportunity to reconsider his decision.—CU-B 687 (April 17, 1951).

DECISION

The material facts of the case are as follows:—

The claimant, 50 years of age, was employed in a foundry as a machine operator at a rate of pay of 95 cents an hour from August 21, 1950 to January 3, 1951. He filed a claim for benefit on January 4, 1951 and stated that he had lost his employment for the reason that he had refused to operate a grinding machine because of the dust. The employer reported as follows:

(The claimant) violated plant rule No. 6 which reads "Ignoring or refusing to obey the orders of foreman or superintendent."

(Any employee may be instantly discharged for this violation). He also wanted to know what would happen if he did not obey orders of foreman.

Answering a request for further information the employer stated that on the occasion which brought about the claimant's dismissal a rush order had to be filled; that the claimant and other workers were told to go on the grinders which are equipped with suction fans and emit very little dust; that no experience was required to do the work and that three other workers who went on the grinders did their share of the work in 1½ to 2 hours, which is all the time that the claimant would have been on the grinder.

The insurance officer disqualified the claimant for a period of six weeks because he had lost his employment by reason of his own misconduct (Section 41 (1) of the Act).

The claimant appealed to a court of referees on the ground that, in view of his age and weight (115 lbs.), the operation of a grinding machine is not suitable employment for him as the dust resulting from the machine would be injurious to his health.

The court of referees in unanimously upholding the insurance officer's decision expressed the opinion that the claimant should have accepted the temporary work on the grinding machine and "if he had

been asked to continue this work, he could then, by following the regular grievance procedure, obtain an opportunity to have his grievance rectified."

The union appealed to the Umpire explaining that the union had only recently been organized in that foundry and that the claimant had reported the incident to the union steward, who being inexperienced in union matters, had informed him that nothing could be done in his case. The union pointed out that the operation of the grinding machine was hazardous inasmuch as the dust expelled therefrom often brings about silicosis and that it was not suitable work for a man of the claimant's age and weight. It added that the claimant had not been informed of the number of hours that this rush work would have required, that he would certainly not have accepted a job with the employer in the first place had he known that he would be asked to operate a grinding machine.

CONCLUSIONS:

There is considerable merit in the arguments presented by the union in its submission to me.

I can readily believe that the work which the claimant was asked to perform is not, by its nature, without certain hazards and might in some cases be quite injurious to one's health.

The claimant is not a young man and apparently it is not advisable as a rule for a man of his weight to accept grinding work where dust is prevalent.

There is no evidence to indicate that the claimant was aware that he would be required to operate a grinding machine only for two hours at the most, or that he was acquainted with the circumstances which brought about this unusual request. It is to be noted that when he enquired what would happen if he did not obey the foreman's order, he was told to go home.

When an employee is directed to carry out certain work not ordinarily done by him and which in his opinion entails danger, he cannot be expected to follow the order blindly without challenging its reasonableness; some responsibility lies with the supervisor or foreman to try to dispel the worker's fear if there are no grounds therefor. There is no indication that this was done or that the claimant had ever before shown a lack of willing-

ness in the execution of any duties assigned to him while in the employ of the company.

Under all those circumstances, while it would be questionable to say that the

foreman's order was unreasonable, I do not consider that the claimant's behaviour was tantamount to misconduct within the meaning of the Act and the appeal is allowed.

Unemployment Insurance Statistics, May 1951*

The monthly report issued by the Dominion Bureau of Statistics on operations under the Unemployment Insurance Act states that during the month of May, 1951, a total of 56,430 initial and renewal claims for unemployment insurance benefit were filed at local offices of the Unemployment Insurance Commission, as compared with 75,242 in April and 71,619 in May, 1950.

At May 31, there were 88,897 ordinary claimants (58,512 males and 30,385 females) signing the live Unemployment register, as against 136,848 (104,515 males and 32,333 females) on April 30, and 146,453 (100,106 males and 46,347 females) at the end of May last year.

All claimants in the active file on the last day of the month numbered 100,650, including 106 claimants for supplementary benefit in Newfoundland, and 11,647 "other" claimants (short time and casual claimants) who appeared in significant numbers mainly in the Provinces of Nova Scotia, Quebec, Ontario, Alberta and British Columbia.

Adjudicating centres disposed of 59,833 initial and renewal claims during the month, of which 42,885 were considered entitled to benefit. Of the 16,948 initial and renewal claims not entitled to benefit, 9,590 were disallowed because of insufficient contributions. Total disqualifications imposed on claimants numbered 12,709 (including 5,289 on revised and 62 on supplementary benefit claims). Chief reasons for disqualification were: "voluntarily left employment without just cause", 3,585 cases; "not unemployed", 3,389 cases; and "refused an offer of work or neglected an opportunity to work", 1,916 cases.

Benefit payments commenced during the month were made to 41,286 persons on either initial or renewal claims, compared with 54,744 payments commenced in April, and 56,868 in May, 1950.

The sum of \$5,660,433 was paid in benefit during the month in respect of 2,323,200 proven unemployed days. Last month, \$7,679,160 was paid as compensa-

tion for 3,087,560 days, while one year ago, benefit payments amounted to \$9,586,658 for 4,004,678 days.

During the week May 26-June 1, 75,914 benefit payments to the amount of \$1,046,274 were made for 435,919 days, while for the week April 28-May 4, 109,424 persons received \$1,575,535 as compensation for 641,118 days. One year ago, 132,656 beneficiaries received \$1,823,090 during the week May 27-June 2, in respect of 773,726 days.

The average daily rate of benefit for the week May 26-June 1, was \$2.40. For the week April 28-May 4, it was \$2.46, and one year ago (week May 27-June 2) it was \$2.36. Average duration of compensated unemployment was 5.7 days for the week May 26-June 1, 5.9 days for the week April 28-May 4, and 5.8 days for the week May 27-June 2, 1950.

Unemployment Assistance in Newfoundland

During May, 286 initial and renewal claims were received. Adjudications during the month totalled 449, of which 122 were allowed. Claimants unable to satisfy basic conditions for the receipt of assistance numbered 283.

Benefit payments amounted to \$115,916.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of May, 1951, insurance books were issued to 3,372,628 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 808,426 since April 30, 1951.

As at May 30, there were 241,922 employers registered, representing a decrease of 561 during the month.

Benefit Years in 1948*

The annual report on current benefit years under the Unemployment Insurance

* The "benefit year" is a device whereby the benefit rights, if any, available to an insured person can be computed at any time. When an insured person becomes unemployed and makes application for benefit, a benefit year is established for him if he satisfies the statutory conditions.

* See Tables E-1 to E-7.

Act, for the calendar year 1948, has now been issued by the Dominion Bureau of Statistics.

In that year, the report shows, 395,637 benefit years were established by 392,128 individual claimants, of whom 3,509 established two benefit years in the calendar year. A total of 595,556 persons had benefit years available during 1948, some 200,000 benefit years established in 1947 having carried over from that year. Of this total, 387,770 (302,654 males and 85,116 females) received one or more benefit payments during the calendar year.

A summary of the number of benefit days available and benefit days used in 1948 indicates that of a total of 106,600,000 benefit days available in 1948, only some 20,279,000 (19.02 per cent) were used. A significantly greater number, 35,226,000, lapsed because they remained unused twelve months after their establishment. On the whole, the report states, the benefit rights available under the Unemployment Insurance Act in 1948 were more than adequate to meet the requirements for them.

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Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research 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.

June 1951 . . .

. . . showed the result of the expansion in employment which has occurred during the past year. Less than 3 per cent of the labour force was seeking jobs and in 50 per cent of all labour market areas there were shortages in one or more occupations. During June this rapid rate of expansion eased somewhat as the manpower requirements of seasonal industries were met. The intensity of demand for metal working skills also moderated as higher sales taxes, tighter credit regulations and earlier anticipatory buying acted to curb employment expansion in consumer durable goods industries.

In the year following the outbreak of hostilities in Korea the employment situation in Canada has undergone a number of substantial changes. The impetus given by strong civilian demand, followed by an upsurge in investment and a growing volume of defence expenditures has brought about an increase of over 200,000 in civilian employment. About one-half of this increase has been absorbed in manufacturing industries, with notable gains of 25,000 in the iron and steel group, 14,000 in motor vehicles and 10,000 in electrical apparatus. The strong demand for paper and lumber has created 35,000 additional jobs in logging, while industrial expansion has added 20,000 to the construction working force. At July 1, less than 3 per cent of the total labour force was seeking work through the National Employment Service.

This rapid rate of expansion in employment showed some signs of slackening during June. By the month's end the bulk of hiring for such seasonal industries as construction, agriculture and transportation had taken place. A smaller flow of workers continued mainly into construction, food processing and pulp and paper mills. In the manufacturing industries there was some easing in manpower requirements, with the exception of aircraft, shipbuilding and railway rolling stock firms, which were steadily expanding.

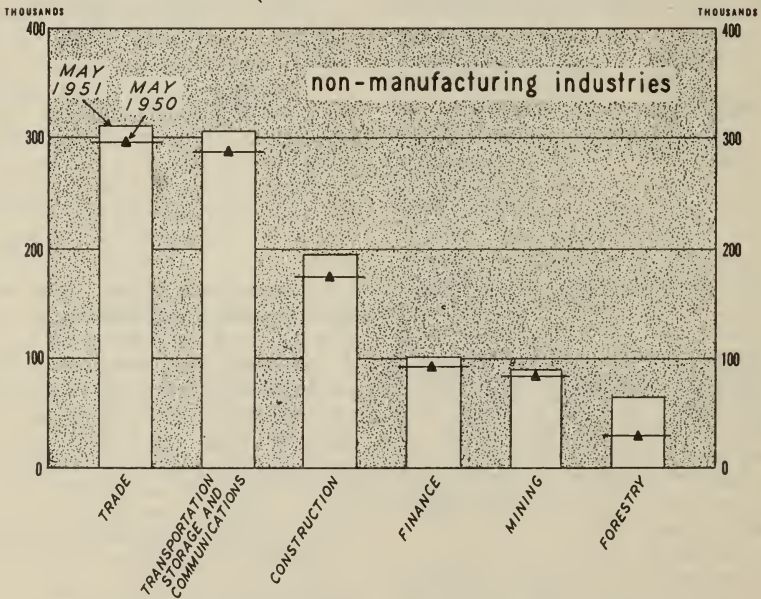
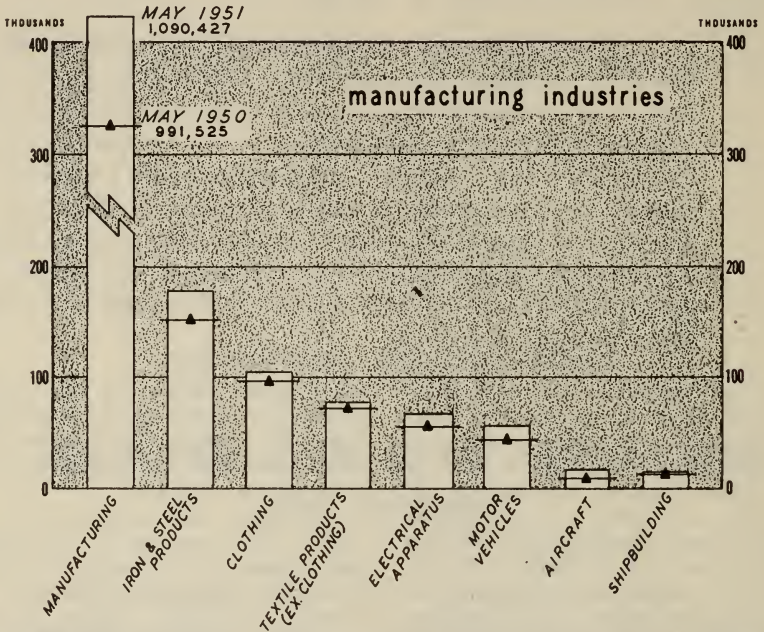
Coinciding with the somewhat slackened demand for labour, has been an increase in supply. The end of the school term released thousands of young persons to join the working force, mainly in the clerical

and unskilled classes. At the same time, through recent lay-offs by automobile and household appliance manufacturers, more metal tradesmen and production workers have become available.

While these considerations apply generally to the economy as a whole, the developments of the month in each region were quite different in character. In the Atlantic and Quebec regions the seasonal expansion of employment in fishing and agriculture was still in full swing. In Ontario, where the majority of lay-offs in hard goods industries have taken place, there was an increase in the number of job seekers. The labour market was generally tight in the Prairies, but in British Columbia a long spell of dry weather cut down the job opportunities in agriculture and threw thousands of loggers out of work.

The effect of higher sales taxes and tighter credit regulations on consumer demand has been reflected in employment in the metal using industries. The most notable development is that the upsurge of employment in automobile and household appliance firms has halted, but, as well, employment gains in durable producer goods industries has slowed down. This group includes manufacturers of transportation equipment, industrial machinery and agricultural implements. In the seven months ending in May, employment in this group increased by 22,000, but it is expected that the increase between May and October will amount to only 9,000.

Major employment gains in ...



A total year to year employment increase of over 200,000 has been divided evenly between manufacturing and non-manufacturing industries. Increases in the former group were concentrated mainly in iron and steel industries, transportation equipment and electrical apparatus manufacturing. The most notable gains in the non-manufacturing sector of the economy occurred in forestry and construction.

This increase will likely be concentrated in firms manufacturing aircraft, ships, railway rolling stock and industrial machinery. Employment in other firms in the group is expected to remain stationary or decrease slightly.

The pause in the rate of expansion of producer goods manufacturing, together with lay-offs of workers in consumer durable goods, has partially relieved the extreme shortage of skilled metal tradesmen. Experienced tool makers, die setters, machinists and sheet metal workers are still needed, particularly in the defence manufacturing centres, but the intensity of demand has moderated. The list of scarce skills is still long, however. At the end of June it included, in addition to those mentioned, loggers, carpenters, bricklayers, miners, auto mechanics and several categories of unskilled labour.

The position of the labour force in the textile industry remained practically unchanged from the previous month, with surpluses of clothing workers in Montreal and Toronto. Many more in the secondary textile industry are on short time and material shortages have caused lay-offs in some primary mills. While the summer is normally a period of low production before work begins on fall orders, several factors have combined to accentuate the seasonal slackness. Recent bank restrictions put a halt to forward buying and in some cases forced the liquidation of retail stocks, which had been built up to record post-war levels in the early part of the year. As a result, secondary and primary producers have found their stocks piling up. As well, falling wool prices and predictions of a bumper cotton crop in the United States will likely cause retailers to reduce orders in the immediate future in the expectation of lower prices. However, the high levels of income indicate that consumer demand for clothing will not materially decline and it is known that future defence requirements are large. On this basis, primary producers were continuing to operate at capacity.

Regional Analysis

The month of June brought further substantial gains in employment to the *Atlantic* region. The full-scale resumption of fishing, farming, logging, and construction activity in all four provinces has absorbed a great many workers. Particularly heavy drains on the surplus of unskilled labour were the United States defence construction works at Goose Bay and the Seven Islands railway construction. Recruiting of harvest help for Ontario has

been light, except in Newfoundland. Fishing activity was somewhat hampered by shortages of ice, but this shortage was being overcome by importation and a rapid expansion of artificial ice manufacturing capacity. Coal mining operations in Nova Scotia were interrupted during June by a breakdown at one mine and a repetition of last year's shaft fire at another. Total number of miners affected was 775, of which 400 were laid off indefinitely. The highlight of the manufacturing scene was the announcement of a \$16 million steel plant expansion program for Sydney. A third defence shipbuilding contract has brought the Halifax total to almost \$25 million increasing the number of job opportunities there but shipbuilding activity in Saint John has been temporarily interrupted by a labour dispute.

In *Quebec*, expansion of activity and employment continued during June in agriculture, construction, logging and mining, and in the defence production sectors of manufacturing. The sustained general improvement was reflected in a further decline of 7,300 in job applications at NES offices in the Quebec region, bringing the month-end total to 39,900—2.8 per cent of the estimated civilian labour force of the region as against 3.3 per cent a month earlier. Very heavy cutting schedules, unattractive working conditions and the attraction of construction, farm and industrial employment have combined to aggravate the already severe shortages of loggers in many areas. With favourable crop prospects, demand for farm help has been generally active, and the supply of this type of labour is growing scarcer. Slackening sales since May have reduced employment in furniture manufacturing, and have aggravated the seasonal slackness in primary and secondary textiles and leather products. At the same time, employment has continued to rise in heavy industries engaged in defence production and shortages of skilled metalworkers persist. New housing starts continued to run well below the 1950 level, while the materials and manpower needs of resource development, defence construction and industrial expansion may not yet have reached sufficient volume to absorb all the slack.

In *Ontario*, reduced production schedules, accompanied by short-time work and temporary lay-offs, dotted the manufacturing scene during June. As a result of slackening sales, partially induced by higher taxes and credit restrictions and partially a natural reaction to the heavy surge of buying during the first four months of this year, the level of consumer goods

production has been cut back, and the number of available workers in several Ontario manufacturing centres was higher at the end of June than at the beginning. Job applications at NES offices totalled 39,800 at June 28, an increase of 3,600 during the month. Among the industries affected have been the manufacturers of automobiles and auto parts, household furniture and furnishings, electrical appliances, textile and leather products. The slackening in the last two industries has been more than seasonal. These lay-offs, while they do not appear to have created any particular surpluses of manpower, have slightly eased some of the spot shortages of specific skills, particularly in metalworking but it seems unlikely that most of the workers involved will be re-employed or absorbed into other jobs for some time.

The seasonal requirements for harvesting, totalling some 1,500 were being recruited in the Prairie and Maritime regions, but the movement into Ontario during June progressed more slowly than had been hoped. While this temporary shortage remains acute, the demand for year-round farm help has been partially met by immigration. The shortage of woods workers grew more acute, and is not likely to be relieved until fall. Mining output maintained its upward trend with a strong demand for experienced miners and mine beginners. The large volume of construction activity currently under way has caused a few scattered shortages of manpower.

Economic activity in the *Prairie* region approached its peak summer level during June. The heaviest demand was for able-bodied workers as the requirements for highways and railway construction were added to the continuing needs of agriculture, forestry, mining and construction. To some extent the demand was being met by students, but at the end of the month a large number of jobs were available for pulp cutters, skilled and unskilled miners, auto mechanics, farm hands and unskilled construction and railway maintenance

workers. Job applications from male workers dropped a further 3,000 to a total of 9,500, while applications from female workers remained practically stationary. With some exceptions the crop prospects in the region are very promising, but farm labour requirements have fallen off until harvest time. Spot surpluses and shortages of carpenters and other construction labour have occurred because while total investment in new construction will probably exceed that of last year by over \$100 million, much basic industry expansion and defence construction is taking place in remote areas and a disproportionate amount is taking place in Alberta.

In the *Pacific* region the downward trend in the number seeking employment continued during the first half of June. A prolonged period of dry weather seriously reduced the yield of berry crops, and the attendant fire hazard caused the closure of the majority of logging camps, putting thousands of men out of work. The resulting unemployment in these two activities was enough to reverse the trend of the previous period. Job applications from male workers showed an increase of 2,000 during the last week of the month, with the greater part recorded at Courtenay, Duncan and Nanaimo. Total for the region at June 28 was 22,300. Employment in manufacturing continued to advance slowly. The most buoyant sectors were the wood products and shipbuilding industries. The former has been stimulated by the recent confirmation of lumber contracts with the United Kingdom, while in the latter defence contracts for an \$8 million escort vessel in each of the three largest firms will probably necessitate an increase of 50 per cent in employment. The opening of salmon fishing in the northern areas caused an employment increase in canneries and large construction projects steadily absorbed an increasing number of workers. Mining developments were maturing rapidly, accompanied by a shortage of hard rock miners, mining engineers and assayers.

HOURS AND WORKING CONDITIONS IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950*

Almost all of the plant employees in the Electrical Apparatus and Supplies Industry were reported on a 5-day week in 1950, with most working 40 hours. The majority of workers were given from one to three weeks vacation with pay depending upon length of employment; and most were paid for 8 observed statutory holidays.

Information on overtime payment, regular rest and wash-up periods, and wage differentials for extra-shift operations is also presented in the following article.

There were few changes in hours and working conditions in the Electrical Apparatus and Supplies Industry, for which comparable information is available,¹ during

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

¹ Comparable information on the normal work week, overtime payment, annual vacations with pay and statutory holidays may be obtained from the industrial breakdowns presented in the article "Working Conditions in Canadian Manufacturing Industries, October 1949", *LABOUR GAZETTE*, November 1950, p. 1836.

ing the year preceding October 1, 1950. However, there was a noticeable decrease in the normal weekly hours of work and a slight increase in the proportion of employees who could become eligible for a maximum vacation of three weeks with pay after long periods of employment.

Almost all of the employees in this industry were on a 5-day week in 1950, with more than half normally working 40 hours. Time and one-half was the predominant rate for overtime during the week and for work on Sundays, but double time or double time and one-half was normally paid when work was necessary on statutory holidays.

Most of the workers were employed in plants which gave annual vacations of one

TABLE I.—THE NORMAL WORK WEEK IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950.

Normal Weekly Hours	Canada		Quebec		Ontario		Other Provinces	
	Estab-lish-ments	Plant Workers	Estab-lish-ments	Plant Workers	Estab-lish-ments	Plant Workers	Estab-lish-ments	Plant Workers
Establishments on a 5-Day Week								
40.....	56	21,237	7	6,847	37	13,787	12	603
Over 40 and under 42½.....	9	5,048	.....	.....	9	5,048	.....	.....
42½.....	22	2,162	1	44	19	1,994	2	124
Over 42½ and under 44.....	6	4,489	2	52	4	4,437	.....	.....
44.....	9	1,905	4	1,557	5	348	.....	.....
45.....	27	4,282	4	1,043	23	3,239	.....	.....
Over 45.....	7	620	3	215	4	405	.....	.....
Total.....	136	39,743	21	9,758	101	29,258	14	727
All Establishments								
40.....	56	21,237	7	6,847	37	13,787	12	603
Over 40 and under 42½.....	9	5,048	.....	.....	9	5,048	.....	.....
42½.....	22	2,162	1	44	19	1,994	2	124
Over 42½ and under 44.....	6	4,489	2	52	4	4,437	.....	.....
44.....	15	2,188	6	1,721	7	431	2	36
45.....	28	4,627	4	1,043	24	3,584	.....	.....
Over 45.....	13	897	6	370	7	527	.....	.....
Total.....	149	40,648	26	10,077	107	29,808	16	763

week with pay after a year of employment, two weeks with pay after up to 5 years and three weeks after 20 years. More than 80 per cent of the workers in the industry were in plants which observed and paid for 8 statutory holidays although not worked.

Just over one-half of the workers received regular rest periods and just under one-half received regular wash-up periods in 1950. Almost all of the workers on the evening and night shifts were paid a wage differential for this extra-shift work.

The information in this article was obtained from 150 establishments employing about 40,500 workers engaged in the production of batteries, heavy electrical machinery and equipment, radios and radio parts, refrigerators, vacuum cleaners and appliances, and miscellaneous electrical products. About three-quarters of these employees were located in Ontario and about one-quarter in Quebec. A small number of workers, less than 2 per cent, were in Manitoba, Alberta and British Columbia. Slightly more than one-quarter of the plant workers were women.

The Normal Work Week.—The significant feature of the normal work week in

the Electrical Apparatus and Supplies Industry is the high proportion of plant workers on a 5-day week. Almost 98 per cent of the employees in this industry were reported working 5 days a week in 1950, more than half of whom were normally working a 5-day 40-hour week (Table I). This industrial group has a greater percentage of workers on a 5-day week, according to the 1950 survey, than any of the other major industrial groups in the Canadian manufacturing industries.²

Almost all of the employees in the industry were working from 40 to 45 hours a week, with just over 80 per cent working less than 44 hours. Fifty-two per cent of the workers were reported on a 40-hour week in 1950.

In Quebec, more than two-thirds of the plant workers were on a 40-hour week, and an additional 27 per cent were on a 44- or 45-hour week. There was a greater variation in the normal weekly hours in Ontario.

² See, "The Normal Work Week in Canadian Manufacturing Industries, October, 1950," *LABOUR GAZETTE*, June 1951, p. 797. The difference between the number of employees shown in that article and Table I of the present article results from the receipt of additional information since the previous article was published.

TABLE II.—ANNUAL VACATIONS WITH PAY IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

Length of Vacation and Service Requirements	Canada		Quebec		Ontario		Other Provinces	
	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers
Initial Vacation								
<i>One Week With Pay After:</i>								
Less than 1 year.....	145	40,252	24	9,874	105	29,615	16	763
1 year.....	12	6,863	2	5,336	10	1,527		
Service not specified.....	129	33,127	20	4,410	94	28,027	15	690
	4	262	2	128	1	61	1	73
<i>Two Weeks With Pay After:</i>								
1 year.....	5	228	1	21	4	207		
Service not specified.....	3	161	1	21	2	140		
	2	67			2	67		
Total.....	150	40,480	25	9,895	109	29,822	16	763
Maximum Vacation								
<i>Two Weeks With Pay After:</i>								
Less than 5 years.....	68	6,066	7	512	50	5,056	9	498
5 years.....	20	1,570	2	84	15	1,404	3	82
More than 5 years.....	41	4,150	3	203	32	3,531	6	416
	5	346	2	225	3	121		
<i>Three Weeks With Pay After:</i>								
15 years.....	53	32,892	13	9,279	38	23,512	2	101
20 years.....	11	3,214	1	27	10	3,187		
25 years.....	28	26,829	9	8,961	19	17,868		
Other periods.....	7	1,411	2	132	5	1,279		
	7	1,438	1	159	4	1,178	2	101
<i>Four Weeks With Pay After:</i>								
25 years.....	2	673			2	673		
<i>Initial Vacation Maintained:</i>								
One week.....	29	849	5	104	19	581	5	164
Two weeks.....	26	750	5	104	16	482	5	164
	3	99			3	99		
Total.....	150	40,480	25	9,895	109	29,822	16	763

Forty-six per cent of the employees in that province were working 40 hours a week, 38 per cent were working between 40 and 44 hours, and most of the remainder were normally working 45 hours.

There has been some decrease in the normal work week during the year preceding the survey in October 1950. In 1949 about 34 per cent of the employees were working 44 or 45 hours a week, whereas in 1950 the proportion in this group had reduced to 17 per cent. Correspondingly, the proportion of plant employees working less than 44 hours increased from 62 per cent in 1949 to 81 per cent in 1950.

There was no apparent change in the proportion of employees on a 5-day week during the year.

Overtime Payment.—Time and one-half was the predominant overtime payment for work after standard daily or weekly hours. However, about 20 per cent of the workers were employed in plants which reported paying time and one-half for the first 3 or 4 hours of overtime and double time thereafter.

Time and one-half was also predominant for work on Sundays, or the 7th working day of a continuous operation, but about 20 per cent of the workers were eligible to receive double time for work on this day.

Double time or double time and one-half was generally paid for work performed on statutory holidays. About 40 per cent of the employees were in plants which paid

double time for work on these holidays and about 55 per cent were in those which paid double time and one-half.

Annual Vacations with Pay.—Almost all of the plant workers in the Electrical Apparatus and Supplies Industry were employed in establishments which gave an initial vacation of one week with pay, generally after a year of employment (Table II).

All but about 2 per cent of the workers were in plants where the period of annual vacation with pay was increased as the worker's term of employment continued. Fifteen per cent of the workers could become eligible for two weeks vacation, mainly after 5 years or less of employment; and most of the remainder could become eligible for three weeks with pay, generally after 20 years. This latter group of employees are also entitled to receive an intermediate vacation period of two weeks with pay, mainly after 5 years or less of employment. A small number of employees could become eligible for a maximum vacation of four weeks after 25 years' service.

In Quebec about 94 per cent of the workers were in plants giving a maximum vacation of three weeks with pay, as compared with 79 per cent in Ontario.

During the preceding year there was a slight increase, from 76 to 81 per cent, in the proportion of employees who could become eligible for a maximum vacation of three weeks with pay.

TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

Number of Statutory Holidays Observed	Canada		Quebec		Ontario		Other Provinces	
	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers.	Plant lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers
Less than 7	9	524			8	509	1	15
7	26	2,049	14	813	12	1,236		
8	98	36,846	9	8,914	85	27,692	4	240
More than 8	17	1,061	2	168	4	385	11	508
Totals	150	40,480	25	9,895	109	29,822	16	763
Number of Statutory Holidays Paid For When Not Worked	Canada		Quebec		Ontario		Other Provinces	
None	16	1,373	2	138	10	1,078	4	157
1 to 6	19	1,059	3	246	15	656	1	157
6	21	2,152			18	2,007	3	145
7	17	1,974	9	429	8	1,545		
8	70	33,683	10	9,073	58	24,536	2	74
More than 8	6	230	1	9			5	221
No Information	1	9					1	9
Total	150	40,480	25	9,895	109	29,822	16	763

Ninety-six per cent of the workers in this industry were employed in plants which closed down for a vacation period. More than 85 per cent were in those which shut down for two weeks, and about 11 per cent in those which shut down for one week.

Statutory Holidays.—Almost all of the employees in the Electrical Apparatus and Supplies Industry were in plants which observed 5 or more statutory holidays in 1950 (Table III). Ninety-one per cent of the workers were in those plants which observed 8 statutory holidays and a further 5 per cent were in those which observed 7 holidays.

Less than 4 per cent of the employees in the industry, most of whom were located in Ontario, were not paid for any of the observed statutory holidays unless these days were worked. Eighty-three per cent of the workers were paid for 8 statutory holidays when not worked, and about 5 per cent each were paid for 6 and 7 observed holidays. In Quebec a higher proportion of the workers were paid for all of the observed statutory holidays than in Ontario.

There was almost no change in the numbers of observed and paid statutory holidays during the year previous to the 1950 survey.

Rest and Wash-up Periods.—About 54 per cent of the workers in the industry were permitted regular rest periods and 46 per cent were permitted regular wash-up periods (Table IV). Most of those receiving recognized rest periods, about 80 per cent, were given two 10-minute periods, and a further 12 per cent were given one 10-minute period daily.

There was more variation in the number and length of the recognized wash-up periods. Forty per cent of the workers receiving these wash-up periods were given one 5-minute period daily, 26 per cent were given two 5-minute periods, and 22 per cent were given two periods of less than 5 minutes each.

Shift Differentials.—Approximately 11 per cent of the workers in the Electrical Apparatus and Supplies Industry were reported to be on an other than day shift at the time of the 1950 survey, about 8 per cent of whom were on the 2nd or afternoon shift and 3 per cent on the 3rd or night shift (Table V).

Almost all of these extra-shift employees were paid a wage differential for their shift work. About 46 per cent of the workers receiving a wage bonus for work

on the afternoon shift were paid 6 cents an hour, 23 per cent were paid 5 cents an hour and almost 20 per cent were paid an extra 10 per cent of their regular wage.

Just under 60 per cent of the workers on the night shift were paid a shift bonus of from 6 to 10 cents an hour, with 22 per cent being paid 6 cents. About one-third of the workers were paid a bonus of 10 per cent of their wage.

TABLE IV.—REST AND WASH-UP PERIODS IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

Number and Length of Rest and Wash-up Periods	Number of Plant Workers	
	Rest Periods	Wash-up Periods
<i>One period of:</i>		
5 minutes.....		7,740
10 minutes.....	2,679	178
Other.....	211	272
<i>Two periods of:</i>		
Less than 5 minutes.....		4,067
5 minutes.....		4,766
10 minutes.....	17,211	86
15 minutes.....	878	154
Other.....	713	
<i>Other periods.....</i>	74	511
<i>Informally permitted.....</i>	24	840
Total.....	21,790	18,614
<i>Allowed to part of plant only.....</i>	130	
<i>Not allowed or information not reported.....</i>	18,560	21,866
Total.....	40,480	40,480

TABLE V.—SHIFT DIFFERENTIALS IN THE ELECTRICAL APPARATUS AND SUPPLIES INDUSTRY, OCTOBER 1950

Shift Differential	Number of Plant Workers	
	2nd shift	3rd shift
<i>Cents per hour:</i>		
Less than 5 cents.....	18	1
5 cents.....	698	68
6 cents.....	1,409	288
7 to 10 cents.....	176	501
<i>Per cent:</i>		
5% to 8%.....	107	
10%.....	592	442
<i>Other differential.....</i>	36	
Total.....	3,036	1,300
<i>No differential paid or no information reported.....</i>	79	9
Total on shift.....	3,115	1,309

WAGES, HOURS AND WORKING CONDITIONS IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950*

The following article presents information on hours and working conditions of plant employees engaged in the smelting, refining or manufacture of products of non-ferrous metals. These non-ferrous metals include lead, zinc, aluminum, nickel, copper, magnesium, gold and silver.

Average hourly wage rates for many representative occupations in the brass and copper products industry are also presented below.

The majority of workers in the Non-ferrous Metal Products Industry were normally working 45 hours a week or less at October 1, 1950, although more than one-third were reported on a 48-hour week. Time and one-half was the predominant rate for overtime work after standard daily or weekly hours and for work on Sundays, but double time was the predominant payment for work on statutory holidays.

Most of the workers were in plants which gave an initial vacation with pay of one week after a year of employment and two weeks with pay after, mainly, 5 years. About one-third of the workers were in plants which also gave a further vacation of three weeks with pay, generally after 25 years of employment. Plants employing 40 per cent of the employees were closed down for a vacation period in 1950.

Ninety-five per cent of the employees were in plants which observed from 6 to 9 statutory holidays and 57 per cent were in those which paid for 6 to 8 of the holidays when these days were not worked.

About one-half of the plant employees were given regular daily rest periods and one-third were given regular wash-up periods. Almost all of the workers on extra-shift operations were paid a wage differential for their shift work.

Average hourly wage rates for 19 representative occupations in the Brass and Copper Products Industry ranged from 89 cents for Labourers to \$1.38 for Elec-

tricians. The wage rates generally averaged lower in Quebec than in Ontario, and lower in Montreal than in Toronto.

The survey of the Non-ferrous Metal Products Industry in 1950 covered some 165 establishments employing 27,262 plant workers. About 40 per cent of these workers were engaged in non-ferrous metal smelting and refining, 25 per cent in the manufacture of brass and copper products, 20 per cent aluminum products, and the remainder producing jewellery and silverware, white metal alloys, or miscellaneous non-ferrous metal products. The non-ferrous metals include lead, zinc, aluminum, nickel, magnesium, gold, silver cadmium, tin and cobalt.

Just under one-half of the workers were employed in Ontario, about 35 per cent in Quebec and 11 per cent in British Columbia. A small proportion of workers, about 2 per cent, were reported in New Brunswick, Manitoba and Alberta. Eight per cent of the employees included in the survey were women.

Average Wage Rates.—Average hourly wage rates and the 80 per cent ranges of hourly rates are shown in Table I for 19 representative occupations in the Brass and Copper Products division of the Non-ferrous Metal Products Industry. Averages for Canada as a whole, together with averages and ranges for the provinces of Quebec and Ontario and the cities of Montreal and Toronto, are presented in this table.

Electricians were paid the highest average hourly rate at October 1950, the Canada average being \$1.38; and Tool and Die Makers were paid the next highest average rate, \$1.34 for Canada as a whole. The

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

TABLE 1.—AVERAGE HOURLY WAGE RATES IN THE BRASS AND COPPER PRODUCTS INDUSTRY, OCTOBER 1959

Occupation	Canada (1)		Province of Quebec		City of Montreal		Province of Ontario		City of Toronto	
	Average	Range (2)	Average	Range (2)	Average	Range (2)	Average	Range (2)	Average	Range (2)
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Assembler.....	1.10	.82-1.19	1.00	.82-1.19	1.00	.82-1.19	1.24	1.00-1.68	1.12	.95-1.27
Buffer and Polisher.....	1.20	.86-1.13	.97	.86-1.13	1.00	.90-1.19	1.33	1.05-1.86	1.24	1.01-1.80
Carpenter.....	1.24	.96-1.24	1.17	.96-1.24	1.18	1.08-1.24	1.25	1.03-1.44	1.34	1.31-1.44
Coremaker.....	1.27	.86-1.42	1.27	.86-1.42	1.32	1.11-1.42	1.26	1.00-1.38	1.25	1.08-1.36
Electrician.....	1.38	1.34-1.40	1.39	1.34-1.40	1.39	1.34-1.40	1.36	1.10-1.49	1.42½	1.00-1.46
Furnace Operator.....	1.16	.85-1.25	1.02	.85-1.25	1.08	.90-1.25	1.18	1.00-1.46	1.18	1.00-1.46
Grinder.....	1.08	.92-1.12	1.08	.92-1.12	1.10	.92-1.12	1.12	.83-1.51	1.27	.....
Labourer.....	.89	.70-.99	.84	.70-.99	.85	.75-.99	.98	.80-1.15	1.00	.90-1.15
Lathe Operator.....	1.20	.71-1.29	1.00	.71-1.29	1.01	.71-1.29	1.28	1.05-1.82	1.09	1.05-1.22
Machinist.....	1.24	.95-1.36	1.15	.95-1.36	1.20	1.10-1.36	1.37	1.20-1.56	1.40	1.20-1.56
Millwright.....	1.20	1.00-1.34	1.15	1.00-1.34	1.15	1.00-1.34	1.27	1.13-1.49	1.29	.....
Moulder.....	1.24	.86-1.37	1.16	.86-1.37	1.17	.92-1.39	1.34	1.13-1.78	1.28	1.15-1.36
Patternmaker.....	1.25	.98-1.47	1.22	.98-1.47	1.28	1.13-1.47	1.28	1.18-1.40	.....	.....
Plater.....	1.09	.83-1.12	.96	.83-1.12	1.07	.....	1.12	1.02-1.30	1.36	.....
Pourer.....	1.18	.....	1.11	.....	1.11	.....	1.29	.....	.....	.....
Shipper and Receiver.....	1.07	.83-1.23	1.01	.83-1.23	1.00	.83-1.23	1.08	.96-1.23	1.12	1.01-1.35
Tool and Die Maker.....	1.34	1.16-1.67	1.36	1.16-1.67	1.36	1.16-1.67	1.35	1.20-1.50	1.38	1.24-1.52
Truck Driver.....	1.14	.94-1.15	1.08	.94-1.15	1.08	.94-1.15	1.17	.90-1.29	1.17	.90-1.29
Welder.....	1.32	.....	1.16	.....	1.26	.....	1.38	.....	1.13½	.....

¹ Canada averages include some workers in New Brunswick, Alberta and British Columbia.
² The ranges include the middle 80 per cent of the workers used in the calculation of the averages.

average rate for Labourers, 89 cents, was the lowest Canada average of the 19 selected occupations listed in Table I.

In general, the average wage rates were lower in Quebec than in Ontario and, comparing the two cities shown, were lower in Montreal than in Toronto.

The Normal Work Week.—The majority of plant employees in the Non-ferrous Metal Products Industry, just under 60 per cent, were normally working 45 hours a week or less at the time of the 1950 survey (Table II). However, the largest single group of workers, 37 per cent, were reported on a 48-hour week. About 30 per cent of the employees were normally working 44 or 45 hours a week, and about the same proportion were working less than 44 hours.

Most of the workers reported on a 48-hour week were located in Quebec. In that province about 77 per cent of the workers were on a normal 48-hour week and a further 17 per cent were on a 44- or 45-hour week. In Ontario, more than three-quarters of the employees were normally working 45 hours a week or less, with about 43 per cent working 44 or 45 hours. Almost 19 per cent of the workers in Ontario were on a 48-hour week. Most of the workers in British Columbia were reported to be working a normal week of 42 hours.

Fifty-seven per cent of the plant workers were reported on a 5-day week in 1950, an increase from 48 per cent a year earlier. Almost all of the employees on a 5-day week were working 45 hours a week or less, with 40 per cent working 40 hours and 28 per cent 45 hours. About 93 per cent of

the workers in British Columbia and 70 per cent in Ontario were reported on a 5-day week, whereas less than one-quarter of the workers in Quebec were reported in this group.

Overtime Payment.—One and one-half times the regular wage was the general payment for work after standard daily or weekly hours and for work on Sunday (or the 7th working day where the operation is continuous). Double time for work on Sunday, however, was reported paid by establishments employing more than 12 per cent of the workers.

Double time was predominant overtime payment for work on statutory holidays. About 60 per cent of the workers were employed in establishments which paid double time for work on statutory holidays; and 15 per cent were in those which paid two and one-half times the regular rates for work done on these holidays.

Annual Vacations with Pay.—Almost all of the employees in the Non-ferrous Metal Products Industry, for which information on vacations was received in 1950, were in establishments which reported an initial vacation period of one week with pay, mainly after a year of employment (Table III). Most of the remainder were in those which reported an initial vacation of two weeks with pay.

About 88 per cent of the workers were employed in establishments which increased the period of vacation with pay as the worker's term of employment continued. Almost all of these workers could become eligible for a vacation of two weeks with

TABLE II.—THE NORMAL WORK WEEK IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

Normal Weekly Hours	Canada		Quebec		Ontario		British Columbia		Other Provinces	
	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers
Establishments on a 5-Day Week										
40 and less.....	46	2,489	8	147	27	2,070	9	220	2	52
Over 40 and under 44.....	12	3,949	1	69	9	931	2	2,949	.....	.....
44.....	10	1,722	3	829	6	874	1	19	.....	.....
45.....	36	3,988	7	778	28	2,863	.....	.....	1	347
Over 45.....	20	3,171	9	658	11	2,513	.....	.....	.....	.....
Total.....	124	15,319	28	2,481	81	9,251	12	3,188	3	399
All Establishments										
40 and less.....	46	2,489	8	147	27	2,070	9	220	2	52
Over 40 and under 44.....	15	5,581	1	69	11	2,557	2	2,949	1	6
44.....	26	2,998	5	894	15	1,704	3	225	3	175
45.....	38	5,064	8	805	29	3,912	.....	.....	1	347
Over 45 and under 48.....	14	683	5	218	9	465	.....	.....	.....	.....
48.....	21	10,163	13	7,711	8	2,452	.....	.....	.....	.....
Over 48.....	5	284	4	238	1	46	.....	.....	.....	.....
Total.....	165	27,262	44	10,082	100	13,206	14	3,394	7	580

pay, generally after 5 years of employment, and about 40 per cent of this group could have their paid vacation period further increased to three weeks, mainly after 25 years. A small number of workers could become eligible for a vacation of four weeks with pay after long service with the company.

Ten per cent of the workers in Quebec, 35 per cent in Ontario and 86 per cent in British Columbia are in the group which could become eligible for a maximum vacation of three weeks with pay.

During the previous year there was little change in the annual vacation with pay policy in this industry. However, there was some increase, 21 to 32 per cent, in the proportion of workers who could receive three weeks with pay after longer periods of employment.

Plants employing 40 per cent of the workers in the industry were reported to be closed down for a vacation period. About 43 per cent of these workers were employed in those plants which closed down

for one week, about 45 per cent in those which closed down for two weeks, and the remainder in those which closed down for other periods.

Statutory Holidays.—All of the employees in the Non-ferrous Metal Products Industry were employed in establishments which observed 3 or more statutory holidays in 1950, with 95 per cent in those observing 6 to 9 days (Table IV). Plants employing the largest group of workers, one-third, reported observing 8 statutory holidays, while those employing the next largest groups, about one-quarter each, reported 6 and 9 days.

Slightly more than one-half of the workers in Quebec were in plants which observed 9 statutory holidays, about the same proportion in Ontario were in those which observed 8 holidays, and 85 per cent in British Columbia in plants which observed 6 such days.

These statutory holidays are the number of days when the establishment is normally not operating because of Federal, Pro-

TABLE III.—ANNUAL VACATIONS WITH PAY IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

Length of Vacation and Service Requirement	Canada		Quebec		Ontario		British Columbia		Other Provinces	
	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers
INITIAL VACATION										
<i>One Week with Pay after:</i>	151	26,288	40	9,789	91	12,553	13	3,329	7	617
Less than 1 year.....	22	1,904	8	892	12	935			2	77
1 year.....	126	23,927	32	8,897	76	11,161	13	3,329	5	540
Service not specified.....	3	457			3	457				
<i>Between One and Two Weeks:</i>	1	25	1	25						
<i>Two Weeks with Pay after:</i>	11	868	2	230	8	573	1	65		
Less than 1 year.....	2	100			1	35	1	65		
1 year.....	7	589	1	75	6	514				
Service not specified.....	2	179	1	153	1	21				
Total.....	163	27,181	43	10,044	99	13,126	14	3,394	7	617
MAXIMUM VACATION										
<i>Two Weeks with Pay after:</i>	78	14,739	20	7,229	53	7,313	2	57	3	140
Less than 5 years.....	27	1,712	9	388	16	1,258	1	30	1	36
5 years.....	49	12,808	11	6,841	35	5,836	1	27	2	104
More than 5 years.....	2	219			2	219				
<i>Three Weeks with Pay after:</i>	24	8,566	4	1,024	15	4,551	3	2,914	2	77
25 years.....	17	7,674	4	1,024	8	3,659	3	2,914	2	77
Other periods.....	7	892			7	892				
<i>Four Weeks with Pay after:</i>	3	484	1	326	2	158				
20 to 30 years.....										
<i>Other Vacation Periods:</i>	1	52	1	52						
<i>Initial Vacation Maintained:</i>	57	3,340	17	1,413	29	1,104	9	423	2	400
One week with pay.....	48	2,774	14	1,158	24	853	8	358	2	400
Between 1 and 2 weeks.....	1	25	1	25						
Two weeks with pay.....	8	541	2	230	5	246	1	65		
Total.....	163	27,181	43	10,044	99	13,126	14	3,394	7	617

vincial or Municipal holidays, or religious holidays regularly observed by the closing of the plant.

Only 6 per cent of the workers in 1950, compared with 14 per cent in 1949, were not paid for any of the observed statutory holidays unless these days were worked. About 57 per cent of the workers were paid for 6 to 8 of the statutory holidays when not worked and a further 19 per cent were paid for 2 holidays not worked. Almost all of this latter group were employed in Quebec plants.

Sixty per cent of the workers in Quebec were paid for 2 or 3 statutory holidays, 82 per cent in Ontario were paid for 6, 7 or 8 days, and 85 per cent in British Columbia were paid for 6 holidays when not worked.

During the year previous to the 1950 survey there was an increase in the proportion of employees being paid for some or all of the observed statutory holidays when not worked, as mentioned above, and a few increases in the number of these holidays being paid for. For example, one-quarter of the workers were paid for 7 or more statutory holidays in 1950 compared with about 14 per cent in 1949.

Rest and Wash-up Periods.—Forty per cent of the plant workers in the Non-ferrous Metal Products Industry were employed in establishments which gave regular rest periods, and a further 19 per cent were in those which reported giving rest periods to part of the plant only (Table V). More than one-half of the workers given recognized rest periods received two 10-minute periods daily.

About one-third of the workers were reported to be given regular wash-up periods. The largest group of these workers, about 36 per cent, were given two 5-minute wash-up periods; and about 30 per cent of the workers were given a single wash-up period daily, of from 5 to 15 minutes.

Shift Differentials.—Just under one-quarter of the workers in the industry were reported on extra-shift operations at the time of the 1950 survey, 14 per cent on the 2nd (afternoon) shift and 10 per cent on the 3rd (night) shift.

Eighty-eight per cent of the workers on the afternoon shift and more than 96 per cent of those on the night shift were reported paid a wage differential for this

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

Number of Statutory Holidays Observed	Canada		Quebec		Ontario		British Columbia		Other Provinces	
	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers	Estab-lish-ments	Plant Work-ers
Less than 6.....	8	881	2	535	6	346	.....	.....	.....	.....
6.....	23	7,047	9	916	13	3,247	1	2,884	.....	.....
7.....	24	3,334	12	1,317	11	2,008	4	9	.....	.....
8.....	72	9,036	9	1,804	58	6,964	4	206	1	62
9.....	27	6,442	6	5,179	10	543	7	278	4	442
More than 9.....	9	441	5	293	1	18	1	17	2	113
Total.....	163	27,181	43	10,044	99	13,126	14	3,394	7	617

Number of Statutory Holidays Paid For When Not Worked

None.....	41	1,687	14	815	15	500	8	216	4	156
1.....	5	302	1	163	4	139	.....	.....	.....	.....
2.....	7	5,022	4	4,984	3	38	.....	.....	.....	.....
3.....	9	1,192	5	1,019	4	173	.....	.....	.....	.....
4.....	7	1,377	1	529	6	848	.....	.....	.....	.....
5.....	9	1,062	3	737	4	237	2	88	.....	.....
6.....	27	9,365	6	672	20	5,809	1	2,884	.....	.....
7.....	8	2,571	3	535	5	2,036	.....	.....	.....	.....
8.....	37	3,542	4	551	31	2,804	2	187	.....	.....
More than 8.....	12	640	2	39	-6	121	1	19	3	461
No information.....	1	421	.....	.....	1	421	.....	.....	.....	.....
Total.....	163	27,181	43	10,044	99	13,126	14	3,394	7	617

TABLE V.—REST AND WASH-UP PERIODS IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

Number and Length of Rest and Wash-up Periods	Number of Plant Workers	
	Rest Periods	Wash-up Periods
<i>One period of:</i>		
5 minutes.....		947
10 minutes.....	987	610
15 minutes.....	1,007	1,170
Other.....	39	140
<i>Two periods of:</i>		
5 minutes.....	24	3,251
10 minutes.....	6,426	863
15 minutes.....	946	192
Other.....	538	1,416
<i>Other periods.....</i>	798	462
<i>Informally permitted.....</i>	155	113
Total.....	10,920	9,164
<i>Allowed to part of plant only.....</i>	5,076	454
<i>Not allowed or information¹ not reported.....</i>	11,266	17,644
Total.....	27,262	27,262

shift work (Table VI). The majority of workers receiving a shift differential were paid a bonus of 5 cents an hour or less, although about 30 per cent of those on the night shift were paid a bonus of from 7 to 10 cents an hour.

TABLE VI.—SHIFT DIFFERENTIALS IN THE NON-FERROUS METAL PRODUCTS INDUSTRY, OCTOBER 1950

Shift Differential	Number of Plant Workers	
	2nd shift	3rd Shift
<i>Cents per hour:</i>		
Less than 4 cents.....	1,137	1,046
4 cents.....	1,102	47
5 cents.....	875	570
7 to 10 cents.....	16	757
<i>Per cent</i>		
2½% to 10%.....	216	4
<i>Other differential.....</i>	14	165
Total.....	3,360	2,589
<i>No differential paid or no information reported.....</i>	456	100
Total on shift.....	3,816	2,689

WAGE RATES IN BUILDING CONSTRUCTION, OCTOBER, 1950

A check of the data used as a basis for compiling the table on wage rates in the Construction industry indicates the need of revision in certain rates, mostly in Ontario and the Western provinces. The following table replaces, therefore, the latter part of Table I on page 868 of the June issue:

Locality	Average Wage Rates per Hour					
	Electricians	Painters	Plasterers	Plumbers	Sheet Metal Workers	Labourers
	\$	\$	\$	\$	\$	\$
Quebec—						
Trois Rivieres.....	1.10	1.00	1.30	1.10	1.10	.80
Ontario—						
Belleville.....	1.10	1.00	1.65	1.40	1.40	.75
Brantford.....	1.25	1.00	1.30	1.50	.95	.85
Fort William.....	1.55	1.20	1.70	1.55	1.55	.90
Guelph.....	1.05	1.00	1.30	1.45	1.00	.85
Hamilton.....	1.65	1.30	1.90	1.70	1.45	.90
Kingston.....	1.35	1.15	1.50	1.40	1.20	.75
Kitchener.....	1.20	1.00	1.50	1.60	1.15	.90
London ¹	1.55	1.10	1.90	1.65	1.31	.85
Ottawa.....	1.50	1.10	1.50	1.70	1.57	.75
Peterborough.....	1.10	1.00	1.50	1.35	1.25	.80
Port Arthur.....	1.55	1.20	1.70	1.55	1.50	.90
St. Catharines.....	1.30	1.00	1.50	1.60	1.50	.85
Toronto ²	1.85	1.50	2.00	1.85	1.85	.95
Windsor.....	1.92	1.35	1.70	1.85	1.70	1.05
Manitoba—						
Brandon.....	1.30	1.20	1.50	1.35	1.10	.80
Winnipeg.....	1.50	1.20	1.75	1.65	1.10	.80
Saskatchewan—						
Moose Jaw.....	1.10	1.10	1.50	1.53	1.35	.75
Prince Albert.....	1.10	.90	1.35	1.30	1.20	.75
Regina.....	1.50	1.25	1.70	1.55	1.35	.85
Saskatoon.....	1.40	1.10	1.55	1.50	1.10	.85
Alberta—						
Calgary ³	1.55	1.35	1.75	1.60	1.60	.95
Edmonton.....	1.70	1.30	1.85	1.70	1.60	.98
Medicine Hat.....	1.35	1.00	1.35	1.25	1.25	.80
Lethbridge.....	1.40	1.10	1.50	1.40	1.30	.85
British Columbia—						
Prince Rupert.....	1.70	1.25	1.75	1.70	1.60	1.10
Vancouver.....	1.78	1.50	1.85	1.75	1.80	1.20
Victoria.....	1.75	1.45	1.75	1.65	1.73	1.18

¹ Carpenters 1.50

² Bricklayers and Masons 1.95; Carpenters 1.75

³ Bricklayers and Masons 1.80.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased 1.9 per cent between June 1 and July 3 to reach 187.6 as compared to 184.1 for the previous month. The increase was almost entirely due to foods which advanced 4.1 per cent to 249.7. Increases were concentrated in meat, eggs and fresh vegetables, and it is estimated that at least one-half of the advance in the food index was seasonal in nature. Increases in eggs, potatoes and carrots which accounted for over one-third of the advance followed the usual course of June prices for these items. Changes in meats, particularly pork, were larger than seasonal.

All groups other than foods added only 0.2 per cent to the rise in the total index. The fuel and light index rose 0.7 per cent to 147.2 following increases in coal and coke in Quebec and Ontario. Small and scattered increases in the clothing group advanced this index 0.2 per cent to 202.9. Home furnishings and services also rose 0.2 per cent to reach 197.4. Slightly higher prices for drug and personal care items, hospitals, tobacco and newspapers moved the miscellaneous index 0.9 per cent higher to 142.2. Rents were not surveyed during July and the index remained unchanged at 139.8.

From August 1939 to July 1951, the increase in the cost-of-living index was 86.1 per cent.

Cost of Living in Eight Cities, June, 1951

Cost-of-living indexes for the eight regional centres registered further increases between May and June, coinciding with the advance in the Dominion index. Higher food prices lent principal support, although clothing and home furnishings and light costs were steady at all centres. Among foods seasonal strength was noted for eggs and fresh vegetables, while meats and dairy products were higher also. Fruits were slightly easier, due mainly to a decrease in oranges. The quarterly survey of rents which occurred in June was reflected in advances for all rental series except that for Saskatoon. Fuel and light costs were steady at all centres, while changes in miscellaneous items were narrow.

Between May 1 and June 1 composite city cost-of-living index changes were: Montreal +3.2 to 190*4; Vancouver +2.4

to 185.3; Halifax +2.1 to 171.5; Saint John +1.9 to 179.3; Winnipeg +1.7 to 177.4; Toronto +1.3 to 179.9; Saskatoon +1.3 to 180.3; and Edmonton +1.1 to 176.4.

Wholesale Prices, May, 1951

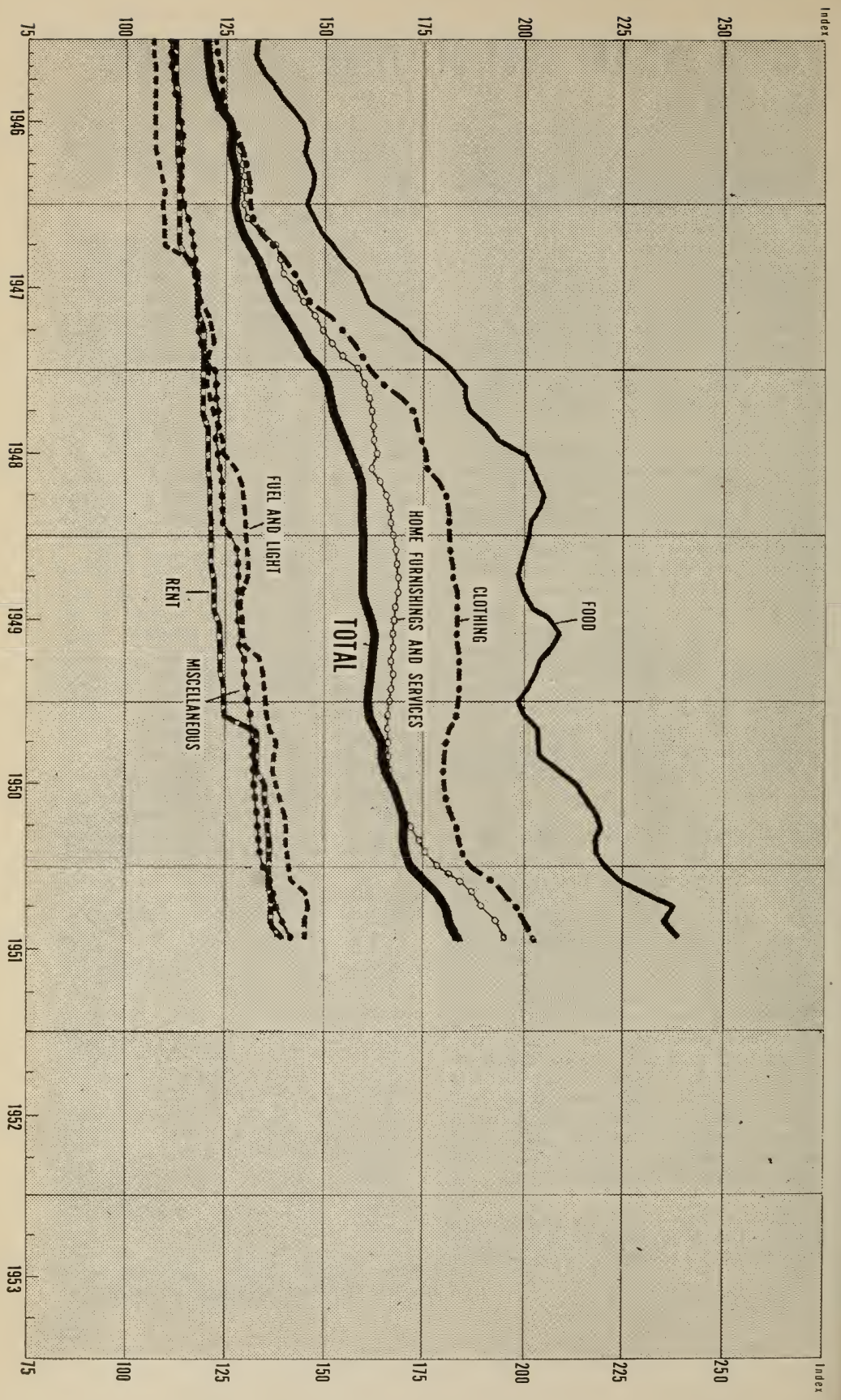
The General Wholesale Price Index receded 0.1 per cent to 241.9 in May, the first decline in this series since October 1950. Of the eight major groups, Textile Products and Vegetable Products showed a downward tendency, while the remaining six groups recorded fractional gains. Textile Products moved down 2.5 per cent to 316.5, as a continuance of declines from peak levels in raw wool, worsted yarns and woollen cloth more than offset increases in cotton thread, wool blankets and nylon hosiery. Vegetable Products eased 0.8 per cent to 220.0, in response to decreases, chiefly in grains, vegetable oils and raw rubber, which outweighed advances in sugar and livestock feeds.

Among group increases, Iron and its Products led with a gain of 0.9 per cent to 206.4, which was due entirely to increases in steel and cast-iron scrap. Advances in hogs, cured meats, eggs and leather footwear combined to raise Animal Products 0.8 per cent to 299.1; within the same classification fishery products, hides and skins, poultry and fats moved down. Non-metallic minerals increased 0.4 per cent to 169.6, influenced by price increases in petroleum products, glassware and sewer pipe. Scattered increases among drug and paint materials raised the Chemical Products index 0.3 per cent to 188.0. Gains of 0.2 per cent were recorded by Non-ferrous metals at 176.3 and Wood Products at 294.3.

Among important commodity price increases between April and May were the following: onions, No. 1 Ontario, 26.9 per cent, woollen blankets 26.7 per cent, camphor gum 23.3 per cent, steel scrap, heavy melting, 19.2 per cent, raw sugar, Montreal, 16.2 per cent, lubricating oil 14.9 per cent, cotton thread 13.3 per cent, pork carcass, Winnipeg, 12.2 per cent, lamb carcass, Toronto, 11.1 per cent, eggs, Grade A large, Calgary, 10.9 per cent, hogs, B1 dressed, Toronto, 9.0 per cent. Price decreases in the same period were recorded as follows: worsted yarn, 2 ply 18s 50s, 20.0 per cent, potatoes, Winnipeg, 17.8 per cent, crushed stone, Montreal, 16.1 per cent, cocoanut oil 15.1 per cent, raw wool, New Zealand 50/56s, 12.9 per cent, quinine sulphate 12.9 per cent, wool cloth

* See Tables F-1 to F 6.

COST OF LIVING IN CANADA FROM JANUARY 1946



12.7 per cent, halibut, frozen, 12.5 per cent, flax, No. 1 CW 10.6 per cent, raw wool, domestic eastern bright, 9.2 per cent.

The index of Canadian Farm Product prices at terminal markets eased .04 per cent to 256.5. Field Products dropped

2.5 per cent to 177.0, largely in response to lower prices for eastern grains and hay. Increases in livestock and eggs outweighed recessions in raw wool prices to raise the Animal Products index 1.4 per cent to 336.1.

STRIKES AND LOCKOUTS

Canada, June, 1951*

There was a sharp increase in strike activity, the number of strikes and lockouts, the workers involved and the resulting time loss being substantially above the figures for the previous month and for June, 1950. The high time loss in June has increased the cumulative loss for the first six months of this year by more than 65,000 days above the total for the first half of last year. The question of increased wages was the most pressing demand of the month. Of the 52 strikes and lockouts in existence, 35 stoppages arose out of disputes over wage increases, involved 80 per cent of the total workers and caused 93 per cent of the total loss. Three of the largest stoppages, which involved half the total workers and caused 70 per cent of the total loss, were rubber factory workers at Bowmanville and New Toronto, Ont., sewing machine factory workers at St. Johns, P.Q., and screw and gear factory workers at Toronto, Ont.

Preliminary figures for June, 1951, show 52 strikes and lockouts in existence, involving 13,641 workers, with a time loss of 128,150 days, as compared with 39 strikes and lockouts in May, 1951, with 6,560 workers involved and a loss of 34,902 days. In June, 1950, there were 27 strikes and lockouts, involving 2,767 workers, and a loss of 29,692 days.

For the first six months of 1951 preliminary figures show 139 strikes and lockouts, with 36,247 workers involved and a loss of 223,501 man-working days. In the same period in 1950 there were 83 strikes and lockouts, involving 17,567 workers, and a loss of 157,935 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in June, 1951, was 0.15 per cent of the estimated working time, as compared with 0.04 per cent in May, 1951; 0.03 per cent in June, 1950; 0.04 per cent for the first six months of 1951; and 0.03 per cent for the first six months of 1950.

Of the 52 strikes and lockouts in existence during the month, six were settled in favour of the workers, 10 in favour of the employers, nine were compromise settlements and 10 were indefinite in result, work being resumed pending final settlement. At the end of the month 17 strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951.

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, 1951, and in

this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes

* See Tables G-1 and G-2.

involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1951, was 176 and 14 were still in progress from the previous month, making a total of 190 during the month. In all stoppages of work in progress in the period there were 46,100 workers involved and a time loss of 153,000 working days was caused.

Of the 176 disputes leading to stoppages of work which began in April, 20, directly involving 5,300 workers, arose out of demands for advances in wages, and 65, directly involving 12,600 workers, on other wage questions; three, directly involving 200 workers, on questions as to working hours; 30, directly involving 7,300 workers, on questions respecting the employment of particular classes or persons; 55, directly involving 2,200 workers, on other questions respecting working arrangements; two, directly involving 1,500 workers on questions of trade union principle; and one,

directly involving 100 workers, was in support of workers involved in another dispute.

New Zealand

For the year 1950, there were 129 strikes, involving 89,792 workers, directly and indirectly, with a time loss of 271,475 man-days. Figures for the fourth quarter of 1950, show 24 strikes with 22,130 workers directly and indirectly involved, and a time loss of 110,394 man-days.

United States

Preliminary figures for May, 1951, show 400 strikes and lockouts beginning in the month, in which 150,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for April, 1951, are 350 strikes and lockouts, involving 165,000 workers with a time loss of 1,850,000 days.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

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. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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3. GREAT BRITAIN. FACTORY DEPARTMENT. *Dust Explosions in Factories: the*

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Item	1951		1950	1949	1944	1939
	June	May	May	May	May	May
Total Population (1).....000			13,766	13,549	11,975	11,267
Labour Force —						
Civilian labour force(2).....000		5,172	5,108	4,899	†	†
Persons with Jobs(2).....000		5,000	4,796	4,700	†	†
Male(2).....000		3,902	3,751	3,730	†	†
Female(2).....000		1,098	1,045	970	†	†
Paid Workers(2).....000		3,665	3,397	3,291	†	†
Persons without Jobs and Seeking Work(2).....000		172	312	199	†	†
Index of employment (1939=100).....000		175.2	159.7	159.7	†	†
Immigration.....No.	19,429	20,254	8,362	9,184	783	2,253
Adult males.....No.	9,638	9,256	3,655	3,987	233	674
Earnings and Hours —						
Total labour income.....\$000,000			672	638	†	†
Per capita weekly earnings.....\$	49.25	49.17	44.88	43.10	†	†
Average hourly earnings, manufacturing.....c	115.8	114.1	102.5	98.6	†	†
Average hours worked per week, manufacturing.....c	41.8	42.5	42.4	41.8	†	†
Real weekly earnings, manufacturing(3).....c	108.8	110.3	109.6	107.0	†	†
National Employment Service —						
Live Applications for Employment (1st of month).....(4)000	151.1	217.5	387.8	203.7	68.9	†
Unfilled vacancies (1st of month) (4).....000	66.1	52.5	34.0	43.5	184.0	†
Placements, weekly average.....000	21.4	22.9	18.8	16.8	†	†
Unemployment Insurance —						
Ordinary live claims (1st of month).....000	88.9	136.8	209.9	134.5	12.1	†
Balance in fund.....\$000,000		683.9	581.0	537.5	203.4	†
Price Indexes —						
General Wholesale (5).....	242.7	241.9	204.7	197.9	130.6(6)	99.2(6)
Cost of living index (5).....	184.1	182.0	164.0	159.5	119.2	100.6
Residential building materials(5).....		289.5	230.7	229.1	146.6(6)	102.3(6)
Production —						
Industrial production index(5).....		221.1	197.4	188.0	202.5	106.6
Mineral production index(5).....			140.4	127.0	108.9	121.9
Manufacturing index(5).....		231.0	206.8	197.9	223.0	103.8
Electric power.....000,000 k.w.h.		5,130	4,425	4,271	3,585	2,333
Construction —						
Contracts awarded.....\$000,000		192.0	112.0	106.0	31.7	18.4
Dwelling units, started.....000		11.7	13.6	12.8	†	†
completed.....000		6.9	6.2	7.4	†	†
under construction.....000	55.9		50.8	48.1	†	†
Pig iron.....000 tons			195.9	202.1	175.2	57.7
Steel ingots and castings.....000 tons			290.9	293.2	263.4	121.4
Inspected slaughtering, cattle.....000	108.9	108.9	102.8	102.6	101.9	72.6
hogs.....000	323.3	407.0	433.8	313.6	855.8	280.8
Flour production.....000,000 bbls.		2.11	1.69	1.58	1.96	1.19
Newsprint(4).....000 tons		485.7	459.9	442.7	262.5	250.0
Cement producers' shipments.....000,000 bbls		1.88	2.14	1.47	0.74(7)	0.55(7)
Automobiles and trucks.....000		42.9	35.3	26.7	12.3	15.7
Gold.....000 fine oz.		369.0	373.8	333.1	257.6	431.7
Copper.....000 tons		23.5	22.3	21.7	23.8	27.3
Lead.....000 tons		11.1	13.6	17.9	10.2	15.9
Nickel.....000 tons		12.4	11.0	11.3	12.0	10.8
Zinc.....000 tons		25.9	30.7	24.6	23.8	14.8
Coal.....000 tons	1,310	1,348	1,461	1,342	1,290	1,136
Crude petroleum.....000,000 bbls.		4.47	1.96	1.72	0.85	0.71
Distribution —						
Wholesale sales index, unadjusted(5).....		361.0	321.5	303.3	195.2	113.8
Retail Trade.....\$000,000		884.8	780.2	725.1	†	†
Imports, excluding gold.....\$000,000	361.4	405.1	290.2	250.5	159.0	73.0
Exports, excluding gold.....\$000,000	312.5	323.4	287.0	273.0	368.4	79.9
Railways —						
Revenue freight, ton miles.....000,000			4,434	4,336	5,769	2,431
Car loadings, revenue freight.....000		380.0	338.4	312.8	319.0	214.8
Banking and Finance —						
Common stocks, index (5).....		164.2	128.7	105.3	79.9	90.4
Preferred stocks, index (5).....		164.3	157.3	139.9	118.5	95.3
Bond yields, Dominion, index (5).....		104.9	90.2	94.4	97.2	97.8
Cheques cashed, individual accounts.....\$000,000		9,484	7,990	6,915	6,653	2,839
Bank loans, current, public.....\$000,000		2,896	2,234	2,085	1,117	822
Money supply.....\$000,000		4,754	4,479	4,155	(6)3,153	(6)1,370
Circulating media in hands of public.....\$000,000		1,202	1,138	1,155	865	(6)281
Deposits.....\$000,000		3,552	3,341	3,000	(6)2,163	(6)1,089

NOTE.—Latest figures subject to revision. 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) Population figures given are as at March 1, 1950, June 1 for 1949, 1944 and 1939.

(2) Labour Force survey figures given are as at March 3, 1951, March 4, 1950, March 5, 1949. Detailed figures for March 1951 will be found in tables A4-A8 of the June issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base; average 1946=100.

(4) Newfoundland is included after April 1, 1949.

(5) Average 1935-39=100.

(6) Year end figures.

(7) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	2,777	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Profes- sional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*.....	643	966	707	210	124	140	194	254	3,238
Feb.....	1,341	1,197	1,073	198	178	157	370	269	4,783
March.....	2,072	1,351	1,690	363	245	247	415	343	6,726
April.....	2,293	2,125	1,855	440	299	260	537	361	8,170
May.....	3,611	2,339	2,792	540	404	322	638	504	11,190

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME
(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	60	15	58	57	5	216
1939—Average.....	23	62	16	61	57	5	224
1940—Average.....	25	78	11	66	59	6	245
1941—Average.....	28	107	16	76	64	8	297
1942—Average.....	33	142	19	83	71	10	357
1943—Average.....	34	167	22	89	77	11	400
1944—Average.....	37	171	17	98	81	12	417
1945—Average.....	38	156	19	105	89	13	418
1946—Average.....	46	147	25	118	99	14	448
1947—Average.....	52	176	34	138	111	21	532
1948—Average.....	58	204	41	160	128	19	610
1949—January.....	54	214	37	165	137	20	626
February.....	52	215	36	165	137	21	627
March.....	46	216	37	166	140	20	626
April.....	44	216	41	169	139	20	628
May.....	50	212	44	171	141	20	638
June.....	55	218	49	175	142	21	661
July.....	55	217	53	177	141	21	664
August.....	58	220	55	178	139	21	672
September.....	55	223	55	179	141	21	674
October.....	55	222	54	181	143	21	677
November.....	55	222	52	183	145	21	677
December.....	50	207	38	181	145	20	642
1950—January.....	45	215	38	171	146	21	637
February.....	46	219	39	173	147	20	643
March.....	44	221	40	174	149	21	650
April.....	42	223	43	177	148	21	655
May.....	47	225	50	181	148	21	672
June.....	52	233	54	185	149	22	695
July.....	55	234	56	188	148	23	704
August.....	57	237	58	177	147	23	699
September.....	60	245	58	192	150	24	729
October.....	63	249	57	195	152	24	740
November.....	65	252	55	200	154	25	750
December.....	62	238	44	199	154	24	721
1951—January.....	61	257	46	194	157	26	741
February.....	61	259	45	195	157	24	741
March.....	57	264	45	198	168	25	758
April.....	55	270	53	203	161	27	769

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)
SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At May 1, employers in the principal non-agricultural industries reported a total employment of 2,276,576.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
	1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
May 1, 1948.....	157.4	145.0	134.8	164.1	146.8	166.1	154.2	128.2	156.8	176.0
May 1, 1949.....	159.7	141.7	134.8	153.0	147.3	169.0	161.3	133.0	173.3	176.4
Jan. 1, 1950.....	163.2	158.5	137.1	169.8	151.4	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950.....	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950.....	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950.....	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950.....	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	182.1
Aug. 1, 1950.....	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950.....	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950.....	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950.....	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950.....	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.3	161.8	140.0	171.8	163.1	188.1	167.5	138.4	193.4	186.5
Percentage Distribution of Employees of Reporting Establishments at May 1, 1951.....	100.0	0.2	3.5	2.6	28.9	43.7	5.2	2.2	4.5	9.2

NOTE.—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)
SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$	100.0	100.0	100.0	\$
1947—Average.....	158.3	245.2	154.4	23.44	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	44.21
May 1, 1948.....	157.4	266.9	169.2	39.65	173.2	308.7	178.3	40.63
May 1, 1949.....	159.7	294.0	183.9	43.10	174.4	338.0	193.9	44.20
Jan. 1, 1950.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950.....	159.0	303.8	191.0	44.77	172.0	348.4	201.4	45.91
May 1, 1950.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950.....	174.1	332.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950.....	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	331.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.3	367.1	209.6	49.13	189.7	423.2	222.9	50.81

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			May 1 1951	Apr. 1 1951	May 1 1950
	May 1 1951	Apr. 1 1951	May 1 1950	May 1 1951	Apr. 1 1951	May 1 1950			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	161.8	152.0	152.6	304.4	289.9	275.1	37.43	37.95	35.64
Nova Scotia.....	140.0	140.3	128.5	280.5	279.4	244.5	42.95	42.70	40.77
New Brunswick.....	171.8	177.1	153.1	353.7	372.6	290.9	41.64	42.53	38.39
Quebec.....	163.1	160.3	146.7	359.2	348.2	295.8	46.88	46.23	42.88
Ontario.....	188.1	187.3	170.3	394.0	386.6	323.7	51.29	50.53	46.46
Manitoba.....	167.5	165.2	160.1	309.1	302.6	272.3	47.49	47.13	43.69
Saskatchewan.....	138.4	135.3	130.0	259.6	256.8	228.9	45.47	46.01	42.58
Alberta.....	193.4	187.0	178.1	373.9	356.1	321.2	49.19	48.44	45.74
British Columbia.....	186.5	181.0	174.9	376.1	353.2	322.2	52.43	50.74	47.92
CANADA.....	175.3	173.3	159.7	367.1	357.8	305.8	49.13	48.43	44.88
(b) METROPOLITAN AREAS									
Sydney.....	107.1	105.4	.....	256.0	245.9	.....	53.41	52.10	.....
Halifax.....	194.4	209.1	176.8	326.5	349.9	278.7	39.33	39.20	36.85
Saint John.....	158.2	187.9	155.4	282.4	356.8	269.8	38.29	40.74	37.02
Quebec.....	147.9	144.6	142.9	317.6	301.4	285.1	39.98	38.80	37.15
Sherbrooke.....	174.7	171.1	158.2	379.8	361.5	301.4	42.18	41.01	36.96
Three Rivers.....	177.1	166.6	159.9	404.3	378.2	325.1	46.12	45.86	41.28
Montreal.....	173.3	170.9	163.0	360.2	346.8	310.8	47.50	46.36	43.53
Ottawa—Hull.....	185.0	183.5	175.4	352.9	343.5	304.3	44.17	43.36	40.22
Peterborough.....	200.3	201.1	.....	486.2	479.6	.....	51.09	50.19	.....
Oshawa.....	275.1	274.3	.....	714.0	704.6	.....	61.41	60.78	.....
Niagara Falls.....	228.8	222.1	.....	538.3	507.2	.....	56.69	55.03	.....
St. Catharines—Welland.....	246.6	243.3	208.3	610.7	595.8	451.7	59.26	58.60	51.71
Toronto.....	195.1	194.1	180.9	399.9	390.0	334.3	51.42	50.40	46.27
Hamilton.....	205.9	199.5	183.5	459.2	434.3	368.9	54.02	52.74	48.56
Brantford.....	214.4	211.2	205.7	531.5	502.6	454.5	51.54	49.47	45.90
Galt—Preston.....	156.5	154.7	.....	352.2	340.9	.....	46.04	45.08	.....
Kitchener—Waterloo.....	182.5	183.6	169.9	410.8	401.1	337.8	47.80	46.40	42.17
Sudbury.....	163.8	160.2	.....	322.2	316.2	.....	59.20	59.40	.....
London.....	195.4	193.3	183.4	399.1	385.7	334.0	48.35	47.24	43.14
Sarnia.....	283.4	272.2	.....	563.4	511.4	.....	64.01	60.50	.....
Windsor.....	235.9	240.2	193.5	480.4	509.2	375.0	56.81	59.14	53.85
Sault Ste. Marie.....	212.3	207.2	.....	430.9	420.8	.....	53.99	54.04	.....
Fort William—Port Arthur.....	197.0	186.9	172.4	391.5	367.8	315.6	50.59	50.11	46.60
Winnipeg.....	168.6	167.9	162.3	308.4	304.4	273.4	44.49	44.09	40.94
Regina.....	160.7	155.9	156.7	305.8	292.0	277.7	42.99	42.33	40.00
Saskatoon.....	180.5	177.2	174.8	340.9	330.0	303.6	41.91	41.33	38.47
Edmonton.....	244.1	233.8	222.4	475.0	439.8	402.4	45.75	44.22	42.50
Calgary.....	203.1	195.6	188.4	369.5	356.6	319.0	46.94	47.03	43.62
Vancouver.....	203.2	201.0	193.8	400.4	384.7	355.0	49.37	47.97	45.92
Victoria.....	220.5	214.8	194.8	451.3	429.2	351.2	49.11	47.95	43.19
(c) INDUSTRIES									
Forestry (chiefly logging).....	167.9	208.0	80.1	471.6	549.8	213.5	48.63	45.76	46.34
Mining.....	115.2	114.7	109.2	237.4	230.1	206.1	59.10	57.56	54.13
Manufacturing.....	189.7	188.8	172.5	423.2	414.6	348.4	50.81	50.03	46.03
Durable Goods ¹	237.1	234.8	203.9	556.4	542.5	414.3	54.30	53.47	49.36
Non-Durable Goods.....	158.9	158.8	152.1	334.1	329.0	300.6	47.42	46.72	43.12
Construction.....	163.6	141.9	145.5	408.4	352.0	334.5	46.88	46.59	43.29
Transportation, storage and communication.....	171.3	166.7	161.8	317.3	308.8	277.5	53.03	53.05	49.21
Public utility operation.....	183.2	179.4	177.2	343.3	331.5	307.5	55.36	54.57	51.26
Trade.....	170.8	170.9	162.4	331.9	325.6	287.6	42.44	41.60	38.62
Finance.....	167.4	167.5	154.1	265.7	264.6	232.4	46.12	45.91	43.93
Service².....	175.8	172.9	174.3	340.8	332.0	318.2	31.80	31.50	29.95
Industrial composite.....	175.3	173.3	159.7	367.1	357.8	305.8	49.13	48.43	44.88

¹ Include wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-1 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
May 1, 1945	45.5	46.2	44.5	70.5	78.2	60.9
*May 1, 1946	43.0	43.2	42.8	68.9	75.5	62.4
May 1, 1947	43.2	43.3	43.1	78.3	85.4	71.2
May 1, 1948	43.1	43.4	42.7	89.4	96.2	82.4
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951	42.5	42.6	42.4	114.1	122.8	104.7

* These averages were affected by loss of working time at the year-end holidays in the case of Jan. 1 and by the Easter holidays in the case of May 1, 1946 and April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	May 1, 1951	Apr. 1 1951	May 1, 1950	May 1, 1951	Apr. 1, 1951	May 1, 1950
	Newfoundland	43.7	43.5	44.1	107.8	104.5	100.4
Nova Scotia	43.7	42.7	44.0	97.8	99.8	92.3
New Brunswick	43.7	44.2	44.4	100.2	98.4	90.5
Quebec	44.3	43.7	43.9	101.6	100.2	91.9
Ontario	42.0	41.8	42.2	121.5	120.1	108.2
Manitoba	41.7	42.2	42.4	108.8	106.7	98.4
Saskatchewan	41.0	40.8	42.3	115.4	113.9	104.2
Alberta	41.4	40.7	42.5	112.7	111.9	103.8
British Columbia	38.4	37.8	38.7	137.1	136.7	122.5
Montreal	42.6	42.1	42.5	107.4	105.6	97.0
Toronto	41.4	41.0	41.2	120.1	118.3	107.1
Hamilton	40.8	40.5	41.1	134.7	131.8	119.6
Windsor	38.9	40.6	41.7	142.5	144.1	128.9
Winnipeg	41.2	41.8	42.0	107.8	106.0	97.9
Vancouver	38.0	37.4	38.1	133.6	132.7	120.6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1	Apr. 1	May 1	May 1	Apr. 1	May 1	May 1	Apr. 1	May 1
	1951	1951	1950	1951	1951	1950	1951	1951	1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43-3	42-5	43-5	131-7	130-5	120-9	57-03	55-46	52-59
Metal mining.....	44-6	44-4	46-1	131-4	130-2	120-3	58-60	57-81	55-46
Gold.....	46-6	46-1	.....	120-9	118-3	.....	56-34	54-54	.....
Other metal.....	43-0	43-0	.....	140-4	140-3	.....	60-37	60-33	.....
Fuels.....	39-5	37-8	.....	139-7	138-1	.....	55-18	52-20	.....
Coal.....	39-1	36-4	38-3	139-1	136-3	129-6	54-39	49-61	49-64
Oil and natural gas.....	41-8	44-7	.....	142-7	145-1	.....	59-65	64-86	.....
Non-metal.....	46-5	45-6	.....	116-7	115-5	.....	54-27	52-67	.....
Manufacturing	42-5	42-2	42-6	114-1	112-8	102-5	48-49	47-60	43-67
Food and beverages.....	42-1	41-8	43-2	98-7	98-5	89-8	41-55	41-17	38-79
Meat products.....	41-1	41-0	40-2	120-7	121-3	110-8	49-61	49-73	47-87
Canned and preserved fruits and vegetables.....	39-1	38-6	40-2	85-3	86-3	78-7	33-35	33-31	31-64
Grain mill products.....	45-9	45-3	45-9	108-9	106-8	97-2	49-99	48-38	44-61
Bread and other bakery products.....	44-5	44-6	44-3	89-2	89-7	80-2	39-69	40-01	35-53
Distilled and malt liquors.....	41-9	42-4	42-7	117-6	114-4	108-2	49-27	48-51	46-20
Tobacco and tobacco products.....	40-6	41-5	41-3	110-9	100-8	95-1	45-03	41-83	39-28
Rubber products.....	42-8	41-7	40-2	123-6	122-6	111-3	52-90	51-12	44-74
Leather products.....	40-4	39-8	38-6	84-7	83-9	77-7	34-22	33-39	29-99
Boots and shoes (except rubber).....	40-1	39-4	37-3	81-9	80-9	75-4	32-84	31-87	28-12
Textile products (except clothing).....	43-6	43-6	43-2	95-5	94-6	85-2	41-64	41-25	36-81
Cotton yarn and broad woven goods.....	42-6	42-7	43-0	100-3	99-7	86-1	42-73	42-57	37-02
Woolen goods.....	44-0	43-8	42-8	89-8	88-7	81-7	39-51	38-85	34-97
Rayon, nylon and silk textiles.....	46-0	45-7	44-4	94-7	93-7	87-1	43-56	42-82	38-67
Clothing (textile and fur).....	38-9	38-7	38-8	85-4	85-1	78-8	33-22	32-93	30-57
Men's clothing.....	39-3	39-2	38-8	84-6	84-4	78-7	33-25	33-08	30-54
Women's clothing.....	35-8	36-4	36-9	87-7	87-9	81-6	31-40	32-43	30-11
Knit goods.....	40-9	40-0	40-4	84-4	83-1	76-0	34-52	33-24	30-70
*Wood products.....	41-9	40-9	41-8	105-5	103-9	93-6	44-20	42-50	39-12
Saw and planing mills.....	41-0	40-0	41-3	113-7	112-7	99-2	46-62	45-08	40-97
Furniture.....	42-9	41-8	41-9	96-2	93-9	87-8	41-27	39-25	36-79
Other wood products.....	44-0	43-2	43-2	87-3	85-3	80-8	38-41	36-85	34-91
Paper products.....	47-0	46-2	47-0	120-8	119-7	107-8	56-78	55-30	50-67
Pulp and paper mills.....	48-3	47-7	48-7	128-4	127-2	114-6	62-02	60-67	55-81
Other paper products.....	43-4	42-3	43-1	97-8	97-5	89-0	42-45	41-24	38-36
Printing, publishing and allied industries.....	40-3	40-2	41-1	133-0	131-7	122-1	53-60	52-94	50-31
*Iron and steel products.....	43-0	42-4	42-8	127-3	125-3	114-3	54-74	53-13	48-92
Agricultural implements.....	41-1	38-6	39-9	140-3	140-3	125-6	57-66	54-16	50-11
Fabricated and structural steel.....	42-8	42-4	42-4	130-0	128-6	121-4	55-64	54-53	51-47
Hardware and tools.....	43-7	42-8	43-3	113-0	110-6	101-1	49-38	47-34	43-78
Heating and cooking appliances.....	42-6	42-1	40-8	117-1	115-4	105-6	49-88	48-58	43-08
Iron castings.....	45-0	44-1	43-6	128-9	126-8	115-8	58-01	55-92	50-49
Machinery mfg.....	44-5	43-9	43-5	120-5	117-9	108-7	53-62	51-76	47-28
Primary iron and steel.....	41-8	41-9	43-7	136-8	135-4	123-7	57-18	56-73	54-06
Sheet metal products.....	42-2	41-8	42-6	118-3	117-0	104-9	49-92	48-91	44-69
*Transportation equipment.....	42-1	42-6	43-4	129-6	129-5	118-6	54-56	55-17	51-47
Aircraft and parts.....	45-0	44-5	43-8	123-9	120-5	111-9	55-76	53-62	49-01
Motor vehicles.....	39-5	40-9	43-6	146-3	150-5	134-6	57-79	61-55	58-69
Motor vehicle parts and accessories.....	42-6	42-7	43-0	133-7	133-9	119-0	56-96	57-18	51-17
Railroad and rolling stock equipment.....	42-4	44-0	43-6	122-5	119-2	113-2	51-94	52-45	49-36
Shipbuilding and repairing.....	43-6	41-3	42-5	119-0	118-6	110-0	51-88	48-98	46-75
*Non-ferrous metal products.....	43-8	43-3	43-6	122-0	121-5	110-4	53-44	52-61	48-13
Aluminum products.....	43-3	43-0	42-9	118-8	112-3	100-8	48-41	48-29	43-24
Brass and copper products.....	44-1	43-4	42-6	120-5	118-2	108-5	53-14	51-30	46-22
Smelting and refining.....	44-4	43-9	45-0	130-7	131-1	119-3	58-03	57-55	53-69
*Electrical apparatus and supplies.....	41-5	41-4	41-4	125-3	123-0	114-4	52-00	50-92	47-36
Heavy electrical machinery.....	41-2	41-0	41-1	140-0	138-3	130-2	57-68	56-70	53-51
*Non-metallic mineral products.....	45-6	44-6	45-8	112-7	111-3	100-4	51-39	49-64	45-98
Clay products.....	45-3	44-8	46-0	107-3	106-6	96-2	48-61	47-76	44-25
Glass and glass products.....	46-5	44-6	45-9	109-1	108-4	98-2	50-73	48-35	45-07
Products of petroleum and coal.....	42-2	41-0	42-3	148-4	141-9	129-7	62-62	58-18	54-86
Chemical products.....	43-5	43-4	43-7	116-2	114-2	102-7	50-55	49-56	44-88
Medicinal and pharmaceutical preparations.....	41-7	41-6	41-3	94-4	93-4	85-3	39-36	38-85	35-23
Acids, alkalis and salts.....	45-3	46-2	45-5	129-9	129-1	114-5	58-84	59-64	52-10
Miscellaneous manufacturing industries.....	41-8	41-3	41-8	95-7	94-4	86-3	40-00	38-99	36-07
Durable goods.....	42-6	42-3	42-9	122-8	121-6	110-6	52-31	51-44	47-45
Non-durable goods.....	42-4	42-1	42-4	104-7	103-4	94-3	44-39	43-53	39-98
Construction.....	39-7	39-0	39-7	115-6	115-0	106-8	45-89	44-85	42-40
Buildings and structures.....	39-7	37-9	40-1	124-0	122-5	113-9	49-23	46-43	45-67
Highways, bridges and street construction.....	39-8	42-3	38-6	94-1	94-6	89-0	37-45	40-02	34-35
Electric and motor transportation.....	45-0	44-6	.....	115-6	116-2	.....	52-02	51-83	.....
Service.....	42-6	42-5	42-9	69-7	69-0	66-1	29-69	29-33	28-36
Hotels and restaurants.....	43-3	43-3	43-6	69-7	68-9	65-1	30-18	29-83	28-38
Laundries, dyeing, pressing and cleaning.....	41-6	41-0	42-2	66-8	66-3	64-9	27-79	27-18	27-39

*Durable manufactured goods industries.

TABLE C-7.—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 the Economics and Research Branch, Department of Labour

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.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
May 1, 1950.....	42.4*	102.5	43.46*	145.5	132.7	109.6
June 1, 1950.....	42.0	103.5	43.47	145.5	133.8	108.7
July 1, 1950.....	42.5	103.9	44.16	147.8	135.5	109.1
August 1, 1950.....	42.5	104.2	44.29	148.3	136.3	108.8
September 1, 1950.....	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950.....	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950.....	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951(1).....	42.5	114.1	48.49	162.3	147.2	110.3

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 indexes having been calculated on a similar base (Average 1946=100)

* Figures adjusted for holidays. The actual figures are: May 1, 1950, 42.6 hours, \$43.67; January 1, 1951, 40.1 hours, \$43.71; April 1, 1951, 42.2 hours, \$47.60.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
July 1, 1945.....	117,390	44,420	161,810	54,753	23,029	77,782
July 1, 1946.....	71,018	47,951	118,969	139,977	36,758	176,735
July 1, 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
July 1, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
July 1, 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
July 1, 1950.....	24,392	15,519	39,911	136,291	68,280	204,571
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
September 1, 1950.....	29,631	16,559	46,190	97,634	53,969	151,603
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950.....	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951(1).....	45,183	16,775	61,958	86,997	52,773	139,770

(1) Latest figures subject to revision..

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
MAY 31, 1951⁽¹⁾**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Absolute change from	
				May 3 1951	June 1 1950
Agriculture, fishing, trapping	3,194	453	3,647	+ 733	+ 1,053
Logging	12,932	10	12,942	+ 4,490	+10,161
Pulpwood.....	11,795	6	11,801	+ 4,167	+ 9,639
Lumber.....	1,044	3	1,047	+ 315	+ 460
Other logging.....	93	1	94	+ 8	+ 62
Mining	2,344	27	2,371	+ 905	+ 1,601
Coal.....	271	1	272	+ 152	+ 184
Metallic ores—					
Iron.....	170	5	175	— 16	+ 102
Gold.....	461	6	467	— 36	+ 288
Nickel.....	1,136	.....	1,136	+ 777	+ 949
Other metallic ores and non-metallic minerals.....	191	4	195	+ 30	+ 109
Prospecting and oil producing.....	115	11	126	— 2	— 31
Manufacturing	10,248	3,049	13,297	+ 2,102	+ 5,548
Food and kindred products (including tobacco).....	898	397	1,295	+ 358	+ 176
Textiles and apparel.....	490	1,571	2,061	— 141	+ 253
Lumber and finished lumber products.....	1,181	69	1,250	+ 291	+ 403
Pulp and paper products including printing.....	512	173	685	+ 64	+ 78
Chemicals and allied products.....	263	146	409	— 36	+ 66
Petroleum and coal products.....	34	15	49	— 1	— 12
Rubber products.....	322	18	340	— 9	+ 154
Leather and leather products.....	62	139	201	— 12	+ 19
Stone, clay and glass products.....	291	44	335	+ 63	+ 94
Iron and steel and products.....	1,722	81	1,803	+ 353	+ 1,341
Non-ferrous metals and products.....	856	75	931	+ 500	+ 618
Machinery.....	1,136	58	1,194	+ 90	+ 713
Electrical equipment and products.....	416	108	524	— 95	+ 222
Transportation equipment and other manufacturing.....	2,065	155	2,220	+ 677	+ 1,423
Construction	6,039	83	6,122	+ 1,204	+ 2,315
Transportation and storage	2,724	225	2,949	+ 462	+ 1,113
Communications, and other public utilities	519	281	800	— 19	+ 390
Trade	3,516	2,394	5,910	+ 684	+ 677
Wholesale.....	1,270	486	1,756	+ 280	+ 351
Retail.....	2,246	1,908	4,154	+ 404	+ 326
Finance, insurance, real estate	994	976	1,970	— 43	+ 90
Service	5,843	10,203	16,046	+ 3,139	+ 1,867
Public.....	2,143	1,149	3,292	+ 1,168	+ 1,344
Domestic.....	151	3,755	3,906	+ 169	— 448
Personal.....	2,075	4,922	6,997	+ 1,511	+ 729
Other service.....	1,474	377	1,851	+ 291	+ 239
All Industries	48,353	17,701	66,054	+13,657	+21,632

(1) Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MAY 31, 1951⁽¹⁾

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers	1,590	468	2,058	3,776	959	4,735
Clerical workers	2,380	4,234	6,614	5,300	11,350	16,650
Sales workers	1,737	1,247	2,984	3,045	6,294	9,339
Personal and domestic service workers	1,906	8,425	10,331	9,650	8,514	18,164
Seamen	75	75	75	1,278	14	1,292
Agriculture and fishing	3,171	523	3,694	1,042	312	1,354
Skilled and semiskilled workers	25,745	2,031	27,776	36,981	11,482	48,463
Food and kindred products	174	38	212	608	579	1,187
Textiles, clothing, etc.	225	1,437	1,662	2,351	6,865	9,216
Lumber and wood products	12,970	2	12,972	3,726	84	3,810
Pulp, paper and printing	105	21	126	386	281	667
Leather and products	43	109	152	1,127	1,073	2,200
Stone, clay and glass products	32	1	33	99	46	145
Metalworking	4,072	14	4,086	2,930	314	3,244
Electrical	211	28	239	740	200	940
Transportation equipment, n.e.c.	203	203	203	145	42	187
Mining	417	417	417	740	740	740
Construction	2,342	1	2,343	9,626	1	9,627
Transportation (except seamen)	1,586	11	1,597	5,423	45	5,468
Communications and public utility	55	55	55	267	267	267
Trade and service	437	282	719	1,229	782	2,011
Other skilled and semiskilled	2,430	65	2,495	4,777	946	5,723
Foremen	112	7	119	974	138	1,112
Apprentices	331	15	346	1,833	86	1,919
Unskilled workers	11,749	773	12,522	40,312	10,752	51,064
Food and tobacco	254	194	448	1,055	2,532	3,587
Lumber and lumber products	622	3	625	1,857	203	2,060
Metalworking	859	21	880	1,072	219	1,291
Construction	3,452	3,452	3,452	6,188	1	6,189
Other unskilled workers	6,562	555	7,117	30,140	7,797	37,937
Total	48,353	17,701	66,054	101,384	49,677	151,061

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MAY 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping	1,307	1,049	946
Logging	3,024	1,151	785
Mining	813	558	382
Manufacturing	7,705	7,031	4,906
Food and kindred products (including Tobacco)	1,510	1,284	848
Textiles, apparel, etc.	922	882	627
Lumber and finished lumber products	1,064	1,009	783
Pulp and paper products including printing	570	566	419
Chemicals and allied products	273	323	182
Petroleum and coal products	64	77	45
Rubber products	101	122	63
Leather and leather products	110	109	77
Stone, clay and glass products	253	257	173
Iron and steel products	665	597	415
Non-ferrous metals and products	433	316	221
Machinery	509	446	321
Electrical equipment and products	266	298	195
Transportation equipment and other manufacturing	965	745	537
Construction	6,609	6,352	4,964
Transportation and storage	2,156	1,878	1,474
Communications, and other public utilities	363	352	217
Trade	3,891	4,039	2,553
Finance, insurance, real estate	473	490	244
Service	9,743	8,587	6,416
All industries	36,084	31,487	22,887

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 4, TO MAY 31, 1951; UNPLACED APPLICANTS AS AT JUNE 28, 1951

SOURCE: FORM UIC 751

Office	Vacancies		Applicants					Unplaced as at June 28, 1951
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Newfoundland	183	98	1,472	203	94	28	7,482	4,876
Corner Brook.....	71	44	217	34	19	7	977	677
Grand Falls.....	1	.....	112	1	1	.....	764	375
St. John's.....	111	54	1,143	168	74	21	5,741	3,824
Prince Edward Island	663	207	669	1,074	438	150	1,146	810
Charlottetown.....	501	169	433	690	331	117	692	479
Summerside.....	162	38	236	384	107	33	454	331
Nova Scotia	4,313	2,095	5,883	4,266	2,347	692	9,161	8,129
Amherst.....	105	1	138	213	100	8	309	200
Bridgewater.....	39	38	173	162	26	6	288	246
Halifax.....	1,954	1,101	2,829	1,973	1,020	450	3,245	3,009
Inverness.....	13	8	36	3	3	.....	166	118
Kentville.....	119	114	263	142	79	4	792	556
Liverpool.....	420	376	72	33	41	.....	162	120
New Glasgow.....	492	124	560	584	357	74	639	675
Springhill.....	14	1	76	9	9	.....	191	144
Sydney.....	885	174	1,373	926	591	149	2,569	2,457
Truro.....	214	143	219	137	70	1	267	230
Yarmouth-Shelburne.....	58	15	144	84	51	.....	533	374
New Brunswick	5,652	3,240	4,991	4,187	2,607	535	8,475	6,335
Bathurst.....	194	100	234	145	31	69	1,000	471
Campbellton.....	445	329	312	420	96	27	509	343
Edmundston.....	627	377	265	505	448	1	211	173
Fredericton.....	467	238	355	324	213	57	416	305
Minto.....	115	63	132	109	63	.....	381	258
Moncton.....	1,630	827	1,733	1,471	878	283	2,244	1,824
Newcastle.....	438	215	233	287	189	.....	512	323
Saint John.....	757	259	1,443	682	537	82	2,548	2,177
St. Stephen.....	107	41	136	127	67	13	436	322
Sussex.....	268	196	71	73	60	2	64	65
Woodstock.....	604	595	77	44	25	1	154	71
Quebec	37,935	17,496	37,322	31,205	20,862	1,690	47,303	39,768
Asbestos.....	125	105	51	92	73	5	144	138
Beauharnois.....	243	128	167	197	115	.....	222	204
Buckingham.....	272	43	171	237	210	5	238	174
Causapsal.....	13	4	164	14	12	.....	580	223
Chandler.....	71	534	353	388	34	28	1,012	601
Chicoutimi.....	2,731	1,159	773	445	221	70	747	490
Dolbeau.....	178	119	89	24	18	.....	301	76
Drummondville.....	259	46	532	256	182	8	1,128	1,010
Farnham.....	127	94	146	60	59	.....	219	236
Granby.....	188	21	492	203	164	15	597	589
Hull.....	672	246	712	467	298	8	1,191	880
Joliette.....	426	195	415	387	246	8	729	403
Jonquiere.....	470	72	607	512	370	11	728	504
Lachute.....	115	27	133	108	73	4	187	174
La Malbaie.....	90	79	128	49	34	9	551	188
La Tuque.....	687	478	762	305	539	.....	190	163
Levis.....	297	135	620	255	197	5	1,064	853
Matane.....	525	188	151	340	326	.....	531	254
Megantic.....	442	178	255	296	315	3	135	120
Mont-Laurier.....	167	57	81	107	55	.....	141	105
Montmagny.....	188	119	396	73	61	5	444	301
Montreal.....	17,183	5,821	17,134	15,636	10,916	942	17,229	16,319
Port Alfred.....	186	38	42	90	142	.....	272	229
Quebec.....	2,810	1,384	3,873	3,268	1,382	188	5,540	4,807
Rimouski.....	332	553	152	316	263	.....	765	299
Riviere du Loup.....	146	28	269	124	108	8	820	414
Rouyn.....	429	279	531	418	179	43	598	397
Ste. Agathe.....	237	69	106	258	203	.....	163	64
Ste. Anne de Bellevue.....	122	11	239	123	112	.....	159	162
Ste. Therese.....	251	87	223	265	167	2	241	268
St. Georges de Beauce.....	749	654	509	437	313	2	896	619
St. Hyacinthe.....	1,601	1,318	476	454	345	34	777	588
St. Jean.....	469	190	669	438	229	5	414	391
St. Jerome.....	227	61	439	219	141	16	475	542
St. Joseph d'Alma.....	444	126	475	291	262	1	774	794
Shawinigan Falls.....	305	109	574	398	193	.....	1,038	1,041
Sherbrooke.....	1,322	498	1,342	1,096	687	159	1,166	1,219
Sorel.....	704	1,039	316	367	252	.....	293	305
Thetford Mines.....	155	115	316	233	112	4	540	422
Three Rivers.....	685	567	931	799	420	64	2,338	1,863
Val d'Or.....	439	234	449	344	258	15	343	261
Valleyfield.....	589	194	603	581	410	6	843	518
Victoriaville.....	264	94	456	235	166	17	540	560

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 4, TO MAY 31, 1951; UNPLACED APPLICANTS AS AT JUNE 28, 1951—Continued

SOURCE: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at June 28, 1951
					Regular	Casual		
Ontario	56,169	31,430	55,398	47,693	29,208	5,790	37,748	40,967
Arnprior.....	173	39	138	170	203		35	27
Barrie.....	853	319	703	741	647	12	122	135
Belleville.....	355	140	413	392	158	53	414	454
Bracebridge.....	300	129	179	230	211	2	124	69
Brampton.....	182	104	179	167	148	2	78	87
Brantford.....	711	192	1,127	735	513	73	1,016	1,079
Brockville.....	155	26	202	184	114	23	152	148
Carleton Place.....	42	10	103	41	33		173	159
Chatham.....	402	122	568	474	227	62	616	549
Cobourg.....	231	26	236	227	173	22	169	169
Collingwood.....	226	20	136	235	222	4	230	199
Cornwall.....	512	69	588	525	411	48	549	543
Fort Erie.....	103	43	57	83	40		72	102
Fort Frances.....	173	81	121	165	127	8	72	52
Fort William.....	747	279	839	751	614	89	496	360
Galt.....	360	335	316	227	168	2	230	345
Gananoque.....	46	15	57	49	26	12	44	36
Goderich.....	141	128	79	93	72	6	66	65
Guelph.....	312	159	436	292	177	36	257	321
Hamilton.....	3,772	1,573	4,771	3,932	1,939	706	2,791	2,818
Hawkesbury.....	208	203	157	186	178		118	91
Ingersoll.....	200	106	160	141	116	3	130	99
Kapuskasing.....	891	1,041	127	122	131	3	78	73
Kenora.....	118	244	127	117	119	16	172	105
Kingston.....	928	239	935	1,042	641	57	585	623
Kirkland Lake.....	441	347	279	282	131	54	284	255
Kitchener-Waterloo.....	793	275	721	895	582	56	357	356
Leamington.....	298	65	216	369	157	72	140	461
Lindsay.....	146	67	183	173	83	25	129	103
Listowel.....	79	40	93	123	65	3	79	74
London.....	2,720	1,294	2,668	2,372	1,201	553	1,159	1,271
Midland.....	191	43	144	188	136	14	120	134
Napanee.....	51	22	58	41	27	4	63	38
New Toronto.....	822	360	919	739	532	16	584	746
Niagara Falls.....	767	186	875	721	469	75	353	419
North Bay.....	1,137	269	1,207	1,128	834	169	247	265
Orillia.....	323	62	242	359	241	42	236	170
Oshawa.....	1,186	328	1,659	1,272	941	71	1,205	1,685
Ottawa.....	2,793	1,073	1,673	2,145	1,178	346	1,491	1,340
Owen Sound.....	359	114	374	427	264	24	241	383
Parry Sound.....	95	14	60	88	69		21	19
Pembroke.....	426	247	321	301	184	14	187	224
Perth.....	119	43	101	108	88	11	175	127
Peterborough.....	404	195	605	463	324	13	733	861
Pictou.....	111	37	70	99	69	1	61	39
Port Arthur.....	1,482	2,835	984	836	663	30	579	453
Port Colborne.....	139	43	191	108	80		223	203
Prescott.....	59	28	44	56	43		84	76
Renfrew.....	209	28	218	192	173	6	82	101
St. Catharines.....	975	299	1,130	789	575	95	905	917
St. Thomas.....	309	150	375	356	153	53	342	338
Sarnia.....	565	123	650	625	416	25	296	270
Sault Ste. Marie.....	1,275	967	531	539	474	31	323	378
Simcoe.....	406	316	228	243	166	2	368	183
Sioux Lookout.....	226	96	237	206	120	11	109	61
Smiths' Falls.....	114	31	112	115	66	11	149	139
Stratford.....	243	104	241	224	145	26	145	184
Sturgeon Falls.....	146	23	190	189	74	50	160	177
Sudbury.....	2,909	2,648	1,128	1,127	692	230	507	666
Timmins.....	817	427	794	761	438	94	563	624
Toronto.....	16,868	10,710	18,092	14,412	8,139	1,896	11,914	13,840
Trenton.....	228	67	294	302	196	2	134	207
Walkerton.....	105	50	104	109	75		74	184
Wallaceburg.....	151	4	263	169	96	51	234	180
Welland.....	459	113	670	584	346	17	514	396
Weston.....	1,403	1,135	416	316	193	1	280	312
Windsor.....	1,485	373	3,087	1,668	786	340	2,987	3,192
Woodstock.....	194	137	197	153	116	17	122	208
Manitoba	9,234	4,174	10,443	8,371	4,224	1,793	9,471	7,793
Brandon.....	741	542	605	526	375	38	418	394
Dauphin.....	237	73	181	196	157	14	134	167
Flin Flon.....	182	201	181	197	127	20	48	53
Portage la Prairie.....	384	80	515	299	263	13	435	390
The Pas.....	806	346	76	72	314	1	60	30
Winnipeg.....	6,884	2,932	8,885	7,081	2,988	1,707	8,376	6,759

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS MAY 4, TO MAY 31, 1951; UNPLACED APPLICANTS AS AT JUNE 28, 1951—Concluded

SOURCE; Form UIC 751

Office	Vacancies		Applicants					Unplaced as at June 28, 1951
	Reported during period	Unfilled end of period	Registered end of period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Saskatchewan	6,580	2,935	5,402	5,702	3,378	890	3,522	3,418
Estevan.....	210	92	102	179	112	12	67	75
Moose Jaw.....	737	455	566	599	344	41	399	414
North Battleford.....	207	111	108	175	144	.....	257	128
Prince Albert.....	631	339	430	462	287	54	620	504
Regina.....	1,990	549	1,794	2,014	1,075	505	459	586
*Saskatoon.....	2,131	998	1,856	1,702	962	242	1,254	1,329
Swift Current.....	170	98	123	180	121	12	119	95
Weyburn.....	181	78	88	97	85	4	32	61
Yorkton.....	323	215	335	294	148	20	315	226
Alberta	11,532	5,372	10,455	11,025	6,068	1,953	6,477	5,467
Blairmore.....	121	105	90	58	76	1	116	97
Calgary.....	4,305	1,518	3,940	4,238	2,187	692	2,672	2,374
Drumheller.....	104	32	98	89	82	.....	168	148
Edmonton.....	5,306	2,797	5,056	5,276	2,672	1,227	2,566	2,009
Edson.....	194	143	54	96	117	.....	80	43
Lethbridge.....	1,063	471	890	892	728	28	379	347
Medicine Hat.....	213	98	122	161	123	.....	172	141
Red Deer.....	226	208	205	215	83	5	324	308
British Columbia	12,074	4,403	18,880	12,221	7,678	1,222	21,015	22,717
Chilliwack.....	229	31	383	317	215	36	516	459
Courtenay.....	153	94	162	122	68	12	154	688
Cranbrook.....	81	45	74	112	33	3	293	151
Dawson Creek.....	83	3	72	86	88	.....	77	73
Duncan.....	249	72	263	259	156	12	186	542
Kamloops.....	346	172	320	243	220	.....	179	128
Kelowna.....	150	22	247	192	85	49	495	618
Nanaimo.....	274	36	352	298	178	51	417	1,415
Nelson.....	217	49	181	210	157	6	185	118
New Westminster.....	735	329	2,119	724	411	105	3,172	3,100
Penticton.....	125	26	156	117	90	4	328	166
Port Alberni.....	230	76	260	253	155	6	137	255
Prince George.....	796	151	991	918	704	62	497	152
Prince Rupert.....	330	110	343	333	335	.....	127	149
Princeton.....	120	16	97	127	101	.....	8	3
Trail.....	207	34	322	234	177	17	332	345
Vancouver.....	5,840	2,026	10,462	5,982	3,231	708	11,986	12,423
Vernon.....	416	185	300	286	181	13	308	146
Victoria.....	1,153	460	1,583	1,167	737	138	1,548	1,738
Whitehorse.....	340	166	193	241	356	.....	70	48
Canada	144,335	71,150	150,915	125,947	76,804	14,743	151,800	140,280
Males.....	109,373	52,186	106,076	91,955	60,373	9,108	101,831	87,239
Females.....	34,962	18,964	44,839	33,992	16,431	5,635	49,969	53,041

* Includes statistics for Teachers' Office, Province of Saskatchewan

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

1941-1951

SOURCE: Form UIC 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
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.....	1,189,645	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (22 weeks).....	646,090	245,265	891,355	250,604	105,289	355,893

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1950—April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800
1951—January.....	2,911,000	2,720,900	190,100 ²
February.....	2,917,000	2,669,400	247,600 ²
March.....	2,905,000	2,661,200	243,800 ²
April.....	2,899,000	2,672,500	226,500 ²

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF MAY 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland ¹	2,071	377	110	228	646	322	388
Male.....	1,953	344	94	210	617	307	381
Female.....	118	33	16	18	29	15	7
Prince Edward Island.....	474	49	36	37	81	85	186
Male.....	342	30	13	28	65	67	139
Female.....	132	19	23	9	16	18	47
Nova Scotia.....	6,144	1,269	560	809	1,142	802	1,562
Male.....	5,103	1,132	496	685	972	627	1,191
Female.....	1,041	137	64	124	170	175	371
New Brunswick.....	5,764	1,002	523	1,006	1,373	561	1,299
Male.....	4,694	766	454	888	1,212	439	935
Female.....	1,070	236	69	118	161	122	364
Quebec.....	35,788	7,930	3,318	4,686	7,030	3,636	9,188
Male.....	22,698	4,681	1,920	2,959	4,825	2,501	5,812
Female.....	13,090	3,249	1,398	1,727	2,205	1,135	3,376
Ontario.....	25,857	8,988	2,259	2,964	3,635	1,871	6,140
Male.....	15,053	5,710	1,149	1,538	1,930	990	3,741
Female.....	10,799	3,278	1,110	1,426	1,705	881	2,399
Manitoba.....	5,581	829	403	695	1,110	570	1,974
Male.....	2,913	369	186	323	537	286	1,212
Female.....	2,668	460	217	372	573	284	762
Saskatchewan.....	1,725	185	71	156	317	183	813
Male.....	1,026	87	35	92	204	105	503
Female.....	699	98	36	64	113	78	310
Alberta.....	4,865	1,477	248	861	631	434	1,214
Male.....	3,806	1,328	153	742	435	322	826
Female.....	1,059	149	95	119	196	112	388
British Columbia.....	12,381	2,552	1,438	1,803	1,896	1,301	3,391
Male.....	8,715	1,836	1,141	1,337	1,237	858	2,306
Female.....	3,666	716	297	466	659	443	1,085
TOTAL¹.....	100,650	24,658	8,966	13,245	17,861	9,765	26,155
MALE.....	66,308	16,283	5,641	8,802	12,034	6,502	17,046
FEMALE.....	34,342	8,375	3,325	4,443	5,827	3,263	9,109

¹ Includes 106 supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MAY, 1951

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March.....	4,124	5,046	10,667	13,307	50,706	43,675	68,869	88,786	119,533	109,764
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	56,430
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	.....
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	523,414

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1951

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,281	1,172	109	1,461	510	951	329
Prince Edward Island.....	165	115	50	169	112	57	41
Nova Scotia.....	2,948	1,942	1,006	3,015	2,265	750	703
New Brunswick.....	2,963	1,991	972	3,622	2,666	956	509
Quebec.....	20,584	14,183	6,401	22,132	15,852	6,280	5,091
Ontario.....	16,956	10,550	6,386	16,594	12,306	4,288	4,569
Manitoba.....	2,670	1,843	827	3,011	2,190	821	385
Saskatchewan.....	599	435	164	749	477	272	125
Alberta.....	1,489	1,065	424	2,088	1,486	602	318
British Columbia.....	6,795	4,004	2,791	6,992	5,021	1,971	1,847
Total Canada, May, 1951.....	56,430 ¹	37,300	19,130	59,833 ²	42,885	16,948	13,913
Total Canada, April, 1951.....	75,242	52,271	22,971	84,033	59,670	24,363	17,320
Total Canada, May, 1950.....	71,619	47,150	24,469	75,675	57,862	17,813	17,583

¹ In addition, revised claims received numbered 13,755. ² In addition, 13,901 revised claims were disposed of. Of these, 860 were special requests not granted, and 922 were appeals by claimants. There were 1,611 revised claims pending at the end of the month.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of	Month of	Cumulative Total for Current Fiscal Year
	May 1951 ¹	May 1950 ²	
Claims Disallowed.....	9,590	9,889	25,684
Claimants Disqualified			
Not unemployed.....	3,389	2,572	6,566
Not capable of and not available for work.....	1,410	1,245	2,829
Loss of work due to a labour dispute.....	44	379	125
Refused offer of work and neglected opportunity to work.....	1,916	1,471	3,518
Discharged for misconduct.....	495	772	1,117
Voluntarily left employment without just cause.....	3,585	4,003	8,343
Other reasons ³	1,870	834	3,789
Total.....	22,299	21,165	51,971

¹ Claimants disqualified include 5,239 on revised and 62 on supplementary benefit claims.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month	Month of May, 1951		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	1,413	922	54,830	139,817
Prince Edward Island.....	468	112	17,355	40,927
Nova Scotia.....	5,096	1,900	130,295	314,528
New Brunswick.....	5,631	3,223	138,418	349,880
Quebec.....	26,093	16,229	887,956	2,153,685
Ontario.....	17,061	8,893	499,645	1,199,198
Manitoba.....	5,268	2,443	151,797	354,746
Saskatchewan.....	1,699	743	73,105	177,484
Alberta.....	3,258	1,750	110,347	279,592
British Columbia.....	9,927	5,071	259,452	650,576
Total, Canada, May, 1951.....	75,914	41,286	2,323,200	5,660,433
Total, Canada, April, 1951.....	109,424	54,744	3,087,560	7,679,160
Total, Canada, May, 1950.....	132,656	56,868	4,004,678	9,586,658

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1951
 SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)				RECEIPTS			DISBURSEMENTS			Balance in Fund
	Employer and Employee		Government		Fines			BENEFIT PAYMENTS			
	\$		\$		\$			Ordinary	Supplementary	Total	
1942.....	36,435,609 05	7,287,121 81	269,268 74	43,991,999 60	27,752 92	27,752 92	27,752 92			27,752 92	43,964,246 68
1943.....	57,434,651 43	11,487,057 90	638 11	70,762,796 00	716,012 75	716,012 75	716,012 75			716,012 75	114,011,029 83
1944.....	61,720,785 00	12,344,421 74	1,323 67	78,038,577 55	1,721,666 29	1,721,666 29	1,721,666 29			1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02	82,673,002 18	4,966,483 51	4,966,483 51	4,966,483 51			4,966,483 51	268,034,459 86
1946.....	62,566,589 66	12,513,778 60	2,303 66	81,199,440 82	31,993,240 34	31,993,240 34	31,993,240 34			31,993,240 34	317,240,660 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	98,752,294 48	43,114,329 18	43,114,329 18	43,114,329 18			43,114,329 18	372,878,625 64
1948.....	83,870,894 47	16,366,400 70	5,322 60	109,803,333 89	34,947,020 32	34,947,020 32	34,947,020 32			34,947,020 32	447,734,639 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	131,027,250 33	49,826,752 16	49,826,752 16	49,826,752 16			49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	138,635,737 27	85,006,136 24	85,006,136 24	85,006,136 24			85,006,136 24	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	171,945,945 56	83,082,101 75	83,082,101 75	83,082,101 75			83,082,101 75	664,580,376 79
April.....	12,766,464 04	2,554,175 40	2,940 50	16,719,306 36	7,835,188 13	7,835,188 13	7,835,188 13			7,835,188 13	672,760,902 75
May.....	*12,813,439 84	2,565,469 04	2,920 00	16,854,976 44	5,655,192 59	5,655,192 59	5,655,192 59			5,655,192 59	683,943,195 97
Sub-TOTAL.....	25,579,903 88	5,119,644 44	5,860 50	33,574,282 80	13,490,380 72	13,490,380 72	13,490,380 72			13,490,380 72	683,943,195 97
TOTAL.....	799,110,484 60	(a)161,622,601 20	82,056 99	1,041,304,660 48	348,891,876 18	348,891,876 18	348,891,876 18			348,891,876 18	683,943,195 97

* Stamps \$6,426,809.63. Meter \$1,512,085.88. Bulk \$4,716,815.66. Arm. Serv. \$154,092.03. Sp. Force \$3,636.64. Total \$12,813,439.84.
 (a) Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.50.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*								
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†	
1914.....		79.7	92.2	72.1	75.1	88.3	69.6			
1929.....		121.7	134.7	119.7	112.6	134.8	105.0			
1933.....		94.4	84.9	98.6	102.5	93.3	98.2			
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
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	
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4	
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8	
1949										
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5	
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3	
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5	
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6	
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0	
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6	
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3	
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9	
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9	
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5	
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7	
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0	
1950										
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8	
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7	
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8	
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2	
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1	
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3	
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0	
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4	
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3	
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5	
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1	
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6	
1951										
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3	
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4	
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9	
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2	
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3	
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	141.0	214.0	
July.....	86.1	187.6	249.7	139.8	147.2	202.9	197.4	142.2	219.6	

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=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 JUNE 1951

SOURCE: Dominion Bureau of Statistics

—	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	June 1, 1950	May 1, 1951	June 1, 1951						
Halifax.....	156.4	169.4	171.5	230.2	122.4	142.8	213.9	178.1	130.2
St. John.....	161.8	177.4	179.3	230.1	124.4	138.4	221.5	187.9	141.4
Montreal.....	169.0	187.2	190.4	255.8	139.6	140.2	193.0	206.2	137.1
Toronto.....	162.1	178.6	179.9	228.9	144.1	168.8	202.4	193.2	139.6
Winnipeg.....	160.1	175.7	177.4	243.5	130.9	124.9	193.7	197.8	132.9
Saskatoon.....	165.0	179.0	180.3	243.9	128.6	145.9	204.9	198.1	130.2
Edmonton.....	161.3	175.3	176.4	244.8	123.0	114.6	208.1	188.3	135.0
Vancouver.....	167.0	182.9	185.3	245.5	129.4	162.1	210.8	189.9	143.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living 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

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	June 1946	June 1947	June 1948	June 1949	May 1951	June 1951	Price June 1951
Beef, sirloin steak.....	lb.	120.7	156.6	176.0	225.4	259.1	358.5	362.1	101.8
Beef, round steak.....	lb.	125.7	170.0	192.4	246.4	289.5	398.7	402.1	96.1
Beef, rolled rib roast, prime.....	lb.	125.5	177.4	202.2	248.3	290.9	394.6	398.5	91.8
Beef, blade roast, blade removed.....	lb.	132.7	163.5	188.1	254.7	311.9	451.8	459.2	74.4
Beef, stewing, boneless.....	lb.	136.7	169.8	195.5	273.1	347.0	518.8	525.4	71.7
Veal, front roll, boneless.....	lb.	139.3	174.6	174.6	240.8	314.2	451.5	453.8	78.8
Lamb, leg roast.....	lb.	109.9	156.0	157.7	206.0	260.9	319.3	324.6	92.7
Pork, fresh loins, centre cut.....	lb.	125.3	160.8	172.9	210.1	235.1	247.8	260.7	69.1
Pork, fresh shoulder, hock off.....	lb.	127.0	163.3	177.4	226.8	266.2	302.7	317.9	60.4
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	160.9	180.9	215.4	231.4	216.0	216.8	82.0
Lard, pure, package.....	lb.	151.3	176.3	242.1	241.2	189.5	286.4	280.1	31.2
Shortening, package.....	lb.	134.7	140.3	216.0	213.9	226.4	274.9	276.3	40.0
Eggs, grade "A" Large, carton.....	doz.	156.4	144.1	147.8	169.3	177.6	219.2	231.3	72.3
Milk.....	qt.	111.0	114.7	139.4	158.7	164.2	178.0	178.9	19.5
Butter, creamery, prints.....	lb.	140.5	161.5	199.3	259.7	227.1	241.4	249.9	68.0
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	168.3	176.6	217.0	227.5	244.6	246.1	33.0
Bread, plain, white, wrapped.....	lb.	106.5	106.3	107.9	150.8	165.1	183.9	183.9	11.7
Flour, all purpose.....	lb.	127.3	124.2	124.2	184.8	221.2	227.2	227.2	7.6
Rolled Oats, package.....	lb.	112.0	114.0	129.8	150.4	155.2	202.2	200.7	13.3
Corn flakes, 8 oz.....	pkg.	101.1	100.0	105.4	157.6	163.0	181.4	182.5	17.0
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	138.7	170.8	251.9	194.3	220.4	229.7	24.7
Peas, 20 oz.....	tin	117.5	121.7	132.5	152.5	145.8	155.5	157.9	20.2
Corn, Cream, Choice, 20 oz.....	tin	128.3	132.7	147.8	195.6	185.8	177.5	177.5	19.6
Beans, dry.....	lb.	129.4	137.3	178.4	298.0	262.7	303.4	305.4	15.2
Onions, cooking.....	lb.	108.2	163.3	183.7	257.1	179.6	132.2	171.9	9.1
Potatoes, No. 1, Table.....	10 lbs.	89.9	184.8	152.7	224.1	161.4	131.2	134.3	30.2
Prunes, bulk or in bag.....	lb.	115.8	137.7	176.3	175.4	186.0	245.9	248.5	28.6
Raisins, seedless, bulk or in bag.....	lb.	104.0	129.1	172.2	144.4	127.2	159.9	163.9	24.7
Oranges, California.....	doz.	132.5	161.1	134.1	127.3	153.7	157.6	150.0	41.4
Lemons.....	$\frac{1}{2}$ doz.	111.3	145.5	138.2	128.9	140.0	174.1	174.7	28.5
Jam, strawberry, 16 oz.....	jar	111.3	125.4	148.0	155.3	147.3	166.0	166.0	29.2
Peaches, 15 oz.....	tin	101.5	106.6	130.5	155.3	142.1	152.1	152.7	23.2
Marmalade, Orange, 16 oz.....	jar	118.3	131.8	137.0	148.8	142.1	154.0	154.7	21.1
Corn Syrup, 2 lb.....	tin	138.0	159.4	179.9	192.1	179.3	199.0	201.4	34.9
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	147.7	149.2	150.8	191.7	194.9	12.5
Sugar, yellow, in branded package.....	lb.	131.3	134.9	150.8	154.0	155.6	201.2	204.3	13.2
Coffee, medium quality, in bag.....	lb.	141.6	132.0	146.7	182.2	188.8	310.0	312.4	107.8
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	149.3	174.1	176.5	185.1	185.1	53.8

* Descriptions and Units of Sale Apply to June 1951 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, (blade removed), 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.	
Nfld.—										
1—St. Johns.....	109·4		81·0	70·7				77·3	74·8	78·8
P.E.I.—										
2—Charlottetown.....	106·3	88·8	83·0	70·0	82·3			68·0	60·2	
Nova Scotia—										
3—Halifax.....	103·1	96·4	89·9	73·2	72·3		84·4	70·0	60·8	84·0
4—Sydney.....	105·5	97·5	81·2	70·6	70·4			70·5		88·8
New Brunswick—										
5—Moncton.....	99·8	93·3	88·9	71·2	67·6			71·5	62·4	79·0
6—Saint John.....	101·6	95·2	86·3	75·5	73·4	72·3	88·8	71·8	62·8	82·8
Quebec—										
7—Chicoutimi.....	127·0	119·2	100·3	78·5	65·6		91·7	69·4	63·7	84·0
8—Montreal.....	109·0	102·4	95·1	72·4	71·0	73·9	90·3	66·8	58·6	73·6
9—Quebec.....	111·9	106·1	92·8	74·2	68·6	81·0	90·1	63·5	55·2	76·2
10—Sherbrooke.....	106·0	103·4	91·0	72·4	69·4	77·8		67·4	59·6	80·1
11—Sorel.....	112·5	105·7	101·0	74·6	66·0			67·3	58·6	75·8
12—Three Rivers.....	122·1	106·0	86·8	71·9	63·7			65·6	57·6	76·5
Ontario—										
13—Cornwall.....	94·0	93·3	89·0	75·3	76·4			68·0	62·2	77·4
14—Fort William.....	93·9	89·0	92·0	72·0	73·0		95·0	68·1	57·0	81·3
15—Hamilton.....	101·1	96·8	94·0	77·5	73·4	79·2	98·7	71·6	56·1	78·4
16—London.....	97·5	97·1	90·8	76·2	74·1			70·9	56·8	80·7
17—North Bay.....	99·0	95·5	89·8	77·0	72·0			70·0	59·0	80·1
18—Ottawa.....	99·3	94·8	92·9	78·8	72·7	71·5	89·0	70·1	57·8	77·2
19—Sault Ste. Marie.....	98·4	97·1	87·0	74·1	76·2			69·3	58·8	79·6
20—Sudbury.....	91·5	91·2	85·0	72·5	71·3			67·4	59·8	76·1
21—Timmins.....	100·3	99·1	92·8	76·0	72·2			67·9	60·1	80·6
22—Toronto.....	98·8	94·3	96·2	78·5	73·4	80·3	95·3	72·8	56·2	77·1
23—Windsor.....	97·3	93·1	90·9	75·7	74·1		95·0	71·5	56·1	76·7
Manitoba—										
24—Brandon.....	93·6	88·4	92·7	68·8	68·0			66·2	62·5	82·5
25—Winnipeg.....	95·4	91·2	94·8	73·6	72·9	78·7	85·7	65·8	63·3	81·4
Saskatchewan—										
26—Moose Jaw.....	91·5	87·0	88·7	72·9	71·1	74·2	87·5	67·0	59·0	81·0
27—Regina.....	91·5	87·4	86·8	71·8	71·6	79·1	84·4	66·5	61·3	86·9
28—Saskatoon.....	91·4	89·0	88·4	70·3	72·6	77·7		66·5	63·6	85·6
Alberta—										
29—Calgary.....	97·5	92·5	96·4	78·8	73·5	90·7	91·3	67·0	65·3	87·6
30—Drumheller.....	96·0	93·4	91·2	71·6	68·6			72·2	64·2	88·1
31—Edmonton.....	94·0	88·0	90·3	67·6	69·5	78·2	88·6	64·4	57·4	87·6
British Columbia—										
32—Prince Rupert.....	111·7	101·7	101·5	74·0	75·0		98·3	76·3	72·3	92·2
33—Trail.....	108·5	100·8	97·2	78·8	78·8		104·3	76·5	69·5	98·1
34—Vancouver.....	109·5	97·3	104·9	83·8	77·2	84·8	95·2	76·1	63·1	90·0
35—Victoria.....	113·0	101·9	101·9	77·5	82·2	83·3	113·0	74·1	63·4	90·5

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—			f	h						
1—St. Johns.....	42.5	82.8	29.0	33.7	10.7	8.7	15.2	19.9		
P.E.I.—			g							
2—Charlottetown.....	30.0	40.7	69.2	16.0	70.0	34.2	10.7	8.3	12.2	18.3
Nova Scotia—			g							
3—Halifax.....	32.4	40.8	73.7	19.0	71.1	33.6	12.0	7.9	14.3	17.5
4—Sydney.....	30.8	39.7	76.4	20.0	72.9	35.1	12.8	8.2	13.5	18.2
New Brunswick—			g							
5—Moncton.....	31.9	40.1	73.9	19.0	70.2	33.4	11.3	8.0	14.4	17.9
6—Saint John.....	32.5	40.4	75.5	20.0	70.1	33.9	12.7	7.9	13.7	17.6
Quebec—			g							
7—Chicoutimi.....	33.5	41.0	76.0	19.0	67.9	35.0	12.8	8.2	.....	18.3
8—Montreal.....	30.4	39.2	74.3	19.0	66.7	32.7	11.3	7.3	13.2	16.2
9—Quebec.....	29.2	39.0	73.8	19.0	66.7	33.5	11.0	7.2	13.4	17.0
10—Sherbrooke.....	32.9	38.8	76.1	19.0	65.9	32.8	11.6	7.8	13.4	16.9
11—Sorel.....	30.3	38.8	72.2	17.0	65.1	32.1	11.3	7.6	13.3	16.7
12—Three Rivers.....	30.7	39.4	74.6	18.0	65.1	32.3	10.0	7.2	13.5	16.5
Ontario—			g							
13—Cornwall.....	30.9	39.1	72.2	19.0	67.3	32.6	10.0	7.3	13.6	17.0
14—Fort William.....	31.9	38.9	71.8	20.0	67.3	33.4	12.0	7.3	13.0	17.4
15—Hamilton.....	29.3	39.0	71.8	20.0	69.0	32.2	11.3	7.5	13.2	16.2
16—London.....	30.3	39.4	68.7	19.0	68.5	32.4	11.3	7.5	13.3	16.5
17—North Bay.....	31.0	39.1	74.8	19.0	69.7	32.8	11.3	7.9	14.0	17.0
18—Ottawa.....	30.4	39.7	74.2	19.0	69.3	32.8	11.3	7.5	13.1	16.0
19—Sault Ste. Marie.....	31.3	39.1	75.3	21.0	69.3	32.7	12.0	7.6	13.5	17.4
20—Sudbury.....	31.4	39.7	74.7	21.0	69.5	32.6	11.3	8.0	14.1	17.4
21—Timmins.....	31.5	39.5	74.4	21.0	67.9	33.1	12.0	7.8	13.3	17.2
22—Toronto.....	29.5	39.1	72.8	20.5	68.7	31.7	11.3	7.4	12.9	16.4
23—Windsor.....	28.9	39.1	69.9	21.0	68.1	32.8	11.3	7.7	13.8	16.2
Manitoba—										
24—Brandon.....	31.5	40.2	72.0	19.0	65.0	33.8	11.6	7.5	13.3	17.2
25—Winnipeg.....	30.4	39.3	69.0	20.0	65.9	33.1	13.0	7.1	12.9	16.8
Saskatchewan—										
26—Moose Jaw.....	29.4	40.1	.....	20.0	65.2	31.7	12.0	7.2	12.3	16.8
27—Regina.....	30.8	40.9	65.8	18.0	64.8	33.5	12.0	7.3	13.3	17.6
28—Saskatoon.....	30.1	41.1	65.7	18.0	64.1	32.3	11.2	7.1	12.9	16.3
Alberta—										
29—Calgary.....	31.3	40.6	69.0	19.0	67.4	31.8	12.0	7.2	13.0	16.6
30—Drumheller.....	33.4	41.5	64.8	20.0	68.1	33.3	12.0	7.7	13.7	17.4
31—Edmonton.....	31.4	42.0	66.7	18.0	67.9	33.1	11.2	7.1	13.0	16.8
British Columbia—										
32—Prince Rupert.....	36.6	44.0	78.3	27.0	72.2	34.3	14.0	8.2	13.9	17.5
33—Trail.....	34.8	43.6	75.8	22.0	68.5	33.8	14.0	7.6	12.8	17.0
34—Vancouver.....	33.1	38.7	72.5	19.0	70.7	32.8	13.9	7.3	12.7	16.1
35—Victoria.....	33.7	40.9	74.9	21.0	70.2	33.5	13.9	7.6	13.0	16.4

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Fruites, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California 288's, per dozen	Lemons, 300's, per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.), per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Nfld.—								i			
1—St. Johns.....	25-7	21-0	23-9	14-0	10-2	40-0	28-1	32-6	50-4	.....	62-4
P.E.I.—							k	k			
2—Charlottetown.....	24-3	20-9	21-8	14-8	9-5	17-8	30-7	24-9	46-5	36-9	54-9
Nova Scotia—											
3—Halifax.....	24-3	20-4	20-1	15-8	7-2	27-2	28-7	24-1	43-2	27-8	54-8
4—Sydney.....	23-7	20-1	20-8	13-5	6-7	27-0	31-2	23-9	45-0	32-4	53-9
New Brunswick—								k			
5—Moncton.....	24-1	20-0	18-4	14-6	10-8	22-2	29-7	24-6	45-0	29-7	52-4
6—Saint John.....	23-8	19-1	19-2	15-3	9-9	20-6	28-8	25-8	44-4	28-6	54-7
Quebec—											
7—Chicoutimi.....	24-1	23-0	19-0	15-0	10-5	30-3	25-6	28-0	45-0	28-5	61-3
8—Montreal.....	22-8	19-1	18-1	15-2	8-3	26-4	28-8	22-5	39-9	25-6	53-6
9—Quebec.....	23-5	21-0	17-4	14-7	8-2	21-5	26-8	26-2	39-6	26-0	55-9
10—Sherbrooke.....	24-2	21-9	18-9	15-8	8-2	26-0	29-9	27-0	42-6	27-6	55-1
11—Sorel.....	20-9	19-3	16-9	14-4	9-8	26-4	27-2	21-8	40-2	27-3	51-8
12—Three Rivers.....	22-9	19-5	19-0	14-4	8-7	25-3	27-3	22-3	40-2	27-3	52-8
Ontario—							k				
13—Cornwall.....	23-8	19-6	18-2	13-3	9-2	27-7	20-5	.....	40-2	26-4	51-1
14—Fort William.....	24-7	20-0	18-9	16-5	8-1	37-1	28-1	n	26-5	42-3	30-0
15—Hamilton.....	24-1	18-6	18-1	16-1	8-7	31-3	30-7	n	22-2	40-8	28-2
16—London.....	22-6	19-8	19-3	14-6	6-3	31-1	28-5	k	21-7	37-2	27-4
17—North Bay.....	22-6	17-8	19-3	15-1	5-0	31-8	29-3	k	25-5	41-4	27-8
18—Ottawa.....	23-7	20-7	18-3	14-4	8-4	28-5	29-6	l	24-9	39-0	26-1
19—Sault Ste. Marie.....	24-3	20-7	19-5	13-6	8-8	33-3	32-8	i	22-6	36-0	30-1
20—Sudbury.....	24-8	21-1	18-5	14-0	7-1	31-0	28-6	k	24-7	40-8	27-6
21—Timmins.....	23-2	20-7	19-1	15-1	10-3	36-3	26-8	23-5	42-0	33-0	52-0
22—Toronto.....	22-6	19-5	17-6	15-9	7-3	31-1	28-1	k	20-6	34-8	24-9
23—Windsor.....	21-5	20-7	19-4	14-9	7-1	29-9	29-8	k	22-1	42-0	27-3
Manitoba—											t
24—Brandon.....	26-7	21-7	20-7	15-4	9-0	30-5	27-1	29-1	49-2	26-6	69-1
25—Winnipeg.....	25-0	20-5	20-1	14-7	7-7	31-3	28-3	27-2	42-9	p	25-4
Saskatchewan—											t
26—Moose Jaw.....	27-2	19-0	21-0	.....	11-1	31-2	29-1	24-8	.....	28-6	68-8
27—Regina.....	29-5	19-8	22-0	15-8	11-0	30-7	27-6	25-7	44-7	29-4	73-2
28—Saskatoon.....	28-6	19-4	21-1	17-2	11-2	33-8	30-1	k	27-3	44-1	35-3
Alberta—											t
29—Calgary.....	28-9	17-9	20-3	15-9	11-3	29-7	28-2	25-3	42-9	29-7	70-6
30—Drumheller.....	29-9	.....	21-2	16-1	12-6	39-6	25-0	26-0	45-6	30-2	74-7
31—Edmonton.....	29-5	18-7	21-1	16-0	12-3	30-7	29-3	27-1	44-1	27-5	70-9
British Columbia—		m	m								t
32—Prince Rupert.....	27-0	18-9	17-0	16-8	9-3	47-5	28-8	22-3	45-0	27-7	70-9
33—Trail.....	25-9	.....	22-8	17-5	11-1	34-8	29-6	n	29-9	42-6	32-8
34—Vancouver.....	23-3	m	m	15-3	8-2	47-9	26-8	k	22-3	36-6	20-6
35—Victoria.....	24-2	17-3	16-0	16-3	9-2	36-3	26-4	21-9	34-8	p	22-5

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade, practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

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Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
Nfld.—						v	w		
1—St. Johns.....	48-0	49-4	40-3	13-0		115-4	59-3		20-86
P.E.I.—						v			
2—Charlottetown.....	22-6	44-3	38-2	12-4	12-1	120-4	50-9		15-75
Nova Scotia—									
3—Halifax.....	24-2	43-1	35-9	12-0	12-8	114-3	50-1		17-50
4—Sydney.....	22-9	48-9	35-8	12-5	12-8	112-8	50-7		12-35
New Brunswick—									
5—Moncton.....	24-2	41-7	36-3	12-4	12-9	112-4	49-9		16-75
6—Saint John.....	23-7	43-8	36-6	12-0	12-4	111-8	50-6		18-00
Quebec—						v			
7—Chicoutimi.....		52-4	37-9	12-2	11-7	119-7	59-1	27-05	
8—Montreal.....	20-8	42-0	32-7	11-6	12-1	109-8	56-3	27-50	
9—Quebec.....	22-3	46-4	34-4	12-0	12-0	113-8	56-9	25-50	
10—Sherbrooke.....	22-9	41-4	33-8	11-8	12-6	112-1	58-3	27-00	
11—Sorel.....	21-3	42-0	33-5	11-5	11-5	110-1	54-5	25-50	
12—Three Rivers.....	23-9	43-9	34-4	12-0	12-1	112-1	56-1	25-50	
Ontario—									
13—Cornwall.....	22-3	38-5	32-3	12-0	11-9	114-2	55-7	26-75	
14—Fort William.....	22-8	41-0	36-0	13-1	13-3	104-9	53-5	26-75	
15—Hamilton.....	22-9	35-1	32-6	11-9	12-9	v 106-2	55-5	24-50	
16—London.....	22-2	39-2	32-6	12-3	12-8	106-7	55-6	25-50	
17—North Bay.....	22-7	41-2	33-7	12-9	13-8	v 119-6	54-8	27-00	
18—Ottawa.....	22-4	41-8	33-0	11-9	12-3	107-6	54-7	26-50	
19—Sault Ste. Marie.....	22-6	37-9	34-9	12-6	12-8	104-3	56-2	25-50	
20—Sudbury.....	22-6	38-1	34-7	12-6	12-9	101-8	55-2	27-25	
21—Timmins.....	23-1	42-6	34-2	13-0	13-6	107-1	54-5	29-50	
22—Toronto.....	21-8	38-7	31-9	11-6	12-4	104-5	54-5	24-25	
23—Windsor.....	21-7	40-0	31-9	12-0	12-6	102-0	54-8	25-50	
Manitoba—									
24—Brandon.....	25-1	45-1	36-3	14-2	15-2	108-0	53-2		17-00
25—Winnipeg.....	24-0	43-4	34-7	14-0	15-2	98-9	53-0		18-45
Saskatchewan—									
26—Moose Jaw.....		42-2	37-0	13-6	14-3	100-2	51-8		15-50
27—Regina.....	24-3	44-0	38-0	13-5	14-5	104-9	53-0		16-50
28—Saskatoon.....	23-6	48-4	36-3	14-2	15-2	101-6	51-4		15-65
Alberta—									
29—Calgary.....	24-4	40-6	36-8	13-3	14-4	102-1	52-9		13-00
30—Drumheller.....	25-5	44-7	38-4	13-5	15-0	104-5	53-0		
31—Edmonton.....	24-7	42-9	35-6	13-1	14-7	108-6	52-1		8-20
British Columbia—									
32—Prince Rupert.....	24-8	41-6	36-6	12-8	14-3	105-8	54-5		
33—Trail.....	25-2	42-0	34-7	13-1	14-3	102-6	52-8		17-25
34—Vancouver.....	22-4	35-9	32-8	11-3	12-8	97-0	52-2		18-11
35—Victoria.....	22-8	38-9	32-3	12-3	13-7	102-2	52-8		19-37

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk 17-5c. per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 ounce tin. (n) Mixed-California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities	1935-39	1935-39	Mexico City	630	105	Paris	1938	1935	June, 1914 (e)	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914 (e)	June-Aug., 1939	1938	1936-39 = 1000	1st Quarter of 1949 = 1000
1913.	(a) 79.1	(b) 70.7		(g) 100								(d)	
1914.	79.1	71.8		(h) 123					100		81.4		
1915.	80.7	72.5		(i) 146							85.5		
1916.	87.0	77.9		(j) 176							90.8		
1917.	102.4	91.6		(k) 203					204		99.6		
1918.	115.6	107.5		(l) 215					222		106.4		
1919.	126.5	123.8		(m) 249					224		117.7		
1920.	145.4	143.0		(n) 226					200		145.8		
1921.	129.9	127.7		(o) 183					164		132.0		
1922.	120.4	119.7		(p) 172	185				162	125	110.1		
1926.	121.8	126.4		(q) 164	176				161	118	106.6		
1929.	122.5	122.5		(r) 151	176				151	109	106.6		
1933.	94.4	92.4		(s) 140	151			(k) 107.5	131	103	98.9		
1939.	101.5	99.4	100.0	(t) 158	178	108		107.5	138	(m) 103	99.9		748
1940.	105.6	100.2	100.7	(u) 184	205	129		122.5	151		103.4		782
1941.	111.7	104.4	100.7	(v) 199	226	150		141.7	174		108.4		810
1944.	118.9	125.5	199.1	(w) 201	285	285		158.2	207		198.2		872
1945.	119.5	128.4	213.5	(x) 203	295	333		157.5	209		207.9		884
1946.	123.6	139.3	266.7	(y) 203	291	645		160.3	209		132.2		891
1947.	135.5	159.2	300.3	(z) 203	303	1030		162.1	217		131.7		919
1948.	155.0	171.2	318.9	(aa) 203	99	1632	4575	162.1	224		139.8		962
1949.	160.8	169.1	318.9	(ab) 111	101	1818	4915	175.9	222	278	155.9	(k) 1538	1000
1950.	166.5	167.5	336.2	(ac) 114	101	1945	4849	177.7	(e) 159.1	263	159.2	1669	1066
July.	167.5	(n) 172.0	356.2	(ad) 114	100	1825	4824	177.7	138.4	263	158.8		
August.	168.5	(n) 173.4	359.5	(ae) 114	100	1925	4909	177.3	139.4	205	158.7		
September.	169.8	(n) 174.6	362.1	(af) 115	102	2007	5007	178.0	140.8	205	157.0		1087
October.	170.7	(n) 175.6	364.0	(ag) 115	102	2043	4946	178.9	140.8	307	162.0		
November.	171.1	(n) 176.4	366.2	(ah) 116	102	2055	4937	179.2	140.8	307	162.5		
December.	172.5	(n) 178.3	368.0	(ai) 116	103	2075	5009	186.5	162.8	312	165.2	1883	1105
1951.	175.2	(n) 181.5	369.5	(aj) 117	103	2103	5089	191.2	162.8	312	165.6		
January.	175.2	(n) 183.8	375.0	(ak) 118	103	2141	5171	194.5	162.7	316	165.6		
February.	179.7	184.5		(al) 119	103	2179	5199	201.0	162.7	316	165.6		
March.	181.8	184.6		(am) 121	103	2215	5199	201.0	162.7	316	165.6		
April.	182.0				103	2291	5199	201.0	162.7	316	165.6		
May.	182.0				103			201.0	162.7	316	165.6		
June.	184.1				103			201.0	162.7	316	165.6		

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. 1947 averages are for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914 = 100. (m) Average June-December. (n) Adjusted series. (o) Revised series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1925-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	May 1950	April 1951	May 1951
All Commodities	83.4	166.0	124.6	87.4	99.2	132.1	211.2	204.7	242.2	241.9
Classified According to Chief Component Material—										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	80.1	131.6	202.0	199.3	221.7	220.0
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.2	231.4	286.7	299.1
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.5	130.8	246.7	229.5	324.7	316.5
IV. Wood, Wood Products and Paper.....	88.7	123.7	120.3	87.2	107.5	194.8	258.3	230.8	293.6	294.3
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.3	183.6	181.7	204.5	206.4
†VI. Non-Ferrous Metals and Their Products.....	122.0	193.0	134.8	87.5	100.0	107.6	159.5	159.7	175.9	176.3
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	104.8	164.2	169.0	169.6
VIII. Chemicals and Allied Products.....	79.3	149.5	120.2	102.4	100.3	124.0	157.7	150.5	187.5	188.0
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	206.9	238.6	238.9
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	204.2	244.9	244.4
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	238.5	283.9	294.2
Residential Building Materials.....			112.4	89.0	102.3	148.3	242.7	230.7	287.2	289.5
Canadian Farm Products Total.....			140.8	69.3	92.6	166.4	233.0	234.1	256.6	256.5
Field.....			137.2	69.3	83.7	162.5	184.6	195.4	181.6	177.0
Animal.....			144.4	69.2	101.5	170.2	281.4	272.8	331.6	336.1

† Gold is included from 1935 to date.
 * Arithmetically converted from base 1926=100.
 The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE,
1950-1951†**

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
1951*						
January.....	17‡	17	6,253‡	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	4,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,560	34,902	0.04
June.....	40	52	12,993	13,641	128,150	0.15
Cumulative totals.....	139		36,247		223,501	0.04
1950						
January.....	9‡	9	2,381‡	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	25,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
June.....	18	27	1,699	2,767	29,692	0.03
Cumulative totals.....	83		17,567		157,935	0.03

* Preliminary figures.

‡ Strikes untrminated 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, JUNE, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to June, 1951				
MANUFACTURING—				
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Dunnville, Ont.	1	218	3,000	Commenced May 2 and 7; for a new agreement providing for increased wages, reduced hours and other changes; un-terminated.
Textile factory workers, card tenders, Welland, Ont.	1	(3) 18	36	Commenced May 21; protest against increase in number of cards to be tended; terminated June 2; conciliation, provincial, and return of workers pending further negotiations; indefinite.
Hosiery factory workers, Nicolet, P.Q.	1	7	7	Commenced May 29; for increased wages; terminated June 1; reference to arbitration; in favour of workers.
<i>Miscellaneous Wood Products—</i>				
Sash and door factory workers, Victoria, B.C.	1	10	40	Commenced April 9; for acceptance of master agreement providing for increased wages and cost-of-living bonus retroactive to March 1, 1951; terminated by June 15; replacement; in favour of employer.
Wood flooring factory workers, Beauceville West, P.Q.	1	20	50	Commenced May 7; for a new agreement providing for increased wages terminated June 4; negotiations; in favour of workers.
Sash and door factory workers, Regina, Sask.	2	69	1,070	Commenced May 28; for a new agreement providing for increased wages, cumulative sick leave and time of year for vacations; terminated June 20; conciliation, provincial; compromise.
<i>Metal Products—</i>				
Dry battery factory workers, Toronto, Ont.	1	125	2,500	Commenced April 24; for increased wages and cost-of-living bonus; un-terminated.
Foundry and machine shop workers, Toronto, Ont.	1	50	1,000	Commenced May 1; for a new agreement providing for increased wages; un-terminated.
Radiator factory workers, Plessisville, P.Q.	1	60	1,400	Commenced May 11; for payment of time and one-half for hour between 6 and 7 a.m. following reference to arbitration; un-terminated.
Refrigerator factory workers, London, Ont.	1	(4) 38	38	Commenced May 30; dissatisfaction with piece-rate earnings; terminated June 1; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Marble finishers, Peterborough, Ont.	1	26	268	Commenced May 22; protest because promotion of one worker removed him from bargaining unit; terminated by June 20; partial return of workers; in favour of employer.
SERVICE—				
<i>Business and Personal—</i>				
Garage mechanics and apprentices, London, Ont.	1	7	30	Commenced May 1; for union recognition and agreement providing for increased wages, overtime rates, pay for statutory holidays, etc., following reference to conciliation board; terminated by June 9; partial return of workers; in favour of employer.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1951				
MINING—				
Smelter and refinery workers, Deloro, Ont.	1	200	100	Commenced June 5; for a new agreement providing for increased wages shift differential, and extension of medical, hospitalization and vacation plans; terminated June 5; return of workers pending further negotiations; compromise.
Coal miners, Sydney Mines, N.S.	1	742	742	Commenced June 27; dispute over dirt in coal; terminated June 27; return of workers; in favour of employer.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Bakery workers, Kelowna, B.C.	1	27	27	Commenced June 29; for a new agreement providing for increased wages, night shift differential and extension of vacations with pay, following reference to conciliation board; terminated June 30; conciliation, provincial, and negotiations; compromise.
<i>Rubber and Its Products—</i>				
Rubber factory workers, Bowmanville and New Toronto, Ont.	2	2,875	35,000	Commenced June 6; for increased wages; terminated June 22; return of workers pending further negotiations; indefinite.
Rubber and plastic factory workers, Oakville, Ont.	1	106	375	Commenced June 20 and 26; for increased wages; provisionally terminated June 29; settlement to be negotiated during shut-down of plant for vacation period; indefinite
<i>Animal Foods—</i>				
Packing plant workers, Brantford and Burford, Ont.	2	290	870	Commenced June 27; for a union agreement providing for increased wages and other changes; un-terminated.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, St. Johns, P.Q.	1	59	177	Commenced June 4; protest against delay in payment of wages; terminated June 6; conciliation, provincial, and return of workers pending further negotiations for a union agreement; indefinite.
Clothing factory workers, Toronto, Ont.	1	40	160	Commenced June 7; protest against clause <i>re</i> sub-letting contracts for certain work in new agreement under negotiations; terminated June 13; negotiations; in favour of workers.
Clothing factory workers, Vancouver, B.C.	1	29	300	Commenced June 14; for a new agreement providing for increased wages and reinstatement of a worker, following reference to conciliation board; un-terminated.
Textile factory workers, Cornwall, Ont.	1	342	1,600	Commenced June 18; protest against reduced earnings because of quality of stock; terminated June 23; return of workers pending further negotiations; indefinite.
Textile factory workers, Cornwall, Ont.	1	(5) 306	1,000	Commenced June 20; for reinstatement of a worker suspended for refusal to change jobs; terminated June 23; return of workers pending further negotiations; indefinite.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1951—Continued				
Textile factory workers, Cornwall, Ont.	1	421	400	Commenced June 22; to attend a union meeting; terminated June 23; return of workers; in favour of employer.
Textile factory workers, Milltown, N.B.	1	200	400	Commenced June 22; dispute over new piece work rates on plain and fancy warps; terminated June 25; return of workers pending further negotiations; indefinite.
<i>Pulp, Paper and Paper Products—</i>				
Newsprint pulpwood unloaders, Port Alfred, P.Q.	1	60	120	Commenced June 1; for increased piece rates; terminated June 2; partial return of workers; in favour of employer.
Paper bag factory workers, Morrisburg, Ont.	1	35	35	Commenced June 29; for a union agreement providing for increased wages and other changes following reference to conciliation board; un-terminated.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, La Tuque, P.Q.	1	90	500	Commenced June 5; for increased wages; terminated by June 30; partial return of workers; in favour of employer.
Wood products factory workers, Hespeler, Ont.	1	18	300	Commenced June 7; alleged discrimination in dismissal of 9 workers; un-terminated.
Plywood factory workers, Vancouver, B.C.	1	25	210	Commenced June 19; for a union agreement providing for increased wages following reference to conciliation board; un-terminated.
<i>Metal Products—</i>				
Metal products factory workers, Fergus, Ont.	1	654	2,780	Commenced June 4; for increased wages, following reference to conciliation board; terminated June 8; negotiations; compromise.
Truck and trailer body factory workers, Weston and Swansea, Ont.	2	349	1,200	Commenced June 4; protest against suspension of 9 workers for leaving jobs to buy soft drinks when privilege of vendor to enter plant cut off; terminated June 7; return of workers pending negotiations; indefinite.
Sewing machine factory workers, St. Johns, P.Q.	1	2,400	43,000	Commenced June 6; for a new agreement providing for increased wages, improved seniority and revision of job timing, following reference to conciliation and arbitration; un-terminated.
Automotive parts factory workers, Oshawa, Ont.	1	140	2,100	Commenced June 7; alleged slow-down pending decision of arbitration board <i>re</i> maintenance of new production schedule; un-terminated.
Screw and gear factory workers, Toronto, Ont.	1	1,675	14,000	Commenced June 12; for a new agreement providing for reduction in hours from 45 to 40 per week with the same takehome pay and increased wages, following reference to conciliation; terminated June 22; negotiations; in favour of workers, 40-hour week effective Oct. 29.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1951—Continued				
Structural iron and steel fabricators and erectors, London and Port Robinson, Ont.	2	255	455	Commenced June 28; for a new agreement covering both plants providing for increased wages, 40-hour week, union shop, extension of vacation plan and pay for additional statutory holidays; un-terminated.
<i>Shipbuilding—</i> Shipyard workers, Saint John, N.B.	1	(6) 330	2,800	Commenced June 20; for a new agreement providing for increased wages, cost-of-living escalator clause, payment for statutory holidays, union security and changes in working conditions, following reference to conciliation and a commissioner; un-terminated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Brick and tile factory workers, Medicine Hat, Alta.	3	80	175	Commenced June 12; protest against voluntary separation of one worker; terminated June 18; return of workers; in favour of employer.
Brick yard workers, Boischatel, P.Q.	1	9	40	Commenced June 22; dispute over work on conveyor belt; terminated June 28; conciliation, provincial; compromise, men given other jobs.
<i>Miscellaneous—</i> Chrome furniture factory workers, Vancouver, B.C.	2	3	27	Commenced June 19; for a union agreement providing for increased wages and other changes following reference to conciliation board; un-terminated.
Sporting goods factory workers, Brantford, Ont.	1	28	135	Commenced June 25; protest against new method and piece rates for covering base balls; terminated June 29; return of workers; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Sydney, Glace Bay, New Waterford and North Side, N.S.	.....	(7) 300	6,000	Commenced June 1; for a new agreement providing for increased wages; un-terminated.
Labourers, Windsor, Ont.	.....	600	2,000	Commenced June 2; for a new agreement providing for increased wages and reduction in hours from 48 to 45 per week with the same take-home pay; terminated June 6; return of workers pending concilia- tion; indefinite.
Carpenters, Corner Brook, Nfld.	1	(8) 36	70	Commenced June 16; for increased wages and reduction in hours from 60 to 54 per week; terminated June 19; return of workers pending conciliation; indefinite.
<i>Miscellaneous—</i> Power project pipefitters, electricians, and helpers, Pine Falls, Man.	1	29	150	Commenced June 6; for increased wages; terminated June 12; nego- tiations; compromise.
Subway carpenters, Toronto, Ont.	1	65	65	Commenced June 12; for increased wages; terminated June 12; nego- tiations; in favour of workers.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, JUNE, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1951—Concluded				
Oil burner installers, etc. Hamilton, Ont.	1	24	45	Commenced June 15; alleged discrimination in dismissal of one worker; terminated June 18; partial return of workers; in favour of employer.
TRANSPORTATION— <i>Other Local and Highway—</i> Truck drivers, Watford, Ont.	1	(8) 25	75	Commenced June 13; for a union agreement providing for payment on mileage basis instead of weekly salary; terminated June 15; negotiations; in favour of workers.
TRADE— Glass jobbers, Hamilton, Ont.	2	44	590	Commenced June 12; for a union agreement providing for increased wages, following reference to conciliation board; unterminated.
Dairy workers and routemen, Oshawa, Ont.	1	40	320	Commenced June 15; for a new agreement providing for reduction in hours from 48 to 40 per week with the same takehome pay, union shop and extension of vacation plan, following reference to conciliation board; terminated June 23; negotiations; compromise.
SERVICE— <i>Public Administration—</i> Labourers, Alexandria, Ont.	1	9	18	Commenced June 13; for increased wages; terminated June 14; negotiations; compromise.
<i>Business and Personal—</i> Garage mechanics, etc., Toronto, Ont.	1	33	350	Commenced June 9; for guaranteed weekly wage for mechanics; unterminated.

(1) Preliminary data based where possible on 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) 675 indirectly affected; (4) 42 indirectly affected; (5) 94 indirectly affected; (6) 280 indirectly affected; (7) 100 indirectly affected; (8) 45 indirectly affected; (9) 25 indirectly affected.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

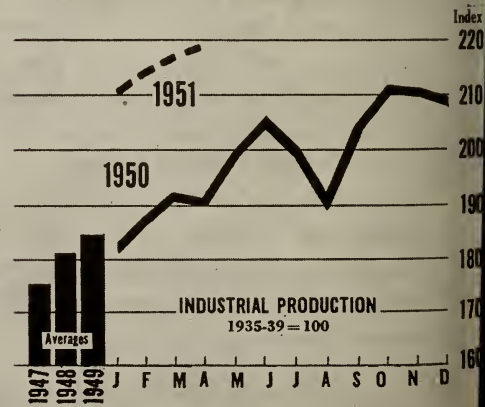
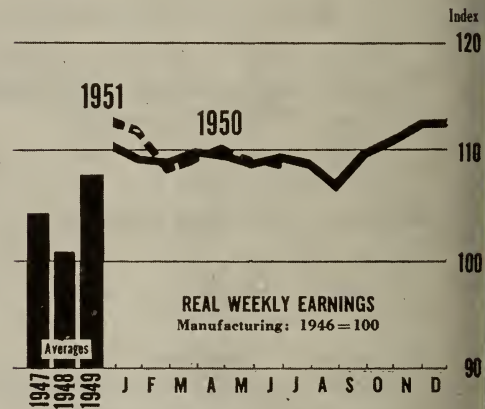
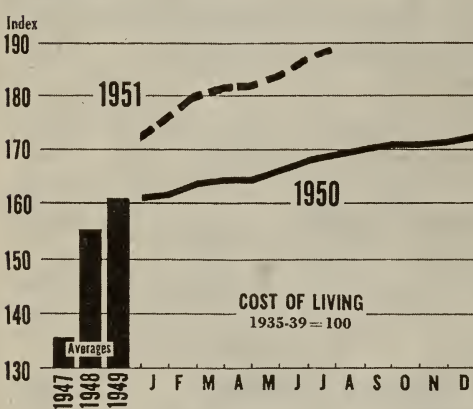
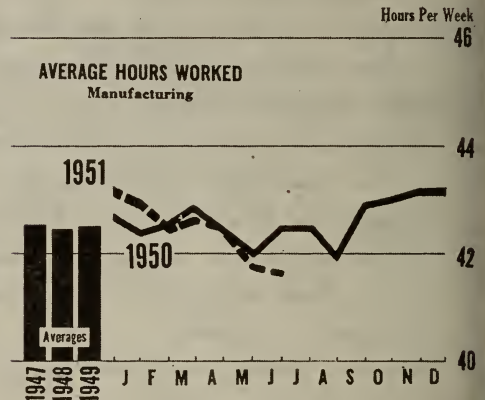
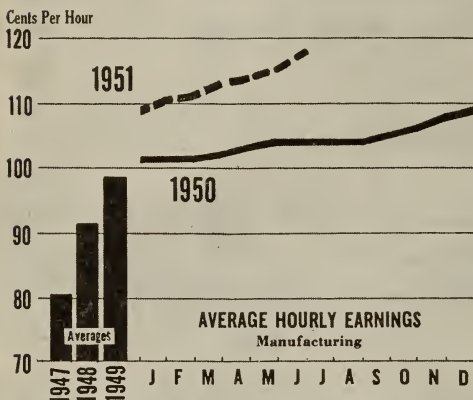
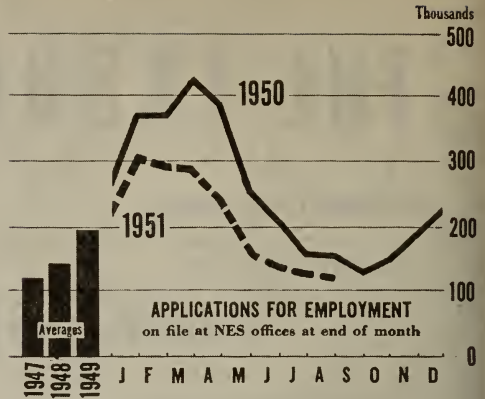
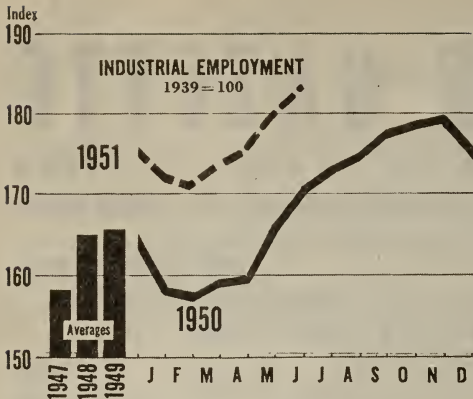
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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CURRENT LABOUR CONDITIONS

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IN THE year since the beginning of hostilities in Korea, significant changes, both in the structure and in the size of the Canadian labour force, have taken place. The changing role of labour in the expansion in civilian and defence output during this period is best seen through an examination of the principal characteristics of the labour force. A review of the position after a year of defence preparations is made possible by the quarterly statement on the labour force issued by the Dominion Bureau of Statistics, the latest release giving data for the week ending June 2, 1951.

At that date, almost a year after the outbreak of hostilities, the civilian labour force had increased by about 100,000 persons. It was estimated that the total number of persons at work or available for work in June totalled 5,332,000. There were two main sources of new workers, immigration and the natural growth in population. On the other hand, emigration and the expansion of the armed forces have drained off workers from the civilian labour force. In the year ending June 1, 1951, immigration to Canada totalled 104,000, of whom 26,000 were children under the age of 18 years. The natural increase in the labour force has been placed at slightly more than 1 per cent, or about 60,000 persons per year. The loss through emigration in the past year has been about 15,000 persons and the armed forces (which are not included in the above estimate of the labour force) were enlarged from 47,000 to 82,000 in the year ending July, 1951.

While labour demand has been strong throughout this period, there has been no significant drain on "labour reserves", such as women and older workers. Data on the rate of participation in the labour force, that is, the percentage of persons in the labour force in the total population 14 years and over, confirm this conclusion. In June, 1951, there were 5,332,000 persons in the labour force of a total population of 9,854,000, or 54 per cent. This ratio is exactly the same as that for June, 1950. The participation rate for males has declined slightly in the past three years, on the basis of figures for the month of June each year. The rates were as follows: 1949—85.3 per cent; 1950—84.0 per cent and in 1951—83.6 per cent. The most striking change by age group has been the steady decline in the proportion of males over 65 who are in the labour force. In the past three years, the rate for this group has dropped from 44.4 to 39.7 per cent. The comparable percentage for females of all age groups are: 1949—24.2; 1950—23.5 and 1951—24.2.

Those not in the labour force in June, 1951 were estimated at 4,522,000 or about 46 per cent of the total population over 14 years of age. The main components of this group were housewives (3,169,000); students (652,000); retired and voluntarily idle (448,000) and unemployables and

older people unable to work (239,000). While year-to-year comparisons show little change in the participation rate among these categories, they have supplied a large part of the seasonal additions to the labour force. In the three-month period from the first of March until June, the labour force expanded from 5,172,000 to 5,332,000. Nearly 100,000 of this increase was drawn from the above categories.

Although there has been no evidence of a wider participation in the labour force, there has been, however, an increasing utilization of those who are available for work. Unemployment has been near the minimum possible. In June, the number of employed was nearly 5,250,000, an all-time high for that month. This higher level of employment was shared by all regions, with the greatest increments in Ontario and Quebec, with additional employment in the neighbourhood of 60,000 in each province. By June, when the season peak in activity was approaching, there remained a group of some 85,000 persons who were without jobs and seeking work. This total of persons wholly unemployed is about the same as the record low level reached in the summer of 1948 and considerably below the six-year post-war average for June of 104,000. The post-war peak for that month came in 1950 when it was estimated that there were about 140,000 wholly unemployed. Relatively few of the 85,000 out of work in June, 1951 have suffered unemployment of long duration. Of the total, about one-third had been out of work for less than a month, another one-third for less than three months and about 14,000 for more than six months.

Shifts in the industrial distribution of employment have followed the changing demand pattern of the past year. With the exception of agriculture, all major industry groups have expanded their working force. Farm work, which five years ago constituted 28 per cent of total employment, formed less than 20 per cent of the total in June: 1,016,000 persons of all occupational status groups. This movement away from the farm assumes greater significance when it is noted that a large part of the immigration is directed towards agriculture. In the first six months of 1951, about 30 per cent of those coming into this country gave farming as their intended occupation.

Among the non-agricultural industries, manufacturing, forestry and trade have shown the largest employment increases. The manufacturing industries, which have perhaps benefited most of all industries from military expenditures and capital expansion programs, now have staffs totalling 1,374,000.

IN BRIEF . . .

A distinct and widespread rise in Canada's urban population was indicated by the first release of 1951 Census figures. Out of 39 cities and towns with a population of 5,000 and over, all but three gained in population and some had very pronounced gains. . . . Starts on construction of new dwelling units in the first six months of this year were down about 9 per cent from the same period in 1950. . . . The Dominion Bureau of Statistics cost-of-living index advanced from 187·6 to 188·9 between July 3 and August 1. More than one-third of this increase was due to rises in food prices. . . . The index of industrial employment at June 1 was the highest on record: 179·4 (1939=100). . . . Gold production in the first six months of 1951 was down slightly from the corresponding period in 1951. Production for the half-year period amounted to 2,188,986 fine ounces as compared with 2,199,944 fine ounces in the like period in 1950.

CURRENT LABOUR STATISTICS

(Latest available statistics as of September 10, 1951)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force(a).....	June 2	5,332,000	—	+ 8.1
Persons with jobs (a).....	June 2	5,247,000	—	+ 9.5
Persons without jobs and seeking work (a).....	June 2	85,000	—	-39.3
REGISTERED FOR WORK, N.E.S.—				
Atlantic Region.....	Aug. 3	14,075	-10.3	-39.8
Quebec Region.....	Aug. 30	34,517	- 2.2	-24.8
Ontario Region.....	Aug. 30	38,752	+ 8.2	- 2.8
Prairie Region.....	Aug. 30	13,550	-18.0	-39.8
Pacific Region.....	Aug. 30	26,234	- 1.5	+31.3
Total, all regions.....	Aug. 30	127,128	- 2.2	-16.2
Ordinary claims for Unemployment Insurance Benefit.....	Aug. 1	83,889	- 3.1	- 9.3
Amount of benefit payments.....	July	\$3,427,834	- 2.5	-27.5
Index of employment (1939=100).....	July 1	183.4	+ 1.7	+ 7.4
Immigration.....	June	19,429	+ 4.1	+144.0(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	August	219,473	—	-55.5 (b)
No. of workers involved.....	August	25,272	—	-60.2 (b)
No. of strikes.....	August	38	—	+51.7 (b)
Earnings and Income—				
Average weekly wages and salaries.....	July 1	\$50.10	+ 1.5	+11.2
Average hourly earnings (mfg.).....	July 1	\$1.18	+ 2.0	+13.8
Average hours worked per week (mfg.).....	July 1	41.7	- 0.5	- 1.9
Average weekly earnings (mfg.).....	July 1	\$49.29	+ 1.5	+11.6
Cost of living index (av. 1935-39=100).....	Aug. 1	188.9	+ 0.7	+12.1
Real weekly earnings (mfg. av. 1946=100).....	July 1	108.7	+ 0.5	+ 0.4
Total labour income (c).....	May	\$788,000,000	+ 2.5	+17.3
Industrial Production—				
Total (Av. 1935-39=100).....	June	220.8	- 1.2	+ 7.5
Manufacturing.....	June	229.3	- 1.1	+ 6.5
Non-durables.....	June	196.6	- 2.9	+ 2.0
Durables.....	June	285.4	+ 1.1	+12.4
Trade—				
Retail trade.....	June	\$905,000,000	+ 2.2	+10.9
Exports.....	July	\$374,500,000	+19.8	+47.6
Imports.....	July	\$370,800,000	+ 2.9	+42.9

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

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

(c) Revised Series.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

LABOUR DAY MESSAGE OF THE HON. MILTON F. GREGG, MINISTER OF LABOUR

Since last Labour Day, the world has experienced a period of grave uncertainty. We, of the free nations, have been forced to engage in a major defence effort at a time when we would prefer to direct our hopes, our moral and material energies, toward the establishment of a free and peaceful world. It is our fervent prayer that our efforts will help to avoid another World War.

In carrying out our defence program it is important that we maintain our standard of living at the highest possible level. Communism breeds and grows under conditions of depression and economic insecurity. It is, therefore, essential that we who are nurtured in freedom are not only strong in the military sense, but also morally and intellectually, in order to play our part in taking the world out of its morass of fear and insecurity.

There are sacrifices required of all Canadians to fulfil our obligations. These sacrifices must be based on a foundation of equality. Labour in the past has demonstrated its willingness to undertake its fair share of responsibility, and it is doing no less now.

One of our great problems at the moment is inflation. It may seem trite to repeat it, but the mounting evidence is inescapable that the surest method of combating inflation is by increased production. At the present time, high production levels are essential, and the maintenance of these levels will require a high degree of labour-management co-operation. It is essential that the existing excellent relations between employee and employer groups be maintained. The good effects of this co-operation have been demonstrated time and time again, and the resulting benefits are shared by all.

The Canadian labour movement has been quick to recognize the tactics of divide and conquer, adopted by those who would destroy free life as we know it.

In the light of these facts, and the excellent record of the Canadian labour movement, the people of Canada can indeed be proud that organized labour has consistently exhibited a broad and rational approach to the problems not only of its own country, but of the world at large.

LABOUR DAY MESSAGES OF LABOUR LEADERS

Stressing the threat of Communism to world peace, and the need to fight inflationary forces at home, leaders of Canada's labour organizations asked for controls on prices, understanding of the role of labour, and increased awareness of problems at home, in their annual Labour Day messages.

Percy Bengough, President Trades and Labour Congress

Speaking on behalf of the Trades and Labour Congress of Canada, President Bengough extended greetings to all Canadians. He traced the significance of Labour Day as an institution of long standing in Canada, and said that organized labour had "strong sentimental and kindly feelings for this Day."

Emphasizing labour's role in the building of Canada, Mr. Bengough said: "All that can be seen in our cities, our railroads and highways, our churches, schools, universities and hydro developments, all that makes modern living possible, is a result of applied labour and we look forward to the day when we, with the rest of the people in this world, can apply full labour efforts to constructive purposes, building only for living improvements, for bigger, better and happier lives without fear of wars, unemployment, sickness and want."

Turning to the world scene, Mr. Bengough said that Canadian labour, "have full appreciation of their responsibilities to their country and all its people, and understand the real and potent threats existing

throughout the world today and are prepared to fight and work at any and all times to protect our valued freedoms and democratic institutions." Mr. Bengough said that freedom in the world could not be safe as long as millions of people were "living under inhuman and despotic dictatorships without any vestige of freedom as we understand it."

President Bengough said that one of the most effective weapons in this struggle was the International Confederation of Free Trade Unions, which was actively engaged in the fight against Communism. He pointed to the role played by the Canadian labour movement in the ICFTU, and said: "Through the medium of the International Confederation of Free Trade Unions, the fight is being carried on to curtail the spread of Communism and all other forms of debasing dictatorships. The frontiers of fear and want are being pushed back and the conditions of the people in underprivileged countries are being gradually but surely improved. However, we must not permit ourselves to be lulled into a sense of false security. The imperialist aim of Communist dictatorship is a definite threat to all people who value freedom. The fact that there are 175 known penal labour camps with over fourteen million people in abject slavery in the countries behind the so-called Iron Curtain compels concern on the part of all who seek happiness and freedom. The world is too small to ignore the plight of the workers in the great underdeveloped areas."

Reviewing briefly labour's achievements here in Canada, Mr. Bengough pointed to the gains "both in number and effectiveness" made by his organization during the past year. However, he said that "efforts to improve our social laws during the past years have not been outstanding." He pointed to improvements in old age pension regulations, but said that rises in the cost of living have "considerably reduced" the increases in pensions. He pledged his organization to "work and hope for price controls and a reduction in the cost of living."

A. R. Mosher, President Canadian Congress of Labour

Mr. Mosher said that the enjoyment of Labour Day "for many years . . . has been clouded by the presence or fear of war." He described the fearfulness of war as an unsatisfactory and barbarous means of settling international differences. "War or preparation for war, whether for defence

or aggression, is a millstone around the necks of the workers in their struggle for improved living standards," Mr. Mosher said. Because of this, Mr. Mosher urged that labour be given "greater recognition in the determination of Government policy and administration of any war effort in which the nation is engaged."

Turning to the threat of international communism, Mr. Mosher said: "The Canadian Congress of Labour has no illusions regarding the dangers involved should we not make adequate provisions for defence against Communistic aggression. We know from experience how little dependability can be placed upon the promises or assurances of Communists; we also know that Communists in Canada are no less a menace to our security than those in Russia and the countries dominated by her. We are, therefore, deeply concerned with the fact that far too little consideration is being given to the necessity for the strengthening of our defences against propaganda at home."

Mr. Mosher reviewed the continued trend of inflation in Canada, and said that "probably no one condition could provide a more fertile soil for subversive activities." The continued rises in the cost of living have imposed hardships on many people, he said. Comparing the present situation to wartime experience, Mr. Mosher noted that under price controls, the cost-of-living index had only risen 3.6 per cent between 1941 and 1945. Urging the immediate reimposition of controls he said: "Surely it is not beyond the wisdom of the Canadian people to find a true balance between the cost of production and distribution and the price we pay, and to put into effect whatever regulation may be necessary to ensure that Labour and Capital, producers and consumers, receive an equitable share of those necessities of life we can provide without unfair or undue profit to any."

"Labour will not ask for more than its fair share of the things it produces, nor will it complain about any sacrifice it must make to meet a threat of war. It does, however, object most strenuously to lower standards of living, which are due to excessive profits of industry, and the failure of the Federal Government to take adequate steps to control prices."

Mr. Mosher said that the CCL "is fighting the battle for Canadian consumers generally" in its efforts to have controls re-established. He drew attention to the joint presentation of the four large labour organizations requesting this step (L.G., April 1951, p. 448), and suggested that "the

unanimity of policy in this respect reflected . . . the views of the Canadian people as a whole. . . .”

In conclusion, Mr. Mosher said:—

“Labour is earning and obtaining recognition as an important factor in public opinion, and it hopes, with the co-operation of other Canadian institutions, to make a constantly greater contribution toward the well-being of the Canadian people.”

Gérard Picard, President Canadian and Catholic Confederation of Labour

Mr. Picard emphasized the tense atmosphere surrounding the world on Labour Day 1951. While “prospects for the future are not as dark as they were ten years ago,” Mr. Picard said, he warned against any illusions that world peace was a certainty. He warned that discussions of a cease-fire in Korea “or the peace negotiations have not as yet reduced the international tension in any way.”

Because of this tension, the traditional Labour Day celebrations are held against a background of “the instability and insecurity of the times,” he said. “Union workers will nevertheless take part in the celebration of their annual holiday on the first Monday in September, but they will be sorry to see that the serene voice of

the conscience of humanity cannot be heard above the disquieting rumours which are now arising in the discussions between the various countries’ representatives with the United Nations.”

Mr. Picard noted a tendency in the world “to consider war as a necessary factor of general prosperity,” and a means of avoiding depressed economic cycles. He said that this type of thinking also blamed the inflationary spirals on demands for wages. However, he noted that the workers “have no jurisdiction over prices,” and that current wage demands represented an effort to maintain purchasing power. Only in regions where trade unions are strong is this effort successful, Mr. Picard said. He strongly attacked “unfair publicity” which tended to show “trade union members responsible for all the ills of humanity.” Mr. Picard pointed out that the workers know very well that wage increases corresponding to the rise in the cost of living do not improve their living standard. At present, however, they cannot see any other way of defending their occupations, their families and their right to a living.

Urging sympathetic understanding for labour and its problems, Mr. Picard concluded: “It is my wish, in closing this message, that the celebration of Labour Day in 1951 may be crowned with the most complete success.”

Notes of Current Interest

Canadian Vocational Training, 1950-51

A report on the year's activities of the Training Branch, which is responsible for administering the various projects under Canadian Vocational Training, appears in the annual report of the Department of Labour for the fiscal year ended March 31, 1951.

The report shows that during the year the Training Branch administered Federal appropriations totalling \$5,670,920. This amount was apportioned as follows (revised figures):—

Youth Training and Student Aid..\$	410,000
Supervisory	8,000
Veterans Rehabilitation.....	50,000
Armed Forces Personnel.....	60,000
Unemployed Workers	350,000
Apprentices	480,000
Vocational Schools Assistance—	
Annual	2,000,000
Capital	2,250,000
Vocational Correspondence Courses	25,000
Administration and Advisory	
Council	37,920

Gross enrolment in the year was 22,075, with enrolment in the various divisions as follows:—

Youth Training	3,240
Student Aid	2,591
Supervisory	8,243
Veterans Rehabilitation	256
Armed Forces	439
Unemployed Workers	1,505
Apprentices	5,801

In addition to the above figure, 157,000 students were enrolled in day and evening classes in the regular provincial and municipal schools which received Federal assistance under the Vocational Schools Assistance agreements.

From the inception of Federal-provincial training in April, 1937, to March 31, 1951, gross enrolment in all projects has been over 961,000, with payments made by the Federal government totalling around \$75,250,000.

With the object of making available to Canadian citizens at a reasonable charge authoritative and up-to-date vocational correspondence courses, suited to Canadian conditions, the Minister of Labour, in March, 1950, was authorized to enter into an agreement with any province to provide

financial assistance in the promotion of such courses. Agreements were signed by all provinces except Prince Edward Island and Newfoundland, for a term of five years as from April 1, 1951. Benefits under the agreements are available to residents of these two provinces through the co-operation of the other provinces.

The Department of Youth and Social Welfare of Quebec Province has undertaken to provide courses in French to French-speaking persons in other provinces, in return for similar action in respect of courses in English for English-speaking residents of the Province.

A number of new courses are in preparation and nearing completion. These include among others: wooden boat building, auto body and fender repair, motor mechanics, farm mechanics, machine shop, sheet metal, welding, carpentry, advanced radio and electronics, mechanical drawing, and dressmaking.

Advisory Committee on labour- management co-operation

The Hon. Milton F. Gregg, Minister of Labour, recently released the text of a declaration by members of the Advisory Committee on Labour-Management Co-operation. This committee is made up of representatives of labour, management, and the Government.

The text of the declaration is as follows:—

"To meet defence production requirements and at the same time maintain present living standards, the manpower resources of our nation must be utilized to the fullest possible extent. This requires the co-operative partnership of management and labour.

"The key to the continuation of Canada's prosperity, and the most potent weapon against inflation, is greater production. By the development of good industrial relations, which are vital to increased production, both groups will make an outstanding contribution to the national welfare.

"Experience shows that properly organized and directed Labour-Management Production Committees have increased production, improved efficiency and created an atmosphere of mutual respect and confidence.

"This Committee again records its endorsement of the service rendered by the Department of Labour of Canada in encouraging the establishment of Labour-Management Production Committees and urges both management and labour to support wholeheartedly the Department's

efforts in this field and to intensify their interest in the development of these committees."

Amendments to UIC Regulations Order in Council P.C. 3267, of June 21, 1951, authorized a number of amendments to the Unemployment Insurance Commission Regulations, in respect of coverage, contributions and benefit, effective July 1.

A brief summary of the principal changes, some of which are applicable to married women, appears in the Unemployment Insurance section of this issue, on p. 1270.

Extension of deadline for seamen's security cards The Hon. Milton F. Gregg, Minister of Labour, has announced extension of the time limit for obtaining "regular seamen's cards" under the Great Lakes Seamen's Security Regulations (L.G., May, 1951, p. 626; June, 1951, p. 837).

Until this extension, the Regulations provided that no person could be employed after August 1, 1951, on a Canadian ship operating in the Great Lakes area as defined unless in possession of a regular seamen's card. By Order in Council PC/3855, dated July 24, 1951, this has been extended to the end of 1951. The effect of the Order is to permit employment until the end of the year of seamen who are holders of either an interim (white) seamen's card or a regular (blue) seamen's card. After December 31, the present interim card will not be valid.

Application for Seaman's Cards shall be made to the nearest National Employment Office.

In the event of a seaman losing his card, he must immediately report the loss both to the master of the ship on which he is serving, who must make an entry to this effect in the ship's log, and to the nearest National Employment Office.

A seaman, if he so desires, may place his card with the ship's master for safe-keeping, with the understanding that it may be returned to him at any time on request.

The Minister explained that the exchange of interim cards for regular cards would continue as fast as possible and it is anticipated that all seamen who have applied for cards during the current navigation season, and to whom the issue of

the regular card has been approved, will have been supplied with a regular card before the opening of navigation in 1952.

British Government issues new arbitration order Early in August, the British Government announced that the Conditions of Employment and National Arbitration Order 1305 was to cease being effective on August 14. This Order, which was introduced as a war measure had the effect of making strikes and lockouts virtually illegal. Although the Order was introduced as a war measure, it has been renewed yearly since the end of the war by agreement between groups representing Government, trade unions, and employers.

Under the Order, strikes and lockouts were forbidden unless twenty-one days' notice had been given to the Minister of Labour, and he had taken no steps to intervene. Penalties for infringement of the Order were fines and imprisonment.

The Order has been replaced by the Industrial Disputes Order, which has none of the punitive provisions of Order 1305, and restores the legality of strikes and lockouts. In addition, an Industrial Disputes Tribunal has been set up to replace the National Arbitration Tribunal. The powers of the new Tribunal are more limited than those of the National Arbitration Tribunal, whose awards were binding.

Describing the new Order to the British House of Commons, Alfred Robens, Minister of Labour and National Services said: "In the last analysis one cannot stop people from striking if they are determined to do so, and one cannot stop an employer from locking his door and throwing the key into the river."

India improves conditions of railway workers Conditions for workers on India's nationalized railroads have progressively improved during the last few years, the Indian Government Information Service reports.

The railroads, India's largest nationalized undertaking, have today nearly one million employees.

Not only have wages and "dearness" allowances been increased, but more uniformity in the pay structure has been brought about, thus benefiting workers in the lower-paid categories. Hours of work have been reduced in many cases, and more liberal leave allowed.

A contributory pension scheme has been introduced, in which the Government matches the workers' contributions.

Britain increases rates of retirement pensions

Just over 3,000,000 pensioners in Britain will benefit as a result of recent amendments to the National Insurance Act.

As from September 1, 1951, the basic rate of retirement pension for single men of 70 and over and single women of 65 and over, is raised from 26s. to 30s., and for a married couple from 42s. to 50s. per week.

Men between the age of 65 and 70 and women between 60 and 65 as at October 1, will be paid at the new rate commencing October 1. For others entering this age group after that date, the rate will remain at 26s.

Increments to pension offered in reward for postponement of retirement beyond the minimum pension age (65 for men and 60 for women) are increased from 2s. to 3s. a week for each extra year the insured person remains at work. This means, in the case of a man who continues at work, say, for the full period of five years and then retires at 70, that he will receive a pension of 45s. If he has a wife who is not more than five years younger than himself, then their combined pensions will be 75s. per week.

Men and women already on retirement may, within a limited period, elect to return to work and requalify for increments at the new rate.

To help retirement pensioners who, though capable of some work, do not feel able to undertake full-time work, the amount which a man or woman in receipt of a retirement pension can earn without affecting the amount of pension is raised from 20s. to 40s.

British must pay part cost of glasses and dentures

A saving of some £25 million in National Health Service expenditure over a twelve-month period is expected as a result of the British Government's decision to make a charge for dental work and optical services.

In the case of dental services, a charge is to be made for dentures equal to about half the cost. This will range from £2 to £4 5s. 0d. Extractions and conservation work will continue to be free as at present.

In the ophthalmic service, the charge will also represent about half the cost. An insured person will now pay a charge of 10s. for each lens plus the actual cost of the spectacle frame. The charge for each pair of spectacles will range from about 23s. to 35s. according to the type of frame selected by the patient. For the popular

type of plastic frame the total charge will be 27s. 5d. There is no charge for testing sight, nor is there a charge of any kind for children's glasses.

In announcing the Government's decision, the Chancellor of the Exchequer, Mr. Hugh Gaitskell, said that while it was reasonable to allow a slight increase in expenditure on health—some £7 million over the previous year—it was also necessary in view of the general financial position, the proposed increase in the rate of pensions, and the higher expenditure on hospital services, to impose a limit and accept that some charges must be made. "We think that in this we have struck a fair balance between one item of social service and another," he said. "The charges will not normally fall on those who are seriously ill, such as hospital patients. They apply where there is least danger of hardship and perhaps more danger of abuse than anywhere else in the Health Service."

ACWA health centre established in New York

Among the foremost of trade unions on this continent in establishing special services for its membership, the Amalgamated Clothing Workers of America has now added to its record in this respect with the opening of the Sidney Hillman Health Centre, in the heart of New York City's clothing industry.

Established jointly by the New York Joint Board of the ACWA and the New York Clothing Manufacturers' Exchange, Inc., the centre will provide medical services to approximately 40,000 clothing workers in the New York area.

At the dedication ceremony on April 14, a plaque was unveiled to the memory of the Amalgamated's late president, Sidney Hillman, through whose vision the centre has become a reality.

Following the ceremony, ACWA president Louis Hollander announced the appropriation of an amount of \$250,000 for the inauguration of a research program in cardio-vascular disease and arthritis.

Princeton study of sickness benefit programs

A recent study by Princeton University of a number of sickness benefit plans concludes that these plans can be operated successfully through the medium of collective bargaining.

The survey, *The Operation of Sickness Benefit Plans in Collective Bargaining*, was prepared by the Industrial Relations Section at Princeton University.

The aims of the University in undertaking the research were to survey and

analyse a representative group of negotiated plans with regard to three aspects of such plans. These included financial arrangements and experience, administrative procedures and problems, and the adequacy of benefits relative to needs and cost, as far as available data permitted.

The successful operation of the plans studied, the report comments, was primarily due to two factors: "the conscientiousness and ability of those responsible for the plans' administration and the generally favourable economic conditions which prevailed during the period in which the plans have operated."

The unions, in most cases, have borne the main responsibility for administration, employer participation depending in large measure on the background of union-management relations in particular industries. On the other hand, under some plans employers execute most of the administrative functions. In such instances, the unions have not demanded greater representation because "they have not felt it worthwhile to do so or because of insufficient bargaining strength."

Objective and impartial administration have been insisted upon by both management and unions, the report states. Union representatives were found to be "extremely conservative when acting as trustees or directors of the various plans."

Prevailing favourable economic conditions have done much towards the plans' success through the rapid building up of reserves which protect the stability of both funded and non-funded plans which do not maintain reserves.

"Surprisingly few" administrative problems were found in the plans studied, the report comments. Those of any importance included employers' carelessness in remitting insurance contributions and in returning claim forms and maintaining personnel records, malingering by a few employees and maintaining employee understanding of benefit provisions and claim procedures.

Less encouraging, however, is the fact that "few union or employer representatives have thought through clearly their objectives with respect to the programs." Union leaders often approach negotiation of pension plans with the same attitude as they would other bargaining issues. "They tend to utilize the favourable experience of their plans," states the report, "to get 'more', without giving careful and detailed consideration to the particular areas where their plans are weakest."

In most cases, adds the author, employers are primarily interested "in working out

arrangements which will ensure continuation of amicable relations with the union and at the same time minimize the expenditure of health insurance."

The main weakness in adequacy of benefits provided under the plans, the study revealed, is the absence in most cases of comprehensive medical care to supplement the cash benefits paid. With certain exceptions, the plans in question do not meet the need for therapeutic and preventive care. Moreover, they generally do not cover dependents for surgical or other types of medical care other than hospitalization.

The ten programs selected for study were those of the Upholsterers International Union, American Federation of Hosiery Workers, Amalgamated Clothing Workers, International Ladies' Garment Workers, United Hatters, Cap, and Millinery Workers, Textile Workers Union of America, New York Hotel Trades Council and Hotel Association Insurance Fund, Local 89 of the Hotel and Restaurant and Bartenders Union, Local 28 of the Sheet Metal Workers and Local 331 of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Marital status of women workers in U.S.

The number of married women in the United States labour force has steadily increased during the last decade.

In March, 1950, about 25 per cent of all married women were in the labour force, compared with 17 per cent in 1940, according to a recent report of the United States Census Bureau.

By 1949, it shows, there were more married than single women workers. In 1950, the trend toward increased employment of married women was even more apparent; of nearly 18 million women in the labour force in March, 1950, 52 per cent were married, 16 per cent widowed or divorced, and 32 per cent were single.

Quarterly summary of Australian statistics

The quarterly statistical report of the Australian Bureau of Census and Statistics has recently been released. The report contains data on wages, prices and other information for the period ending December 31, 1950.

In the section of the quarterly devoted to employment, unemployment and wages, the report shows a total trade union membership for 1949 of 1,520,914, as com-

pared to 915,470 in 1939. The increase in membership between 1939 and 1949 has been a steady one.

Unemployment among trade unionists dropped from 9.7 per cent in 1939 to 0.8 per cent in 1950. The decline in unemployment among trade union members has been general since 1939, and with the exception of the third quarter for 1949 has been one per cent or less. The increase in 1949 is attributed by the report to the coal-mining dispute of that year, when many workers, not directly involved in the dispute were idle because of its effects.

During the benefit year 1949-50, unemployment benefits were paid to a total of 52,231 persons. This compared with benefits paid to 6,294 persons, in the 1948-49 year. For the first quarter of 1950-51, benefits were paid to 832 persons. Sickness benefits were paid to a total of 50,486 persons in 1949-50. This was an increase over the total of 42,241 persons receiving benefits in 1948-49. During the first quarter of 1950-51, benefits were paid to 14,110 persons.

The steady increase in the number of wage and salary earners since 1939 continued in 1950. In December 1950, there were 2,595,000 wage and salary earners in Australia as compared to 1,700,000 in July 1939, and 2,546,000 in June 1950.

In 1950, there were 1,276 industrial disputes involving 431,701 persons in 9,122 establishments. These disputes involved the loss of 2,062,888 working days, and an estimated loss in wages of £4,166,418. There was a considerable increase in number of strikes, number of persons involved, number of establishments, number of working days, and estimated wage loss over the previous year.

At December 31, 1950, the average normal weekly wage for adult males in Australia was 20s. 6d. This compared with 17s. 10d. at March 31, 1950. The average hourly wage for all industrial groups excluding agriculture and shipping was 5s.; and the average work week was 39.96 hours. The average weekly total wages paid in 1949-50 were over 22 million pounds, as compared to 19.4 million pounds in 1948-49. The average at December 31, 1950 (two quarters) was 26.9 million pounds.

The Australian price indices for six capital cities are computed on the basis of the years 1923-27 equal 1000. The food and groceries index stood at 1,689 at the end of the December 1950 quarter, as compared to 1,429 at the end of the same period in 1949, and 1,582 at the end of the September 1950 quarter. The housing

index, computed for four and five room houses rose from 984 in the March 1950 quarter to 989 at December 31, 1950. The "all items index" has increased steadily since 1939, and at the end of the December quarter was 1,643 as against 1,534 in June, and 1,572 in September.

(A summary of the previous report appeared in the December 1950 LABOUR GAZETTE, pp. 2005-6.)

Partial relief of shortage of engineers seen likely

The shortage of engineers in Canada's expanding industries may be partially relieved by carefully selected professional and technical personnel from Europe, according to Hon. Milton F. Gregg, Minister of Labour.

A government-sponsored two-member Canadian mission to Europe had recently completed interviewing prospective applicants, stated the Minister.

The members of the mission were Dr. L. Austin Wright, General Secretary of the Engineering Institute of Canada, and George M. Morrison, Chief of the Executive and Professional Division of the National Employment Service.

The mission interviewed applicants both in England and on the Continent. On the Continent the two-man mission had been particularly interested in professional engineers among refugees who had escaped from Iron Curtain countries. These refugee candidates were put forward by the International Refugee Organization. Some Italian, French, German, and Dutch nationals brought forward by Canadian Immigration authorities were also interviewed.

In England, 2,100 replies to advertisements were received and of this number, about 300 were called for interviews. Approximately 75 per cent of those interviewed expressed definite intentions of coming to Canada, and therefore may be expected to reach this country eventually. Unfortunately, no great numbers of these exceptionally well qualified applicants were immediately available due to the necessity of having to wind up their domestic affairs in the United Kingdom, and owing to difficulties in obtaining passage.

In reporting on the work of the mission on the Continent, Dr. Wright stated that they were seeking top-grade engineers of all categories who were university graduates with engineering degrees and some years of practical work. They were also required to have a sufficient command of English to work in that language and be able to fit themselves into the conditions of Canadian industry.

INTERNATIONAL CONFERENCE OF FREE TRADE UNIONS AT MILAN

Representatives of labour in 47 countries gathered at Milan in July for the second world congress of the International Confederation of Free Trade Unions. In addition to the objective of better conditions and standards for labour, the delegates sought ways of maintaining and strengthening free trade unionism against Communism and other forms of totalitarianism, and of fostering the growth of free trade unions in underdeveloped countries.

This second world congress of the International Confederation of Free Trade Unions took place in Milan, Italy, from July 4 to 12, 1951.

The ICFTU was formed and held its first conference in November and December, 1949 (L.G., Feb., 1950, pp. 172-182). It had been preceded in the post-war international trade union sphere by another organization, the World Federation of Trade Unions, which had been founded in 1945 and had comprised labour organizations in the Soviet Union and other Communist countries as well as most of the important national labour bodies in the democratic countries. (The American Federation of Labour and the Trades and Labour Congress of Canada were notable exceptions.)

After a while it became apparent that the Communist and democratic unions were unable to work together. Accordingly the democratic unions early in 1949 withdrew from the WFTU, charging that it was operating as a Communist propaganda agency (L.G., March, 1949, p. 251).

In forming a new international federation, the democratic unions emphasized that it should be an organization of "free" trade unions, namely of those which were independent entities and not merely government-dominated organizations. A strong line of opposition was adopted towards any form of totalitarianism, whether Communist or Fascist.

In a manifesto, the ICFTU at its first conference, declared its objectives to be:—

1. *Bread:* economic security and social justice for all;
2. *Freedom:* through economic and political democracy;
3. *Peace:* with liberty, justice and dignity for all.

It was recognized to be important that labour unions in various regions of the world should have scope to work out their own special problems, and accordingly

provision was made in the constitution of the ICFTU for the formation of regional organizations. Provision was also made for a full-time secretariat, to carry forward the plans and programs developed at the conference, and for periodic meetings both of the 19-member executive board and of the general council comprising representatives of each affiliated organization.

The function of the Milan Conference was to review the progress made by the ICFTU during its first 19 months of existence, and to make plans for future activities.

The Conference brought together 188 delegates from 56 organizations in 47 countries representing a membership of 47,658,325. Not all the member bodies of the ICFTU attended the Milan meeting, however, and it was reported that the actual strength of the ICFTU was higher, comprising 77 organizations from 59 countries with a total membership exceeding 52½ millions. More than half of these national bodies were formerly attached to the Communist-dominated WFTU.

Canadian labour was represented as follows at the Milan meeting:—

Trades and Labour Congress of Canada.—Claude Jodoin, Vice-President; James A. Whitebone, Vice-President; and Frank Chafe, district representative of the TLC in Newfoundland.

Canadian Congress of Labour.—Pat Conroy, Secretary-Treasurer; S. Barrett, Member of Executive Board; and J. E. McGuire, Member of Executive Board.

Canadian delegates to the Conference were represented on committees as follows: Credentials Committee, P. Conroy; Economic, Social and Political Committee, F. Chafe; Resolutions Committee, J. A. Whitebone; Organization, Finance and Constitution Committee, S. Barrett; Regional Organization Committee, C. Jodoin (Chairman); Education and Publicity Committee, J. E. McGuire.

Opening of Congress

Delegates to the Conference were welcomed by Giulio Pastore, General Secretary of the Confederazione Italiana Sindacati Lavatori, by the Mayor of Milan, and by the Italian Minister of Labour and Social Security, Mr. Marazza.

The opening address of the President of the ICFTU, Paul Finet, was noteworthy for its summing up of the difficult position in which labour finds itself today—still seeking to secure better working conditions from employers, but confronted by the new menace of totalitarianism.

At the outset, Mr. Finet called on the delegates to stand in silence for one minute in memory of Ernest Bevin and other labour leaders who had died since the last Congress.

He declared that since the London meeting the ICFTU had successfully set up its administrative machinery and had made considerable progress in pursuit of its objectives.

"We are today," he said "in the most difficult situation known to the trade union movement throughout its history. For many years, the position of the workers was a simple one: they had to fight against their exploitation by those who had control over the means of production and the markets; they had to fight against the hegemony of the propertied classes, which often amounted to tyranny. It was a clear-cut situation.

"Undoubtedly, they still have to fight today for recognition of their right to decent standards of living, bringing release

from privation and poverty. But in putting forward their demands they are confronted with ideologies which, whilst claiming to have common aims, are in fact contradictory in their philosophy, their principles and methods. On the one hand, there is democracy and on the other hand, totalitarianism.

"The first ideal," Mr. Finet continued, "is characterized by confidence in man's qualities of judgment and discernment and in his personal will to work for the improvement of his own condition. It aims at maintaining the greatest number of individual freedoms, allowing men to choose their way of thinking and to express themselves freely. It grants men the right to choose the people entrusted with the direction of the nation's affairs, to judge their actions and, if need be, to put them out of office. This is the ideal to which the ICFTU intends to remain faithful.

"The other ideology considers man only as a social or economic unit, and aims at subjecting the lives of men to the edicts of political or technical oligarchies, without affording nations or individuals the possibility of expressing their opinion. It recognizes as the supreme law only the will of the leader or the dictator, and is prepared to smash mercilessly,

Pat Conroy, MBE, secretary-treasurer of the Canadian Congress of Labour (left), photographed at a meeting of the credentials committee at the ICFTU conference, Milan.



if necessary by means of physical liquidation, any attempt at what it considers to be a crime of lese-majeste against the leader, who is elevated to the status of a deity. Furthermore, it does not hesitate to have recourse to violence, either individual or collective, to impose the dogma proclaimed by oracles who, under the guise of proletarian dictatorship and the so-called peoples' democracy, exercise in fact a personal dictatorship more powerful and relentless than that wielded by the great potentates of history.

"From the struggle between these two ideologies spring the difficulties and disturbances we know today. If the world at the present time is in the grip of war, threatened by a new world catastrophe which would destroy all the benefits a thousand years of civilization have conferred upon us, it is solely because Communist totalitarianism aims at perpetuating a state of disturbance which it considers favourable to the expansion of its ideology."

While the free trade union movement had chosen its position, Mr. Finet continued, "the choice imposed urgent duties—that of guarding against the democracies' defence effort being used as a pretext for social reaction, and that of seeing to it that the present situation does not afford the opportunity for a re-birth of the worst sort of imperialism, which ensures its supremacy by abusing the weakness of others."

Progress Report by General Secretary

The General Secretary of the ICFTU, J. H. Oldenbroek, submitted to the delegates a 140-page printed report, outlining the activities of the Confederation since its foundation.

The report noted that between the first two full conferences of the ICFTU, the Executive Board held three sessions; three meetings were also held of the Board's 9-member emergency committee. The Council did not meet, Mr. Oldenbroek's report stated, in view of the second conference being convened earlier than had been anticipated.

Steps were taken towards the establishment of regional organizations. Regional secretariats were established in Europe, the inter-American region, and Asia, and a beginning was made in Africa. Trade union missions were sent to several countries.

The Confederation established relations with three major inter-governmental organizations forming part of the United Nations machinery—the ILO, the Economic and

Social Council, and UNESCO, and made effective representations to them on a variety of subjects.

The Confederation began publication of three periodicals, the *Information Bulletin*, *Free Labour World*, and *Spotlight*, the latter being designed to give information on conditions in dictatorship countries. Use was also made of pamphlets, posters, newspaper and radio publicity and films. A start was made in the Confederation's education program, by means of a conference, summer schools, and the commencement of work on the preparation of various kinds of study materials.

By March 1951 the staff of the secretariat totalled about 50, according to the report.

Numerous speakers took part in the debate on Mr. Oldenbroek's report. There was general praise for the progress so far achieved by the ICFTU, and particular reference to its role in connection with the needs of underdeveloped countries.

Speakers from such countries as Pakistan, India, Malaya, and the West Indies reaffirmed the great hope which the ICFTU represents for the peoples of their countries, and appealed to labour in the industrialized countries to continue to help and advise them in the organization of their trade unions and the improvement of the living conditions of their peoples. They laid great stress on the positive aspect which the fight against Communism must assume in these countries if it is to be really effective. They spoke highly of the role already played by the ICFTU in the underdeveloped countries and asked that it should concentrate its efforts in the immediate future on those regions particularly threatened by the present world crisis.

Wang Chung, a trade unionist, recently escaped from the Communist regime in China, described how living and working conditions had worsened since the Communists took over control. "Hundreds of thousands of Chinese workers," he stated, "bitterly disillusioned by these experiences, have now joined the resistance movement."

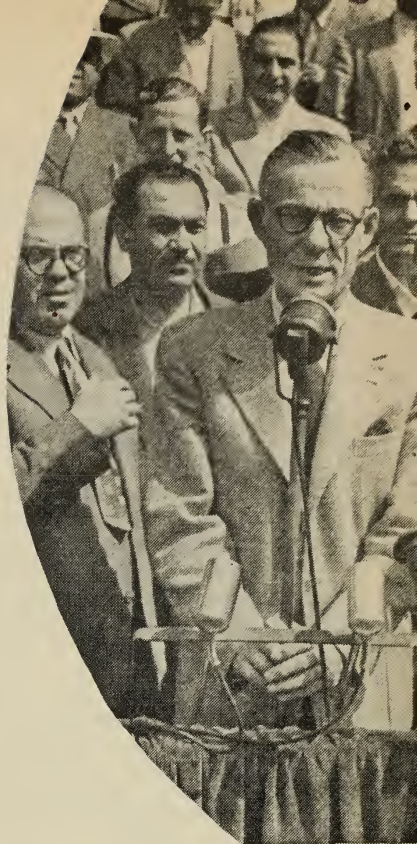
H. Shastri, of the Indian National Trades Union Congress, called attention to the improvement in relations between the East and the West since the removal of colonial status from Eastern countries.

Participating in the debate, Claude Jodoin, Vice-President of the Trades and Labour Congress of Canada, praised the "great strides" made by the Confederation, and emphasized the needs of the future.

"We will be satisfied only when all workers are organized within the ranks of

Spectacular Mass Meeting at ICFTU World Congress

A spectacular feature of the Second World Congress of Free Trade Unions was a mass meeting in the great square in front of Milan Cathedral. An estimated 100,000 to 150,000 persons from Milan and other centres, crowded into the square and surrounding streets to learn of the work of the ICFTU from its leaders and from trade union delegates from all over the world. The photo at right shows Paul Finet, ICFTU president, at the speakers' platform; below, part of the immense crowd, with Milan Cathedral in the background.



organizations affiliated to the ICFTU," he said. "We want the workers of the world to be free, independent from pressure from any government, at liberty to criticize their governments any time it is deemed necessary to the benefit of the working class."

The report was unanimously adopted.

Role of ICFTU

Three statements were placed before the Conference for debate dealing with the role of free labour in the present international situation. The first, by George Meany, was presented jointly by AFL and CIO delegates. The other two were by Leon Jouhaux, of the French CGT—Force Ouvrière, and Sir Vincent Tewsen of the British Trades Union Congress.

Debate on these three statements helped to create a common understanding of the outlook on world affairs of trade unionists from many countries.

While the three papers varied in emphasis and in detail, all were strongly anti-totalitarian in character, and all pointed to the need for an improvement in workers' living standards, particularly in underdeveloped countries, as a basic weapon against Communism.

The United States paper was entitled "The Aims of Free Trade Unionism and its Struggle Against the Totalitarian Menace". It discussed the rise of totalitarianism, asserting that the failure of industry and governments to concern themselves sufficiently with the welfare of the people had played into the hands of demagogues who posed as the champions of labour. It then described the evil features of dictatorship, its terrorist methods, and its suspension of democratic rights.

It pointed out that "every totalitarian regime aims at the total destruction of free trade unionism," and that "forced labour, now spreading on a dangerous scale within the huge totalitarian empire, constitutes a most serious threat to the standards of life and labour won by the trade unions through many years of determined struggle."

Arguing, therefore, that free trade unions have the greatest stake in the struggle against totalitarianism, the United States statement called on the free trade union movement in every country to "set the pace in defending, strengthening, and expanding democratic rights and liberties, in the promotion of social justice, security and welfare, in the abolition of all discrimination, in the advancement of labour's rights and voice in the economic life of the nation and in the elimination of every vestige of colonialism and imperialism."

While advocating that unions do everything in their power to commit their governments to the advancement of such aims, the statement added that "free trade unions must under no circumstances surrender or weaken their own role as independent voluntary organizations in a free society."

The statement also stressed the worldwide nature of the struggle, and the need for co-operation and joint action by the free trade unions of the world.

Mr. Jouhaux' statement declared that the present international crisis "is in essence and origin dominated by the confusion in international and economic life."

Stressing the need to "spare humanity the trial of a third world war," he ruled out "the trap of the so-called policy of 'appeasement'," and declared that "the improvement of the workers' conditions is the primary guarantee of peace."

He called on democratic nations, to develop, both nationally and internationally, a spirit of social consciousness, and to return to "the collective economic systems which were one of the factors contributing to victory" in both world wars. More specifically, he advocated the organization, through the United Nations, of an international allocation of raw materials.

The French labour leader also insisted that governments strike a balance between rearmament requirements and the need to improve the workers' living standards.

Sir Vincent Tewsen's statement emphasized the need to develop the regional machinery of the ICFTU, so as to strengthen the trade union movement in underdeveloped countries.

"This is one of the basic conditions of permanent peace," Sir Vincent declared. "A strong trade union movement is one of the principal instruments that can be used, as it has been used in the past, to build up institutions of free citizenship and advance the progress of democracy."

Stressing the desire of the common people of the world for peace, and the importance of their being free to influence governments in this regard, he said: "Their strength is greatest when they are united in voluntary trade union organizations which can powerfully influence the policies of governments. Such is the position in countries where democracy prevails, but in dictatorship countries the position is reversed. That is why there is such an inherent danger of war in the dictatorship countries where the people have no recourse to freedom of association or any democratic process of government by the people."



Claude Jodoin, vice-president of the Trades and Labour Congress of Canada, who was named chairman of the committee on regional organization at the ICFTU conference.

Sir Vincent said that free trade unionists should press governments to co-ordinate their economic activities so as to bring about higher living standards, particularly for the underdeveloped countries, working through international agencies where feasible.

Totalitarianism

After considerable discussion, the Conference adopted a resolution setting forth its stand against totalitarianism.

The resolution attacked particularly the Soviet Union, which, it declared,

... in its thirty-four years of dictatorship has become a society where the citizen is oppressed in the name of freedom, where the workers are exploited in the name of socialism, where poverty is rampant while the ruling bureaucracy becomes even more enriched, where peace means war, and democracy means tyranny. Mockery is made of reason and propaganda is substituted for conscience.

However the resolution also named Spain, Argentina, Venezuela, Poland and Czechoslovakia, and said that in these and "many other countries" workers' rights had been destroyed.

(In the debate on the resolution Pat Conroy urged that Yugoslavia be among the countries specifically named. He said

that there seemed to be among the democratic governments a tacit acceptance of a "twilight zone" between totalitarianism and freedom. As a result, loans had been made to Peron, Franco and Tito. He charged that there was no freedom in Yugoslavia, and that the ICFTU should recognize this fact. Yugoslavia might be praised for having broken its ties with Russia, but guarantees should be demanded from Tito of freedom for trade unions in Yugoslavia.)

The resolution described various hostile moves by the Soviet Union. It then continued:—

It is suggested in some quarters that we ally ourselves with little fascists in order better to oppose Communism. This allegation can be absolutely rejected. Dictators, however violent their anti-communism, are not assets in this struggle of the community of free nations. There should be no association with either Franco, Peron or any other dictator. Their dictatorial regimes have suppressed the legitimate trade union movements within their countries. They have prohibited free speech and free assembly. They have wiped out the treasured institutions of democracy.

Problems of Regional Organization

Claude Jodoin of Canada was elected chairman of the committee set up by the Conference to consider the Confederation's program of regional organization.

It was generally agreed by the committee that regional machinery had a crucial role to play in accomplishing the objectives of the Confederation, particularly as regards underdeveloped countries. However, there were important problems to be dealt with concerning the degree of autonomy that should be granted to regional bodies, the determination of the geographic scope of the various regions, and methods of financing regional programs.

In its report to the Conference, which was unanimously adopted, the committee pointed out that the very principle of regional organization was new, and that the relationship between the ICFTU and its regional groups would have to be an evolving one.

"Roughly speaking we should aim at centralization of policy-making, joint planning, and a considerable measure of decentralization of action," the report said.

The committee noted that organizations had already been established for the European, Inter-American, and Asian regions, and that new bodies were in process of formation. It advocated that the Executive Board be charged with the responsibility of determining the geographic scope of regional bodies, and that membership therein be on an optional basis.

The committee noted "with satisfaction" the response to an appeal launched earlier in the year by the ICFTU to affiliated organizations for contributions to a Regional Activities Fund of £250,000 (L.G., April, 1951, p. 442). Almost two-thirds of the goal had already been pledged, the committee reported.

"Freedom of Canadian Workers Tied Up With Their Willingness To Help ..."

Despite all the prophecies of doom that attended the establishment of the ICFTU, and the difficulties that have confronted it during its short period of existence, it has become a new and dynamic force in world affairs. It has been able to penetrate to about every country and become established as the chief spokesman of free men and women everywhere.

Reports made at Milan displayed the world picture in terms of low living standards, denials of liberty, the dictatorship of the strong over the weak, and the need for a positive program to meet these conditions. Reports from the backward nations particularly told of Communism winning by default in the political sphere because of the inhumanly low living standard of literally hundreds of millions of people.

Great stress was laid on the need for world education. Educational institutions must be established and developed in the less favoured regions. The Canadian Congress of Labour is especially interested in the leadership training plan which is being adopted for South East Asia.

We believe that the freedom and security of Canadian workers are tied up with their willingness to help the workers in the backward nations to see that there is an alternative to the promises of imperialistic Communism.

PAT CONROY,

Secretary-Treasurer of the Canadian Congress of Labour.

It was the Committee's view that the scope of the Fund should be world-wide, "though the primary emphasis will necessarily be on the needs of the so-called underdeveloped areas." Funds should be allocated by the Executive Board, the committee recommended, "on a specific project basis after careful preliminary examination. Periodic progress reports on each project should be required.

"The principle of 'helping people to help themselves' should underly the whole operation of the Fund," it was declared. "Assistance from the Fund would be gladly given, but it must never be regarded as a substitute for self-help. There would be no strings, no conditions attached, to the aid, except that it bear positive fruit—to be measured in terms of better trade union organization, and, above all, concrete achievements in improving living and working conditions."

The committee further expressed the view that the proposed fund of £250,000 was "totally inadequate to finance the work of the ICFTU throughout the world, if this task is to be carried out with the speed and energy required by the present world situation." It called for the holding of special campaigns with a view to obtaining voluntary contributions from workers throughout the world to a more substantial fund.

A resolution appended to the report expressed "the solidarity of the workers in industrially developed countries with those in underdeveloped territories, especially in the fight against dictatorship and oppression."

Proposals on Education

Careful and detailed proposals for a large-scale program of labour education were contained in a report drawn up by the Education and Publicity Committee which was unanimously adopted by the Congress.

As in most ICFTU projects emphasis was put on the needs of undeveloped countries, where the program seeks particularly to train trade union leaders. Educational efforts in these areas are at present hampered by the lack of instructors. The program calls for the setting up of short-term trade union study courses in Asia, Latin America and Africa, and envisages the establishment of one or two residential training colleges in Asia.

"Trade union education aims at making members good trade unionists to enable them to better serve the movement and the community," the report states.

The ICFTU secretariat is instructed by the resolution to prepare a number of publications, including handbooks, study guides and monographs on the trade union movements of various countries and film catalogues. Specifically for use in underdeveloped countries the report calls for the preparation of "elementary guides dealing with methods of collective bargaining, the day-to-day activities of trade unions, and trade union administration."

Co-operation with UNESCO in that organization's educational activities is recommended, particularly as regards the fight against illiteracy.

The program envisages further study of educational problems at the 1952 meeting of the ICFTU General Council, and the convening of a World Conference on Workers' Education at the time of the next ICFTU World Congress in 1953.

Budget

A 25 per cent increase in assessments of member organizations was provided for in the ICFTU budget, to finance expanded staff and activities. The total budget was £140,000. The special voluntary Regional Activities Fund of £250,000 is, of course, in addition to the regular budget.

Other Resolutions

Several dozen resolutions, submitted in advance of the Conference, were revised and co-ordinated into ten substitute texts.

International Labour Organization.—

The Congress expressed its satisfaction with the work of the ILO in all fields of social endeavour. It regretted that many important ILO Conventions had not yet been ratified by a great number of member countries, and appealed to governments to speed up their ratifications. It urged an increase in the ILO budget.

Economic Integration of Western Europe.—The Congress called for the unification of Western Europe.

Migration.—The Congress "welcomed and endorsed" the efforts of the ILO to organize migration on an international plane, "with the help of an international revolving fund for financing the transportation and settlement of immigrants." It appealed to countries able to accept immigrants on a large scale to admit as many as can be absorbed without imperilling working and living conditions and full employment. It urged that the ILO and the countries concerned protect the interests of immigrant workers.

Refugees.—Expressing concern for the plight of refugees from dictator countries,

"Action Against Poverty and Exploitation ..."

The International Confederation of Free Trade Unions is of the greatest significance to Canadians. It is true that trade unionists in Canada have a long tradition of international mindedness, but never before have they been able to make their influence felt as effectively throughout the world as now through their new international confederation.

In a scant two years the ICFTU has become a major force in world affairs. Through its energetic efforts the fight against Communism has been carried forward in many countries. Following substantially the same pattern as that set in Canada by the Trades and Labour Congress of Canada for ridding the organizations of labour of Communist influence, the ICFTU has already shown indications of similar successes in many parts of the world.

The growth of international labour solidarity has been slow, but it was never greater among free and legitimate unionists. Through the ICFTU international labour is no longer hampered in its aims nor in formulating its plans to reach these objectives for it now has its own great international language. International labour speaks not with words that could be misunderstood; it speaks with action and assistance against the poverty and exploitation of working people wherever these persist throughout the world. In their struggle right here at home to attain satisfactory living and working standards, our Canadian trade unionists are encouraged to know that similar efforts are being made elsewhere, and are determined to continue to support the ICFTU in these important projects.

CLAUDE JODOIN,

*Vice-President
of the
Trades and Labour Congress
of Canada.*

the Congress urged the United Nations and the ILO to give special attention to this problem.

The Fight for Peace and Democracy.—

A lengthy resolution called attention to the situation of a number of countries and groups in their struggle against dictatorship.

Full Employment.—The Congress endorsed the resolutions on full employment adopted by the UN General Assembly, the Economic and Social Council, and the ILO. It urged Governments to gear their policies permanently towards the goal of full employment.

Economic and Social Effects of Rearmament.—The Congress called for effective anti-inflationary policies on a national and international scale, as well as international planning of the distribution of scarce materials, priorities for the supply of scarce materials to essential civilian industries, including housing, and adequate trade union representation on all national and international bodies dealing with the fundamental problems of economic defence.

Social Rights.—The Congress emphasized that among the fundamental social rights are the right of workers to organize freely in trade unions of their own choice, without any interference on the part of governments, employers or any other agencies, and the right of trade unions to rule themselves autonomously, to bargain collectively with their employers, and to strike for their social and economic demands. It sharply condemned governments which violated trade union rights. It urged all ILO member countries to ratify the two ILO Conventions on freedom of association and collective bargaining.

Continuing, the resolution noted with particular interest the efforts of the trade unions in those countries whose labour organizations claim the right of the workers to participate in the management of enterprise and industry on all social and economic matters; it congratulated these organizations on such successes as they have already achieved; and it instructed the Secretariat to make investigations and publish a study of the extent and the forms of workers' participation in enterprise, industry and the economy of various countries, as well as of trade union demands in this field.¹

Economically Underdeveloped Countries.—In supporting the principle of aid to underdeveloped countries the Congress called for labour and social reforms in the countries concerned. It insisted that free

trade unions, as well as progressive legislation on trade union rights, labour relations, social protection and social security are indispensable prerequisites for the sustained success of any development program. It pointed out further that the programs so far undertaken had so far been insufficient to secure sizeable improvements in living standards.

UNESCO.—The Congress pledged its continued co-operation with UNESCO, but urged that a stronger voice be given to labour in UNESCO activities. In particular it called for the inclusion of trade union representatives in UNESCO national commissions and delegations to general and regional conferences. It advocated more attention by UNESCO to workers' education, and an increase in the volume of exchange of workers for educational purposes.

Telegram from WFTU.—During the course of the Conference, the Executive Committee of the World Federation of Trade Unions, which was meeting in Vienna, sent a lengthy telegram to Paul Finet, President of the ICFTU, suggesting that a meeting be held between the two federations with a view to common action along the lines of the program drawn up at the formation of the WFTU in 1945.

The Congress approved a strongly worded reply to this invitation. Referring to the communist aggression against the Korean Republic, the reply said in part:—

“As long as you remain the faithful agents of the Cominform, carrying out the foreign policy of the Kremlin, there can be no joint action, for there can be no unity of action where there is no unity of purpose. . . .

“We can only open discussions with free organizations which are not under the tutelage of outside forces. Can you claim to be such a free trade union organization? . . .

“As a free organization, we take orders from no government—can you say the same?”

¹ This part of the resolution originated in resolutions submitted in advance of the Conference, one of which would have committed the Congress to support of the principle of co-determination in industry as recently legalized in West Germany (L.G., May, 1951, p. 708; Aug., 1951, p. 1066). This principle was strongly opposed by some delegates, however, and a compromise wording was agreed to supporting the efforts of workers who believed in the principle but not committing the Congress to a stand for or against it.

Relations with Christian Trade Union Centres

The London Congress of the ICFTU had given considerable debate to the problem of the so-called Christian or "confessional" trade union centres, which are affiliated in the International Federation of Christian Trade Unions. The London Congress had eventually decided to invite these organizations to affiliate with the ICFTU on condition that within two years' time they "give effect to the principle of one trade union international."²

The Milan Congress, after a review of the situation, adopted the following resolution:—

The Milan Congress recalls the decision of the London Congress to invite the Christian National Trade Union Centres to affiliate with the ICFTU, and regrets that, with one exception, the Christian Trade Union Centres affiliated with the Christian Trade Union International have not availed themselves of this invitation.

The Milan Congress declares that there is room in the ICFTU for all free trade union organizations, without distinction of race, colour or creed. The Milan Congress expresses the hope that within the two-year term laid down by the London Congress of the ICFTU the Christian Trade Union Centres will seek affiliation with the ICFTU, and notes with satisfaction that there exists a growing tendency for unity on the international level among the members of the Christian National Trade Union Centres. This unity would obviate overlapping and duplication. It would also strengthen the joint international effort of the free trade union movement towards the attainment of better economic and social conditions for the working people, against all totalitarian tendencies aiming at the destruction of human rights, including the right of free trade unionism and for the maintenance of peace.

Having in mind the trade union situation in some countries, the Milan Congress recognizes the need for joint consultation and action with free trade unions not

affiliated with the ICFTU, and requests the Executive Board to consider appropriate means of facilitating and achieving co-operation with this object in view.

Election of New President

Following the close of the Milan Congress, the Executive Board of the ICFTU held a meeting and elected Sir Vincent Tewsen of the British Trades Union Congress to succeed Paul Finet as ICFTU President.

Achievements of Conference

Summing up the achievements of this second world congress of free trade unions, it may be said that the ICFTU appears to be approaching its very difficult tasks with determination and efficiency.

Under the direction of J. H. Oldenbroek, the General Secretary, the arrangements for the Conference were well handled, and business was carried forward with despatch.

A mass meeting which was held during the course of the conference demonstrated the appeal that the ICFTU has to the working classes of a country such as Italy. The crowd that assembled for this meeting in the large square in front of the Milan Cathedral and in the adjoining street was estimated at from 100,000 to 150,000 people.

The basic program which the ICFTU will carry forward, as a result of the decisions of the Congress, includes the dissemination of information about Communist oppression, support to free trade unions in countries, such as France and Italy, where Communism is strong, training for trade union leadership, and aid to the growth, development and strengthening of trade unions in underdeveloped countries.

The ICFTU will campaign for funds to assist in carrying on this program.

Perhaps the most solid achievement of the Conference was the proof it gave of the determination of free trade unions to fight Communism in a practical way—by giving to the masses of workers the hope and belief that through their own free institutions they can win the better living standards that they so urgently need.

²The reaction of the Canadian and Catholic Confederation of Labour to this resolution was set forth in the report of the CCCL secretary, presented to the annual conference of the Confederation in September, 1950 (L.G., Nov., 1950, p. 1828). The CCCL, according to this report, plans to follow the activities of the ICFTU, but not to break away from the Christian international.

LABOUR ORGANIZATION IN CANADA, 1951

Union membership in Canada increased by more than 22,000 during 1950 to a total of 1,028,521 according to the *Fortieth Annual Report on Labour Organization in Canada*. This figure represents the results of the annual survey of labour organization carried out for January 1, 1951.¹ Further statistical material included in the report indicates that the membership is made up of workers from all sections of Canadian industry distributed among 5,458 locals. Some of these locals are independent, but for the most part they are units of 163 international, national, or regional² unions.

Approximately 85 per cent of union members belong to unions affiliated with one or other of the three larger central labour bodies in Canada as is shown in Table I. The affiliated membership of the TLC has increased approximately 2.5 per cent during 1950, slightly more than the overall average increase. This increase was mainly in international unions affiliated with both the TLC and the AFL, and in "federal" unions of the TLC. The change in the proportion, during the same period, in membership of AFL-TLC affiliation and membership of TLC affiliation only, is largely explainable by the shift of the Canadian section of the International Association of Machinists from the latter to the former group, the international having become affiliated with the AFL in the United States. Membership of unions affiliated with the CCL increased more than 3 per cent over the past year; for the CTCC the increase was more than 7 per cent.

Today with almost three times the membership of 1939, labour unions include close to 30 per cent of the non-agricultural paid workers in Canada. The proportion of the paid labour force organized in individual industries varies widely from less than 1 per cent of employees in financial institutions to over 70 per cent of transportation workers. Between these extremes union members in manufacturing, in mining, and in construction comprise approximately 40 per cent of the paid workers in each industry, 20 per cent in public utilities and service, and slightly less than 5 per cent in trade. It is, however, in the manufacturing industries that

the largest number of union members are to be found and where the largest increases of recent years have taken place. Over 40 per cent of total union members are employed in the manufacturing industries.

The membership distribution on an industrial basis shows that the largest increase of the past year has taken place in the manufacturing industries where advances in such groups as iron and steel and textiles were reported. The second largest membership change, that in the logging industry, reflects, in part, increased employment in the industry at the second of the two survey dates.

There has been an increase in union membership within each province over the past year. Ontario shows the greatest numerical advance of almost 35,000, but percentwise, the largest membership increase, 27 per cent, took place in the province of Manitoba. In the remaining provinces, the membership increase was relatively small.

On a regional basis, there is considerable variation in the proportion of union members to non-agricultural paid workers. The smallest proportion, 17 per cent, appears to be in the Maritime Provinces, whereas the highest, 40 per cent, is found in British Columbia. In Quebec the proportion is 22 per cent, in Ontario 24 per cent, and in the Prairie Provinces slightly over 25 per cent. With two-thirds of Canada's paid working force, the provinces of Ontario and Quebec together contribute 61 per cent of the country's union membership. British Columbia with 9 per cent of paid workers has 13 per cent of the union members. The Maritime and the Prairie provinces contain 8 per cent and 10 per cent respectively of the total paid working force in Canada, and 10 per cent and 12 per cent of the total union membership.

The great majority of the union members are to be found in urban communities having populations of 30,000 or more. Each of these communities contain 2,000 or more union members and together they account for three-quarters of the membership in Canada. The Toronto and Montreal areas together contain 20 per cent of the union members, and nine other main industrial centres include a further 20 per cent.

The format of the *Fortieth Annual Report on Labour Organization in Canada* is considerably revised from that used in

¹ Figures prior to 1950 are for December 31 of the year concerned. The latest figures are for January 1, 1951.

² Regional unions are those which have locals in one area of Canada as opposed to national unions which have locals throughout the country.

previous editions. The first part of the Report deals generally with the extent and composition of the labour movement in Canada and includes most of the statistical material. The second part is a directory giving detailed information about organizations within the labour movement and is

arranged according to congress affiliation. In addition to sections showing the organization of the various congresses including their delegate bodies and member unions, there appears at the conclusion of the Report an index of all unions listed in the various congress sections.

UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY CONGRESS AFFILIATION

Congress Affiliation	Number of Branches		Membership	
	Dec. 31, 1949	Jan. 1, 1951	Dec. 31, 1949	Jan. 1, 1951
Trades and Labour Congress of Canada	2,865	2,982	459,068	470,926
AFL and TLC.....	2,078	2,295	354,803	389,973
TLC only.....	787	687	104,265	80,953
Canadian Congress of Labour	1,175	1,231	301,729	312,532
CIO and CCL.....	568	601	203,268	204,945
CCL only.....	607	630	98,461	107,587
International Unions not affiliated with a Canadian Congress—				
AFL only (1).....	29	33	13,996	11,307
CIO only (2).....	53	6	27,475	1,500
International Railroad Brotherhoods.....	382	387	41,363	40,459
Other independent international unions.....	43	79	25,303	50,205
Confederation des Travailleurs Catholiques du Canada, inc.....	424	440	80,089	86,184
National Council of Canadian Labour (3).....	17	30	3,451	5,138
Canadian Federation of Labour (3).....	7	6	3,872	3,971
National and Regional Unions not Affiliated with a Canadian Congress.....	212	206	32,620	29,878
Unaffiliated local unions.....	61	58	16,673	16,421
Total	5,268	5,458	1,005,639	1,028,521

(1) The 65 local or federal unions with 6,993 members which received their charters directly from the AFL are included under AFL and TLC above as they are also affiliated with the LTC. The totals of all Unions in Canada affiliated with the American Federation of Labour are the sum of these unions and the AFL-TLC unions, a total membership of 401,280 in 1951.

(2) The totals of all unions in Canada affiliated with the Congress of Industrial Organizations are the sum of these unions and the CIO-CCL unions, a total membership of 206,445 in 1951.

(3) The membership shown is for the affiliated unions which reported their membership to the Department.

ACTIVITIES OF PROVINCIAL LABOUR ORGANIZATIONS

The 14th Annual Convention of the Quebec Federation of Labour (TLC), and the 31st Annual Convention of the Alberta Federation of Labour (TLC) were held recently. A summary of the proceedings of these two conventions appears below.

Quebec Federation of Labour (TLC)

Over 275 delegates attended the 14th Annual Convention of the Quebec Federation of Labour (TLC), held in Sherbrooke, Que., July 8-10. The delegates considered 78 resolutions dealing with social and labour matters of interest to the Federation.

Among the speakers heard during the convention were: Hon. J. S. Bourque, Quebec Minister of Lands and Forests, representing Premier Duplessis; Senator C. B. Howard, Mayor of Sherbrooke; Percy R. Bengough, President, Trades and Labour Congress of Canada; Marcel E. Francq, member of the Quebec Labour Relations Board, representative of the Quebec Minister of Labour; and Roger Provost, President of the Quebec Federation of Labour.

Resolutions

The delegates approved a resolution asking for the amendment of Section 20 of the Quebec Labour Relations Act, so as to make illegal the formation of "company unions". The Convention also asked that a bill (No. 31) passed at the last session of the Quebec Legislature be amended. The delegates felt that this Bill "constituted an abrogation of the rights of workers in depriving them of any appeal from a decision of the Labour Relations Board."

An amendment to the constitution was adopted which bars Communists and sympathizers from all offices and representation in the Federation. This amendment brought the constitution in line with that of the Trades and Labour Congress (L.G., Nov., 1950, p. 1801).

Other resolutions adopted included one protesting against racial and religious intolerance. Another favoured the forma-

tion of credit unions by labour unions. The Executive committee was empowered to study the means of eventually establishing a labour radio station. This resolution also provided for the organization of a series of transcribed radio broadcasts sponsored by the Federation. Several resolutions dealing with minimum wages, workmen's compensation, unemployment insurance, security codes, and fair employment practices were also passed.

Statement on Immigration

President Roger Provost issued a statement opposing any plan for mass immigration. The statement favoured "immigration which benefits our economic expansion" but said that "mass immigration presents grave dangers." The statement said in part:—

"We wish to proceed with generosity, but also with prudence, in a manner which would not establish here an immigration which would be injurious to the welfare as well as to the immigrants themselves, of the Canadian workers and their families and which would only benefit a certain number of employers to obtain labour at a cheap rate, easily exploitable, and to undermine the means of livelihood of the Canadian people."

Election of Officers

Officers elected for 1951-52 were as follows: President, Roger Provost; Secretary-Treasurer, Adrien Villeneuve; General Vice-Presidents, Edouard Larose and R. M. Bennett, Montreal; Roger D. LaBrie, Three Rivers; Harry Bell, Quebec; Benoit Lavolette, St. Jérôme; René Fournier, Granby; and Rémi Laniel, Valleyfield.

Alberta Federation of Labour (TLC)

Approximately 150 delegates attended the 31st Annual Convention of the Alberta Federation of Labour held in Calgary, June 11-13. During the three-day convention the delegates dealt with over eighty resolutions on a wide variety of topics of interest to labour.

Among the guest speakers at the Convention were Percy R. Bengough, President of the Trades and Labour Congress of Canada; Dr. J. L. Robinson, representative of the Provincial Government of Alberta; C. M. McLeod, Chairman of the Workmen's Compensation Board; Mrs. C. T. McLeod of the Alberta Farmer's Union, and Carl E. Berg, Vice-President of the Trades and Labour Congress.

Resolutions

The Convention asked for extensive revision in the Alberta Workmen's Compensation Act. The Alberta Government was asked to increase the rate of compensation to 75 per cent of earnings from the present rate of 66 $\frac{2}{3}$ per cent, and to raise the maximum annual earnings to which the rate would apply from \$2,500 to \$4,000. The Federation also asked that the monthly pension paid to widows under the Act be raised to \$65 monthly, and that for children to \$20 per month. The present pensions are \$50 for widows, and \$10 for children.

Amendments requested in the Labour Act call for new regulations governing the taking of strike votes and certification. A wholly new section was asked for by the construction trades to make more suitable provision for certification in this seasonal industry.

Resolutions seeking amendments to the Highway Act and the Liquor Act were also passed by the delegates.

Address of Percy Bengough

In his address to the Federation, Mr. Bengough took opposition to the Federal Government's anti-inflation policies. Mr. Bengough maintained that current high prices were not the result of wages or the profits of farmers and small storekeepers, but the profits taken by "some people in between them who undoubtedly have made a wonderful killing." He said that "statistics on profits show that."

In reviewing the activities of the TLC, Mr. Bengough said that the Congress had made progress in its legislative program in the provinces, but he could not say that "a great deal of progress had been made on a Dominion basis."

Election of Officers

Robert R. Rintoul was re-elected by acclamation as President of the Federation for another year along with the entire executive. In addition to Mr. Rintoul, officers elected included: First Vice-President Malcolm Ainslie, Edmonton; Secretary-Treasurer, Grant McHardy, Calgary; and Union Label Vice-President Charles Gilbert, Edmonton. District Vice-Presidents elected were: Herbert G. Turner, Edmonton; Robert T. Alderman, Calgary; Harry Boyse, Lethbridge; Norman E. Marshall, Medicine Hat; Joseph Lukiew, Drumheller; Civil Service Association of Alberta delegate, Alfred Farmilo, Edmonton; and civic employees' Provincial Council delegate, O. E. McDonald, Edmonton.

SURVEY OF EARNINGS AND HOURS IN MANUFACTURING, 1949*

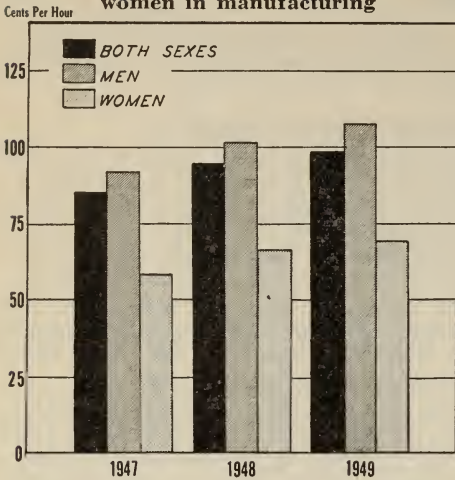
Average hourly and weekly earnings for men and women increased in 1949 over 1948. Average hourly earnings increased by 4 per cent, and average weekly earnings by 3.3 per cent. A 3.7 per cent increase was registered in the average weekly earnings of salaried employees. Average weekly earnings for all employees showed an increase of 3.6 per cent. Average hours for male employees declined slightly, while those of female workers were the same as in 1948.

The annual special survey of earnings and hours of work in the manufacture

industry is designed to assess "differences between levels of earnings and of hours of work of men and women, and of wage-earners and salaried employees." The

* Published by the Dominion Bureau of Statistics.

Average hourly earnings of men and women in manufacturing



results of the annual survey are published by the Dominion Bureau of Statistics as a report entitled *Earnings and Hours of Work in Manufacturing*. The report for 1949 has recently been released.

The survey contains information regarding salaries, wages and hours for all employees in establishments employing 15 or more persons during the week ending October 31, 1949. Excluded from the survey were "travelling salesmen, home-workers, watchmen, charwomen and workers on new construction. Proprietors and firm members, and employees of separately organized sales offices were also excluded."

Describing the methods employed in the survey, the report said:—

Part-time, full-time and overtime hours were requested, together with any hours of paid absence in the week. The earnings reported for the week comprised the gross remuneration of the reported employees, including time, piecework and commission payments, and special payments such as production, incentive and cost-of-living bonuses, etc. The gross payrolls were reported before deduction for income tax, unemployment and other insurance, etc. The survey did not cover Newfoundland.

Since the first survey in 1946, average weekly wages and salaries have risen from \$34.25 to \$44.77, an increase of 30.7 per cent. The percentage increase in 1949 over 1948, 3.6 per cent, was smaller than in any previous year. Average pay for men in the last week of October was \$50.16

per week, an increase of 29.7 per cent over November 1946 (date of the first survey), and 3.7 per cent over 1948. Women received average pay of \$28.40 a week in 1949. This was 33 per cent greater than in 1946, and 4.7 per cent greater than in 1948.

The 1949 survey revealed that average hourly earnings of men were 106.6 cents an hour, an increase of 4.2 per cent over 1948. Average weekly wages increased 3.5 per cent to \$47.33. Average weekly salaries for men stood at \$65.37 in October 1949, an increase of 3 per cent over 1948. Since the survey began in 1946, "men's average wages have increased by 32.1 per cent per hour, and by 30.6 per cent per week; their average weekly salaries have risen by 22.9 per cent in the same period."

In the three years between 1946 and 1949, average working hours declined slightly from 44.9 per week to 44.4. This decline in average working time is reflected in the greater gain in hourly than in weekly wages.

In 1949, there was a higher concentration of male wage-earners in the 40-44 hour group, and a decline in the proportion working 45-48. The average hours of men employed in office and administrative staffs was 40.8 per week.

Women comprised 24.7 per cent of the total reported employees in the 1949 survey. Female help comprised 23.2 per cent of wage-earners, and 32.1 per cent of salaried persons. Wages and salaries of women workers increased less than \$1.40 per week between 1948 and 1949. This was a percentage gain of slightly below 5 per cent. In 1949, women's average weekly wages amounted to 57.4 per cent of those paid men, and their average salaries were just under 50 per cent. The average hours of women wage-earners remained at 39.8 in 1949, the same as the previous year, but the hours of women employed in offices showed a slight decline to 38.6 per week.

The earnings of the salaried personnel comprised 21.6 per cent of gross weekly payrolls, and this group comprised 17.6 per cent of reported employees. Earnings in this group were above average, but this resulted in part from the fact that "the comparatively highly paid executive and administrative positions" were included.

TABLE 1.—AVERAGE HOURS WORKED AND AVERAGE HOURLY AND WEEKLY EARNINGS OF MALE AND FEMALE WAGE-EARNERS AS REPORTED BY LEADING MANUFACTURERS FOR THE LAST WEEK IN OCTOBER, 1949

Industry	WAGE-EARNERS REPORTED		Average Hours Per Week	AVERAGE HOURLY EARNINGS			AVERAGE WEEKLY WAGES			
	No.	Male		Female	Total	Male	Female	Total	Male	Female
Manufacturing.....	804,971	618,508	180,463	98.4	106.6	68.3	42.61	47.33	27.18	
Food and Beverages.....	101,168	72,211	28,957	86.8	95.2	62.2	38.45	43.98	24.51	
Tobacco and Tobacco Products.....	7,673	2,637	5,036	88.6	102.5	80.8	38.63	46.74	34.42	
Rubber Products.....	17,273	12,839	4,434	102.5	111.4	75.3	43.36	47.68	30.80	
Leather Products.....	26,075	15,494	10,581	76.9	88.1	59.3	30.84	36.39	22.77	
Textile Products (except Clothing)	61,425	38,021	23,404	82.8	89.8	70.3	36.93	41.67	29.39	
Clothing (Textile and Fur).....	82,549	24,076	58,473	77.7	104.1	65.9	30.46	43.31	25.17	
Wood Products.....	68,392	64,639	4,293	91.6	93.0	68.2	40.40	41.20	27.69	
Paper Products.....	57,487	49,791	7,696	105.6	111.3	63.1	49.74	53.31	26.44	
Printing, Publishing and Allied Industries.....	26,455	20,407	6,048	115.1	128.2	67.0	47.19	53.59	25.66	
Iron and Steel Products.....	122,131	115,367	6,764	110.2	112.0	77.0	48.05	48.94	31.96	
Transportation Equipment.....	89,553	86,434	3,119	117.8	118.8	88.2	50.54	51.08	34.93	
Non-ferrous Metal Products.....	35,629	32,144	3,485	108.7	112.7	68.5	48.26	50.26	28.63	
Electrical Apparatus and Supplies.....	37,571	27,042	10,529	109.5	117.7	87.3	46.10	50.38	35.18	
Non-metallic Mineral Products ¹	19,678	18,149	1,529	98.3	100.1	74.4	45.22	46.45	31.10	
Products of Coal and Petroleum.....	8,770	8,753	.....	125.4	125.5	.....	52.54	45.58	.....
Chemical Products.....	26,590	21,322	5,268	97.7	105.1	64.5	43.28	47.40	26.32	
Miscellaneous Manufacturing Industries.....	16,012	9,182	6,830	82.1	93.4	65.5	35.14	41.38	26.66	

¹ Includes asbestos, cement, clay, glass and stone, etc.

TABLE 2.—AVERAGE HOURS WORKED AND AVERAGE WEEKLY SALARIES OF MALE AND FEMALE SALARIED EMPLOYEES AS REPORTED BY LEADING MANUFACTURERS FOR THE LAST WEEK IN OCTOBER, 1949

Industry	SALARIED EMPLOYEES REPORTED			Average Hours Per Week	AVERAGE WEEKLY SALARIES		
	Total	Male	Female		Total	Male	Female
	No.	No.	No.	No.	\$	\$	\$
Manufacturing	171,869	116,634	55,235	40-1	54-85	65-37	32-62
Food and Beverages	19,909	13,438	6,471	41-2	52-31	62-27	31-64
Tobacco and Tobacco Products	1,747	1,070	677	40-0	54-17	65-26	36-63
Rubber Products	4,351	3,040	1,311	39-2	53-70	63-53	30-90
Leather Products	3,648	2,480	1,168	41-5	48-95	57-94	29-86
Textile Products (except Clothing)	8,407	5,496	2,911	41-0	53-69	65-47	31-46
Clothing (Textile and Fur)	11,796	6,683	5,113	40-6	48-04	60-25	32-08
Wood Products	7,888	5,776	2,112	42-4	54-15	62-56	31-14
Paper Products	10,527	7,598	2,929	39-9	65-57	77-41	34-88
Printing, Publishing and Allied Industries	15,040	9,110	5,930	38-7	46-55	57-12	30-30
Iron and Steel Products	27,240	19,496	7,744	39-8	56-77	65-17	32-13
Transportation Equipment	15,271	11,472	3,799	41-5	62-04	71-01	34-95
Non-ferrous Metal Products	8,441	5,922	2,519	40-9	60-25	71-43	35-95
Electrical Apparatus and Supplies	13,895	9,613	4,282	39-0	55-15	64-32	34-58
Non-metallic Mineral Products ¹	3,747	2,664	1,083	39-9	53-94	62-87	31-96
Products of Coal and Petroleum	2,791	2,205	586	38-0	61-40	68-49	34-70
Chemical Products	14,026	8,729	5,297	38-7	54-89	67-30	34-46
Miscellaneous Manufacturing Industries	3,145	1,842	1,303	39-7	50-18	63-44	31-43

¹ Includes asbestos, cement, clay, glass and stone, etc.

ANNUAL VACATIONS WITH PAY IN THE CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1950*

Since practically 100 per cent of manufacturing workers—both plant and office employees—now receive at least a week's annual paid vacation, interest in the Labour Department's annual survey of this subject now centres on the extent to which longer vacations are given.

The trend in recent years indicates an increase in the number of employees who may become eligible for a second or third week's vacation after longer periods of employment, and a decrease in the number of years after which this second or third week is given.

All office workers and more than 99 per cent of plant workers included in the Department of Labour's 1950 survey of Canadian manufacturing industries were employed in establishments which reported giving annual vacations with pay. Office workers usually received a longer paid vacation than plant employees during the early years of employment, but after about

five years, plant workers were generally receiving the same vacation period as office workers.

Office employees normally received two weeks' vacation with pay after a year of employment and about half of them could receive three weeks with pay after 15, 20 or 25 years with the same employer. Plant workers, on the other hand, generally received one week's vacation with pay after a year of employment, two weeks with pay after working up to 5 years and, for about 40 per cent of the workers, three weeks with pay after 15, 20 or 25 years' service.

Looking at it another way, after 1 year of employment, more than three-quarters

* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

of the office workers, compared with less than 10 per cent of the plant workers, would be entitled to receive a vacation of two weeks with pay. Most of the remaining workers would be entitled to receive one week with pay, with only a few—mainly office employees—entitled to three weeks. After 5 years of employment, however, about 97 per cent of the office and 85 per cent of the plant workers would be receiving two weeks' vacation with pay; and having completed 25 years with the same firm, about 47 per cent of the office and 40 per cent of the plant employees would be receiving three weeks with pay. Slightly more than 2 per cent of each group would be receiving four weeks' paid vacation after this long period of service.

Payment for the annual vacation is usually equivalent to the employee's wage, or average straight-time earnings in the case of piece-workers, for the period of the vacation. In some plants vacation pay is based on a percentage of the employee's annual earnings, 2 per cent being considered equivalent to one week's vacation with pay, 4 per cent equivalent to two weeks' vacation with pay, etc., after a year of employment. In a few cases vacation with pay is based on the number of months worked during the year, one-half of a day's pay per month being considered equivalent to one week's vacation with pay after a year of service.

Closing down the plant for a vacation period is now quite common in Canadian manufacturing industries. Almost one-half of the plants, employing 58 per cent of the workers, reported that they closed down for a vacation period. In most cases this period of shut-down was for two weeks during the summer months.

During the year previous to the October, 1950, survey there was little change in the proportion of plant workers in manufacturing establishments giving an initial vacation of one week with pay after a year of employment, but the proportion in plants increasing the vacation period to a maximum of three weeks with pay after longer service increased from just over 30 per cent to almost 40 per cent.¹ The trend in recent years indicates an increase in the number of plant employees who may become eligible for a second or third week's vacation after long periods of

¹ For comparable information on annual vacations with pay for plant workers in 1949 see "Working Conditions in Canadian Manufacturing Industries, October 1949", *LABOUR GAZETTE*, November 1950, p. 1336.

employment, and a decrease in the number of years after which this second or third week's vacation is given.

The data for this article were obtained from about 6,350 manufacturing establishments employing more than 732,400 plant and 136,500 office employees during the pay period preceding October 1, 1950. Information for the province of Newfoundland was obtained for the first time in 1950 and, unless shown separately, has been included in the Maritime Provinces group.

Provincial Legislation.²—Annual holidays with pay for most workers are provided by law in Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia. In all these provinces except Saskatchewan, a worker is entitled to one week's vacation with pay after a year of employment, and in Alberta he is entitled to a second week's vacation after two years' service. In Saskatchewan a worker is entitled to two week's vacation with pay after a year of employment.

The rate of pay for the vacation is 2 per cent of annual earnings, or regular weekly pay if on a time basis, in Quebec; 2 per cent of annual earnings in Ontario and British Columbia; regular pay in Manitoba and Alberta; and one-twenty-sixth of annual earnings in Saskatchewan.

A worker who has worked less than a year is entitled, in Quebec, to a half-day for each calendar month of employment, and in Saskatchewan he may by agreement with his employer be given one day for each month. If he terminates his employment during a working year he is entitled to holiday pay in all provinces except Manitoba for the time he has been employed. In Ontario a worker must have been employed for upwards of three months and in Saskatchewan and Alberta for at least 30 days before becoming eligible for holiday pay.

Annual Vacations with Pay for Plant Employees

In 1950, more than 90 per cent of the plant workers in Canadian manufacturing industries were employed in establishments which gave an initial vacation of one week with pay, generally after a year or less of employment. The remainder of the workers were mainly in plants which gave an initial vacation of two weeks with pay after a similar period of service.

² This information has been summarized from the bulletin, *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

Most of the plants increased the period of annual vacation with pay as the worker's term of employment continued. Taking all of the workers together, however, 13 per cent could become eligible for a maximum vacation period of one week with pay, 45 per cent could receive a maximum of two weeks with pay, about 40 per cent a maximum of three weeks and just over 2 per cent four weeks with pay. The two weeks' paid vacation was generally attainable after having worked up to 5 years and the three weeks' vacation after 15, 20 or 25 years with the same firm.

Plant Vacations by Industry.³—In most of the 17 major manufacturing industries shown in Table I, all of the establishments reported giving annual vacations with pay; two only, in which were more than 1 per cent of the workers, reported giving no paid vacations. Just over 1 per cent of the workers in the Food and Beverages Industry and about 3 per cent in the Wood Products Industry were employed in plants which did not give paid vacations in 1950. A number of these plants, however, operate only during certain seasons of the year.

Manufacturing establishments employing more than 85 per cent of the workers in all but three of the major industries gave an initial vacation of one week with pay, or the equivalent, generally after a year or less of employment. Most of the remaining workers in these industries were in plants which gave an initial vacation of two weeks with pay, or the equivalent, usually after the same period of employment.

Two-thirds of the workers in the Leather Products Industry, 71 per cent of those in the Printing, Publishing and Allied Industries and about 41 per cent in the Products of Petroleum and Coal Industry also received initial vacations of one week with pay, with most of the remainder receiving an initial vacation of two weeks with pay.

There was little change in the initial paid vacation during the year preceding the 1950 survey. Only in the Chemical Products Industry and the Miscellaneous Manufacturing Industries was there a noticeable increase in the proportion of employees in plants which reported giving an initial vacation of two weeks with pay.

The majority of workers in each of the major industries were employed in plants which increased the annual vacation with pay as the worker's term of employment continued. In 12 of the industries more

than 78 per cent of the workers could become eligible for longer paid vacations as their terms of employment increased; but in the other 5 industries (Leather Products; Clothing; Wood Products; Printing, Publishing and Allied Industries; Miscellaneous Manufacturing Industries) the corresponding proportions ranged from just over 50 to 69 per cent.

In most cases the initial vacation was eventually increased to a maximum of two or three weeks with pay, although a few workers could become eligible for a maximum of four weeks with pay after long periods of employment. Most of the workers in this latter group were in the Tobacco and Tobacco Products or the Iron and Steel Products Industry, representing respectively 65 per cent and 4 per cent of the workers in these industrial groups.

The proportion of workers who may become eligible to receive a maximum vacation of three weeks with pay, generally after 15, 20 or 25 years of employment, ranged from just over 3 per cent in the Woods Products Industry to 81 per cent in the Electrical Apparatus and Supplies Industry. Seventy-four per cent of the workers manufacturing Rubber Products, 77 per cent of those manufacturing Paper Products and 80 per cent manufacturing Products of Petroleum and Coal were also employed in plants which had a maximum vacation of three weeks with pay. Most of these plants, which reported an initial vacation of one week after a year of employment, also reported an intermediate vacation period of two weeks with pay after 5 years or less of service.

A percentage distribution of workers according to their period of maximum paid vacation is given in Table VI. This table, which combines the group of employees whose initial vacation is maintained (regardless of their period of employment) with those who receive longer vacations after longer periods of service, shows that in most industries the most common maximum vacation is two weeks with pay. In a few cases this vacation period is given initially, generally after a year of employment, but mainly a vacation of one week with pay was given initially and this was later increased to two weeks. Eighty per cent of the workers in the Leather Products Industries could become eligible for a maximum vacation of two weeks, and in 9 other industries more than 45 per cent of the workers could also become eligible for this maximum.

Less than 40 per cent of the workers in all of the major industries and less than 20 per cent in all but four of them were

³ The major industrial groups in this article follow those contained in the *Standard Industrial Classification Manual*, published by the Dominion Bureau of Statistics in 1948.

employed in plants where the period of vacation with pay remained at one week, regardless of the worker's period of employment. Just over 20 per cent of the workers in Non-metallic Mineral Products, 27 per cent in the Miscellaneous Manufacturing Industries, 30 per cent in the Clothing Industry and 39 per cent in Wood Products were entitled to only one week of paid vacation, even after long periods of employment.

In most of the industries there was some increase during the previous year in the proportion of employees who could become eligible for a maximum vacation of three weeks with pay after long periods of employment. This increase was particularly important in the Rubber Products, Paper Products, Transportation Equipment, Non-ferrous Metal Products, and Chemical Products Industries.

There were also some increases in the proportion of workers who could become eligible for a maximum vacation of four weeks with pay, particularly in the Tobacco and Tobacco Products Industry.

Plant Vacations by Province.—Less than 1 per cent of the workers in all except the four Maritime Provinces were employed in plants which reported that they did not give an annual paid vacation in 1950. Ten per cent of the plant employees in Newfoundland, 17 per cent in Prince Edward Island, 6 per cent in Nova Scotia and 7 per cent in New Brunswick were not given paid vacations.

Of the workers in the Maritime Provinces who were employed in plants which reported giving paid vacations in 1950, the proportion in those plants giving an initial vacation of two weeks with pay ranged from 21 per cent in Nova Scotia to about 46 per cent in Newfoundland (Table II). Twenty-four per cent of this group in New Brunswick and 34 per cent in Prince Edward Island were also in plants giving an initial paid vacation of two weeks, generally after a year or less of employment. The remainder of the workers could receive an initial vacation of one week, mainly after a year of employment.

A small proportion of workers in Quebec and Ontario (6 and 5 per cent respectively), Alberta and British Columbia (11 per cent each), and Manitoba (13 per cent) were employed in plants giving an initial vacation of two weeks after a year or less of employment. Most of the remainder were employed in those plants which gave the more common vacation period of one week with pay after the same period of service. In Saskatchewan, however, 79 per cent of

the workers could become eligible for a vacation of two weeks with pay after a year of employment, as this is required by provincial legislation in most cases.

The majority of workers in all but two of the provinces were employed in plants which increased the period of annual vacation with pay as the worker's employment with his firm continued. About 16,560 workers could become eligible for a maximum vacation of four weeks with pay, mainly after 25 years, and all but 550 of these workers were located in Quebec and Ontario.

Just under three-quarters of the workers in Newfoundland were employed in plants which had a maximum vacation period of three weeks with pay, after 15 years of employment. In the other provinces the proportion of workers who could become eligible for a three-weeks vacation, generally after 15, 20 or 25 years, ranged from about 20 per cent in Manitoba to 43 per cent in Ontario. In Quebec, 41 per cent of the employees were in this group, and in British Columbia, about 22 per cent.

Again returning to Table II, it is seen that the proportion of workers in each of the five regions of Canada who were in plants which had a maximum vacation of two weeks in 1950 ranged from 38 per cent in Quebec to 65 per cent in the Prairie Provinces. Forty-two per cent of the workers in the Maritime Provinces, 45 per cent in Ontario and 60 per cent in British Columbia could become eligible for a maximum vacation period of two weeks with pay, mainly after 5 years of employment or less.

No more than 20 per cent of the workers in any of the regions were employed in establishments which gave a vacation of only one week with pay regardless of how long the worker had been with his firm. In this group were 20 per cent of the workers in the Maritime Provinces, 17 per cent of those in Quebec, 10 per cent in Ontario, 8 per cent in the Prairie Provinces and 16 per cent in British Columbia.

During the year previous to the 1950 survey, there had been increases in the periods of paid vacation policy for some workers in most of the provinces. In New Brunswick, Quebec, Ontario and British Columbia there were noticeable increases in the proportion of employees who may become eligible to receive a maximum vacation of three weeks with pay after long periods of employment; and in Quebec and Ontario a large number of workers may become eligible for four weeks with pay, generally after 25 years.

Plant Vacations by City.—Information relating to annual vacations with pay in the manufacturing industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver has been presented in detail in a previous issue of the *LABOUR GAZETTE*.⁴

It was noted there that 31 per cent of the workers in Halifax, 6 per cent in Montreal, 7 per cent in Toronto, 12 per cent in Winnipeg and 10 per cent in Vancouver were employed in plants which had an initial vacation policy of two weeks with pay, generally after a year of employment. Most of the remaining workers were entitled to an initial vacation of one week with pay.

Most of the workers in each of the cities except Halifax, where a much larger proportion received an initial vacation of two weeks with pay, were entitled to have their vacation increased after longer periods of employment. In Halifax, Winnipeg and Vancouver the majority of workers could become eligible for a maximum vacation of two weeks with pay (Table VI). In Montreal and Toronto almost equal proportions of workers could receive a maximum of two and three weeks, about 40 per cent each in Montreal and 46 and 42 per cent respectively in Toronto.

In these cities there was a larger proportion of workers in plants which had a maximum vacation period of three weeks with pay in 1950, as compared with 1949, and a number of establishments had increased the paid vacation period to four weeks after long periods of employment.

Plant Shut-down for Vacation Period.—Closing down the plant so that all the employees may be given their annual vacation at the same time is becoming a common practice in Canadian manufacturing industries. About 47 per cent of the plants, employing 58 per cent of the workers, reported that they closed down for a vacation period in 1950. Seventeen per cent of the workers were employed in plants which shut down for one week, 39 per cent in those which shut down for two weeks, and about 2 per cent in those which shut down for some other period (Table III).

In all but three of the major manufacturing industries at least one-third of the workers were in plants which reported closing down for a vacation period, and in 10 of these industries more than 65 per cent were in this group of plants. Ninety per

cent of the workers in the Tobacco and Tobacco Products and the Leather Products Industries, and 93 per cent in the Textile Products and Electrical Apparatus and Supplies Industries were employed in plants which had a vacation shut-down. In most of the industries the predominant period of shut-down was for two weeks.

The practice of plant shut-down for a vacation period was much more prevalent in Quebec and Ontario than in the other regions. In these two areas, 63 and 64 per cent of the workers respectively were in plants which closed down for an annual vacation, compared with 26 per cent in the Maritime Provinces, 25 per cent in the Prairie Provinces and 37 per cent in British Columbia.

Similarly varied are the proportions of workers in plants having a vacation shut-down when the major cities of the five regions are compared. The vacation shut-down affected 23 per cent of the workers in Halifax, 64 per cent in Montreal, 67 per cent in Toronto, 34 per cent in Winnipeg and 44 per cent in Vancouver. Most of these workers in each city were in plants which closed down for two weeks.

Annual Vacations with Pay for Office Employees

Office workers in the manufacturing industries of Canada generally receive a longer vacation with pay during the first few years of their employment than do plant workers in the same establishment.

Sixty-one per cent of the workers were employed in offices which reported an initial vacation of one week with pay in 1950, mainly after a year or less of employment. About one-third of these workers, however, were in offices which gave this one week after six months' service and gave two weeks with pay after a year. A further 37 per cent were employed in offices which gave an initial vacation of two weeks with pay, generally after a year of employment.

Offices employing one-quarter of the workers reported just one vacation period regardless of how long the employee works for the firm, but most of the workers in this group were entitled to two weeks with pay. Altogether, 47.5 per cent of the office workers may become eligible to receive a maximum vacation of two weeks with pay, and 48 per cent may become eligible for three weeks with pay. The remainder of the workers are almost equally divided between those who can receive no more

⁴ See the section on annual vacations with pay in the article, "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg, and Vancouver, October 1950", *LABOUR GAZETTE*, July 1951, p. 940.

TABLE I.—ANNUAL VACATIONS WITH PAY IN THE MAN

Plant Employees

Length of Vacation and Employment Requirements	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)	Wood Products	Paper Products
Initial Vacation									
One Week with Pay after:	670,941	81,304	8,148	15,862	12,523	57,034	56,154	55,236	58,453
Less than 1 year	63,271	10,635	119	114	3,430	4,632	8,320	3,770	1,129
1 year	593,851	69,091	8,000	15,470	8,514	50,263	45,655	50,368	56,945
Other periods	183	58						36	
Service not specified	13,636	1,520	29	8	579	2,139	2,179	1,062	379
Two Weeks with Pay after:	55,441	10,543	46		6,137	5,821	4,796	1,212	1,665
Less than 1 year	7,785	59			2,576	3,031	608		
1 year	44,902	10,268	46		3,171	2,636	3,300	1,191	1,596
Other periods	54						10		
Service not specified	2,700	216			390	154	878	21	69
Other Vacation Periods	2,733	285			169		546	300	
Total	729,135	92,132	8,194	15,862	18,829	62,855	61,496	56,748	60,118
Maximum Vacation									
Two Weeks with Pay after:	285,018	35,830	337	3,886	8,664	23,626	29,181	31,403	11,322
Less than 5 years	92,571	21,549	218	188	3,704	5,323	16,864	3,822	2,497
5 years	180,482	12,768	119	3,698	3,223	17,805	11,404	25,957	7,998
More than 5 years	11,920	1,513			1,737	469	897	1,624	827
Service not specified	45					29	16		
Three Weeks with Pay after:	287,768	35,641	1,932	11,800	859	29,055	7,345	1,883	46,337
Less than 15 years	5,623	865			484		106	155	
15 years	164,133	17,555		6,012	40	5,833	759	752	43,384
20 years	59,056	9,063	1,712	5,788	110	1,731	1,480	118	1,146
25 years	113,536	8,094	220		138	20,940	2,497	773	1,747
Other periods	5,360	64			87	551	2,503	85	60
Four Weeks with Pay after:	16,562	290	5,307				186	18	599
25 years	15,491	250	5,307				186		130
Other periods	1,071	40						18	469
Other Vacation Periods	1,865		108				1,022	260	76
Initial Vacation Maintained	137,982	20,371	510	176	9,306	10,174	23,762	23,184	1,784
1 week with pay	93,344	11,160	464	176	3,124	5,096	18,575	21,959	1,354
2 weeks with pay	42,663	9,161	46		6,013	5,078	4,736	1,025	430
Other vacation periods	1,975	50			169		451	200	
Total	729,135	92,132	8,194	15,862	18,829	62,855	61,496	56,748	60,118

than one week's paid vacation and those who may become eligible for a maximum of four weeks.

Office Vacations by Province.—In five of the Canadian provinces the majority of workers were employed in offices which reported an initial vacation of one week with pay after a year or less of employment, whereas in the other five provinces the majority were in those which reported an initial vacation of two weeks with pay.

An initial vacation of one week with pay was the policy in offices employing 50 per cent of the workers in New Brunswick, 63 per cent in Quebec, 66 per cent in Ontario, 65 per cent in Manitoba and 62 per cent in Alberta (Table IV). Many of these workers, however, were entitled to this initial vacation if they had been employed less than a year—generally six months—prior to their vacation period, and would have been entitled to two weeks with pay

had they been employed a year. The remainder of the workers in these provinces were mainly in offices which gave an initial vacation of two weeks, usually after a year of service.

Initial vacations of two weeks were also given to 83 per cent of the office workers in Newfoundland, 71 per cent in Prince Edward Island, 50 per cent in Nova Scotia, 89 per cent in Saskatchewan and 59 per cent in British Columbia. The majority of the remainder, except in Nova Scotia, were employed in offices which gave an initial vacation of one week with pay, many giving this period after six months of service and giving two weeks after a year. In Nova Scotia, a large group of workers received a vacation of one and one-half days per month beginning after 6 months of employment.

Offices employing from 18 per cent of the workers in Alberta to 63 per cent in Prince Edward Island did not increase the

UFACTURING INDUSTRIES OF CANADA, OCTOBER 1950

by Industry

Length of Vacation and Employment Requirements	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
Initial Vacation									
One Week with Pay after:	17,949	109,972	72,659	26,288	40,252	18,106	3,998	26,319	10,684
Less than 1 year.....	4,198	5,090	2,620	1,904	6,863	848	150	7,812	1,637
1 year.....	12,868	102,736	69,033	23,927	33,127	17,103	3,848	18,214	8,419
Other periods.....			89						
Service not specified.....	883	2,146	917	457	262	155		293	628
Two weeks with Pay after:	7,247	3,936	3,369	868	228	382	5,833	1,835	1,523
Less than 1 year.....	185	265	802	100		12		95	52
1 year.....	6,494	3,606	2,533	589	161	335	5,806	1,707	1,463
Other periods.....	44								
Service not specified.....	524	65	34	179	67	35	27	33	8
Other Vacation Periods	2	351	1,055	25				20	
Totals	25,198	114,259	77,083	27,181	40,480	18,488	9,831	28,174	12,207
Maximum Vacation									
Two Weeks with Pay after:	11,873	37,125	43,988	14,739	6,066	9,785	526	10,233	6,444
Less than 5 years.....	8,474	8,705	7,366	1,712	1,570	2,254	503	5,552	2,270
5 years.....	2,605	26,388	35,981	12,808	4,150	7,370	23	4,266	3,919
More than 5 years.....	794	2,032	641	219	346	161		405	255
Service not specified.....									
Three Weeks with Pay after:	5,150	58,547	20,088	8,566	32,892	4,145	7,908	13,809	1,751
Less than 15 years.....	645	978	459	141	939	241		360	250
15 years.....	320	2,731	12,580		3,214	579	5,907	3,360	1,107
20 years.....	509	7,138	798	726	26,829	859	372	540	137
25 years.....	3,090	47,089	6,105	7,674	1,411	2,466	1,629	9,305	257
Other periods.....	586	611	45	25	499			244	
Four Weeks with Pay after:		5,027	929	484	673	462	689	1,715	183
25 years.....		4,914	894	326	673	462	518	1,648	183
Other periods.....		113	35	158			171	67	
Other Vacation Periods			347	52					
Initial Vacation Maintained	8,175	13,560	11,731	3,340	849	4,096	708	2,427	3,829
1 week with pay.....	2,148	9,500	7,655	2,774	750	3,726	69	1,563	3,251
2 weeks with pay.....	6,025	3,709	3,369	541	99	370	639	844	578
Other vacation periods.....	2	351	707	25				20	
Total	25,198	114,259	77,083	27,181	40,480	18,488	9,831	28,174	12,207

period of vacation as the worker's term of employment continued, but in most of these cases the initial vacation period was two weeks with pay. In general, where the length of the office employee's vacation increased as his term of service continued, the employee could attain a maximum of three weeks with pay after 15, 20 or 25 years.

Just over one-half of the workers in Newfoundland, Nova Scotia, and Quebec and from one-quarter to one-half of those in the other provinces could have their initial vacation increased to a maximum of three weeks with pay after longer periods of employment. A few workers, mainly in Quebec and Ontario, were in offices which gave a maximum of four weeks with pay after, largely, 25 years' service.

The proportion of workers in offices having a maximum vacation period of two weeks with pay varied from 42 per cent,

in Quebec to 62 per cent in the Prairie Provinces (Table VI). About 53 per cent of the workers in the Maritime Provinces, 48 per cent in Ontario and 57 per cent in British Columbia could also become eligible for a maximum two weeks' vacation.

A maximum vacation of one week with pay was not common for office staffs, applying to less than 5 per cent of the workers in any one region. The largest proportion in any region, somewhat less than 5 per cent, was in Quebec.

Office Vacations by City.—The majority of workers in Montreal, Toronto, Winnipeg, and Vancouver were in offices which reported an initial vacation period of one week with pay in 1950, usually after a year or less of employment (Table V). Most of the remainder of office employees in these cities, for which information on annual vacations was obtained, were in

TABLE II.—ANNUAL VACATIONS WITH PAY IN THE CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1959

Plant Employees by Province

Length of Vacation and Employment Requirements	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Initial Vacation											
One Week with Pay after:	670,941	2,254	207	13,524	9,100	212,957	354,896	17,326	1,102	11,141	48,432
Less than 1 year.....	63,271	275	35	1,091	750	21,653	33,267	2,711	672	384	2,433
1 year.....	593,851	1,942	158	12,030	8,290	186,730	313,958	14,571	430	10,679	45,063
Other periods of employment	183			183							
Service not specified.....	13,636	37	14	220	60	4,574	7,673	44		78	936
Two Weeks with Pay after:	55,411	1,925	108	3,521	2,804	13,618	19,005	2,632	4,084	1,394	6,327
Less than 1 year.....	7,785	19		815	1,666	2,973	2,151		40		127
1 year.....	44,992	1,692	108	2,561	1,117	9,194	16,131	2,632	3,908	1,372	6,164
Other periods of employment	54	10		44							
Service not specified.....	2,700	204		101	27	1,451	723		136	22	36
Other Vacation Periods.....	2,753	50				293	1,089		2	20	1,299
Total.....	729,135	4,229	315	17,045	11,904	226,868	374,992	19,958	5,188	12,555	56,058
Maximum Vacation											
Two Weeks with Pay after:	285,018	213	35	4,880	2,116	75,951	155,254	10,627	714	7,040	28,194
Less than 5 years.....	92,571	213	35	3,178	929	21,204	45,644	5,793	714	7,040	7,821
5 years.....	180,482			1,669	1,181	52,300	101,260	4,558			19,514
More than 5 years.....	11,920			33		2,431	8,321	276			859
Service not specified.....	45					16	29				
Three Weeks with Pay after:	287,768	3,098	114	6,502	3,063	92,835	159,813	3,945	1,712	4,536	12,067
Less than 15 years.....	5,623					517	3,939	71	145	373	578
15 years.....	104,133	3,090	114	1,427	2,656	30,869	52,568	2,392	1,245	2,707	7,042
20 years.....	59,056			26		17,424	40,196	266	260	823	61
25 years.....	113,526	8		4,916	407	42,823	59,354	992	17	633	4,386
Other periods of employment	5,360			133		1,202	3,756	224	45		
Four Weeks with Pay after:	16,562		14			7,686	8,330				532
25 years.....	15,491		14			7,452	7,511				514
Other periods of employment	1,071					234	819				18
Other Vacation Periods.....	1,865					1,418	442				5
Initial Vacation Maintained..	137,882	918	152	5,663	6,731	48,978	51,153	5,386	2,762	979	15,260
1 week with pay.....	93,344	182	44	2,574	3,933	38,170	36,470	2,825	70	72	9,004
2 weeks with pay.....	42,663	686	108	3,089	2,798	10,574	14,072	2,561	2,690	887	5,198
Other vacation periods.....	1,975	50				234	611		2	20	1,058
Total.....	729,135	4,229	315	17,045	11,904	226,868	374,992	19,958	5,188	12,555	56,058

(1) Includes 23 employees in the Northwest Territories.

those offices which reported an initial vacation of two weeks with pay, generally after a year of employment.

As it has been mentioned above, however, many of the offices which had an initial vacation of one week with pay after less than a year's employment also reported giving two weeks with pay after a full year's service. Many of these are included in the section of Table V showing a maximum vacation of two weeks with pay after less than 2 years of employment.

In Halifax, the largest group of workers was eligible to receive a vacation of one and one-half days a month after 6 months of service. This is equivalent to a paid vacation of 9 days after the first year of employment and 18 days, or three weeks, a year thereafter. Most of the remainder of the workers are employed in offices which give an initial vacation of two weeks with pay, generally after a year of employment.

In general, the period of vacation with pay was increased as the office worker's

employment continued with the same employer. But most of the employees in offices having just one vacation period received initially a vacation of two weeks with pay, so that only a negligible proportion of the office employees in these cities are limited to a one week's paid vacation.

Sixty per cent of the office employees in Halifax, 58 per cent in Montreal, 51 per cent in Toronto, 20 per cent in Winnipeg and 35 per cent in Vancouver may become eligible for a maximum vacation of three weeks with pay after longer periods of service. Most of the remainder of the workers in these cities maintain their initial vacation of two weeks with pay regardless of how long they continue working, or else have their vacation period increased to two weeks after, in most cases, up to 5 years of employment.

About 3 per cent of the office employees in Montreal and 2 per cent in Toronto and Vancouver may become eligible for a four weeks' paid vacation, mainly after 25 years.

**TABLE III.—PLANT SHUT-DOWN FOR VACATION PERIODS IN THE
CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1950**

Proportion of Plant Employees by Period of Plant Shut-Down

Industry and Area	1 Week	2 Weeks	Other	Total
	%	%	%	%
Canada	17	39	2	58
Industry:				
Food and Beverages.....	6	13	1	20
Tobacco and Tobacco Products.....	1	89		90
Rubber Products.....	13	62		75
Leather Products.....	24	61	5	90
Textile Products (except Clothing).....	28	64	1	93
Clothing (Textile and Fur).....	24	56	4	84
Wood Products.....	33	31	2	66
Paper Products.....	8	7		15
Printing, Publishing and Allied Industries.....	12	21	1	34
Iron and Steel Products.....	19	45	2	66
Transportation Equipment.....	16	51	1	68
Non-Ferrous Metal Products.....	17	18	5	40
Electrical Apparatus and Supplies.....	10	83		93
Non-Metallic Minerals Products.....	18	15	2	35
Products of Petroleum and Coal.....				
Chemical Products.....	10	26	1	37
Miscellaneous Manufacturing Industries.....	27	42	9	78
Regions:				
Maritime Provinces.....	6	18	2	26
Quebec.....	18	43	2	63
Ontario.....	19	43	2	64
Prairie Provinces.....	6	17	2	25
British Columbia.....	15	21	1	37
City:				
Halifax.....	1	22		23
Montreal.....	13	48	3	64
Toronto.....	17	42	8	67
Winnipeg.....	10	21	3	34
Vancouver.....	19	24	1	44

TABLE IV.—ANNUAL VACATIONS WITH PAY IN THE MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950

Office Employees by Province

Length of Vacation and Employment Requirements	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Initial Vacation											
One Week with Pay after:	83,765	97	38	461	775	24,881	49,579	2,842	97	1,832	3,167
Less than 1 year	66,660	76	37	144	601	19,802	41,097	1,817	75	658	2,353
1 year	14,804	21	1	257	174	4,381	7,257	930	22	1,042	719
Service not specified	2,305			60		698	1,225	95		132	95
Two Weeks with Pay after:	51,027	538	93	1,352	736	14,850	24,813	1,538	1,340	1,092	4,661
Less than 1 year	2,780	4		9	248	1,066	1,311	21			113
1 year	46,919	395	82	1,271	465	13,267	23,023	1,513	1,308	1,087	4,494
More than 1 year	230		4	27	3	128	60			2	4
Service not specified	1,098	139	7	45	20	389	419	4	22	3	50
Three Weeks with Pay after:	794	3		40		23	639		68	21	
1 year or less	777	3		33		23	629		68	21	
Service not specified	17			7			10				
Other Vacation Periods	937	8		857	33	5	13				21
Total	136,527	646	131	2,710	1,544	39,759	75,044	4,380	1,505	2,945	7,849
Maximum Vacation											
Two Weeks with Pay after:	35,255	66	3	191	407	8,850	21,043	1,933	87	1,141	1,534
Less than 2 years	28,145	39	3	165	344	7,057	17,505	1,539	75	334	1,084
2 years	4,478	19		19	30	901	2,113	315	12	807	262
3 to 5 years	2,158	8		7	33	754	1,106	68			182
More than 5 years	474					138	319	11			6
Three Weeks with Pay after:	64,686	329	41	1,382	451	20,220	35,952	1,243	668	1,285	3,101
10 years	2,992			13		282	1,934	12		26	725
15 years	22,443	325	41	240	358	6,078	12,505	796	434	787	865
20 years	15,708			9	43	5,349	9,876	102	4	240	85
25 years	21,343	4		259	50	8,217	10,912	238	174	223	1,266
Other periods of employment	2,200			861		294	725	95	56	9	160
Four Weeks with Pay after:	2,995		4			1,034	1,833				124
25 years	2,671		4			992	1,551				124
Other periods of employment	324					42	282				
Other Vacation Periods	33					33					
Initial Vacation Maintained	33,558	251	83	1,137	686	9,622	16,216	1,204	750	519	3,090
One week with pay	3,164		1	41	56	1,831	959	97	2	6	171
Two weeks with pay	29,541	240	82	1,056	597	7,763	14,611	1,107	680	4922	2,913
Three weeks with pay	794	3		40		23	639		68	21	
Other vacation periods	59	8			33	5	7				6
Total	136,527	646	131	2,710	1,544	39,759	75,044	4,380	1,505	2,945	7,849

(1) Includes 14 employees in the Northwest Territories.

TABLE V.—ANNUAL VACATIONS WITH PAY IN THE MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950

Office Employees by City

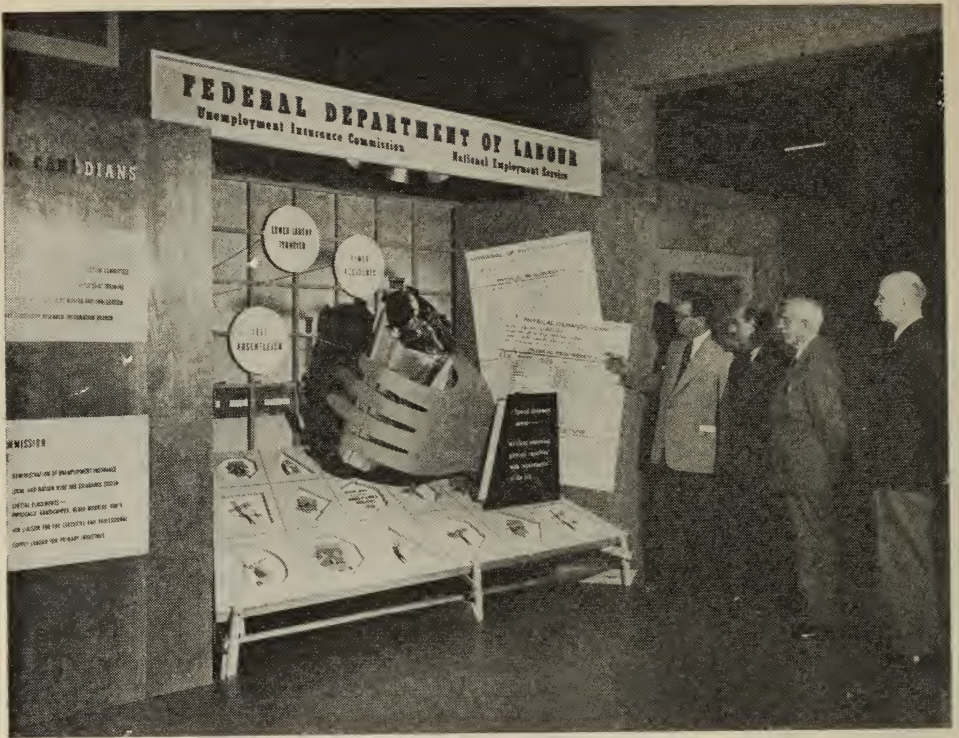
Length of Vacation and Employment Requirements	Halifax	Montreal	Toronto	Winnipeg	Vancouver
Initial Vacation					
One Week with Pay after:	154	16,021	14,937	2,083	2,272
1 year or less.....	101	15,628	14,589	1,988	2,215
Service not specified.....	53	393	348	95	57
Two Weeks with Pay after:	576	7,688	9,817	1,150	1,860
Less than 1 year.....	411	411	355	21	10
1 year.....	535	7,106	9,285	1,125	1,825
More than 1 year.....	25	25	18	.....	4
Service not specified.....	16	146	159	4	21
Other Vacation Periods	857	8	13	.....	17
Total.....	1,587	23,717	24,767	3,233	4,149
Maximum Vacation					
Two Weeks with Pay after:	131	5,056	6,668	1,561	945
Less than 2 years.....	124	4,293	5,868	1,331	756
2 years.....	7	526	549	166	106
3 to 5 years.....	.....	201	235	62	81
More than 5 years.....	.....	36	16	2	2
Three Weeks with Pay after:	956	13,784	12,584	635	1,457
10 years.....	.....	231	413	12	699
15 years.....	38	2,556	4,451	218	423
20 years.....	.....	4,820	2,728	102	53
25 years.....	61	5,946	4,637	208	261
Other periods of employment.....	857	231	355	95	21
Four Weeks with Pay after:.....	.....	670	520	.....	95
25 years.....	.....	661	514	.....	95
Other periods of employment.....	.....	9	6	.....	.....
Other Vacation Periods.....	.....	33	.....	.....	.....
Initial Vacation Maintained	500	4,174	4,995	1,037	1,652
One week with pay.....	1	669	259	59	82
Two weeks with pay.....	499	3,497	4,729	978	1,568
Other vacation periods.....	.....	8	7	.....	2
Total.....	1,587	23,717	24,767	3,233	4,149

TABLE VI.—MAXIMUM VACATIONS WITH PAY IN THE CANADIAN MANUFACTURING INDUSTRIES, OCTOBER 1950

Proportion of Employees Who May Become Eligible for Maximum Vacation

Industry and Area	1 Week	2 Weeks	3 Weeks	4 Weeks	Other
	%	%	%	%	%
Plant Employees					
Canada	12.8	44.9	39.5	2.3	0.5
Industry:					
Food and Beverages.....	12.1	48.8	38.7	0.3	0.1
Tobacco and Tobacco Products.....	5.7	4.7	23.6	64.8	1.3
Rubber Products.....	1.1	24.5	74.4	.....	.....
Leather Products.....	16.6	77.9	4.6	.....	0.9
Textile Products (except Clothing).....	8.1	45.7	46.2	.....	.....
Clothing (Textile and Fur).....	30.2	55.2	11.9	0.3	2.4
Wood Products.....	38.7	57.1	3.3	(1)	0.8
Paper Products.....	2.3	19.5	77.1	1.0	0.1
Printing, Publishing and Allied Industries..	8.5	71.0	20.4	.....	(1)
Iron and Steel Products.....	8.3	35.7	51.2	4.4	0.3
Transportation Equipment.....	9.9	61.4	26.1	1.2	1.4
Non-Ferrous Metal Products.....	10.2	56.2	31.5	1.8	0.3
Electrical Apparatus and Supplies.....	1.9	15.2	81.3	1.7	.....
Non-Metallic Mineral Products.....	20.2	54.9	22.4	2.5	.....
Products of Petroleum and Coal.....	0.7	11.9	80.4	7.0	.....
Chemical Products.....	5.5	39.3	49.0	6.1	(1)
Miscellaneous Manufacturing Industries....	26.6	57.5	14.3	1.5	.....
Region:					
Maritime Provinces.....	20.1	41.6	38.1	(1)	(1)
Quebec.....	16.8	38.1	40.9	3.4	0.7
Ontario.....	9.7	45.2	42.6	2.2	0.3
Prairie Provinces.....	7.9	65.0	27.0	.....	(1)
British Columbia.....	16.1	59.6	21.5	0.9	1.9
City:					
Halifax.....	32.2	54.5	13.3	.....	.....
Montreal.....	16.0	39.5	39.5	4.7	0.3
Toronto.....	9.1	46.2	42.3	2.0	0.4
Winnipeg.....	15.0	65.8	19.2	.....	.....
Vancouver.....	16.8	65.0	14.1	1.4	2.7
Office Employees					
Canada	2.3	47.5	48.0	2.2	.....
Region:					
Maritime Provinces.....	1.9	52.5	44.6	.....	1.0
Quebec.....	4.6	41.8	50.9	2.6	(1)
Ontario.....	1.3	47.5	48.8	2.4	(1)
Prairie Provinces.....	1.2	61.6	37.2	.....	.....
British Columbia.....	2.2	56.7	39.5	1.6	(1)
City:					
Halifax.....	.....	39.7	60.2	.....	.....
Montreal.....	2.8	36.1	58.1	2.8	0.2
Toronto.....	1.0	46.0	50.8	2.1	(1)
Winnipeg.....	1.8	78.5	19.6	.....	.....
Vancouver.....	2.0	60.6	35.1	2.3	(1)

(1) Less than one-tenth of one per cent.

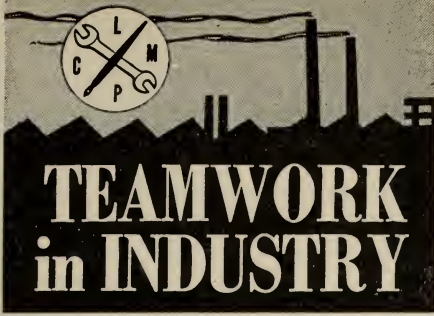


A Department of Labour exhibit is appearing at all major fairs and exhibitions in Canada.

Designed to help extend the employment horizon for physically-handicapped Canadians, the display illustrates the Department's formula for effective placement of the handicapped: match the worker's remaining capacities with the requirements of the job.

In the above picture, Col. J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission (left), describes the exhibit to Hon. Milton F. Gregg, Minister of Labour; Arthur MacNamara, Deputy Minister; and H. C. Hudson, Chief of the Special Placements Division, UIC.

(Photo by Newton, Ottawa)



"Employees should be told as much about the company they work for as the shareholders are told," Senator Wallace F. Bennett of Utah said in an address to the Canadian Manufacturers' Association at their recent convention in Quebec. One Canadian Labour-Management Production Committee recently demonstrated that it agrees with the American legislator.

The LMPC at Sangamo Company Limited, Leaside, Ont., sponsored a dinner meeting of employees in the plant cafeteria to hear the company president, G. W. Lawrence, read the firm's annual financial statement. The report had previously been given to the company directors and to a meeting of foremen, supervisors and union executives.

Mr. Lawrence illustrated his address with charts and diagrams. Other speakers at the dinner were the two co-chairmen of the LMPC, Max Coutts, assistant controller, and W. E. Tredwell, former chairman of union negotiating committees.

Lodges 1755 and 235, International Association of Machinists (AFL-TLC), participate in the Sangamo LMPC.

Others Who Inform Workers

Two other companies which keep their employees well informed through LMPCs are Alliance Paper Mills Limited, Merritt, Ont., and Monarch Knitting Company Limited, Dunnville, Ont. When the contract was let by the former for construction of a building to house a new paper machine, the mill's chief engineer gave a talk on the layout of the new machine, first to a meeting of superintendents and foremen, then to a gathering of employees. Workers at the latter firm were told, through the LMPC there, of the company's manufacturing plans for the coming months, based on salesmen's estimates of sales and on the receipt of a defence order.

* * *

In Winnipeg, the story of seven LMPCs was told in a union's monthly magazine. A recent issue of the *Civic Federation Bulletin*, published by the Federation of Civic Employees (CCL), told something

of the history and structure of the seven LMPCs established in Winnipeg civic departments and divisions of the City of Winnipeg Hydro Electric System. The Federation of Civic Employees participates in all seven committees.

* * *

An LMPC in Victoriaville, Que., has designed its own letterhead, which it uses for all correspondence and for bulletins and announcements addressed to employees. The design is based on the *Teamwork in Industry* masthead which appears at the top of this page. The committee is that at Victoriaville Furniture Limited, where the participating union is the National Syndicate of Furniture Workers (CCCL).

The LMPC at Burns & Co. Limited, Regina meat packers, tastes all new products before the company puts them on the market. When LMPC representatives report to their fellow-workers on the sample cooked at committee meetings, employee interest in the new product is greatly increased.

Newest LMPC Film Is Now Available For Screenings

Field representatives of the Labour-Management Co-operation Service now have available for screenings the Service's latest film, an animated cartoon in colour titled "Teamwork—Past and Present". Produced for the Department by the National Film Board, the film traces the growth of co-operation from the beginning of history, pointing out its benefits and the part it has played in the spread of civilization. It then sketches the history of labour-management co-operation in Canada. Finally, listing the endorsers of, and some of the representative participants in, the LMPC plan, it shows that an LMPC is a benefit to management, labour and the nation.

The film, which was given a "premiere" in Ottawa, is available in both English and French.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

One minor strike following Conciliation Board procedure marked an otherwise quiet month in the federal field of industrial relations.

Introduction

The month of July was comparatively uneventful in the field administered by the Industrial Relations Branch of the Department of Labour. As reported in detail below, a conciliation officer effected the settlement of one industrial dispute and a conciliation officer was assigned to deal with another dispute during the month. The report of one Conciliation Board was received and released to the parties for consideration. In another case, a settlement was effected by the parties to a dispute after the establishment of a Conciliation Board but before the Board was fully constituted.

On July 27 a strike of some sixty bus drivers of Hull City Transport, Limited, was called by the Hull City Transport Employees' Syndicate. This followed the

receipt on July 19 of the report of a Board of Conciliation and Investigation which dealt with the dispute. The strike was terminated on August 2 after a mutually satisfactory compromise had been reached by the parties.

Twenty-two applications for certification of bargaining agents were received in July, as reported below. The Canada Labour Relations Board did not meet during the month.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make

mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing

the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver,

Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet in the month of July. During the month, the following applications for certification were received:—

1. Marine Checkers and Weighers Association (Local No. 506, International Longshoremen's and Warehousemen's Union), on behalf of 19 units of employees employed in the loading and unloading of cargoes in and around British Columbia ports by the following companies: Seaboard Shipping Company Limited; Pacific Marine Freighters Limited; North Pacific Shipping Company Limited; Kingsley Navigation Company Limited; Johnson, Walton Steamships Limited; Griffiths Steamship Company, Limited (this application was withdrawn later in the month); B. W. Greer & Son (1947) Limited; C. Gardner Johnson Limited; Furness, Withy & Company Limited; Empire Shipping Company Limited; Dodwell & Company Limited; Dingwall Cotts & Company Limited; Canadian Transport Company Limited; Canadian Blue Star

Line (1940) Limited; Canada Shipping Company Limited; B.C. Ship Chartering Company Limited; Balfour, Guthrie (Canada) Limited; Anglo Canadian Shipping Company Limited, and American Mail Line Limited (Investigating Officer: G. R. Currie).

2. The National Seamen's Association of Canada, on behalf of unlicensed employees of the Consolidated Oka Sand and Gravel Company, Limited, Montreal (Investigating Officer: R. Trépanier).

3. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of the Northern Alberta Railways employed in the Company's freight shed and freight office at Dawson Creek, B.C. (Investigating Officer: C. E. Poirier).

4. The Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by the Canadian National Railways in its Newfoundland Steamship Service (Investigating Officer: C. E. Poirier).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On July 26, the Minister appointed a Conciliation Officer to deal with matters in dispute between Keystone Transports Limited and the Canadian Merchant Service Guild, Inc., concerning the conclusion of a collective agreement covering deck officers employed by the Company (Conciliation Officer: L. Pepin).

Settlement Effected by Conciliation Officer

On July 6, the Minister received a report from W. L. Taylor, Conciliation Officer, indicating the settlement of

matters in dispute between Pan American World Airways and the Association of Aviation Employees, Federal Labour Union No. 24609 (L.G., Aug., 1951, p. 1095).

Settlement Before Board Fully Constituted

On July 27, the Minister received advice that matters in dispute between the National Harbours Board and the Canadian Brotherhood of Railway Employees and Other Transport Workers, representing employees of the Board at Halifax, N.S., had been settled, following receipt by the Minister of the report of J. R.

Kinley, Conciliation Officer (L.G., Aug., 1951, p. 1095). The settlement was reached subsequent to the establishment of a Conciliation Board, but before the Board could be fully constituted.

Conciliation Board Report Received

On July 3, the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Prescott and Ogdensburg Ferry Company Limited, Prescott, Ontario, and the Canadian Navi-

gators' Federation (L.G., March, 1951, p. 347). The text of the Board's report is reproduced below.

Strike Following Board Procedure

On July 27, the Hull City Transport Employees' Syndicate called a strike of bus drivers of Hull City Transport Limited, Hull, P.Q., following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., July, 1951, p. 969). The strike was terminated on August 2, with the settlement of all matters in dispute. The text of the Board's report is reproduced below.

REPORT OF BOARD in dispute between

Prescott and Ogdensburg Ferry Company, Limited, and Canadian Navigators' Federation.

Members of the Board:

His Honour, Judge W. F. Schwenger,
Chairman.
Messrs. N. L. Mathews, K.C. and
G. M. Desaulniers.

Appearances:

For the Employer, Mr. R. F. Wilson,
K.C.
For the Federation, Captain Joseph E.
Ouellette.

To the

HON. MILTON F. GREGG, Esq., V.C., K.C.,
Minister of Labour
for the Dominion of Canada.

HON. SIR:

Your Board herein begs to report as follows:—

Meetings of the conciliation board have been duly convened at the City of Brockville, Ontario and were attended by the above named members and representatives on behalf of the employer and employees, and an opportunity for full representation has been had.

The collective bargaining agreement between the parties heretofore in effect having been terminated as of September 23, 1950, and the parties having failed to negotiate an agreement satisfactorily, your board in recommending the adoption of an agreement as hereinafter set out, would report as follows:

1. Your Board has not attempted to deal with, or determine the claim of the employer that the Canadian Navigators' Federation as bargaining agent for the employees no longer represents the majority

of the employees, and is not qualified as such to bargain on their behalf. Your Board is of the opinion that this is a matter not within its jurisdiction or purpose, and this report is made without prejudice to the determination of any such issue and on the assumption that the said Canadian Navigators' Federation will continue as bargaining agent.

2. Your Board is of the opinion that any claim now advanced on behalf of the employees for retroactive increased wages to a date prior to the agreement hereinbefore in effect between the parties and dated 23rd September, 1949 and covering the period from June 1, 1949 to September 23, 1949 is not a matter coming within the

jurisdiction or purposes of this board, but is a matter that is concluded by said agreement.

3. Your Board has given full consideration to the fact that the employer on the 15th April, 1951, has, on its own initiative granted and continued to pay increased salaries to all employees at an increased rate of \$20 per month in excess of rates established by said agreement of September 23, 1949.

4. Your Board recommends that an agreement be entered into between the parties, incorporating therein clauses substantially in the following form:

This Agreement made this _____ day of _____
A.D. 1951,

Between:

The Prescott & Ogdensburg Ferry Company Limited, hereinafter called "The Company",

_____ of the First Part,

and

The Canadian Navigators' Federation, hereinafter called "The Federation",

_____ of the Second Part.

Whereas the Company owns and operates ferries on the River St. Lawrence between Prescott, Ontario and Ogdensburg, New York;

And whereas the Federation is the certified bargaining agent for and on behalf of the certificated personnel serving on the ships as set out in the certificate issued by the Canada Labour Relations Board, bearing date the 22nd September, 1948;

Now this Agreement Witnesseth:

Article One: *Purpose*.—The general purpose of this agreement is to establish mutually satisfactory relations between the Company and its employees and provide machinery for prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours of work and wages for all employees who are subject to this agreement. Any employee may present his personal grievance to his employer at any time.

Article Two: *Recognition*.—The Company recognizes the Federation as the sole and exclusive bargaining agent for mates, mate pursers, engineers and pursers, save and except masters and chief engineers being the bargaining unit described in the said certificate of the Canada Labour Relations Board dated the 22nd September, 1948.

Article Three: *Relationship*.—(a) The Company agrees that there will be no discrimination, interference, restriction or

coercion exercised or practiced by the Company or any of its representatives with respect to any employee because of his membership in or in connection with the Federation and membership in the Federation by employees who are eligible to join will not be discouraged.

(b) The Federation agrees that there will be no intimidation, interference, restraint or coercion exercised or practiced upon the employees of the Company by any of its members or representatives or that there will be no solicitation for membership, collection of dues or other Federation activities on the ships and premises of the Company during an employee's working hours.

Article Four: *Check-off*.—The Company agrees to deduct Federation dues from the pay of employees who so authorize and to remit same to the Federation, such authorizations to be irrevocable during the term of this agreement, except during the last month of the term of this agreement, and then only by a written revocation delivered to the employer.

Article Five: *Grievances and Arbitration Procedure*.—All grievances shall be presented and adjusted in the following manner:

Step 1: The aggrieved employee shall present his grievance to his captain in writing; unless a settlement satisfactory to the employee concerned is reached within 48 hours, the next step in the grievance procedure may be taken. The decision of the captain shall be given in writing.

Step 2: The aggrieved employee shall submit his grievance in writing, to the General Manager of the Company. He may have the assistance of the national representative of the Federation if he so desires. The General Manager, the aggrieved employee, and if his presence is requested, the national representative of the Federation, shall meet as promptly as possible and endeavour to reach a settlement of the grievance. If a settlement of the grievance to the satisfaction of the employee is not reached within seven (7) days and if the grievance is one which concerns the interpretation or alleged violation of the agreement, the matter may be referred to a Board of Arbitration as hereinafter provided.

Arbitration.—In the case of a dispute arising on a question of interpretation or violation of this agreement, such dispute shall be submitted to the decision of three arbitrators, one appointed by the company, one appointed by the Federation, and the third member to be appointed by the two

so chosen, and failing agreement as to the third arbitrator, the Minister of Labour for the Dominion of Canada shall be asked to name an impartial chairman. The decision of this Arbitration Board shall be final and binding upon both parties to this agreement.

No person shall be appointed as an arbitrator who has been involved at any time in attempting to negotiate or settle this dispute.

Each of the parties hereto shall bear the expenses of the arbitrator appointed by it, and the parties shall jointly bear the expenses of the Chairman of the Arbitration Board, if any.

The Arbitration Board shall not be authorized to make any decision inconsistent with the provisions of this agreement, nor to alter, modify or amend any part of this agreement.

Article Six: *Wages*.—From the date of this agreement, the following scale of wages shall be effective:

	Per Month
Engineers	\$270.00
Mate pursers	235.00
Mates	220.00
Permit Engineers	220.00
Pursers	195.00

Article Seven: *Hours of Work and Overtime*.—The hours of work at present in effect shall be taken as standard hours of work.

Any time worked beyond nine hours per day shall be considered as overtime, and paid for at an hourly rate of time and one-half, which hourly rate shall be calculated on the basis of the monthly salaries paid, provided that it is understood that the overtime to be paid will apply only after nine and one-half hours of work so as to avoid part of an hour. All overtime to be accumulated and settled on a monthly basis and if an employee is absent without just cause during the month, such absence shall be offset against the overtime benefit.

There shall be no cut in pay for Sundays during the winter months, when the boats start the first trip at eight in the morning instead of at 5:45 a.m., nor shall the short hours on Sundays in the wintertime be set off against overtime as heretofore or in any other manner.

Article Eight: *Statutory Holidays*.—New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, being seven in number shall be considered as holidays, which, when added to 52 Sundays in the year, making a total of 59 days per annum

and every employee shall be entitled in each twelve months of his service, to a total of fifty-nine days off to compensate for Sundays and the seven statutory holidays referred to; such days off to be designated by the Company. For any days less than fifty-nine which the Company fails to designate the employee shall receive a bonus calculated to pay overtime at time and a half for such day's work. Should an employee not work a full year, then such days shall be calculated on the basis of such actual Sundays and statutory holidays as occur during the period of his employment.

Article Nine: *Safety Rest*.—The Company agrees that as a safety measure to protect the employees and the public a safety rest period of eight hours be given each employee between shifts, except in the case of emergency or other unavoidable cause. Provided, further, that in case of the absence of any employee by reason of illness or other cause, on that shift, any employee covered by this agreement may, at his option, if so requested, work extra time, at regular rates.

Article Ten: *Strikes and Lockouts*.—The Company agrees that it will not cause or direct a lockout and the Federation agrees that there will be no strikes or slow downs that will interfere with the operation of the Company ships while this agreement is in effect.

Article Eleven: *Reservation of Management Rights*.—The management and direction of the working force shall remain with the Company including such rights as per example: hiring, transferring, promotion and discharge for just cause, to make reasonable rules and regulations in relation to procedure and conduct, to be the judge of qualification of workers, to decide on the number of employees needed at any time, subject to all the other clauses of this agreement.

Article Twelve: *Seniority and Promotions*.—In case of promotion, demotion, lay-offs, up-gradings or transfers of employees, the skill, ability, merit, efficiency and physical fitness of the employees to perform the work shall be the governing factors, and where other things are equal, seniority shall be given due consideration. The Company shall keep a seniority list up-to-date and supply a copy of it to the Federation.

Article Thirteen: *Holidays with Pay*.—All employees of less than six months' service shall receive vacation allowance in accordance with the Hours of Work and

Vacations With Pay Act of the Province of Ontario, and regulations made thereunder.

The employees covered by this agreement who have served continuously aboard the ships of the Company for a period of six months shall be entitled to one week's holiday with pay.

The employees who have served continuously for a period of twelve months shall be entitled to fourteen days' holiday with pay.

The vacation period shall be at such times as may be determined by management, provided that no employee shall be entitled to more than fourteen days' holiday with pay in any calendar year.

Article Fourteen: *Allowance for Uniforms.*—It is further agreed by the Company that all officers covered by this agreement who are presently supplied with uniforms or who may hereafter be required to wear uniforms, shall continue to be supplied with uniforms, free of charge.

Article Fifteen: *Duration*—Unless changed by mutual consent, the terms of this agreement shall be binding upon the parties hereto for a period of one year from the date hereof, and thereafter from year to year, unless either party gives to the other party written notice of cancellation within a period of not less than thirty days, and not more than sixty days prior to such expiration date, and thereupon the provisions of the Industrial Relations and Disputes Investigation Act shall apply.

In Witness Whereof the said Parties have hereunto set their signatures under the hands of their proper officers, the day and year first above set out.

Signed, Sealed and Delivered:

.....
For the Company.

.....
For the Federation.

Your Board is pleased to be able to concur unanimately in this report. It is to be noted that this is the second Board constituted as herein, that has sat in conciliation between the parties herein, and that the appearances on both occasions have been by the same representatives on behalf of the employer and employees, and your Board would conclude this report by stating that it is grateful for the courtesies and co-operation of all parties, which has enabled the Board more easily to understand the difficulties to be met and in arriving at the recommendations hereinbefore contained in the conciliation thereof.

All of which is respectfully reported and recommended this day of June, A.D. 1951.

(Sgd.) W. F. SCHWENGER,
Chairman.

I concur this 25th day of June, 1951.
(Sgd.) NORMAN L. MATHEWS,
Member.

I concur this 29th day of June, 1951.
(Sgd.) GUY M. DESAULNIERS,
Member.

REPORT OF BOARD in dispute between Hull City Transport Limited, and Hull City Transport Employees' Syndicate.

(TRANSLATION)

REPORT

of the Board of Conciliation,
consisting of:

Mr. ROMULUS BEAUPARLANT (Barrister),
Protonotary, in the City of Hull—
Chairman,

Mr. AVILA LABELLE (Barrister), K.C.,
Employer's Nominee,

Mr. PIERRE VADBONCOEUR (Barrister), Union
Nominee.

Mr. FRANÇOIS CHEVALIER (Barrister), acting
as attorney for the employer's party,

Mr. ALBERT CÔTÉ (Barrister), acting as
attorney for the union party.

On July 19, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between Hull City Transport Limited and the Hull City Transport Employees' Syndicate (L.G., July 1951, p. 969).

The Board was composed of Romulus Beuparlant, Hull, P.Q., Chairman, appointed by the Minister on the joint recommendation of the other two members, Avila Labelle, K.C., also of Hull, and Pierre Vadboncoeur, Montreal, who were appointed on the nominations of the company and union respectively.

The text of the Board's report is reproduced herewith.

The Board sat at the Hull Court House, Hull District, Quebec, on the 1st of June, 1951, and again on the 26th, 27th and 28th of June, 1951, and on the 6th, 7th, 9th and 10th of July to hear the evidence. The Board met again on the 11th, 12th, 13th and 14th of July, 1951, for consultation and to draw up its report.

A copy of the collective agreement, recommended by this Board, is attached to the Report.

Following are the majority decisions or the decisions of the Chairman concerning the disputed clauses of the draft agreement submitted to the Board, as well as a brief report on the supporting reasons.

Clause 1 (c):

The Board unanimously struck out Clause 1 (c) of the draft agreement submitted by the Union, considering it useless, indefinite and liable to cause disputes.

Clause 3:

The Chairman and the employer's nominee reject the fully closed shop clause requested by the Union. They recommend that the clause read as follows:—

Any employee who is a member of the Union on July 10, 1951, or who becomes a member after that date, must, as a condition of the maintenance of his employment, continue to be a member for the duration of the agreement,

considering that it gives sufficient protection to the Union under the circumstances.

The Union nominee dissents.

Clause 4:

The check-off clause suggested by the Union was unanimously adopted by the Board, which saw no disadvantage in it for any of the parties and considers it fair and useful.

Clause 6:

The decision concerning this clause is also unanimous.

Paragraph (a), as submitted by the Union, is accepted.

Paragraphs (b) and (c) are replaced by the following paragraphs:

(b) Each employee shall be entitled to one complete week's vacation with pay after one year of service. After the second year of service he shall be entitled to two additional days' vacation with pay. And so on for the following years, up to two weeks' vacation with pay per year. These vacations are compulsory and must be taken in the year.

(c) The wage rate paid during any employee's vacation shall be based on that employee's regular wage rate.

Clause 7:

As amended, is unanimously accepted by the parties.

Clause 9:

The Board unanimously rejects the last sentence of this clause, which reads: "These holidays shall be compulsory".

Clause 20:

The Chairman recommends the following increases for Drivers:—

(a) First six months, 10 cents an hour, that is 70 cents an hour.

(b) Second six months, 10 cents an hour, that is 75 cents an hour.

(c) One to two years, 15 cents an hour, that is 88 cents an hour.

(d) After two years, 15 cents an hour, that is 92 cents an hour.

The employer's and the Union nominees dissent.

The employer's party pleaded inability to pay, but the Chairman did not consider this evidence sufficiently conclusive. Moreover, he felt that the drivers were getting a lower wage than they should. He considered the increase in the cost of living and the requirements of reasonable remuneration having regard to the responsibilities of the work.

We note a rather unusual incident: the Union party, through its attorney, Mr. Albert Côté, presented a motion to have the original wage request made by the Union replaced by a request for a general wage increase of 35 cents an hour instead of 20 per cent.

Clause 22:

As amended, is unanimously accepted by the parties.

Clause 25:

The Chairman and the Union nominee are of the opinion that the clause suggested by the Union with regard to overtime is justified.

The employer's nominee dissents.

Clause 27:

Considering that the causes for dismissal mentioned in this clause could, at least in some cases, give rise to suspension rather than dismissal, according to the degree of seriousness of the case, the Board unanimously decided to accept this clause as suggested by the Union.

The Board also decided that the sentence "These clauses are not limiting" should be inserted in this clause before the last sentence.

Clause 29:

The Board unanimously decided to approve the request made by the Union for a wage increase for apprentices and journeymen.

The Board was, however, divided with regard to the wages to be paid to mechanics and body and fender repairmen. The Chairman then decided to recommend the following scale:—

	An Hour
Supervising mechanics	\$1.10
1st class mechanics.....	0.96
2nd class mechanics.....	0.86
Body and fender repairmen....	0.96

This represents a general increase of 10 cents an hour.

The employer's and the Union nominees dissent.

Clause 35:

Retroactivity. The Chairman and the Union nominee agree in thinking that the agreement to be concluded between the two parties should be retroactive to the 1st of April, 1951, except for the payment of overtime, retroactive to the 1st of June, 1951.

The employer's nominee dissents.

In Testimony Whereof the members of this Board have signed at Hull, Hull District, Quebec, on the 14th day of July, 1951, subject to all reserves mentioned in the minority reports of the employer's and Union nominees.

- (Sgd.) ROMULUS BEAUPARLANT,
Chairman.
- (Sgd.) AVILA LABELLE,
Employer's Nominee.
- (Sgd.) PIERRE VADBONCOEUR,
Union Nominee.

(TRANSLATION)

Collective Labour Agreement
between

The Hull City Transport Ltd., hereinafter
called "The Company"

and

The Hull City Transport Employees'
Syndicate, hereinafter called "The
Syndicate".

The parties have agreed as follows:—

PART ONE

GENERAL CLAUSES

Sec. 1—Aims and Object:

(a) This agreement aims at employee security, at regulating the relations between the Company and the Syndicate so as to

insure respect of social justice and peace between employer and employees and to establish just and equitable conditions for both parties to the agreement.

(b) The Company agrees to treat its employees with due consideration. The Syndicate agrees to give full co-operation to the Company in encouraging its members to work loyally and honestly.

Sec. 2—Union Recognition:

The Company recognizes the Syndicate in accordance with the certificate granted it on December 16, 1949, by the Canada Labour Relations Board.

Sec. 3—Union Shop:

All employees who are members of the Syndicate on July 10, 1951, or who subsequently become members, shall remain members during the life of the agreement, as a condition of the maintenance of their employment.

Sec. 4—Check-off:

Upon written individual authorization to the Company by an employee to deduct his union dues, amounting to \$1 a month, the Company agrees to make such deductions and to send the amount each month to the office of the Syndicate, 175 Eddy St., Hull. Such an authorization shall be irrevocable during the life of the present agreement. The Syndicate shall advise the Company two months in advance of any change in dues.

Sec. 5—Employees Affected:

Employees covered by this agreement and eligible for membership in the Syndicate include all employees, namely: drivers and garage workers, with the exception of foremen, inspectors and dispatchers, office staff and other supervisory personnel.

Sec. 6—Vacations:

(a) Employees having less than twelve months' service with the Company shall have a half day's vacation with pay for each month worked.

(b) Each employee shall be entitled to one complete week's vacation with pay after one year's service. After the second year of service he shall be entitled to two additional days' vacation with pay. And so on for the following years, up to two weeks' vacation with pay per year. These vacations are compulsory and must be taken in the year.

(c) The wage rate paid during any employee's vacation shall be based on that employee's regular wage rate.

Sec. 7—Illness, Group Insurance:

The Company agrees to deduct from the wage of any employee who authorizes it

to do so, the monthly premium for any group sickness insurance plan which the employees have chosen collectively.

Sec. 8—Special Holidays:

Any employee may be absent from work, without any reduction of his pay, for a period not exceeding three (3) days, in case of the death of one of his immediate relatives (father, mother, brother, sister, wife and child). This is computed on the basis of an eight-hour day.

Sec. 9—Weekly Holiday:

Once a week there must be a holiday (one day in seven), and at least once a month this holiday must be given on Sunday.

Sec. 10—Employees' Files:

The Company agrees to show each employee his file once a month. This employee may be accompanied by the business agent of the Syndicate. The file must then be initialled by the employee.

Sec. 11—Promotion or Dismissal for Lack of Work:

In case of promotion or dismissal, when skill is equal, seniority shall prevail. When skill and seniority are equal, family obligations shall be taken into consideration. The fact that an employee refuses a promotion shall not constitute a reason for dismissal.

Sec. 12—Seniority:

(a) Four months of continuous service following employment are needed so that the seniority of an employee may be recognized, and after that period, his seniority right will be established from the date of employment.

(b) If several employees enter the service of the Company on the same day, their seniority shall be determined by drawing lots on the day they enter.

(c) Employees on authorized leave of absence shall not lose their seniority.

Sec. 13—Absence Because of Union Duties:

Leave of absence without pay will be granted to the delegates or official representatives of the Union so that they may fulfil their duties; however, they must notify the Company forty-eight (48) hours in advance of their expected absence. Such absence shall not be for more than eight (8) days at a time.

Sec. 14—Posting of Notices:

The Union shall be free to post notices of meetings in the drivers' room; no other notice may be posted without the Company's previous consent.

Sec. 15—Seniority Rank:

The employees' seniority list shall be posted twice a year, namely: on the 1st of May and on the 1st of November.

Sec. 16—Labour Relations Committee:

Within thirty days after the signing of the present agreement, a committee known as the Labour Relations Committee shall be set up to ensure the proper functioning of the present agreement, to settle disputes amicably and to discuss possible improvements. The Committee shall consist of an equal number of members: three representatives shall be appointed by the Company and three others by the Syndicate; one of the latter (a permanent member) shall be the business agent and the other two shall be elected by the Syndicate. This Committee shall sit when requested by one or other of the parties.

The names of the official representatives of the Syndicate shall be sent by letter to the Company, and the Company shall do likewise with regard to the Syndicate.

Sec. 17—Settlement of Grievances:

If any dispute should arise between an employee and the Company, there shall be no suspension of work, but the two parties to the present shall honestly endeavour to settle it immediately in accordance with the following procedure:—

1. The employee concerned shall, either alone or accompanied by a representative of the Syndicate, submit his case directly to his superintendent.

2. If a settlement is not reached within three (3) days, the employee or the representative of the employees shall submit the case in writing or orally to the manager of the Company or to any other person whom he may appoint to represent him.

3. If a settlement is not reached within three (3) days, the case shall be submitted to arbitration in conformity with the procedure set forth in Section 18 of the present agreement.

4. If, according to the final decision, the accusations were unfounded, they shall be removed from the file; if the employee has been suspended or dismissed, he shall be returned to his former position and paid for the time lost.

Sec. 18—Arbitration of Disagreements:

In case of a disagreement arising from the interpretation or from the violation of the present agreement, the employees shall keep on working and the dispute shall be decided in accordance with the following procedure:—

(a) The question shall be submitted to a Committee of three (3) persons within

seventy-two (72) hours, one of these persons representing the Company, another the Syndicate, and the third (3rd) chosen after consultation between the other two (2). The decision of the majority of this Committee shall be final and without appeal.

(b) If the persons representing the Company and the Syndicate cannot come to an understanding concerning the choice of the third (3rd) member of the Committee, the latter shall be chosen by drawing lots from a list made up of an equal number of persons, that is ten (10), chosen by the Company and the Syndicate within two (2) months of the signing of the present agreement. The persons chosen must be accepted by the two parties.

Sec. 19—Leave Without Pay:

When a driver is given leave without pay for a definite period, notice thereof shall be given on the board in the drivers' room, and in such cases the employee shall not lose his seniority.

PART TWO

CLAUSES PECULIAR TO DRIVERS

Sec. 20—Wage Scale:

	An Hour
(a) The first six months.....	\$0.70
(b) From six months to a year.	0.75
(c) One to two years.....	0.88
(d) After two years.....	0.92

Sec. 21—Supplies:

The Company agrees to supply all drivers with the following:—

Every year:

- (a) a summer cap and a winter cap;
- (b) four shirts;
- (c) two ties;
- (d) one tunic and one pair of trousers.

Under no circumstances shall the wearing of a uniform be compulsory.

Sec. 22—Booking:

There shall be two official bookings per year, that is on the 1st of May and on the 1st of November. When a driver has chosen his work, he must keep it for the current booking period.

If a regular employee chooses to become a spare man, he must stay a spare man until the next booking, and if, during that period, a regular driver leaves the Company, the first of the real spare men shall be given the opportunity of becoming a regular driver and of taking that route.

Under special circumstances the Company reserves the right to change the booking temporarily.

The booking shall be posted in the drivers' room fifteen (15) days before it comes into effect. The Labour Relations Committee shall have the right to make any suggestion on this subject within the said fifteen (15) days. However, the final decision concerning any question with regard to booking remains at the discretion of the superintendent.

Sec. 23—Routes:

Routes shall be chosen by order of seniority, openly, by group, and shall be posted one week before the booking.

Sec. 24—Inspection:

The money shall be checked in the Company's office or in a private automobile.

Sec. 25—Hours of Work:

The regular working week shall be fifty-four (54) hours, that is nine (9) hours a day for six (6) days. Time and a half for overtime.

Sec. 26—Company Rules:

Employees shall be governed by the rules contained in the Company Rule Book or in the book of Bulletins which must be signed by all employees within forty-eight (48) hours following their publication. The said rules shall be in force unless they are opposed to the laws of the country, or to the spirit and the letter of the present agreement.

Sec. 27—Causes for Suspension or Dismissal:

Being under the influence of liquor during working hours. Theft, destruction through negligence of Company property, drinking in the bus, accidents due to carelessness. Discourtesy to passengers, drinking while in uniform, in public places, taking passengers for less than the regular price, absence from work without leave or notice, or not having the total amount of money advanced by the Company. These reasons are not limiting. Any dismissal or suspension shall be subject to the procedure for the Settlement of Grievances set forth in Sections 17 and 18.

Sec. 28—Accidents:

(Cancelled.)

CLAUSES PECULIAR TO GARAGE WORKERS

Sec. 29—Wages:

<i>Mechanics</i>	An Hour
Supervising mechanics	\$1.10
1st class mechanics.....	0.96
2nd class mechanics.....	0.86
Body and fender repairmen..	0.96

Apprentices

1st year	0.60
2nd year	0.66
3rd year	0.72
Labourers	0.72

Sec. 30—Supplies:

The Company agrees to supply all garage workers with two pairs of overalls per year, cleaning to be paid for by the Company.

Sec. 31—Promotion:

If a position becomes permanently vacant, it shall be posted so that employees may know about it and apply for it if they are interested. However, the provisions of the "Seniority" clause of the present agreement must be observed.

Sec. 32—Accidents:

If an employee has an accident at work and has to stop working before the day is over, he shall be paid for that day as though he had worked all day.

Sec. 33—Hours of Work:

The regular working week is 48 hours, consisting of eight (8) hours per day, per shift, namely—

- (a) 8.00 a.m. to 5.00 p.m.
- (b) 4.00 p.m. to 12.00 a.m. (midnight)
- (c) 12.00 a.m. (midnight) to 8.00 a.m.

However, by mutual agreement between the superintendent and the employees, these hours of work may be changed.

Sec. 34—Rest Period:

At the discretion of the superintendent as to the time, employees may take a rest period of fifteen (15) minutes every morning and fifteen (15) minutes every afternoon.

PART FOUR

Sec. 35—Duration of the Agreement:

The present agreement shall be in effect from the 1st of April, 1951, until the 1st of April, 1952, except for the payment of overtime, which shall be retroactive to the 1st of June, 1951.

Thereafter, it shall be renewed automatically for one year unless one of the parties advises the other in writing of its intention of modifying or repealing it not more than sixty (60) days nor less than thirty (30) days before the expiration of the present agreement.

Made and signed in copies, at Hull, this day of....., nineteen hundred and fifty-one (1951).

Witnesses:

.....
.....
The Hull City Transport Ltd.

Witnesses:

.....
.....
The Hull City Transport Employees' Syndicate.

Witnesses:

.....
.....
Bus Owners' Association of the Province of Quebec.

(TRANSLATION)

Minority Report

As a member of this Board, I respectfully submit the following report:

After hearing the various witnesses produced both by the Syndicate and by the Company, allow me to report to you on the dissidence concerning Sections 20, 25, 29 and 35 of the agreement, which relate to the wages of drivers and garage employees as well as to the payment of overtime and the retroactivity of the agreement.

The Syndicate, which had first requested a general increase in wages of 20 per cent for drivers and garage employees, then asked, in an amendment, for a general increase of \$0.35 an hour.

The Company, on the other hand, at the time of the conciliation, offered an increase of \$208 a year, averaging \$0.074 an hour for drivers and mechanics, leaving to the Syndicate the privilege of distributing this increase as it wished among the different classes of employees.

The union party insisted on the need for employees to earn a vital wage, but it proceeded by comparisons, producing different collective agreements concerning the lumber, paper and construction industries, municipal employees and public and private transportation companies.

The employer's party, on the other hand, pleaded inability to pay a wage higher than it was offering; in support of this claim, it stated that the Company had been in existence scarcely 4 years, that it had serious competition from the Ottawa Transportation Commission and the Gatineau Bus, that its past operations had caused it a heavy deficit and that even with an increase in rates it could not, because of the limited number of its clients and the restrictions imposed upon it by the Quebec Transportation Board, foresee a sufficient increase in revenue to enable it to agree to the request of the Syndicate. It is true that the cost of living has increased considerably and that a revision of wages for both drivers and garage employees is imperative. I take the liberty of submitting a general increase of \$250 per year, giving an average of \$0.086 an hour per employee, and leaving the Syndicate free to distribute the total amount among the 112 employees who are union members in accordance with whatever classes it may think fit to set up. Of course the Company will also have to increase the wages of its 18 other employees who are not members of the Syndicate by the same amount, which will mean an annual increase of \$32,500 in its expenses for wages, plus vacations and overtime. In my opinion, this is the most the Company can pay.

According to the scale suggested by the Chairman of the Board, and taking into account the fact that there are at present 15 drivers who have been employed for less than six months, 17 from six months to a year, 7 from one to two years, 36 for more than two years, 37 garage employees and 18 other employees who are not subject to the agreement, the total increase in wages to be paid by the Company would be \$43,770.40. Finally, if all the employees were given an increase of \$0.35 an hour as requested by the Syndicate, the annual increase in wages would be \$58,793.20.

"Enlightened labour should not proceed to exact what it can in the way of wage increases without regard to the condition of the business which employs it. Under certain conditions a union may be well advised to accept a lesser wage, with continuity of employment, rather than to insist on a higher wage, which may threaten that continuity" (L.G., Volume 50, No. 6, p. 832).

In my opinion, the comparisons made by the Syndicate in so far as the paper,

lumber or construction industries are concerned, or the situation of municipal employees, do not apply to a business like that of the Hull City Transport.

The first category can, in order to make up for wage increases, raise the price of its products or the cost of construction or claim a special rate from the people; as a matter of fact, this has actually taken place. As for transportation companies such as the Toronto and the Ottawa Transportation Commissions, they have enormous deficits to meet each year, which the people must then make up by means of an increase in taxes.

In the case of the Gatineau Bus, this company has been established for a number of years now and carries on interurban transport, while the great number of miles covered brings in a much higher revenue than that of the City Transport.

In the case of the Hull City Transport, there is no question of expansion, and its source of revenue is limited to the number of people it serves, which is more or less constant and not likely to increase very much.

Moreover, the fact that the Ottawa street-cars go right into the heart of the City of Hull to pick up passengers whom they take anywhere in Ottawa, either directly or with a transfer, places the Hull City Transport Company in a situation much inferior to that of a similar company in a city of the same size. Because of its geographical situation, the Hull City Transport, in order to be able to meet the competition to a certain extent, has to have rates lower than those of the Ottawa Transportation Commission. Now it was not until December 1950 that this latter organization increased its rates from \$0.06 $\frac{1}{4}$ to \$0.08 $\frac{3}{4}$. In view of the present situation, the Hull City Transport has applied to the Transportation Board to increase its rates from \$0.05 to \$0.06 $\frac{1}{4}$ in order to still keep them lower than the Ottawa rates and thus prevent too great a reduction in the number of its passengers.

It was admitted in evidence that since its foundation the Company has not paid any dividends to its shareholders, has not set up any reserve fund to provide for the payment of the capital borrowed or for depreciation, obsolescence, etc. In addition, it paid last year to its employees, without any contribution from them, the amount of \$14,500 to its drivers or their

families for medical aid and other services of a social nature. In this respect, in view of Clause 7 of the collective agreement relating to sickness insurance, I would recommend that the Company stop incurring these expenses, since it does not possess the necessary means.

It was also admitted in evidence that, if the cost of living has increased for drivers and garage employees, the cost of maintenance and upkeep of the buses has also increased greatly since 1947.

As for overtime, because of the financial position of the Company and its inability to pay more, I respectfully submit that after 60 hours' work in the same week the employees should receive time and a half.

In view of the offers made by the Company and the Syndicate's refusal to accept them, in view of the Company's inability to pay from funds which it does not possess, and also in view of the fact that the Syndicate based its evidence in part on future revenue which will be obtained through an increase in rates, I respectfully submit that the present agreement should come into force and effect on the 1st of June, 1951.

Hull, July 17, 1951.

Respectfully yours,

(Sgd.) AVILA LABELLE,
Employer's Nominee.

(TRANSLATION)

Dispute Between:

The Hull City Transport Limited
and the
Hull City Transport Employees' Syndicate.

Report of the Union Nominee:

To the HON. MINISTER OF LABOUR,
Department of Labour,
Ottawa.

MR. MINISTER—

I wish to submit the following considerations with regard to the arbitration which took place at Hull between the Hull City Transport Limited and the Hull City Transport Employees' Syndicate.

Clause 3—*Union security:*

My colleagues felt that they should reject the fully closed shop requested by the Syndicate and maintain the 1950 clause.

Now the necessity for full union security is particularly evident in the case of the

Hull City Transport. As a matter of fact, it was proved that in 1950 only 43 of the 70 drivers had worked a complete year. There is a very considerable, even an excessive turnover in this company. There is no need to insist on the effects of such a phenomenon on a union. It should also be noted that the pronounced paternalistic tendencies of the company give rise to very serious possibilities of instability for the Syndicate, and this aspect of the problem is not unimportant.

Union security was more essential in this company than in the great majority of concerns, in my opinion. This being so, the statistics furnished as evidence, showing the very high number of concerns which have full security as their form of union security (closed shop and fully closed shop), were most eloquent. The Syndicate's demand should have been granted in this matter.

Clause 20—*Drivers' Wages:*

The company pleaded inability to pay but did not prove this inability. The Chairman stressed the fact, in the report of the Board, that the evidence provided in this respect was insufficient. He did not specify that the insufficiency in question was principally due to one fact: failure to produce a balance-sheet, but it is evident that this omission was the direct and essential cause of the insufficiency of this evidence.

Now, failing to produce such a balance-sheet in court, the company could have done so in chambers, before the three members of the Board, which would have done away with the danger or the disadvantage of having its figures made known to the general public. It did not do this, although it was very well acquainted with this procedure since it used the same procedure in connection with certain bits of evidence filed before the Board in chambers.

The proof of inability to pay is, after all, too serious, and offers too great a weapon to the employer's party against the workers for it to be accepted without any authentic document to support it. Such would appear, moreover, to be the definite tendencies of jurisprudence.

Then again, admitting before courts of arbitration and boards of conciliation evidence which is only half done and opens

the door to all sorts of conjecture, leads these courts and boards to fall into the habit of pronouncing judgment on very indefinite items, which, in practice, produces the following effect: they grant a little to one party and a little to the other in accordance with some kind of inadmissible distributive process.

As far as the present case is concerned, comparisons showed that the drivers' wages were much lower than those paid in the district (even to labourers) or those paid in other cities of the same size as Hull for the same type of work. There was therefore a twofold balance to be restored: one resulting from the lower rate of wages the employees of this company are receiving, and the other from the enormous increase in the cost of living. Even if the doctrine of the vital wage is not taken into account, the increases suggested by the Chairman do not restore the balance, not by any means, especially when one considers the great number of hours these employees have to work regularly.

A fact which seemed important to me, and in glaring contradiction with the claim of inability to pay, the company could, in all probability, have increased its fares in 1949. In particular, it would certainly have had every advantage, and it could have increased them in January 1951, right after the Ottawa Electric increase. It did not do so. I assert that the employees should not in any way have to suffer from the consequences of such a conception of the administration.

For these reasons I therefore suggest, even making a big concession, increases of 17 to 20 cents according to the drivers' seniority and in accordance with a scale including the categories mentioned in the 1950 agreement.

I shall add one remark. If the low wages paid by this company are the result of relative financial weakness, perhaps a study of the question should be undertaken right away with a view to preparing the way for the possible municipalization of this public service which is essential to the people, in order that the employees of the said service may be assured in future of a vital family wage, for in no case should employees have to assume the cost of carrying on a public service . . .

Section 29—*Wages of mechanics and body and fender repairmen:*

The same observations as above are indicated in the present case.

The report of the Board recommends a lower wage increase than that recommended for drivers. This, it would seem, depreciates the mechanic's function, in the process of increasing wages, with respect to the function of the driver; in other words, it reduces the margin of wages between these two classes of employees.

Now not only should the increase requested be equal, but it should be slightly higher, if the proportion is to be maintained.

It should also be noted that the wages of City Transport mechanics are lower than any with respect to those paid in the district and in other cities comparable to Hull.

For these reasons, and others mentioned above, I recommend increases of 18 to 20 cents for the three classes of mechanics and 20 cents for body and fender repairmen.

Section 35—*Retroactivity:*

I have made a compromise by accepting incomplete retroactivity (see report of the Board) with regard to regular wages. In spite of this compromise, which seemed right to me at a certain point in the sittings, I wish to state that, in principle, a new collective agreement should come into effect when the preceding one expires, save for exceptional cases, when it would be up to the court to decide just how serious the circumstances were. This rule should be firmly established, and nothing should be done to the contrary without an excellent reason. A fairly large amount to be paid retroactively always impresses a court, which is inclined to compromise (especially when medium-sized businesses are concerned), thus obeying a spirit of compromise the very clear effect of which is in general to delay the evolution of social right and of economic structures.

It is, moreover, logical that the solution of a dispute should be retroactive to the date of expiration of the old agreement, since the latter has been denounced.

These principles would apply very well in the case of the City Transport, since the wages were so low that they were in reality very far behind the normal rate. It would therefore not have been superfluous to have corrected this situation as fully as possible, but this was not done.

Made at Montreal on July 18, 1951.

(Sgd.) PIERRE VADBONCOEUR,
Union Nominee.

REPORT OF BOARD in dispute between

**Canadian Marconi Company,
and**

**Commercial Telegraphers' Union, Canadian Marconi System,
Division Number 59.**

Your Conciliation Board herein met at Montreal on Tuesday, the 29th day of May, 1951, with all members of the board present.

Present on behalf of the Union were the following: Messrs. J. N. A. Blouin (General Chairman), William MacKay (Eastern District Chairman), H. Johnson (Great Lakes Chairman) and Archie Murchie (International Representative).

Present on behalf of the Company were the following: Messrs. Arthur Wilkins (Manager Marine Division), R. E. Foreman (Supervisor Marine Services) and A. R. Finlayson (Manager Personnel Relations).

The following matters are in dispute in this conciliation, namely:—

1. Work Week.
2. Wages.
3. Allowance for Transportation.
4. Rentals for Company-owned dwellings.

1. *Work Week:*

We recommend no change in the present hours of work.

2. *Wages:*

We recommend in favour of an increase in wages of fifteen per cent (15%) retroactive to the 1st day of April last.

We also recommend that the contract be amended by a clause to provide that for every one-half point or nearest one-half point increase in the Cost-of-Living Index, as published by the Dominion Bureau of Statistics, there shall be an adjustment to the salary scale of 70 cents per month, or in other words, \$1.40 per full point. Such adjustments shall be made every three months commencing at 1st July 1951 and the base shall be the Cost-of-Living figure as published by the Bureau of Statistics on or about 4th April 1951, which figure is understood to be 181.8. To illustrate the manner in which this adjustment is intended to operate, suppose that as of 1st July the cost-of-living index figure is 185.3, or an increase of 3.5 over the figure as of the beginning of April; then commencing with the first pay day in July, the salary scale in every class shall be increased by \$4.90 per month, being 3.5 times \$1.40. Again, suppose that as of 1st July the cost-of-living index figure is 184.6, or an increase of 2.8 over the figure at the beginning of April, then salaries for July and the three succeeding months shall be increased by \$4.20, being

On June 14, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian Marconi Company and the Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59 (L.G., July, 1951, p. 969). The Board was composed of His Honour Judge A. Cochrane, Brampton, Ont., Chairman, appointed by the Minister on the joint recommendations of the other two members, Charles N. Knowles, Montreal, and Drummond Wren, Toronto, who were appointed on the nominations of the company and union respectively. The text of the Board's report is reproduced herewith.

three points (as against the actual increase of 2.8 points) at \$1.40 per point. It is to be understood that adjustments shall be made only every three months and that such adjustments shall not be retroactive; also that rates of pay for overtime shall not be affected in any way.

3. *Allowance for Transportation:*

The Union asked for an allowance for daily transportation expenses, or provision for transportation to and from certain stations where ordinary street-car or bus service is not available. An allowance of six cents per mile was suggested by the Union and this suggested amount was acceptable to the Company, provided however that their wage offer was accepted by the Union. Although the wage offer was not accepted we recommend in favour of the Union request for an allowance of six cents per mile for transportation expenses.

4. *Rentals for Company-owned Dwellings:*

We recommend payment of rentals for company-owned houses as follows: namely \$20 per month for new houses and \$12 per month for old houses. What are "new" houses and what are "old" houses has not been defined, but it is apparent that the parties will have no difficulty in deciding this matter.

All of which is respectfully submitted.

Dated at Brampton this 6th day of June, A.D. 1951.

(Sgd.) A. COCHRANE (*Judge*),
Chairman.

(Sgd.) C. N. KNOWLES,
Employer's Nominee.

(Sgd.) DRUMMOND WREN,
Union Nominee.

Collective Agreements and Wage Schedules

Recent Collective Agreements

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

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Manufacturing

Vegetable Foods

MONTREAL, P.Q.—ST. LAWRENCE SUGAR REFINERIES, LIMITED, AND BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 333.

Agreement to be in effect from March 1, 1951, to February 29, 1952, and thereafter from year to year, subject to 60 days' notice.

Hours: the standard work day shall be 10 hours and the standard work week 50 hours. *Overtime:* time and one-half for work in excess of the established work day and the established work week and for work on Thanksgiving Day; double time for work performed on Sundays (except by shift workers who receive equivalent time off) and on 8 specified *paid holidays* (previous agreement provided for 6 paid holidays). Overtime work shall be divided as equitably as practical among employees performing a similar class of work.

Vacations with pay: every employee shall be entitled to a period, not to exceed 2 weeks' duration, of one-half day for each full calendar month of continuous service prior to July 1, 1950.

Hourly wage rates for certain classes, effective February 3, 1951: raw sugar shed and raw sugar house—loaders, winch men, cutters, dumpers, sweeper, labourers \$1.01; mingler attendants \$1.03; telfer operators \$1.03 and \$1.04; treating tank attendants, Johnson press attendants, sugar sampler \$1.04; centrifugal operators, scale man \$1.06; char house—liquor gallery attendants \$1.15, assistant \$1.09; filter head attendants, char pullers \$1.07; buggy floor attendants, kiln attendants \$1.02; dry char watchmen \$1.03; packing department—storekeeper, screen and bin attendant \$1.04; carton machine operator \$1.03; sewing machine operator \$1.02; shaker men, pilers \$1.01; packers, men \$1.01, girls 85 cents; brand boy 88 cents; machine shop (8 hours per day)—mechanists, steam-fitters, plumbers \$1.26 and \$1.33; tinsmith, pump mechanic, blacksmith \$1.33; carpenters \$1.26 and \$1.28; welders \$1.28 and \$1.33; mechanics \$1.13 to \$1.33; lathe hands \$1.26. Probationary employees shall be paid 5 cents

per hour less than regular employees. The above rates represent an increase of 8 cents per hour over the previous rates.

A night shift differential of one cent per hour shall be paid for work performed between 7 p.m. and 7 a.m.

Group Welfare Plan: it is proposed that a Group Welfare Plan to cover sickness and death benefits to supersede the existing Group Insurance Plan and Employees' Benefit Society, shall be inaugurated as soon as a plan mutually agreeable to both parties has been arrived at. The company agrees to assume the cost of the plan to the extent of an amount equivalent to 1½ cents per hour per employee.

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

Textiles and Clothing

TORONTO, ONT.—THE SPORTSWEAR MANUFACTURERS' DIVISION OF THE DRESS MANUFACTURERS' GUILD OF TORONTO, INC., AND THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION, LOCAL 199 (SPORTSWEAR).

Agreement to be in effect from January 2, 1951 to December 31, 1953, and thereafter from year to year, subject to 60 days' notice. Either party shall have the right to request a revision of the provisions respecting wages and hours at the end of each calendar year.

Union security: an employer shall employ, or retain in his employ, to perform certain specified operations only union members in good standing, directed to him by the union. If the union is unable to supply such workers, as an employer may require, within 48 hours, the employer may employ non-union members. The latter must, if skilled, become members of the union; if unskilled, they must join the union within 2 months of their employment.

Check-off: all employers will deduct from the wages of their union employees the weekly dues and assessments and remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime,* not to exceed 8 hours in any one week and 2 hours in any one day, may be worked on the first 4 days of any week after the regular hours of work. However, no overtime shall be worked in any craft or operation so long as union members engaged in such craft or operation are unemployed or so long as there are facilities or space available for additional employees and the union is able to supply such employees. The overtime rate of pay shall be time and one-half (previously straight time for the first 4 hours and time and one-half thereafter). Whenever there is not sufficient work for all employees, all available work in the shop, other than samples, shall be divided equally among all the employees properly engaged in the work. No work shall be done on 5 specified holidays, 3 of which are *paid holidays*.

Rest period: during each afternoon employees will be granted a 15-minute period of rest.

Vacation pay: employees shall be granted vacation pay in the amount of 2 per cent of their annual earnings.

Wage scale: immediately after the signing of the agreement a wage committee of 10 persons, 5 to represent the employers and 5 the union, shall be appointed to establish a wage scale which is to prevail in the industry and which shall constitute part of the agreement. Only one system of work, either piece-work or week-work, shall prevail in any one craft of any factory. An employer desiring to vary the system of work for any craft may do so only with the consent of the union, such consent not to be unreasonably withheld. No homework is to be permitted without the consent of both parties and the employers agree to join with the union in an approach to the government to secure proper legislation "which will eliminate the evil of homework in the industry."

Cost-of-living bonus: the employers agree to pay their employees who are members of the union a cost-of-living bonus in the amount of 12 per cent of their weekly earnings, the bonus to apply to all piece-workers. Either party may within 30 days prior to May 1, or November 1, in any year give to the other party 30 days' notice of a desire for a revision of the prevailing cost-of-living bonus, provided the Dominion Bureau of Statistics' cost-of-living index shows a variation of 5 points or more. No revision may be requested before November 1, 1951, except in the event of an abnormal rise in the cost-of-living index. If the parties fail to agree on any adjustment in the bonus, the matter shall be referred to an impartial chairman, agreed upon by both parties.

Sick fund: the employers agree to maintain the Sick and Health Benefit Fund on a contributory basis: the employers shall contribute one per cent and the employees a quarter of one per cent of earnings. The fund is operated by a board of trustees composed of both parties.

Provision is made for the *settling of disputes*. If the representatives of the parties cannot agree, any dispute will be referred to an impartial chairman mutually agreed upon, whose decision will be final.

Pulp, Paper and Paper Products

ONTARIO.—TWELVE PULP AND PAPER COMPANIES AND THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS AND SEVEN OTHER UNIONS AFFILIATED WITH THE AMERICAN FEDERATION OF LABOUR.

This memorandum of agreement reached May 18, 1951, renews the collective labour agreements between the above parties for one year, ending April 30, 1952.

The union officials agree to recommend to their union members "that they operate the paper mills on Sunday to the extent of producing additional paper tonnage equivalent to 12 days' normal operations."

The manufacturers agree to institute the 40-hour week with 48 hours' pay at the rates that were in effect on April 30, 1951, whenever the necessary manpower and housing accommodations are available and the required training has been completed, subject to the following conditions: a manu-

facturer has the right to institute the 40-hour week following 30 days' notice to the local union; when the 40-hour week is instituted all hourly rates shall be increased 20 per cent to provide 48 hours' pay at April 30, 1951, rates; effective May 1, 1951, and until the 40-hour week is adopted, all eligible employees shall receive an increase of 14 per cent over the previous rates, with a minimum of 16 cents per hour; no overtime will be paid during the contract year 1951-1952, except as provided in existing agreements.

Whenever conditions permit, a manufacturer has the right, upon 30 days' notice, to institute a 44-hour work week in any mill or department thereof, at which time wage rates will be increased 17½ per cent, with a minimum of 19 cents per hour, over the rates that were in effect on April 30, 1951.

Effective May 1, 1951, an additional increase of 2 cents per hour will be paid to mechanical tradesmen and helpers, steam plant engineers, firemen and jobs requiring a certificate.

One additional floating holiday will be given in the kraft mills on the same basis as agreed upon in 1949.

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 March 30, 1951, to March 29, 1952, and for a further period of one year unless 60 days' notice is given by either party.

Union security: all present union members shall, as a condition of employment, remain members for the term of the agreement. All new employees shall join the union 15 days after they are employed and remain members for the duration of the agreement.

Check-off: the company agrees to check-off union dues and initiation fees for all employees included in the bargaining unit. Such deductions shall continue during the term of the agreement as a condition of employment (modified Rand Formula).

Hours: 8¾ per day Monday through Friday, a 43¾-hour week (previously 9 per day, 45 per week). **Overtime:** time and one-half for the first 3 hours of overtime in a day and for work on Saturdays; double time for overtime in excess of 3 hours in a day and for work on Sundays and on 8 specified *paid holidays*.

Rest and wash-up periods: employees will be allowed two 10-minute rest periods per shift and also 5 minutes at the end of the shift to put away tools and wash up.

Vacations with pay: after one year's continuous service one week, after 3 years' continuous service 2 weeks and after 20 years' continuous service 3 weeks. Employees with less than one year's service will be allowed one-half day for each complete month of service and pay equal to 2 per cent of total earnings while with the company.

Hourly wage rates: the wage schedule is divided into 16 wage brackets. The starting rates in the various brackets range from 92½ cents for bracket "A" to \$1.69½ for bracket "S". These rates are increased automatically by either 5 or 5½ cents per hour (except rates for brackets "D", "E"

and "F" where the increases vary from 0 to 5½ cents per hour) after 2, 4 and 6 months. A further similar increase is provided for day work operations only, based on merit. Thus, the hourly day work maximum range is from \$1.13 in bracket "A" to \$1.90 in bracket "S". (These rates are from 13 to 15½ cents per hour higher than the previous rates.)

Night shift differential: every hourly paid employee working on the night shift shall be paid a premium of 8 per cent of the employee's basic rate.

Provision is made for the settling of disputes and seniority rights.

PETERBOROUGH, ONT.—OUTBOARD, MARINE AND MANUFACTURING COMPANY OF CANADA LIMITED AND THE OUTBOARD MARINE WORKERS' UNION, LOCAL 230 (CCL).

Agreement to be in effect from April 15, 1951, to September 30, 1952, and thereafter from year to year subject to 60 days' notice, except that between September 1, 1951, and September 15, 1952, either party may re-open the question of hourly wage rates on 10 days' notice.

Check-off: the company is to deduct on behalf of the union, the regular monthly dues from the pay of all employees eligible for union membership (modified Rand Formula).

Hours: for day and night shifts—43 per week, 5 days or nights a week; for continuous shifts (except for firemen)—8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of the standard hours per day or night and for all work on shifts starting on Saturdays, double time for work on shifts starting on Sundays and double time and one-half for all work on shifts starting on 8 specified paid holidays.

Vacations with pay: one-half week after 13 weeks of service, one week after 26 weeks of service, 2 weeks after 3 years' continuous service and 3 weeks after 20 years' continuous service. For each day of unauthorized absence in excess of one day in any month, the company will deduct an amount equal to one-sixth of one week's pay from the vacation pay to which the employee is entitled.

Hourly wage rates for certain classes: toolmaker, 1st class \$1.66 and \$1.72, 2nd class \$1.58 and \$1.65, 3rd class \$1.50 and \$1.57; tool inspector, tool prover \$1.50 and \$1.72; electricians, maintenance \$1.31 and \$1.41; carpenter \$1.13 and \$1.45; automatic machine setup and operator \$1.28 and \$1.58, helper \$1.09 to \$1.26; machinists (tool room), machine tool fitter, maintenance dies \$1.24 and \$1.58; salvage mechanic \$1.18 and \$1.66; degreaser operator, do-all saw (special), helper plating and aloek \$1.09 to \$1.26; helper shipping department, janitor, labourer, machine tender \$1.09 to \$1.27; milling machine set-up and operator, packers, painter (spray), sand blast, varsol cleaners \$1.07 to \$1.16; boys under 18 years of age 88 cents to \$1.14; females 88 cents to \$1.06. The above maximum hourly rates (which are, where a range of rates is given, with a few exceptions, 2 to 8 cents per hour higher than the maximum automatic rates) are intended only for employees of the highest calibre for each job classification who are recommended by the foreman.

Off-shift differential: a shift bonus of 7 cents will be paid to employees on the second shift, which starts after 1 p.m.; those on the third shift, which starts at or after 5 p.m., receive a shift bonus of 10 cents per hour.

Provision is made for grievance procedure and seniority rights.

TORONTO, BRANTFORD AND WOODSTOCK, ONT.—MASSEY HARRIS COMPANY LIMITED AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCALS 439, 458 AND 636.

Agreement to be in effect from January 19, 1951 to January 19, 1953, and thereafter from year to year, subject to notice.

Union security: all employees who are, or who may become, members of the union must remain dues paying members during the life of the agreement. All new employees after 60 days' employment shall become and remain dues paying members of the union for the life of the agreement, as a condition of employment.

Check-off: the company will during the term of the agreement deduct initiation fees, regular union dues and any assessments authorized by the union from the pay of union members who so authorize and remit same to the union. The union agrees that "at the Company's option" union security and check-off may be suspended if at any time any clauses of the agreement are violated.

Hours: 8 per day 5 days a week, a 40-hour week. All employees working on an 8-hour day, 3 shifts per day basis shall be entitled to a paid 20-minute lunch period. Commencing March 20, 1951, pieceworkers shall also receive payment for this specified lunch period on the basis of their guaranteed make-up rate of \$1.19. **Overtime:** time and one-half for work in excess of the regular work day or the regular work week and for work on Saturdays and Sundays (except as part of the regular work week); double time and one-half for work on 8 specified paid holidays.

Rest and wash-up periods: employees shall be allowed a 10-minute rest period each half shift and 5 minutes for washing up and putting away tools at the end of each half shift; certain employees will be allowed a 10-minute wash-up period at the end of the full shift.

Vacations with pay: one week to employees with 1 year's seniority, 2 weeks to employees with 5 years' seniority and 3 weeks to employees with 15 years' seniority (previously 25 years' seniority were required for 3 weeks). Employees with 3 months but less than one year of seniority shall be entitled to *pro rata* pay on the basis of 2 per cent of their earnings up to July 1.

Hourly wage rates are increased for all pieceworkers 10 cents, all common labourers 13 cents, all skilled trades 16 cents and for all other day workers 11 cents (these figures include the 6 cent increase granted October 20, 1950). This increase brings the minimum starting rate for day workers to \$1.14, increased to \$1.16 after 30 days and to \$1.19 after 90 days and for foundry workers to \$1.19 with no automatic increases. The following are hourly wage rates for certain classes: Toronto—die sinker \$1.71 to \$1.79, die makers \$1.61 to \$1.71, grinders (precision) \$1.58 to \$1.69, jig and fixture makers

\$1.54 to \$1.63, automatic set-up and linemen \$1.52 to \$1.56; pattern makers, wood \$1.62, metal \$1.55; blacksmiths (toolroom), bricklayer \$1.53 to \$1.58; steam fitter \$1.42 to \$1.58, saw filer \$1.53, carpenter \$1.44, millwright \$1.42 to \$1.53, electricians \$1.32 to \$1.53, beltmen \$1.27 to \$1.37; crane operators, cement finishers \$1.27 to \$1.32; painter (maintenance) \$1.22 to \$1.37; clerks, oilers \$1.22 to \$1.32; tractor drivers, yak drivers \$1.22 to \$1.27; stockkeepers \$1.19 to \$1.22, labour \$1.14 to \$1.19. Brahtford—die sinker \$1.67 to \$1.74, die makers \$1.56 to \$1.71, moulders (specialists) \$1.60 to \$1.76, blacksmith (tool) \$1.52, pattern makers \$1.44 to \$1.71, grinders \$1.44 to \$1.69, jig and fixture makers \$1.45 to \$1.62; bricklayers, millwrights, \$1.32 to \$1.48, carpenters \$1.29 to \$1.48, electricians \$1.29 to \$1.58, steamfitters \$1.32 to \$1.53, painter \$1.32 to \$1.43, saw filer \$1.32 to \$1.37, oilers \$1.27 to \$1.32; truck drivers, yak drivers \$1.22 to \$1.27; stockkeeper \$1.19 to \$1.24, labour \$1.14 to \$1.19. Woodstock—carpenters, electrical maintenance, saw filer \$1.27 to \$1.32; yak driver, stockkeeper, shippers \$1.19 to \$1.22, labour \$1.14 to \$1.19. Lead hands will be paid 5 cents above the rate of the group supervised. Effective January 19, 1952, all employees shall receive an increase of 3 cents per hour as an annual improvement factor. Commencing March 20, 1951, "all men pieceworkers shall be made up to a minimum guaranteed rate of \$1.19 per hour." Female employees will be paid the same rate as male employees, provided they attain the same results.

Escalator clause: all employees covered by the agreement shall receive an increase of 3 cents per hour effective March 20, 1951, as a cost-of-living allowance, based on the increase in the cost-of-living index as published by the Dominion Bureau of Statistics in March, 1951 (175-2) over the index published in January, 1951 (171-1). Thereafter adjustments will be made quarterly, using the cost-of-living index, as published in March, 1951, of 175-2 as a base: for each 1-3 point change in the index, wages will be adjusted upward or downward one cent per hour, effective until the next adjustment date. No reduction in the allowance will be made if the index falls below 171-1 (previous agreement did not contain a cost-of-living escalator clause).

A **night shift bonus** of 5 cents per hour for the afternoon shift and 7 cents per hour for the graveyard shift will be paid, commencing March 20, 1951 (this is also a new provision).

Seniority rights: employees having more than 90 days and less than 12 months of service shall be placed on their departmental seniority list, while those having 12 months of service, or more, shall be placed on the plant-wide seniority list. Seniority shall govern with respect to lay-offs and recalls and also, all other things being equal, to promotions and demotions. Members of the Plant Committee, the Insurance Committee and union officials will be retained in the employ of the company in their own zone, notwithstanding their positions on the seniority lists, so long as there is work available which they are qualified to perform.

Group Insurance Plan: the company agrees to double the contribution it made to the Group Insurance Plan on behalf of its employees during the year 1950.

Provision is made for *grievance procedure* and the *safety and health* of employees.

LEASIDE, ONT.—CANADIAN RADIO MANUFACTURING CORPORATION LIMITED (RADIO, TELEVISION AND APPLIANCE DIVISION) AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 1590.

Agreement to be in effect from October 1, 1950, to March 31, 1952, and thereafter from year to year, subject to notice.

Union security: the company undertakes to inform all new employees that the union is the sole bargaining agent for all hourly paid employees and to recommend membership in the union to all employees who are not members. It will give preference to employees who are members in good standing with the union, for continued employment and in rehiring, provided such employees have the requisite qualifications.

Check-off: the company shall deduct monthly union dues from the wages of all employees within the bargaining unit and remit same to the union (modified Rand Formula).

Hours: 8½ per day 5 days a week, a 43½-hour week; effective January 1, 1951, 42 hours per week; effective January 1, 1952, 8 hours per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for work in excess of standard working hours on any one day and for work on Saturdays, unless on regular shift; double time for work in excess of 12 hours in any one day or until relieved and for work on Sundays and on 8 specified *paid holidays*, unless on regular shift.

Rest periods: employees will be allowed two 10-minute rest periods, one in the morning and one in the afternoon.

Vacations with pay: after one year's service one week, after 2 years' service 2 weeks and after 15 years' service 3 weeks.

Hourly wage rates, effective October 1, 1950, January 1, 1951, and January 1, 1952, respectively: starting rates—for females and boys under 18 years of age 80, 83 and 87 cents, for males 93 cents, 97 cents and \$1.02. Wage groups—group 1, 91 to 97 cents, 95 cents to \$1.01 and \$1 to \$1.06; group 2, 98 cents to \$1.04, \$1.02 to \$1.08 and \$1.07 to \$1.13; and so on to group 12, \$1.68 to \$1.74, \$1.75 to \$1.81 and \$1.83 to \$1.90. Lead hands shall be paid 5 cents and group leaders 10 cents per hour more than the maximum job rate for the group being supervised.

Cost-of-living bonus: employees will be paid a cost-of-living bonus of one cent per hour for each 2 point variation in the cost-of-living index above the index published for October, 1950. Adjustments are to be made, effective for the first full pay period following July 1 and October 1, 1951, and January 1, 1952, on the basis of the index as published in each case for the preceding month by the Dominion Bureau of Statistics.

Off-shift bonus: for any shift starting between 3 p.m. and 7 a.m. a bonus of 10 per cent of wage rate will be paid.

Severance pay: in the case of any lay-off (except when the entire plant or any portion thereof is forced to shut down because of any event beyond the control of the company) employees with 2 or more years' service will be granted one week's pay and those with 5 or more years' service 2 weeks' pay.

Union label: the company is accorded permission to display the appropriate IBEW union label on all items of service or pro-

duction, produced exclusively by members of the union under the terms of the agreement.

Seniority: in case of promotions, demotions, upgrading or transfers of employees, the skill, ability, merit, efficiency and regularity of attendance shall be the governing factors; where these things are equal, seniority (on a departmental basis) shall be the determining factor.

Provision is made for *grievance procedure* and the *health and safety* of employees.

Construction

LONDON, ONT.—ELECTRICAL CONTRACTORS AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 120.

Agreement to be in effect from June 1, 1951, to May 31, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: the employers shall employ only members in good standing of the union on all electrical work. Should the union be unable to furnish the employer with journeymen, it shall issue temporary working cards to workmen who apply and are acceptable to both parties until the union can furnish member electricians. However, where non-electricians are working alone on a job that does not exceed 5 days' working time, they will be allowed to finish it. The union will not furnish workmen to other employers, unless the latter comply with the terms and conditions of this agreement, except in the case of regular maintenance, municipal or governmental work when this is not done by the employer.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** double time for all work in excess of 8 hours, until relieved, and for work on Saturdays, Sundays and on 8 specified holidays. When work cannot be done during the day, a straight night shift of not more than 7 hours' work at 8 hours' pay may be worked. No employee shall be permitted to work on more than one shift in 24 hours unless overtime rate is paid.

Vacation with pay: all employees will receive one week each year. Vacation pay shall be provided for by the purchase of vacation stamps as provided by law.

Minimum hourly wage rate: journeymen electricians \$1.80; journeymen in charge of work shall receive additional remuneration.

Apprentices shall be indentured under the Ontario Apprenticeship Act, and their rates of pay shall be governed by this Act. Each employer may employ one apprentice and an additional apprentice to each 3 journeymen in a shop.

Out-of-town jobs: the employers shall furnish transportation, board and all other expenses when members are working away from home. Once each month employees will be allowed a trip home, at the employers' expense.

The agreement contains a *list of tools* that are to be supplied by the journeymen.

BRITISH COLUMBIA.—THE BUILDING AND CONSTRUCTION INDUSTRIES EXCHANGE OF BRITISH COLUMBIA (STRUCTURAL IRON SECTION) AND THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL AND REINFORCING IRONWORKERS, LOCAL 97 (STRUCTURAL IRONWORKERS' SECTION).

Agreement to be in effect from April 2, 1951, to March 31, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: when structural ironworkers are required, competent union journeymen shall be hired, if such are not available, the contractor may obtain ironworkers elsewhere. The latter shall join the union within 30 days or be replaced by competent union tradesmen when available.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** double time for all work in excess of 8 hours on any regular work day and for all time worked on Saturdays, Sundays and on 9 specified holidays. No work shall be performed on Labour Day, except to save life or property. When a legal holiday falls on a Sunday the following day will be observed. When 2 shifts are employed, each shift shall work 7½ hours for 8 hours' pay; when 3 shifts are employed, 7 hours shall constitute a day's work for each shift for which they shall receive 8 hours' pay.

Vacation pay will be provided as required by Provincial law.

Hourly wage rates: structural and ornamental ironworkers \$2.10, foremen \$2.35; apprentices, first 6 months \$1.38, next 18 months \$1.55. These rates represent increases of 20 cents per hour for ironworkers and foremen, and of 13 and 10 cents for apprentices, over the previous rates.

Apprentices: the period of apprenticeship shall be 2 years; all apprentices shall be employed in accordance with the provisions of the Apprenticeship Act of British Columbia.

Out-of-town jobs: all workmen dispatched out of Greater Vancouver shall receive first-class transportation, berths, meals and travelling time (8 hours in 24) while en route to, or return from place of living accommodation provided by the employer. Where transportation between such place of living accommodation and the job site is provided by the employer, travel time one way, when it exceeds 14 minutes, shall be paid by the employer at straight time rates and shall be exclusive of 8 hours on the job. In the case of a man, supplied by the union and dispatched to any job, who fails within the period of 30 days to live up to the terms of this agreement, he shall be held responsible by the union and the employer shall be reimbursed by the union for the actual expenses incurred.

Provision is made for *grievance procedure*.

VANCOUVER, B.C.—THE GENERAL CONTRACTORS' ASSOCIATION OF VANCOUVER, B.C. AND THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL AND REINFORCING IRONWORKERS, LOCAL 97 (REINFORCING IRONWORKERS' SECTION).

Agreement to be in effect from May 1, 1951, to April 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: when reinforcing ironworkers are required, competent union journeymen shall be hired. When such are not available the contractor may obtain ironworkers elsewhere; the latter shall join the union within 30 days or be replaced by competent union tradesmen when available.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 4 hours of overtime, double time thereafter and for work on Saturdays, Sundays and on 8 specified holidays. No work shall be performed on Labour Day. When additional shifts are required and

continued for 3 consecutive nights or longer, 7 hours' work at 8 hours' pay shall constitute the additional shift.

Vacation pay will be provided as required by Provincial law.

Hourly wage rates, effective April 1, 1951: fully trained reinforcing ironworkers \$1.75 (an increase of 20 cents over previous rates), foremen shall be paid not less than \$1.28 (previously \$1.29) per day over the minimum rate; apprentices, first 6 months \$1.25, second 6 months \$1.32, third 6 months \$1.38, fourth 6 months \$1.51 (increases of from 13 to 15 cents).

Transportation: on jobs in the vicinity of Vancouver, but beyond the city limits, transportation to and from the job shall be

provided either by motor vehicle or by the payment of excess car fare over ordinary city fares. Travelling time, when it exceeds 30 minutes from the city limits, shall be paid at the regular rate. Men shall report at the city limits in time to reach the job by 8 a.m. For men despatched out of Vancouver, room and board allowance shall be by mutual agreement.

Apprentices shall be selected with the assistance of the business agent of the union. After they have served a 2-year period, they shall appear before an examination board and, if found capable, shall be given a certificate as a journeyman reinforcing ironworker.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of eleven others. In addition to those summarized below they include: the amendment of the agreement* for barbers and hairdressers at St. John and Iberville published in the *Quebec Official Gazette* issue of June 23; the extension of a new agreement for retail stores at Asbestos and the amendment of the agreement for barbers and hairdressers at Quebec in the issue of June 30, and the amendment of the agreement for barbers and hairdressers at Three Rivers gazetted July 21.

Requests for the amendment of the agreements for the building trades at Sorel, for the men's and boys' hat and cap industry in the province, for the building trades at Montreal, for barbers and hairdressers at Sherbrooke and for iron oxide miners at Red Mill were gazetted June 23; requests for the amendment of the agreements for the building materials industry

in the province, for the glass processing industry and for the metal trades at Quebec, for barbers and hairdressers and for the printing trades at Chicoutimi were gazetted June 30; a request for the amendment of the agreement for the building trades at St. Jérôme was gazetted July 7. Requests for the amendment of the agreements for the building trades at Montreal, for garage employees and for the building trades at Sherbrooke, for the building trades at Quebec, and for plumbers at Hull in the issue of July 14. A request for a new agreement for checkers (ocean navigation) at Quebec and a request for the amendment of the agreement for the corrugated paper box industry in the province were gazetted July 21.

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

Manufacturing

Vegetable and Animal Food Products

FOOD PRODUCTS MANUFACTURING AND WHOLESALE FOOD TRADE, QUEBEC.

An Order in Council, dated June 20, and gazetted June 30, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 930, Aug., p. 1094, Dec., p. 1774; Dec., 1947, p. 1804; Oct., 1948, p. 1128; June, 1950, p. 872, Dec., p. 2066, and previous issues).

Industrial jurisdiction: the terms of this agreement shall not apply to the candy and chocolate manufacturing department of the establishments governed by the present agreement.

Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL.

An Order in Council, dated July 12, and gazetted July 21, amends the previous Orders in Council for this industry (L.G., April, 1950, p. 517, May, p. 694).

* 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. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Specified *paid holidays* for all employees with the exception of day or night garage men are increased from 3 to 4 by the addition of Good Friday.

Minimum hourly wage rates are increased by from 5 cents to 15 cents per hour in most cases and the new rates for certain classes are as follows: first class journeymen (day work) \$1.20 per hour; (night work) \$1.25; garage men on day work (less than 4 months' experience) 50 cents per hour, all other garage men on day work 60 cents per hour, garage men on night work receive an additional 10 cents per hour.

This amendment also provides for the distribution of hours, overtime and minimum rates of wages for servicemen (in service or gasoline stations only) employed by establishments operating one shift only, those operating 2 shifts and those operating 3 shifts per day.

Guaranteed weekly pay: journeymen tradesmen and apprentices are guaranteed a minimum of 44 hours' pay every week (previously 40). This guarantee may be reduced in proportion to the number of hours of absence. The provision which guaranteed journeymen tradesmen and apprentices 4 hours' pay at regular rates if called to work less than the regular day is deleted.

Other provisions include compensation for treatments following an accident, overtime pay for watchmen and the application of the clause governing servicemen's qualifications to include garage men.

Non-metallic Minerals and Chemicals

PAINT MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 14, and gazetted June 23, amends the previous Orders in Council for this industry (L.G., Oct., 1948, p. 1127; Jan., 1950, p. 78, Nov., p. 1903).

Specified *paid holidays* are increased from 5 to 6 by the addition of Dominion Day or, at the option of employers and employees, St. John Baptist Day.

Minimum hourly wage rates are increased by from 6 to 11 cents per hour and the minimum hourly rates for certain classifications are now as follows: paint and lacquer factory—labourers 90 cents, helpers 95 cents, filler 98 cents, mixers \$1.05, millmen \$1.06 and \$1.10, shaders \$1.08 and \$1.12; varnish factory—labourer 90 cents, helper 95 cents, filler 98 cents, thinner man \$1.06, kettleman \$1.10 and \$1.16; white lead and dry colour factory—labourer 90 cents, helper 95 cents, grinders \$1.02 and \$1.07, pressmen \$1.02 and \$1.06, strikers \$1.07 and \$1.10; receiving, packing and shipping departments—labourer 90 cents, helper 96 cents, packer 98 cents, shipping and stockkeeping clerks 98 cents; general—cooper and mill dresser 98 cents, maintenance men (carpenter, electrician, plumber, etc.) \$1.18, stationary enginemen (second, third and fourth class) \$1.03 to \$1.25; linseed oil mill—labourer 90 cents, hydraulic press or expeller man 98 cents; female employees—helper 66 cents per hour, labeller 72 cents, operator and filler 77 cents per hour. Minimum weekly rates for watchmen, firemen and timekeepers are increased from \$42.50 per week to \$46.75.

Construction

BUILDING TRADES, CHICOUTIMI.

An Order in Council, dated June 14, and gazetted June 23, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185, Nov., p. 1904; March, 1951, p. 358, May, p. 691, and previous issues).

Territorial jurisdiction now comprises 5 zones instead of 4 as previously by the addition of zone III-A which governs the counties of Chicoutimi, Roberval and Lake St. John in the case of operations of hydraulic power and the construction of industrial establishments, providing the cost of such operations, including wages and material, exceeds \$150,000.

Overtime is remunerated as follows, except for watchmen: in zone I, time and one-half after 9 hours' work per day, with the exception of plumbers and steamfitters who are entitled to time and one-half after 10 hours' work per day; in zone I-A, time and one-half after 10 hours' work per day on the first 5 days of the week and on Saturday afternoon, double time for work between midnight and 7 a.m. the first 5 days of the week and, on Saturday, after 6 p.m.; in zones II, III and III-A, time and one-half after the tenth hour of work in a calendar day.

Minimum hourly wage rates at Chicoutimi and District are shown in the accompanying table. (Minimum wage rates for zones I, II and III are 10 cents per hour higher than those previously in effect; rates for zone I-A remain unchanged.) Minimum wage rates and classifications shown in the table under zone III-A are added to the schedule of wage rates for this industry.

Minimum wage rates for permanent employees in cities, towns and municipalities of zone I and I-A tradesmen \$50 per week, common labourers \$45; in zone II and III—tradesmen \$45 and common labourers \$40 per week.

Cost-of-living wage adjustment: a new clause supersedes the provision formerly in effect: taking 182 points as a basis, the minimum rates for all trades will be adjusted according to the fluctuations in the Federal cost-of-living index as follows: for each 7 point increase or decrease in the cost-of-living index the hourly minimum rates will be adjusted by 5 cents.

BUILDING TRADES, QUEBEC.

An Order in Council, dated July 12, and gazetted July 21, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247; July, 1950, p. 1052, Sept., p. 1679; July, 1951, p. 977, Aug., p. 1109).

Minimum wage rates for hourly rated building trades workers in zones I, II and III are increased by 5 cents per hour; in zone IV rates remain unchanged. Apprentices' rates during first, second, third and fourth years are increased by 5 cents per hour. New classifications are added to the minimum wage schedule as follows: steel wool insulation (blower method)—chief operator \$1.25 in zone I, \$1.15 in zone II, \$1.10 in zone III, \$1 in zone IV; assistant operator \$1.15 in zone I, \$1.05 in zone II, \$1 in zone III, 90 cents in zone IV; helpers 95 cents in zone I, 90 cents in zone II, 80

**MINIMUM HOURLY RATES FOR THE BUILDING TRADES
AT CHICOUTIMI AND DISTRICT**

Trades	Hourly Wage Rates				
	ZONES				
	I	I-A	II	III	III-A
Helper (bricklayers, masons, etc.).....	\$1.05	\$0.90	\$0.95	\$0.85	\$1.05
Bricklayer.....	1.35	1.20	1.25	1.15	1.35
Carpenter-joiner.....	1.25	1.10	1.15	1.05	.....
Special provisions applying exclusively to Zone III-A: 75% of the employees working in this trade shall be paid \$1.25 per hour providing they hold a certificate of competency or they have completed their appren- ticeship.....					1.25
25% of the employees working in this trade may be classified as carpenter-joiner's helper and be paid.....					1.05
Boiler fireman.....	1.10	0.95	1.00	0.90	1.05
Truck driver.....	1.05	0.90	0.95	0.85	0.95
Steam shovel fireman.....	1.15	1.00	1.05	0.95	1.05
Horse driver, single or team.....	1.05	0.90	0.95	0.85	0.95
Roofer (slate tile, composition, asbestos).....	1.15	1.00	1.05	0.95	1.15
Electrician.....	1.20	1.05	1.10	1.00	1.25
Electrician (lineman).....	1.15	1.00	1.05	0.95	1.15
Floor layer.....	1.20	1.05	1.10	1.00	1.20
Cement finisher.....	1.15	1.00	1.05	0.95	1.25
Drill operator.....	1.10	0.95	1.00	0.90	1.05
Blacksmith (drill sharpener operator).....	1.35	1.20	1.25	1.15	1.25
Blacksmith on ordinary construction.....	1.15	1.00	1.05	0.95	1.10
Watchman and boiler fireman.....	1.05	0.90	0.95	0.85	1.05
Field watchman (night and day) hours of work as required	(a)	(a)	(a)	(a)	(a)
—per week.....	40.00	40.00	40.00	40.00	40.00
Rigger (high line).....					1.15
Rigger (ground work).....					1.05
Rigger.....	1.15	1.00	1.05	0.95	.....
Kettleman.....	1.10	0.95	1.00	0.90	1.10
Shovel oiler (Diesel).....					0.95
Labourer (common worker).....	1.00	0.85	0.90	0.80	0.90
Tradenen's helper, excepting carpenters, joiners, brick- layers, plasterers and masons (25% at the most for each classification).....					0.95
Mason.....	1.35	1.20	1.25	1.15	1.35
Stationary engineman (repair and maintenance).....	1.25	1.10	1.15	1.05	1.25
Bulldozer operator.....	1.25	1.10	1.15	1.05	1.25
Tractor operator.....					1.15
Compressor operator, mixers of all kinds.....	1.10	0.95	1.00	0.90	1.00
Steam, gasoline, electric, crude oil crane operator: for—one drum.....	1.30	1.15	1.05	0.95	1.05
two drums.....	1.30	1.15	1.10	1.00	1.15
three drums.....	1.30	1.15	1.15	1.05	1.25
four drums.....	1.30	1.15	1.25	1.15	1.30
Steam, gasoline, electric, crude oil shovel operator.....	1.40	1.25	1.30	1.20	1.50
Pump operators (all kinds).....	1.15	1.00	1.05	0.95	1.05
Millwright.....	1.15	1.00	1.05	0.95	1.25
Ornamental iron and bronze worker.....	1.15	1.00	1.05	0.95	1.15
Painter.....	1.15	1.00	1.05	0.95	1.05
Sprayman.....	1.15	1.00	1.05	0.95	1.15
Painter, work done more than 45 ft. high, decorator and gilder.....	1.25	1.10	1.15	1.05	1.25
Plasterer.....	1.35	1.20	1.25	1.15	1.35
Plasterer's helper: 1st month.....		0.75			.....
2nd month.....		0.80			.....
Thereafter.....		0.85			.....
Plumber and steamfitter.....	1.15	1.25	1.05	0.95	1.25
Pipe mechanic.....					1.15
Junior journeyman (1 year).....	1.05	1.10	0.95	0.85	1.05
Water carrier.....	0.85	0.70	0.75	0.65	0.85
Concrete reinforcing steel erector.....	1.10	0.95	1.00	0.90	1.00
Sprinkler fitter.....	1.45	1.30	1.35	1.25	1.45
Lather (wood or metal).....	1.10	0.95	1.00	0.90	1.10
Marble layer.....	1.20	1.05	1.10	1.00	1.20
Terrazzo layer.....	1.20	1.05	1.10	1.00	1.20
Tile layer.....	1.20	1.05	1.10	1.00	1.20
Reinforcing steel layer and worker (field).....	1.10	0.95	1.00	0.90	1.10
Linoleum layer.....	1.15				.....
Freight elevator operator.....	1.15				.....

**MINIMUM HOURLY RATES FOR THE BUILDING TRADES
AT CHICOUTIMI AND DISTRICT**

Trades	Hourly Wage Rates				
	ZONES				
	I	I-A	II	III	III-A
	(a)	(a)	(a)	(a)	(a)
Checker—per week.....	40.00	35.00	35.00	35.00	40.00
Blaster.....	1.25	1.10	1.15	1.05	1.25
Welder.....	1.35	1.20	1.25	1.15	1.35
Burner.....					1.15
Granite cutter.....	1.25	1.10	1.15	1.10	1.25
Paper hanger.....	1.15	1.00	1.05	0.95	1.15
Joint pointer.....	1.15	1.00	1.05	0.95	1.15
Tinsmith (erection).....	1.15	1.25	1.05	0.95	1.15
	(a)				(a)
Material checker—per week.....	40.00				40.00

(a) per week.

cents in zone III and 70 cents in zone IV; the following rates are added to the wage schedule—junior journeyman, one year (plumbers, pipe fitters, etc.) 95 cents in zone III, 85 cents in zone IV. Minimum wage rates for workers engaged in the structural iron industry, for steam generation mechanics and for construction boiler-makers are increased by 12 cents per hour to be in effect until August 1, 1951; from August 1, 1951, an additional increase of 3 cents per hour is provided for. Minimum weekly wage rates for permanent employees are increased by \$6 per week and are now as follows: in zone I—journeymen (skilled workers) \$47 per week, labourers (common workers) \$36; in zones II, III and IV—journeymen (skilled workers) \$42 per week, labourers (common workers) \$35 per week.

BUILDING TRADES, THREE RIVERS.

An Order in Council, dated July 12, and gazetted July 21, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873; Sept., 1949, p. 1116; Feb., 1950, p. 209, Nov., p. 1905; June, 1951, p. 828, and previous issues).

Minimum hourly wage rates for building trades workers are 10 cents per hour higher than those previously in effect in zones I, II and III. Apprentices' rates are increased by 5 cents per hour with the exception of apprentice electrician (first year) whose rate remains unchanged.

Trade

RETAIL FOOD STORES, QUEBEC.

An Order in Council, dated June 20, and gazetted June 30, amends the previous Orders in Council for this industry (L.G., June, 1947, p. 826; Oct., 1948, p. 1128; Oct., 1949, p. 1248; Sept., 1950, p. 1680, and previous issues).

Industrial jurisdiction: any establishment engaged in the food product trade and in the trade of other products will be governed by the terms of this agreement when its food product trade constitutes its main trade.

Territorial jurisdiction: zone I is now extended to include the towns of Beauport

and Ste-Foy and that part of the municipality of L'Ancienne Lorette designated as the religious parish of Ste. Monique des Saules; zone II remains unchanged.

Minimum wage rates for employees paid on an hourly basis in zones I and II are in most cases from 3 cents to 14 cents per hour higher than those previously in effect; rates for employees paid on a weekly basis are from \$2 to \$4 per week higher in both zones.

HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated July 12, and gazetted July 21, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, Sept., p. 1308; April, 1948, p. 335, Nov., p. 1248; Dec., 1949, p. 1559; Jan., 1950, p. 80, Oct., p. 1681, and previous issues). This amendment to be in effect from June 1, 1951.

Overtime: double time for work on Sundays and specified holidays. Delivery men and their helpers earning \$48 or more per week (previously \$43) shall not be paid for overtime when the weekly duration of labour does not exceed by more than 2 hours the regular work week of the establishment.

Minimum wage rates for weekly rated employees are increased by from \$1 to \$8.30 per week and rates for hourly rated trade apprentices are from 8 cents per hour higher in first year to 22 cents per hour higher in fourth year. New rates for certain classifications are as follows: manager \$56.65 per week; chief accountant, head sales clerk \$50.60; head receiving and shipping clerk, head order clerk \$47.30; delivery men \$40.75; male office clerk (bookkeeper) from \$18.70 per week during first year to \$47.30 during ninth year; clerk, selling and taking in orders, from \$17.60 during first year to \$43.70 during ninth year; receiving and shipping clerk from \$18.70 in first year to \$40.15 in ninth year; order clerks from \$18.70 in first year to \$42.90 in ninth year; skilled tradesmen \$45.80, unskilled tradesmen \$39; female office clerks from \$17.60 in first year to \$29.15 in fourth year; other female employees from \$16.50 in first year to \$25.85 in fourth year; night watchmen \$34.65.

Vacations: any employee, upon severance of employment for any reason, before June 1 of each year, is entitled to pay equal to one-half-day of vacation for each month of service since the preceding June 1 if he has

less than 5 years of continuous service for the same employer; pay equal to one day of vacation for each month of service since the preceding June 1 if he has had more than 5 years of continuous service.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Saskatchewan

Recent proceedings under the Industrial Standards Acts Etc.* include: in Saskatchewan, the amendment of the schedules for the beauty culture industry in the Regina, Moose Jaw and Weyburn zones, published in *The Saskatchewan Gazette* of July 13. Other Orders in Council making schedules binding or amending schedules are summarized below.

ONTARIO

Construction

PAINTERS AND DECORATORS, HAMILTON.

An Order in Council, dated June 28, and gazetted July 14, makes binding the terms of a new schedule for painters and decorators at Hamilton, to be in effect from July 24, "during pleasure".

Hours: 8 per day, 40 per week. Where work is of such a nature it cannot be performed during regular working hours it may be done during any other hours, if an employee does not work more than 8 hours, and this work shall be *night work*.

Overtime: time and one-half for work performed in excess of regular hours; double time for work on Saturdays, Sundays and 7 specified holidays. Except for one hour's overtime performed immediately following the working period of a regular working day no overtime work shall be performed

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—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 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. Reference to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, August 1951, page 1109.

without a permit from the advisory committee. No permit shall be issued by the advisory committee for work on Saturdays, Sundays, or any of 7 specified holidays except in cases of extreme necessity.

Minimum hourly wage rates: up to and including August 31, 1951, painters \$1.40, spray painters \$1.50, paper-hangers \$1.45; from September 1, 1951 to November 30, 1951, painters \$1.45, spray painters \$1.55, paper-hangers \$1.50; on and after December 1, 1951, painters \$1.50, spray painters \$1.60, paper-hangers \$1.55. Employees working on *night work* shall receive 9 hours' pay for 8 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

CARPENTERS, BROCKVILLE.

An Order in Council, dated June 28, and gazetted July 14, makes binding the terms of a new schedule for carpenters at Brockville, to be in effect from July 24, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, 4 on Saturday, or 9 per day, Monday through Thursday, 8 on Friday, a 44-hour week in either case. For work performed in 2 or more shifts, if an employee works not more than 8 hours in any 24-hour period, the employee shall be deemed to be employed during a regular working day. When two or more shifts are worked on the same job, only one shift shall be a day shift.

Overtime: time and one-half for work performed in excess of regular hours, double time for work on Sundays and 8 specified holidays. Except in cases of extreme necessity where life or property is in danger or where repairs on buildings must be done in order to prevent loss of employment to those persons regularly employed therein, no permit will be issued by the advisory committee for work on Sundays or 8 specified holidays.

Minimum hourly wage rate is increased from \$1.10 per hour (L.G., Oct., 1948, p. 1130) to \$1.35 per hour. Men working on *night shifts* shall receive 8 hours' pay for 7 hours' work. The advisory committee may fix a lower minimum rate for handicapped workers.

ELECTRICAL WORKERS, LONDON.

An Order in Council, dated June 28, and gazetted July 14, makes binding the terms of a new schedule for the electrical repair and construction industry in the London zone, to be in effect from July 24, 1951, "during pleasure".

This schedule is similar to the one previously in effect (L.G., May, 1951, p. 693) with the following exceptions:—

Overtime: double time as formerly in effect but the provision which previously allowed one hour's overtime at time and one-half for work immediately following a regular working day is deleted.

Minimum hourly wage rates is increased from \$1.65 per hour to \$1.80.

SASKATCHEWAN

Manufacturing

Vegetable Foods

BAKERS AND BAKERY SALESMEN, PRINCE ALBERT.

An Order in Council, dated June 29, and gazetted July 13, amends the previous Order in Council for this industry (L.G., April, 1948, p. 336). Amendment to be in effect from July 23, 1951. Another amendment to this agreement was published in *The Saskatchewan Gazette* issue of December 31, 1949, on page 1230.

Minimum weekly wage rates for pan boys and bread rackers are increased from \$23 to \$24 per week.

Construction

ELECTRICAL WORKERS, REGINA.

An Order in Council, dated June 14, and gazetted July 13, amends the previous Orders in Council for this industry (L.G., May, 1949, p. 606; Oct., 1950, p. 1682) to be in effect from July 23, 1951.

Minimum hourly wage rates for the following classifications are increased by 15 cents per hour: journeyman wireman from \$1.50 to \$1.65, probationary journeyman from \$1.40 to \$1.55. Rates for apprentices and helpers are now based on a percentage of the journeyman's rate as follows: from 40 per cent during first 6 months of the first year to 75 per cent in the fourth year. (Apprentices were previously paid from 65 cents per hour in first year to \$1.05 in the fourth year.)

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

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

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

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

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

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

Schedules Prepared

and Contracts Awarded During June

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

During the month of June the Department of Labour prepared 147 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 159 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

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 eight per day and forty-four 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 forty-four 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 and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(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
Defence Production.	9,961	\$135,514,944.78
Post Office.	13	65,168.77
Public Works.	2	17,218.62

(3) *Arrears of Wages*

During the month of June the sum \$237.20 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the two employees concerned.

Contracts Containing Fair Wages Schedules Awarded During June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Bow River Development Alta: F R Gibbs, canal construction, erection of timber structures & reinforced concrete work (Contract 2); F W Rogerson, canal construction, erection of timber structures & reinforced concrete work (Contract 3); W Tomchuk, construction of substructures for East Arrowwood & West Arrowwood Syphons; Standard Gravel & Surfacing of Canada Ltd, canal excavation; Square M Construction & Equipment Co Ltd, assembly & erection of Expanse Coulee Syphon. *Chase B C:* Interior Contracting Co Ltd, construction of conveyance pipelines, lot outlets, pumphouse & intake works, irrigation project. *Kelowna B C:* R E Postill & Sons Ltd, construction of conveyance pipelines, lot outlets, pumphouse & intake works, Bankhead project.

Central Mortgage and Housing Corporation

Charlottetown P E I: C Sheldon Ross,* exterior painting. *Campbellton N B:* C H Boutilier,* exterior painting. *Fredericton N B:* Roland E DeLong, exterior painting. *Portland Place. N B:* M H Downs, exterior painting. *Amherst N S:* E F & F J LeBlanc,* exterior painting. *Jonquiere P Q:* C H Lemieux,* separation of 40 woodsheds. *Montreal P Q:* Edgar Milot Inc, exterior painting; Edgar Milot Inc, exterior painting; R Richard Engr, exterior painting; R Richard Engr, exterior painting. *Sherbrooke P Q:* Lavallie & Millette Reg'd,* exterior painting. *Brampton Ont:* George Simon,* exterior painting. *Brantford Ont:* Morog Spraying Co, exterior painting. *Campbellford Ont:* J W Havelin,* exterior painting. *Fort William Ont:* Wm Lambe,* supplying, delivering & levelling of fill; Brothan Painting Co,* painting gable ends etc. *Guelph Ont:* J D Oaks,* moving garages to proper lots. *Hamilton Ont:* National Painting & Decorating Co, exterior painting. *Kitchener Ont:* Morog Spraying Co, exterior painting. *Lindsay Ont:* J W Havelin,* exterior painting. *Palmerston Ont:* Roy Robinson,* exterior painting. *Peterborough Ont:* Smith Bros, exterior painting. *Port Hope Ont:* George F Turner,* exterior painting. *Sault Ste Marie Ont:* Ralph G Wright, exterior painting; N Acciavatti,* waterproofing basements. *Stirling Ont:* R J Webb,* exterior painting. *Stratford Ont:* Carl Henry,* repair to fire damage. *Brandon Man:* H G Hay Decorating Co, exterior painting. *Yorkton Sask:* MacKays Paint Shop,* exterior painting; A W Becker,* jacking & levelling of beams. *Calgary Alta:* Yarnton Decorating Co, exterior painting. *Lethbridge Alta:* C Arkinstale,* painting of gable ends etc; E R Reimann,* strapping of gable ends & bays. *Cumberland B C:* A Ingram,* exterior painting. *Kamloops B C:* Service Decorators,* exterior painting. *Kelowna B C:* Service Decorators,* exterior painting. *Kimberley B C:* C & S Painters, exterior painting. *Lake Cowichan B C:* R W Medler, exterior painting. *Nelson B C:* Cameron Decorators,* exterior painting. *Port Alberni B C:* R W Medler,* exterior painting. *Revelstoke B C:* Webster Bros Ltd,* exterior painting. *Victoria B C:* Dominion Paint Co,* exterior painting.

Defence Construction Limited

Summerside P E I: Robb Engineering Works Ltd, erection of structural steel for control tower; M F Schurman Ltd, construction of watchman type security fence;

Caldwell Construction Co Ltd, construction of control tower. *Montreal P Q*: Corinthian Construction Co Ltd, renovation of ex-Robert Mitchell Plant. *St Hubert P Q*: Williams Construction Co Ltd, construction of standard guard house. *Barriefield Ont*: Holderoft Construction Co Ltd, construction of 12" water main; Dominion Bridge Co Ltd,* installation of 2 steam generating units. *Camp Borden Ont*: A W Robertson Ltd, construction of 6 OR quarters. *Kingston Ont*: Road re-surfacing Co, construction of roads, curbs & sidewalks; Horton Steel Works Ltd, erection of water tower. *Leitrim Ont*: Federal Appliances Ltd, installation of evaporative condenser & completion of air conditioning. *Long Branch Ont*: Piggott Construction Co, construction of central heating plant & warehouses #1 & 2; Standard Iron & Steel Ltd, construction of structural steel for RCEME workshop; Carter Construction Co, construction of RCEME workshop. *Ottawa Ont*: Dibblee Construction Co Ltd, paving & drainage of parking area, Beach bldg. *Petawawa Ont*: Dominion Bridge Co Ltd,* installation of 2 steam generating units. *Shirley Bay Ont*: George A Crain & Sons Ltd, construction of central services bldg & power sub-station; W H Yates Co Ltd, construction of chemical laboratory, respirator laboratory & pilot plant. *Toronto Ont*: Power Plant Contractors Ltd, construction of new stokers, Falaise bldg; Disher Steel Construction Co Ltd, erection of structural steel for Canadian Arsenal Plant. *Camp Shilo Man*: Dominion Bridge Co,* construction of steam generating units. *Winnipeg Man*: The Winnipeg Supply & Fuel Co Ltd, construction of 9 bldgs. *Calgary Alta*: Shoquist Construction Ltd, #3 barrack block. *Edmonton Alta*: Hume & Rumble, construction of feeder line & transformer sub-station; Burns & Dutton Concrete & Construction Co Ltd, construction of standard RCEME workshop; Burns & Dutton Concrete & Construction Co Ltd, construction of tape relay centre bldg. *Namao Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of water storage reservoir & pumphouse; Burns & Dutton Concrete & Construction Co Ltd, construction of warehouses. *Ralston Alta*: Burns & Dutton Concrete & Construction Co Ltd, construction of fire hall. *Wainwright Alta*: W C Wells Construction Co Ltd, erection of quonset huts; Peterson Electrical Construction Co Ltd, construction of electrical distribution system. *Chilliwack B C*: Bennett & White Construction Co, construction of RCSME

trades training bldg. *Frobisher Bay N T W*: Toronto Iron Works Ltd, erection of storage tanks. *Resolute Bay N W T*: Toronto Iron Works Ltd, erection of storage tanks.

Department of Defence Production

Summerside P E I: M F Schurman Co Ltd, repairs to sub-floors, various bldgs, RCAF Station; Salsman & Sons Ltd, exterior painting, RCAF Station. *Deepbrook N S*: Jos S Surette, re-decking of jetty, HMCS "Cornwallis". *Lachine P Q*: Edgar Milot Inc, exterior painting, RCAF Station; South Shore Construction Inc, repair of parade ground, RCAF Station; LaSalle Plumbing, repair & relocation of heating system, bldg No 27, RCAF Station. *Centralia Ont*: Towland Construction Co Ltd, repairs to hangar aprons, taxi strips, RCAF Station. *Hamilton Ont*: Johnson Bros Co Ltd, repairs to roads & hangar aprons, 9424 Unit, RCAF Station. *Mountain View Ont*: Cobourg Flooring & Roofing Co, hangar roof replacement, RCAF Detachment. *Trenton Ont*: H Smith, exterior painting, No 6 Repair Depot, RCAF Station. *Ottawa Ont*: Goldstein Bros, re-wiring & re-lighting of Wallis House. *Rockcliffe Ont*: O'Learys Ltd, replacement of concrete aprons, hangar No 54, RCAF Station; Alex I Garvock, replacement of fire wall & beams between Area A & B & repairs to roof of No 26 Central Ordnance Depot. *MacDonald Man*: Superior Roofing Co Ltd, hangar roof replacement, RCAF Station. *Portage la Prairie Man*: Canadian Rogers Western Ltd, hangar roof replacement, RCAF Station. *Rivers Man*: Claydon Co Ltd, renovation of NCO's mess, CJATC. *Winnipeg Man*: Maple Leaf Construction Ltd, repairs to roads & compound, RCAF Station. *Saskatoon Sask*: Westeel Products Ltd, hangar roof replacement, RCAF Station. *Calgary Alta*: Seaboard Advertising Co Ltd, interior & exterior painting, No 10 Repair Depot, RCAF Station; Beale Decorating Co, exterior painting of warehouses, No 11 Supply Depot, RCAF Station; Burns & Dutton Concrete & Construction Co Ltd, replacement of second floor ablution rooms, barrack blocks Nos 29 & 31, No 10 Repair Depot, RCAF Station. *Claresholm Alta*: Douglas Bros Ltd, hangar roof replacement, RCAF Station. *Penhold Alta*: Douglas Bros Ltd, hangar roof replacement, RCAF Station. *Vancouver B C*: Sleightholme & Co, exterior painting, No 2 Supply Depot, RCAF Station.

National Harbours Board

Montreal Harbour P Q: A F Byers Construction Co Ltd, construction of garage; Charles Duranceau Ltd, macadam paving. *Vancouver Harbour B C*: W Greenlees, partial renewal of fender timbers.

National Research Council

Ottawa Ont: Code Construction Co Ltd, construction of pipe line tunnel, metrology tunnel, pumphouse, sewer & water lines.

Department of Public Works

Tignish P E I: Comeau & Savoie Construction Ltd, repairs to breakwaters. *Goose Bay N S*: Kenney Construction Co Ltd, wharf repairs. *Little Harbour N S*: Alex McIsaac, wharf construction. *Lower Sandy Point N S*: Mosher & Rawding, breakwater extension. *Lameque N B*: Comeau & Savoie Construction Ltd, wharf repairs. *Halifax N S*: Fundy Construction Co Ltd, repairs & alterations to drill hall; Standard Construction Co Ltd, improvements to bldg, RCAF Station. *Longueuil P Q*: P Baillargeon Ltee, remedial works. *Montreal P Q*: J J Shea Ltd, interior alterations to customs bldgs. *Norway Bay P Q*: Paul O Goulet & Rene Legault, wharf reconstruction. *Killarney Ont*: R A Blyth, construction of wharf & warehouse. *Ottawa Ont*: J C Robinson & Sons Ltd, fluorescent lighting, Connaught Bldg; Otis Elevator Co Ltd, installation of ash hoist, Connaught Bldg; Thomas Fuller Construction Co Ltd, additions & alterations, central heating plant; Dibblee Construction Co Ltd, earth & rock grading etc, Tunney's Pasture Development; A Lanctot Construction Co, extra wood columns & rewiring, Coca Cola Bldg; Wilfrid D St Cyr, repairs to plumbing & heating etc, Parliament Bldgs; J. E. Copeland Co Ltd, alterations, Jackson Bldg; Universal Electric, new lighting, Vimy Bldg. *Pigeon River Ont*: Olaus Steenerson, addition & alterations, Immigration Bldg. *Port Hope Ont*: Russell Construction Co Ltd,* dredging. *Toronto Ont*: J J Salt Ltd, interior

painting, 12 Shuter St; McNamara Construction Co Ltd,* dredging; Sunnybrook Nurseries,* landscaping, Sunnybrook Hospital; McNamara Construction Co Ltd,* dredging; McNamara Construction Co Ltd,* dredging. *Courtenay Slough B C*: Nanaimo Towing Co Ltd, harbour improvements. *Esquimalt B C*: Pacific Piledriving Co Ltd, repairs to jetty. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd,* dredging; Gilpin-Nash Ltd, improvements, north arm bank protection. *Vancouver B C*: George D McLean & Associates Ltd, alterations, Old Postal Station "O"; Halse-Martin Construction Co Ltd, alterations, Federal Bldg; Seaboard Advertising Co Ltd, painting & repairs, Veterans' Affairs Bldg; A L Hullah & Co Ltd, alterations, Begg Bldg. *Westview B C*: James McDonald Construction Co Ltd, reconstruction of wharf; Coast Quarries Ltd, harbour improvements.

Department of Transport

Toronto Nfld: Concrete Products (Nfld.) Ltd, additional development, Torbay Airport. *Moncton N B*: A F Byers Construction Co Ltd, repairs to roof trusses, flight hangar. *Mont Joli P Q*: North Shore Construction Co Ltd, additional development of airport. *Seven Islands P Q*: North Shore Construction Co Ltd, construction of staff dwellings at airport. *Sorel P Q*: Romeo Bruneau, installation of plumbing & heating system, Sorel Buoy Depot. *Fort William Ont*: A F Byers Construction Co Ltd, repairs to roof trusses, Lakehead Airport. *Malton Ont*: King Paving Co Ltd, additional development, Toronto Airport. *MacDonald Man*: Maple Leaf Construction Ltd, runway repairs at airport. *Regina Sask*: Bird Construction Co Ltd, additional development of airport. *Saskatoon Sask*: A F Byers Construction Co Ltd, repairs to roof trusses at airport. *Swift Current Sask*: A F Byers Construction Co Ltd, repairs to roof trusses at airport. *Vermilion Alta*: Yukon Construction Co Ltd, construction of dwellings & garages.

Legislation Enacted in 1951 by the Twenty-First Parliament of Canada at its Fourth Session

Parliament enacted legislation to give the Governor in Council emergency powers to provide for national security, and began a new program for old age assistance. In the field of labour, the Government Employees Compensation Act was amended with respect to Federal Government employees resident in the Yukon and Northwest Territories.

The fourth session of the Twenty-first Parliament began on January 30 and adjourned on June 30. Legislation directly affecting labour was limited to an amendment to the Government Employees Compensation Act and a change in the Income Tax Act to permit taxpayers to deduct union dues from taxable income. A resolution was passed approving the ILO Convention fixing a minimum age of 15 for employment at sea.

Five Acts relating to veterans amended veterans' legislation or made it applicable to the Special Force.

A start was made in implementing the new program for old age assistance, which is to come into effect in 1952, by enacting an Old Age Assistance Act to provide for agreements with the provinces to share equally the cost of assistance to persons 65 to 69 in case of need. An amendment to the BNA Act, passed by the United Kingdom Parliament in May, will permit the Parliament of Canada to give effect to a program of universal pensions for persons 70 and over.

Because of the international emergency, wide powers were given to the Governor in Council by the Emergency Powers Act effective until May 31, 1952. A Department of Defence Production was established to act as a procurement agency for Canadian and allied defence forces.

Government Employees Compensation

The Government Employees Compensation Act was amended principally to provide that an employee of the Federal Government resident in the Yukon or Northwest Territories who sustains an injury arising out of or in the course of his employment there, or who is disabled by an industrial disease due to the nature of his employment, will receive compensation in accordance with the provisions of the Workmen's Compensation Act of Alberta.

The Government Employees Compensation Act, which was first passed in 1918, and consolidated in 1947, provides that Federal Government employees or their dependants will be paid the same compensation, including medical and hospital expenses, as persons employed by private employers would receive under the Act of the province in which the accident occurs. The amount of compensation is determined by the provincial Board and paid by the Federal Government. Federal employees resident in the Yukon and Northwest Territories formerly received compensation in accordance with the compensation legislation in force in the Yukon Territory (L.G., 1947, p. 1326).

In introducing the Bill in the House of Commons, the Minister of Labour stated:—

It has been strongly represented by departments of government who have resident employees in the Northwest Territories that these provisions of the Act do not provide adequate benefits for employees in the area under present-day conditions, and provide less favourable treatment for employees in both the Northwest Territories and the Yukon than is provided under the Act for employees of the crown elsewhere in Canada.

The Minister explained that the provisions of the Alberta Act were chosen to apply to such employees because of the proximity of that Province to the Territories and because the greater part of the movement of personnel and the normal lines of travel and communication in and out of the Territories are by way of Alberta.

Other amendments to the Act are of an administrative nature. As before, the Federal Government is authorized to pay a reasonable portion of the expenses of provincial Workmen's Compensation Boards to cover the cost of the investigation and adjudication of claims undertaken by arrangement with the Federal Government. In addition, however, the Federal Govern-

ment is now authorized to make account-able advances to provincial Boards on account of such expenses.

Income Tax

An amendment to the Income Tax Act, 1948, of particular interest to trade union members, permits the deduction of trade union dues and professional dues from taxable income for income tax purposes.

Judgments handed down in the Exchequer Court in 1946 and 1948 held that professional and union dues were deductible for income tax purposes under the Income War Tax Act then in force. Subsequently, when the 1948 Income Tax Act was passed, the relevant section was reworded to prohibit the deduction of union dues.

A new subsection added to the Act by the 1951 amendment provides that, in computing income from employment for the year, deductions may be made for annual dues to maintain membership in a trade union as defined either in (1) the Federal Industrial Relations and Disputes Investigation Act; (2) in any provincial statute providing for the investigation, conciliation or settlement of industrial disputes; or (3) to maintain membership in an association of public servants the primary object of which is to promote the improvement of the members' conditions of employment or work.

The amendment to the Income Tax Act also specifically allows deductions to be made for annual professional membership dues the payment of which is necessary to maintain a professional status recognized by statute that a professional person is required by his contract of employment to maintain. Office rent and salary of an assistant which a person is required to pay by the contract of employment may also be deducted.

An employee may also deduct the cost of supplies used directly in performing the duties of employment which he was required by the contract of employment to supply and pay for.

A further amendment provides that payments by an employer into a pension fund made within 60 days after the end of the year are deductible instead of only those made up to the end of the year, as before.

Convention Fixing Minimum Age For Employment at Sea

A motion for approval of ILO Convention 58 (revised 1936), fixing a minimum age of 15 for the admission of children to employment at sea, was moved by the Parliamentary Assistant to the Minister of Labour and approved by the House on

May 21 and by the Senate on May 30. In introducing the motion, the Parliamentary Assistant pointed out that no new legislation was required to implement this Convention since Parliament has already given effect to it by an amendment to the Canada Shipping Act in 1948. An earlier Convention, Convention 7 of 1920, set a minimum age for employment at sea of 14 years, and was ratified by Canada in 1926.

Veterans' Legislation

The Veterans Benefit Act.—The Veterans Benefit Act was passed to replace Section 7 of the Canadian Forces Act, 1950, which expires on the last day of the first session in 1951, and which had provided for the extension of certain benefits conferred on veterans of World War II to members of the Special Force. The new legislation incorporates in statute form with minor changes P.C. 5412 of November 8, 1950 (L.G., 1951, p. 73), made under the Canadian Forces Act, which designated the Special Force and provided for the application to members of that Force of the Reinstatement in Civil Employment Act, 1946; the Pension Act; sections of the Civil Service Superannuation Act; and Part IV of the Unemployment Insurance Act.

The new Act declares the Reinstatement in Civil Employment Act to apply to those who, since July 5, 1950, became members of the regular forces for a single term not exceeding three years, and also to members of the reserve forces who after July 5, 1950, are called out for service with the regular forces for a period not exceeding three years. Previously, the Act had been made applicable to persons enrolled for the purpose of serving in the Special Force and every officer and man of the reserve forces who served on the strength of the Special Force.

As under Section 7 of the Canadian Forces Act, the Governor in Council is empowered to extend to veterans of the Special Force other veterans' legislation as listed in Part I of the schedule of the Act. The list includes the Veterans Land Act, the Veterans Insurance Act, the War Service Grants Act, the Department of Veterans Affairs Act, the Veterans Rehabilitation Act, the Veterans Business and Professional Loans Act, the War Veterans Allowance Act and Sections 28 to 30 of the Civil Service Act. Under a recent Order in Council (P.C. 2930) of June 11, the Veterans Insurance Act, the Veterans Land Act and the War Service Grants Act were extended to members of the Special Force (L.G., 1951, p. 1123).

The Act will expire on the last day of the first session of Parliament in 1952.

Pension Act.—Several amendments were made to the Pension Act. The allowances to children whose mothers are pensioned were doubled to correspond to the rates for orphaned children. An amount of \$360 a year will now be paid in respect of one such child, \$648 for two children and \$240 for each additional child. Pensions are normally paid in respect of a child until 16, if a boy, and until 17 in the case of a girl. However, by an amendment, pensions may now be continued until the child reaches 21 years if the child is making satisfactory progress in a course of education approved by the Canadian Pension Commission. As previously, pensions are also payable after the child attains 16 or 17 years if he is physically or mentally unfit to provide for his own maintenance.

The allowance that may be given for the last illness of a pensioner and burial expenses in case of need were also increased. When a person pensioned on account of disability has died and his estate is not sufficient to pay the expenses of his last illness and burial, the Canadian Pension Commission may direct a payment not exceeding \$185 instead of \$150, as before. This total is made up of not more than \$110 for funeral services, \$25 for cemetery charges and \$50 for the expenses of the last sickness. Provision is also now made for a standard headstone.

Veterans Business and Professional Loans Act.—The Veterans' Business and Professional Loans Act was amended to make the Act applicable to a greater number of veterans and to enlarge the period within which guaranteed loans may be made.

The Act was passed in 1946 to enable a veteran to borrow from a chartered bank a sum up to \$3,000 at five per cent interest in order to purchase a business, an interest in a business, or the tools, implements or equipment of a trade, business or profession. A guarantee is extended to each individual bank at the rate of 25 per cent in any loss incurred on the first million dollar loan by such bank, and at the rate of 15 per cent on loans in excess of a million dollars by any bank.

The original qualification for a loan was that a man should be a veteran in receipt of or entitled to a gratuity under the War Service Grants Act but who had not received a benefit under the Veterans Land Act. Now, however, if a veteran has applied for a loan under the Veterans Land

Act and paid back the loan, he is eligible to receive a loan under the Veterans Business and Professional Loans Act.

A second amendment extends from January 15, 1952, to January 1, 1955, the period within which guaranteed loans may be made.

Veterans' Insurance.—Several amendments were made to the Veterans Insurance Act, 1944, which authorizes the Minister of Veterans Affairs to enter into insurance contracts with veterans of World War II, or widows of veterans, under terms and conditions provided in the Act. When the Act was passed in 1944, the insurance contract had to be entered into within three years after discharge or three years after the Act came into effect in 1945, and in 1948 this period was extended for a further three years. This year's amendment extends the period for three more years, until December 31, 1954. A veteran also has the right to enter into a contract within ten years after his discharge if that date should be later than December 31, 1954.

The amount of the insurance proceeds payable on death is increased from \$1,000 to \$2,000, the balance due under the policy being payable as before in the form of annuities.

The definition of "child" was amended to allow any legally adopted child, or a step-child designated as a beneficiary, to receive benefit under the Act. Previously, an adopted child had to be legally adopted before the Act came into force or not less than five years before the death of the insured in order to be eligible for benefits.

Similar amendments were made to the Returned Soldiers Insurance Act which provides for insurance for veterans of World War I. A number of changes were made to bring the Act into line with the Veterans Insurance Act.

Old Age Assistance

The Old Age Assistance Act, which will go into effect on January 1, 1952, provides for the implementation of that portion of the recommendations of the Joint Committee of the Senate and House of Commons on Old Age Security which referred to persons between the ages of 65 and 69 (L.G., 1950, p. 1142).

The Joint Committee recommended that the Federal and Provincial Governments share equally in the cost of pensions of up to \$40 a month for persons between the ages of 65 and 69 with a means test, and that the Federal Government should provide a pension of \$40 a month to all persons of 70 years of age and over without a means test. The Prime Minister

announced in the House that at the Fall Session of Parliament this year, legislation will be introduced to implement that portion of the program relating to persons over 70.

Under the present old age pensions legislation the Federal Government pays 75 per cent of the cost of a basic monthly pension of \$40 with a means test to persons over 70. The provinces pay the remaining 25 per cent, together with administrative expenses.

The new Act provides for Federal-Provincial agreements to share the cost of assistance to persons 65 to 69 on a fifty-fifty basis. The Federal Government will make monthly payments out of the Consolidated Revenue Fund to the Provinces of an amount not exceeding in respect of any recipient, 50 per cent of \$40 a month, or the amount of assistance paid by the Province, whichever amount is lesser.

The residence qualifications are the same as under the present old age pensions legislation. To be eligible for assistance, a person must have been resident in Canada for the 20 years immediately preceding the commencement of assistance, or resident in Canada prior to that 20-year period for a total of twice the number of years of his absence from the country during the 20-year period. The Joint Committee recommended that consideration be given to reducing the residence qualifications to fifteen years.

The amount of allowable annual income inclusive of assistance has been increased by \$120 in the new Act. This will mean that an unmarried person (that is, a single person, widow or widower) may have an income of \$720 a year; a married person living with his spouse, \$1,200; a married person living with a blind spouse, \$1,320.

The new Federal Act does not require the recovery of the sum of assistance payments from the estate of a deceased person, as a debt due, as is required in the present Federal Act, but if the province under the authority of provincial legislation does so recover, half of the amount recovered must be refunded to the Government of Canada.

A noteworthy change with regard to qualification for old age assistance is that Indians will not be excluded from the new Act as they were heretofore, but will be treated in the same way as all other residents of Canada.

Blind Persons' Allowances

The Blind Persons Act passed at this session will come into force January 1, 1952. When this Act becomes effective, blind persons will, for the first time, be covered by separate legislation, indepen-

dent of that respecting the aged. In introducing this Bill, the Minister of National Health and Welfare pointed out that the Government, in this measure or otherwise, is implementing either wholly or in part the six-point program put forward in 1947 by the Canadian Council of the Blind, the Canadian National Institute for the Blind and other organizations working in this field. In addition to providing separate legislation for the blind, other changes made by the Act in accordance with recommendations of organizations for the blind include a reduction in the residence qualification and an increase in the maximum income allowed for eligibility for an allowance.

The Act as before provides for Federal-Provincial agreements to be made for payment of allowances in cases of need to blind persons 21 years and over. The Federal Government will continue to pay 75 per cent of the cost of the allowances and the provinces 25 per cent.

As under the Old Age Assistance Act the amounts of maximum income allowed, including the allowance, are raised by \$120 in each case. The amounts of maximum income now allowed are \$840 a year for an unmarried blind person, \$1,040 a year for an unmarried person with a dependent child or children, \$1,320 for a married blind person with a sighted spouse and \$1,440 for a blind person with a blind spouse. "Unmarried person" includes a widow or widower.

Blind Indians will be eligible for allowances in the same way as other residents of Canada.

The residence requirement has been reduced from 20 to 10 years. A person may also claim a pension if he has not resided in Canada for the 10 years preceding his claim, provided that he has before the 10 years resided in Canada twice as long in the aggregate as he has been absent during the 10 years.

Housing

The National Housing Act, 1944, was amended to authorize the Governor in Council to prescribe the maximum rate of interest that may be charged to a borrower under the Act. When the Bill was introduced in the Senate, it was explained that the purpose of the amendment was to make the interest rate flexible at a time when the prevailing rate of interest was rising.

Previously, a fixed rate of interest was set by the Act for each of the four types of loans authorized: 4½ per cent in the case of joint loans and rental insurance

loans, 4 per cent in the case of primary producer loans and 3 per cent in the case of limited dividend loans. Under the amendment, in prescribing the maximum rate, the Governor in Council is limited to the rate of long-term Government bonds plus 2 per cent for joint loans, 1½ per cent for rental insurance loans, 1½ per cent for primary producer loans and 1 per cent for limited dividend loans. Since at the time when the Bill was introduced the average yield of long-term Government bonds was 3·22 per cent, the amendment will permit a higher rate of interest to be charged on all four types of loans.

Emergency Powers

Emergency Powers Act.—The Emergency Powers Act, given Royal Assent on March 21, confers on the Governor in Council power to take such action and make such orders and regulations as he may deem necessary or advisable for the “security, defence, peace, order and welfare of Canada”.

The Act gives the Governor in Council a large measure of the special power conferred during the two world wars by the War Measures Act. The preamble to the new Act states that since an international emergency exists threatening the security of Canada, it is necessary that the Governor in Council have emergency powers to carry out adequate defence preparations, to regulate the economy to meet the needs of defence, and to stabilize the economy to safeguard it from disruption resulting from defence efforts here or in other countries. The preamble indicates two reasons why emergency powers were sought through this Act rather than by bringing the War Measures Act back into force. It was considered better not to invoke the War Measures Act so long as present efforts to avert war were continuing, and it was not thought desirable that the wide powers conferred by the War Measures Act to interfere with the fundamental liberties of the individual should be brought into operation at this time.

In the Act six classes of subjects are enumerated over which the Governor in Council may exercise emergency powers but the general power conferred is not limited to matters coming within these heads. The six classes of subject are: (1) control and suppression of maps, plans and photographs; (2) control of communications; (3) control of harbours and shipping; (4) transportation by air, water or land; (5) trading, exportation, importation, production and manufacture; and

(6) collection of fees or charges established for the purposes of a scheme of control.

It is specifically enacted that the powers conferred on the Governor in Council do not include the power to make orders or regulations in relation to arrest, detention, exclusion or deportation, censorship or the expenditure of money not specifically provided by Parliament except from a fund established by order or regulation for the purpose of a scheme of control.

Orders made by the Governor in Council under the Act must be laid before Parliament within five days and regulations made by a delegated authority under the Act, within 15 days. If Parliament is not in session, the Order must be tabled within the same period after the commencement of the next session. As introduced, the Bill required the tabling of Orders in Council in accordance with the Regulations Act which requires every regulation to be published in the *Canada Gazette* within 30 days after it is made and laid before Parliament within 20 days of its publication or within 15 days after the commencement of the next session. The Bill was amended in Committee to reduce the period for tabling as noted above and to require all regulations to be tabled whether made by the Governor in Council or by some other authority appointed under the Act.

By joint resolution of the Senate and House of Commons any order or regulation made under the Act may be annulled within 40 days after it is tabled. This Section was amended in Committee to apply to all regulations instead of only to Orders in Council as was provided in the Bill as introduced.

Penalties of fine or imprisonment for a term not exceeding five years, or of both fine and such imprisonment, may be prescribed by the Governor in Council for violation of orders or regulations made under the Act.

The sections of the Act giving the Governor in Council emergency powers will expire on May 31, 1952, but, by joint address of the Senate and House of Commons to the Governor General, it may be extended for a further period of not more than one year.

The Act does not prevent the War Measures Act from being invoked. If this is done, the Emergency Powers Act will be automatically repealed but all orders in force under that Act will remain in effect under the authority of the War Measures Act.

Department of Defence Production.—An Act was passed to provide for establishing a department of defence produc-

tion to act as a procurement agency for the defence forces of Canada and also for such defence requirements of Canada's allies as may be met from Canadian production. The Act confers powers on the Minister with respect to procurement very similar to those formerly held by the Minister of Munitions and Supply during World War II. The Act gives the Governor in Council power to control essential materials in substantially the same terms as the Essential Materials (Defence) Act (L.G., 1950, p. 1919) passed at the Special Session in September, 1950, including the power to designate materials and services as essential for defence purposes, and to control the production, processing, distribution, acquisition, disposition or use of these materials and services when deemed necessary. The Act will be in force for five years, expiring on July 31, 1956. The Essential Materials (Defence) Act is repealed.

Consumer Credit.—The Consumer Credit (Temporary Provisions) Act, 1950 (L.G., 1950, p. 1920), which gave the Governor in Council power to restrict credit for the retail sale of consumer goods, was amended. The Act now also authorizes the making of regulations applying to contracts for the hire of consumer goods and to contracts for work and labour where consumer goods are supplied by the person who contracts to furnish the work and labour.

Constitutional Changes

Amendment to BNA Act.—On May 31, the United Kingdom Parliament passed an amendment to the British North America Act to enable the Parliament of Canada to legislate concerning old age pensions. The purpose of the amendment is to enable Parliament to pass an Act providing contributory old age pensions for persons 70 years of age and over.

This amendment was requested by a joint address of both Houses of the Canadian Parliament to His Majesty the King, requesting that the Parliament of the United Kingdom amend the BNA Act as follows:—

OLD AGE PENSIONS

94A. It is hereby declared that the Parliament of Canada may from time to time make laws in relation to old age pensions in Canada, but no law made by the Parliament of Canada in relation to old age pensions shall affect the operation of any law, present or future, of a provincial legislature in relation to old age pensions.

Territorial Councils of Yukon and Northwest Territories.—Amendments to the Yukon and Northwest Territories Acts increase the size of the Territorial Councils from 3 to 5 members in the Yukon and from 6 to 8 members in the Northwest Territories. The amendment to the Northwest Territories Act went into effect on June 15, and the one to the Yukon will be proclaimed on the dissolution of the present Council, which has three elected members, in July, 1952. When the Yukon amendment is proclaimed, all five members of the Yukon Council will be elected.

In the Northwest Territories the elective principle has been introduced for the first time, three members being elected and five appointed. Another change authorizes the Governor in Council for the first time to appoint judicial officers for the administration of justice in the Northwest Territories.

The Indian Act

A new Indian Act was passed at this session and will come into force on proclamation. The new Act is the result of study of necessary revision of the Indian Act which began with the appointment of a joint committee of the Senate and the House of Commons in 1946.

One of the new Sections (87) provides that, subject to the terms of any treaty and any other Federal Act, provincial laws of general application are applicable to Indians. However, such laws do not apply if they are inconsistent with the Indian Act or regulations under it.

Bills not Passed

Three Private Members' Bills failed to get beyond first reading.

A Bill "to promote Fair Employment Practices in Canada", which was similar to the Act passed in Ontario this year (L.G., 1951, p. 846), would have forbidden, in any work, undertaking or business within the legislative authority of the Parliament of Canada, discrimination in advertisements or application forms for employment, or a refusal to hire an applicant, or discharge of an employee, because of race, colour, religion, national origin or ancestry.

Two Bills, similar to Bills introduced in the past two years, sought to amend the Industrial Relations and Disputes Investigation Act. One of these would have provided for the revocable voluntary check-off of union dues by requiring an employer to grant this form of check-off upon request of a union certified as the bar-

gaining agent. The second Bill proposed to declare that part of the meat packing industry which carries on operations in two or more provinces to be works for the

general advantage of Canada with a view to making that part of the meat packing industry subject to the Industrial Relations and Disputes Investigation Act.

Legal Decisions Affecting Labour

In the celebrated Kuzych case, the Privy Council allowed the appeal of union officers against the majority judgment of the British Columbia Appeal Court reported in the October, 1950
LABOUR GAZETTE.

The Privy Council held that an expelled union member should have resorted to the appeal procedure provided in the union constitution and by-laws before seeking relief in the courts.

In a judgment delivered by Viscount Simon on June 20, 1951, the Judicial Committee of the Privy Council allowed the appeal of W. L. White and other officers of a Vancouver shipyard union from a judgment of the British Columbia Court of Appeal, dated May 3, 1950, in favour of Myron Kuzych, who had been expelled from the union (L.G., 1950, p. 1704). The Judicial Committee, in allowing the appeal, reversed the decision of the British Columbia Courts which had found Kuzych to have been illegally expelled and which had awarded him \$5,000 damages. The reason for the judgment was that Kuzych, before seeking relief in court, had not exhausted the remedies available to him under the Union Constitution and By-laws.

His Lordship first reviewed the facts. Kuzych, a welder, became a member of the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1, in April, 1943. He was employed by the North Vancouver Ship Repairs Limited, with which the Union had an agreement, one of the terms of which was that only members of the Union would be employed. The principle of the closed shop was the policy of the Union since its inception. Kuzych expressed himself both before and at the trial of the action as being opposed to the closed shop principle and as regarding it as "a very great evil" which he would tolerate "as long as it is necessary but not a moment longer".

In February, 1945, "after much previous controversy and some abortive litigation", a member of the Union made three charges against him of offences committed in breach of Article 26 of the By-laws of the Union:—

- (1) he assisted in holding an unauthorized public meeting to discuss internal business of the Union;
- (2) between October, 1942, and December, 1944, he was guilty of conduct unbecoming of a member of the Union and committed acts discreditable to it in publicly opposing established policies of the Union by campaigning against the closed shop principle; and
- (3) he violated the Oath of Obligation of a member of the Union in failing to repudiate certain radio broadcasts made in his behalf, which contained statements slanderous of one Stewart, a member and then President of the Union.

Article 26 provides that, when such a charge is made and read out to a General Business Meeting of the Union, it is to be handed to the Press and Investigating Committee "to conduct the trial". Kuzych was duly notified of the charges and of the date and place of hearing. He attended the proceedings, giving evidence and being cross-examined. The Committee, at the end of the hearing, as prescribed by the By-law, took a vote and prepared a report for the next regular General Meeting of the Union. The report was unanimous and found Kuzych guilty on all three charges. Under the By-law it is required that the report be read out at a General Membership Meeting and a motion put to accept or reject the report. If there is a minority report from the trial committee, it also is to be read. One speaker for each of the complainant and the accused, and the Union's counsel if one has been appointed, "shall be given the right of the floor for an equal and predetermined period".

The meeting shall then vote on the motion by show-of-hands, standing or secret ballot, and if the charges are sustained by a majority of the members voting, the accused stands convicted and the meeting shall fix the penalty, also by majority vote; but concurrence of a two-thirds majority present and voting shall be required to expel a member. If the charges are not sustained, the defendant shall automatically be declared exonerated of the alleged offence.

A General Meeting was held on March 19, 1945, and one of the Union members put the case for the report and Kuzych, "not without considerable interruption," opposed. Before the vote was taken, the chairman spoke for a few minutes, strongly denouncing Kuzych as a friend of the Capitalist class—"an intervention not in any way justified by the By-law". On a show of hands a resolution expelling Kuzych from the Union was passed by 454 to 12.

The By-law makes provision for appeals. If a member found guilty by a General Meeting feels that the decision is unfair, or the penalty too severe, he may, within sixty days file an appeal in writing with the Executive of the Shipyard General Workers' Federation. The By-law states:—

If expulsion has been the penalty, an appeal shall stay the order, until decision by the Appellate Tribunal, but shall not restore the accused to regular membership and his status shall be that of a charged member, as specified in Group B, Section (5) of this Article.

The Judicial Committee regarded it as "a crucial circumstance in the present litigation that it was instituted by the respondent without first appealing to the Federation from the findings against him in the Report and the Resolution of expulsion subsequently adopted at the General Business Meeting". A part of the Oath of Obligation by which Kuzych was bound reads as follows:—

I promise that I will not become a party of any suit at law or in equity against this Union or the Federation, until I have exhausted all remedies allowed to me by said Constitution and By-laws.

During the voting at the General Meeting, one of the members was observed taking down the names of those who voted in the minority, and Kuzych relied on this as confirming his allegation that the vote was influenced by intimidation. Their Lordships noted that evidence was accepted by the trial judge that one of the members of the Committee, before he was elected, stated that Kuzych would be "crucified" by the Committee, and that threats had been made by Union officers to two of Kuzych's supporters if they continued to follow and back up Kuzych.

Their Lordships concluded that, whatever the correct details might be, there was, before and after the trial, strong and widespread resentment against Kuzych by many in the Union, and that one of those who formed and expressed adverse views about him was a member of the Trial Committee. If the so-called "trial" and

the General Meeting which followed had to be conducted by persons previously free from all bias and prejudice, this condition was certainly not fulfilled. However, in Their Lordships' view, it would be an error to demand from those who took part the strict impartiality of mind which a judge should approach and decide an issue between two litigants.

What those who considered the charges against the respondent and decided whether he was guilty ought to bring to their task was a will to reach an honest conclusion after hearing what was urged on either side, and a resolve not to make up their minds beforehand on his personal guilt, however strongly they had shared in previous adverse criticism of the respondent's conduct.

The question of the extent to which those who took part in the so-called trial approached the trial with a resolve to condemn Kuzych was, in the Judicial Committee's opinion, a question of fact to be deduced or inferred from the evidence. Since the judges of the trial and appeal courts held that the trial within the Union was not free from prejudice and bias, and even the dissenting judges did not take exception to this view, the Judicial Committee dealt with the matter on the basis that severe condemnation of the methods followed in the proceedings under review was fully justified.

If these were the only relevant considerations, some difficult questions would arise. For example, the question would have to be considered how far the law on the subject of bias or prejudice or failure to apply natural justice extends to such a tribunal as the Trial Committee and the General Meeting which considered the Committee's Report. However, Viscount Simon continued, if the view taken by the two Judges who were in the minority of the Appeal Court prevailed, it would not be necessary to pronounce on these issues. The view taken by the dissenting Judges was that Kuzych's claim should fail because after his condemnation by the General Meeting he did not appeal to the Shipyard General Workers' Federation before taking his case to court, although he was contractually bound not to institute any action against the Union until he had exhausted all the remedies allowed by the Union's Constitution and By-laws.

Against this view it was argued before the Judicial Committee that (a) the Trial Committee was not properly constituted and accordingly the General Meeting had no valid report before it, the sentence of expulsion would therefore be without authority, and there would be no basis for

appeal to the Federation; and that (b) even if the Committee was properly constituted, the conclusion reached at the General Meeting should not be regarded as a "decision" on the ground that it was arrived at by improper methods.

Their Lordships, after receiving argument on issue (a) from both sides, held that in their view the Trial Committee must be regarded as validly constituted.

As to (b), the crucial question was whether the conclusion reached by the General Meeting was a "decision" within the meaning of that word in the provision on Appeals in the By-law. The view of the dissenting Appeal Court Judges was that the conclusion reached by the General Meeting was a "decision" within the meaning of that expression in the By-law even though it was tainted by bias or prejudice, or arrived at in defiance of natural justice, and even though the voting of some members may have been affected by intimidation. The Judicial Committee held that this, was the correct view. The meaning of "decision" in By-law 26 must be arrived at by examining the By-laws as a whole. It is clear that the scheme of the By-laws is that members of the Union intend to settle disputes between a member and the Union within the Union to the exclusion of the law courts, at least until

the remedies provided by the Constitution and By-laws are exhausted. "Decision" in the By-law means "conclusion". Their Lordships therefore held that the conclusion reached by the General Meeting was subject to appeal.

And they must respectfully repudiate both the correctness and the relevance of the view that it would have been useless for the respondent to appeal, because the Federation would be sure to decide against him. They see no reason why the Federation, if called upon to deal with the appeal, should be assumed to be incapable of giving its honest attention to a complaint of unfairness or of undue severity, and of endeavouring to arrive at the right final decision. At any rate, this is the appeal which the respondent was bound by his contract to pursue before he could issue his writ. He has not done so, and on this ground Their Lordships will advise His Majesty that the appeal must be allowed.

As to costs, the Judicial Committee ruled that Kuzych must bear the costs of the appeal to the Privy Council and of the appeal to the Court of Appeal in British Columbia, but that each party should bear its own costs of the trial "where the point on which the appellants now succeed was not originally raised."

White and others v. Kuzych, Privy Council Appeal No. 1 of 1951, June 20, 1951.

Unemployment Insurance

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held: That a resident of the City of St-Jérôme, P.Q., who was employed as a construction carpenter in Montreal, had not lost his employment by reason of his own misconduct within the meaning of the Act when he was dismissed because he failed to report for work two days in a row and was late on the third one, as it was reasonable for him to presume that due to the extremely cold weather the first two days there would be no work on the project and his explanation concerning his lateness on the third day was plausible.—CU-B 709 (June 18, 1951).

The material facts of the case are as follows:—

The claimant, married, 40 years of age, residing in St-Jérôme, P.Q., filed a claim for benefit on February 2, 1951, stating that he had been employed as a carpenter by a contractor in Montreal for one day, January 29, 1951, and that he had lost his employment for the following reason:

Tuesday and Wednesday, unable to make the trip on account of the cold weather. Thursday, no work.

The employer reported that the claimant had worked one day and did not report back to work until a few days later when he was dismissed for absenteeism.

In subsequent correspondence with the local office, the claimant explained that he had not reported for work on January 30 and 31 because of the extremely cold weather. He had trouble starting his car on the morning of February 1, arrived late on the job and was dismissed.

The insurance officer was of the opinion that the claimant had lost his employment by reason of his own misconduct and disqualified him for a period of six weeks (Section 41 (1) of the Act).

The claimant appealed to a court of referees. At the hearing, a representative of the employer stated that, on January 30 and 31, 60 per cent of the employees

reported to the project and worked, but he was not sure whether the claimant would have been given work or not.

The majority of the court upheld the decision of the insurance officer. The dissenting member expressed the opinion that, as it frequently happens that no work is performed during bad weather in the construction industry it was apparent that the claimant had acted in good faith and that moreover it had not been established whether he would have been given work on the days in question.

The claimant appealed to the Umpire.

CONCLUSIONS:

The circumstances surrounding the claimant's separation might have constituted misconduct within the meaning of the Act for a resident of Montreal and vicinity. But the claimant resided in St-Jérôme and had to make a costly trip of some 30 miles by car to reach his work.

It is indicated that construction projects frequently remain closed when the weather is bad; it was not therefore illogical for the claimant to presume that, owing to the extremely cold weather, the project would not be open on January 30 and 31, as evidenced by the fact that only three-fifths of the workers were at work on those days.

The other two-fifths were apparently not dismissed and I am rather inclined to believe that the claimant's services were dispensed with because he had arrived late on February 1. On that point and under the particular circumstances of the case, the explanation given by the claimant appears to be plausible.

Consequently I do not believe that the reasons for which the claimant was dismissed constitute misconduct within the meaning of the Act and his appeal is allowed.

Held: That a claimant, who was dismissed for continual lateness but contended that the volume of work did not

require his arrival at the agreed starting time, had lost his employment by reason of his own misconduct within the meaning of the Act as the employer had a right to expect that his employees would report for work on time.—CU-B 710 (June 18, 1951).

The material facts of the case are as follows:—

The claimant, married, 30 years of age, was employed by a bakery as a route salesman at a wage of \$35 a week from July 3, 1950, to January 23, 1951. On January 24, 1951, he filed a claim for benefit wherein he stated that he had lost his employment because his employer was not satisfied with his services. The employer reported that the claimant had been dismissed because of continual lateness in arriving to work.

On February 8, 1951, the claimant wrote a letter to the local office stating that he was supposed to report for work at 5 a.m., that on some mornings he did not arrive until 5:15 a.m., while on others not until 5:45 a.m. and that he was warned about his tardiness. One morning he came in at 5:50 a.m. and was dismissed.

The insurance officer was of the opinion that the claimant had lost his employment by reason of his own misconduct and disqualified him for a period of six weeks (Section 41 (1) of the Act).

The claimant appealed to a court of referees on the ground that the volume of work did not warrant his arriving at 5 a.m.

and that the important thing was that he accomplished his day's work. He was present at the hearing and gave evidence to the effect that it only took him 15 minutes to load his wagon and that he could not start his deliveries before 7:30 a.m.; he added that his work was usually completed at 1 p.m.

The court unanimously reversed the decision of the insurance officer, being of the opinion that, in that kind of business, the hour of arrival of the route salesman in the morning was not important as long as the work was done.

The insurance officer appealed to the Umpire.

CONCLUSIONS:

In accordance with the conditions of the contract of service, the employer had a right to demand that the claimant be present at the agreed starting time in the morning, even if there was little work for him to do prior to going out on his delivery route.

The claimant's repeated lateness, despite the fact that he had been warned, certainly constitutes misconduct within the meaning of the Act and I cannot understand how the court of referees could consider that the time of his arrival for work was of secondary importance and that what really mattered was that the work be done.

For those reasons the appeal of the insurance officer is allowed and the disqualification for a period of six weeks is reimposed as from the date that this decision is communicated to the claimant.

Unemployment Insurance Statistics June, 1951*

According to the monthly report issued by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act, initial and renewal claims for unemployment insurance benefit filed at local offices of the Unemployment Insurance Commission totalled 58,233, an increase of 1,803 over the 56,430 initial and renewal claims filed in May. This increase in June, contrary to the usual seasonal pattern, was due to temporary lay-offs in certain plants of the automobile industry in Ontario. In June, 1950, there were 51,284 initial and renewal claims recorded.

On June 30, ordinary claimants signing the live Unemployment Insurance register numbered 86,523 (56,520 males and 30,003 females), as against 88,897 (58,512 males

and 30,385 females) on May 31, and 109,433 (67,283 males and 42,150 females) on June 30, one year ago.

In all, there were 100,828 active claims on June 30. This includes 61 supplementary benefit claimants in Newfoundland and 14,244 other claimants (short-time and casual claimants), recorded mainly in the provinces of Quebec, Ontario, Alberta and British Columbia.

Of the 55,253 initial and renewal claims adjudicated, 43,891 were considered entitled to benefit and 11,362 not entitled. Claims disallowed (insufficient contributions) numbered 4,890. A total of 10,491 disqualifications were imposed on claimants (including three on supplementary benefit and 4,016 on revised claims). Chief reasons for disqualification were: "voluntarily left employ-

* See Tables E-1 to E-7.

ment without just cause" 2,927 cases; "not unemployed" 2,581 cases; and "refused an offer of work or neglected an opportunity to work" 1,385 cases.

A total of 31,284 claimants began to receive benefit on either initial or renewal claims during June, compared with 41,286 in May, and 40,781 in June, 1950.

Benefit payments during June amounted to \$3,513,733 in respect of 1,480,733 days of proven unemployment. Last month, \$5,660,433 was paid in compensation for 2,323,200 days, while one year ago benefit payments amounted to \$6,378,926 for 2,742,203 days.

During the week of June 23-29, 57,079 benefit payments amounting to \$755,311 were paid as compensation for 320,375 days; while for the week of May 26-June 1, 75,914 persons received \$1,046,274 for 435,919 days. One year ago, \$1,209,450 was paid to 92,827 beneficiaries in respect of 521,670 days.

The average daily rate of benefit for the last week of June was \$2.36, compared with \$2.40 for the same week last month, and \$2.32 for the last week of June, 1950. The average duration of compensated unem-

ployment was 5.6 days during the week of June 23-29, 5.7 days during the week of May 26-June 1, and 5.6 days during the week of June 24-30, 1950.

Unemployment Assistance in Newfoundland

During June, a total of 96 initial and renewal claims for unemployment assistance were filed in Newfoundland. Active claimants on the last day of the month numbered 601 (554 males and 47 females). Benefit payments amounted to \$58,221.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of June, 1951, insurance books were issued to 3,592,920 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951.

As at June 30, there were 242,569 employers registered; representing an increase of 647 during the month.

Unemployment Insurance Commission Regulations

Order in Council P.C. 3267, of June 2, 1951, authorized a number of amendments to the Unemployment Insurance Commission Regulations, 1949, effective July 1. The principal changes are as follows:—

Coverage Regulations

Security salesmen employed solely on a commission basis by investment dealers, brokers or agents are not insurable. This exception does not include officers or salaried employees.

Crown Agencies.—The regulation governing employees of certain designated Crown Agencies is clarified. All such employees are insurable unless they exceed the wage ceiling. (The effect of this amendment is to keep employees of Crown Agencies on the same footings as those in private enterprise in so far as insurance is concerned.)

Students.—A full-time enrolled student of a day school, college or university is not insurable in respect of part-time employment not exceeding 24 hours a week in the aggregate.

Janitors are not insurable where the value of remuneration does not exceed a daily average of \$1.50 (instead of 90 cents as formerly).

Charwomen are not insurable when their employment is for not more than four hours a day and is carried on outside the ordinary business hours of the employer.

One day per week.—Any person who habitually works for not more than one day per week in insurable employment is not insurable.

Persons whose principal occupation is not insurable or who do not depend for their livelihood on insurable employment are not insurable in the following employments:—

(1) *Seasonal industries* which operate for not more than 20 weeks in a year, if they lodge with their employers an application for exception (Form UIC 587A);

(2) *Factories for canning* or processing of food products where the employment will not exceed 15 weeks in a year;

(3) *Fruit packing* where the employment will not exceed 15 weeks in a year;

(4) *Circuses, Carnivals, Exhibitions, Fairs or Race Meetings* where the employment will not exceed 15 weeks in a year.

(5) *In the Far North* above the 55th parallel of latitude where the employment will not exceed 15 weeks in a year;

(6) *Telephone and electric power companies or systems* where the employment will not exceed ten days in any month;

(7) *Grain elevators* where the employment will not exceed ten days in any month;

(8) *Oil pipelines* where the employment will not exceed ten days in any month;

(9) *Rural irrigation districts* or water users' communities where the employment will not exceed eight weeks in a year;

(10) *Fixed annual rate*.—Persons in employment receiving a fixed annual rate of remuneration not exceeding \$600.

These exceptions do not apply to persons who ordinarily work in insurable employment.

Contribution Regulations

Contributions during a lay-off.—A lay-off of a determinate duration is not considered as an actual separation, and contributions are now required in respect of any remuneration, including holiday pay, paid to the employee during the period of lay-off.

Lumbering and logging.—A revised formula has been developed for computing the contributions to be paid for employees doing piece work.

Benefit Regulations

Holidays during a lay-off.—Where an employer lays off an employee for a determinate period and declares a paid holiday for that class of employee, the holiday period, even though removed from the beginning of the lay-off by more than three days, shall be deemed to have begun within the three days. Only when an employee is laid off for an indeterminate period will he be able to receive benefit for paid holidays which commence more than three days after the lay-off, as it is then considered to be a *bona fide* lay-off.

Saturday observance of the Sabbath.—Benefit may be allowed for Sundays where the claimant proves to the satisfaction of an insurance officer that his religious beliefs are such that he observes the Sabbath on Saturday, and that he is available for employment and otherwise entitled to benefit for Sundays.

Married women.—The regulations have been modified to permit payment of benefit in certain circumstances where it was formerly denied. The new regulation imposes additional conditions instead of a disqualification. The amendments are as follows:—

(1) Instead of requiring 90 daily contributions after marriage if the claimant was unemployed at the time of marriage, or after the first separation after marriage if the claimant was employed at the time of marriage, the amendment requires 90 contributions after marriage, 60 of which must be after the first separation subsequent to marriage if the claimant was employed at the time of her marriage.

(2) In the regulation relieving a claimant from disqualification if she lost her employment within two weeks prior to marriage due to the employer's rule against the retention of married women, the period has been extended to eight weeks.

(3) Under the regulations a claimant is relieved of disqualification if her first separation from employment after marriage is by reason of a discharge on account of shortage of work. The amendment provides for relief also if the last separation from employment within eight weeks prior to marriage was due to a discharge on account of shortage of work.

(4) Relief is provided for the claimant who proves that her first separation from employment after marriage, or the last within eight weeks prior to marriage, was in consequence of leaving voluntarily because she had just cause solely and directly connected with her employment.

(5) In the provision for relief from disqualification if the claimant's husband becomes permanently and wholly incapacitated, the period of the husband's total incapacity for work is reduced to four consecutive weeks.

Further information concerning the amendments to the regulations is obtainable at local National Employment Offices.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research 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.

July 1951 . . .

. . . were very favourable throughout most parts of the country. Unemployment was at a low level and thousands of immigrants were absorbed into the employment stream each month in almost every type of industry. The full employment of the Canadian people, except in localized areas of Ontario and British Columbia where lay-offs have occurred recently, was made possible by two major economic developments, the underlying program for opening of Canada's resources and the accelerated production resulting from defence needs of the Western world. Seasonal pressures were nearing their peak at this time, strengthening the strong demand for help.

The buoyancy of the employment situation is reflected in registrations at Employment Service offices, which had fallen to 130,000 at the end of July. During the previous five weeks, registrations had dropped by 10,000, while a comparison with the end of July last year showed a decline of 28,000.

Both British Columbia and Ontario were faced with a number of non-seasonal lay-offs during June and July. Prolonged drought was disrupting activity in logging, agriculture and related industries in the **Pacific** region and, while only a temporary development, threw many thousands of persons out of work. A good number of these found temporary jobs elsewhere but others were still unemployed. Registrations at Employment Service offices, which normally would be declining at this time, increased by 4,300 during the month.

The consumer goods industries, which are located primarily in Ontario, have been faced with lay-offs and short time. This slackness, which earlier was concentrated in automobile, household electrical appliance, clothing and leather industries, spread to iron and steel, furniture and primary textile plants during July. In the textile and clothing industries alone it was estimated that at least 3,000 workers have been laid off and 12,000 were working three days a week or less. In the other industries mentioned earlier, non-seasonal factors have caused the release of almost 5,000 workers. These lay-offs have been particularly heavy in Windsor and other industrial centres.

These workers are being released into an employment market which is active, and many are taking alternative work available in agriculture, construction and expanding industrial enterprises.

Farm help has been in strong demand this year and immigration into agriculture has accordingly shown a sharp increase. In the first six months of this year, 13,494 people entered Canada for this work. Farm wages were rising in order to attract more help, with wage rates at May 15 higher than in any of the corresponding periods since 1940. The program of transferring farm help to meet the various harvest needs under the Federal-Provincial Farm Labour Agreements was again under way. To date five movements have been completed, involving from 75 workers in one instance to 1,200 in the largest transfer.

The growth in employment in the manufacturing industries during July was interrupted by readjustments to a lower level of demand in certain consumer goods industries. In the consumer durable field, lay-offs occurred in firms producing refrigerators, washing machines, radios, stoves and automobiles and parts. These lay-offs were mainly in manufacturing cities in the central provinces—Windsor, Hamilton, London, Toronto and Montreal. In the textile, leather and furniture industries, short-time work and staff reductions were also being made to bring production into line with demand. The decline in employment in these industries was partly seasonal in nature, although the extent of the drop

was greater than average for the time of year. Continued hirings in producer goods industries, iron and steel, non-ferrous metals and chemicals, however, offset the loss in employment in the consumer goods sector. At June 1, the index of employment for all manufacturing industries was 191.8 (1939=100), a rise of 16.5 points in the previous year.

A sharp contrast in the rate of logging activity was in evidence in the two major regions of Canada, British Columbia and east of the Great Lakes. In the east, the demand for workers was strong and shortages of labour existed. The number of men employed in the woods by the pulp and paper industry at the end of July was nearly 50 per cent above last year's levels at the same date. Registered labour demand at the same date was about 13,000, distributed regionally as follows: Atlantic 2,100; Quebec 5,300; Ontario 2,300; Prairies (including the Head of the Lakes Area) 3,100. River driving and summer cutting were responsible for the active labour market. An exceptionally long dry spell in British Columbia led to the closure of forest areas due to fire hazard and the industry was at a standstill during July, with thousands of loggers out of work.

In spite of rising wage and material costs, employment in the construction industry continued to expand both seasonally and in comparison with earlier years. The monthly survey of employment of the Dominion Bureau of Statistics showed that at June 1 the working force in building and structural construction was nearly 10 per cent over last year while in highway, street and bridge construction employment was down by almost the same proportion. In aggregate, the index of employment had advanced from 172.7 to 177.5 in the year ending June 1, 1951 on the base 1939=100. The index of payrolls, reflecting this increase in numbers employed as well as a higher level of wages, showed an advance from 387.5 to 447.3 (1939=100) in the same period. Material costs were estimated to be one-fifth higher than last year.

Regional Analysis

Employment conditions were buoyant in **Newfoundland**. Applications for work registered at Employment Service offices were the lowest on record. The basic industry, fishing, was most active, despite uncertain markets and the lack of settled prices for this year's cod catch. Commercial, industrial, residential, road, railway and defence construction provided jobs for many hundreds of workers; the Labrador Railway building project added to the need

for workers. Seasonal activity sustained employment at high levels in mining, rail and water transportation while the strong world demand for pulp and paper products boosted employment to above usual summer levels in the logging industry. Employers from elsewhere in Canada have been looking to Newfoundland for workers; about 550 men have been dispatched to Ontario farms and a number to agriculture in the Maritimes.

The employment situation in the **Maritime** region this summer is the most favourable since the end of the war. There has been a sustained demand for bush workers in addition to heavy requirements for help for United States defence construction work in Labrador. These have augmented the usual seasonal needs of agriculture, fishing and fish processing, and local construction, bringing about almost full employment with shortages of help evident in the construction skills and in logging. Employment was steady in the shipyards in both Halifax and Saint John, as well as in a number of the smaller yards in Nova Scotia. Some slackness occurred in the boot and shoe industry in Fredericton due to unsettled conditions concerning defence work, but employment in the manufacturing industry as a whole was well sustained during the month.

In the **Quebec** region, seasonal activities continued to tax available labour supplies. Most heavy demand for harvest help was met by immigration while beet blocking operations were completed with about three-quarters of the 1,200 men originally requested through the Employment Service. According to records at the employment offices, another 4,000 men could be placed as loggers and bushmen while the mining industry is in need of experienced miners, mine helpers and labourers. Employment activity was slack in manufacturing industries because of the annual vacation period and of declining consumer demand in primary textiles, leather, electrical appliance and furniture industries. Although residential construction has been reduced in the region, other phases of construction, industrial, institutional and resource-development, have absorbed all available skilled and semi-skilled help and depleted reserves of unskilled labour.

In the **Ontario** region, the pressure on the labour market during July was eased by the summer vacation period. In addition, the effects of reduced spending on automobiles, furniture, household appliances, textiles and leather was also felt on the employment level, causing lay-offs and some short-time. Shortage of materials,

particularly iron and steel, as well as the scarcity of some key skilled personnel prevented expansion of employment in other industries. The demand for farm help was exceptionally strong, and harvest workers for haying were brought in from the Prairie and Atlantic regions. Many immigrants also took their place in the agricultural working force, but shortages continued, particularly in the Ottawa valley. Some of the 1,700 mine workers on strike in the Timmins area were reported to have migrated temporarily to construction jobs in Sarnia and other southern Ontario points, which helped to ease the shortage of construction workers there. The demand for bush workers in most northerly areas of the region remained very strong but it was not easily met because of the difficult summer working conditions in the woods, and the more attractive jobs available in construction and manufacturing.

Employment conditions continued to improve throughout the *Prairie* region during July. Labour supply grew tighter as the annual June increase in the labour force was absorbed by a seasonal upswing in activity which has been bolstered this year by high levels of farm income, increasing industrialization and the requirements of the defence program. Currently, the larger non-agricultural establishments are employing 16,500 more workers than a year ago. At August 2, the number of persons registered for jobs with the National Employment Service was 5,000 less than a year earlier and represented but 1.6 per cent of the labour force.

Factors contributing to this favourable situation are the steady expansion of the petroleum and other basic industries. Woods employment in the Lakehead district, at 5,000, was two and a half times greater than last July, and work on a railway in northern Manitoba was expected to begin in August, requiring 500 men. Most of the increase in employment resulting from the defence program has been concentrated in the construction industry. Almost one-third of all defence construction in Canada is taking place in this region. Income of the farming sector will be increased this year by higher participation payments, and farmers are preparing to harvest a bumper crop. Preparations were under way to bring in three thousand harvesters from Ontario and Quebec.

Unemployment in the *Pacific* region rose contra-seasonally during July as a result of two months of dry weather. This record period of drought seriously affected logging, agriculture and related industries. In many areas the crop yield has been cut

in half, and three-quarters of all logging operations in the region were stopped because of the fire hazard. The immediate result was a drop in potential and actual employment. Fruit picking and canning jobs which normally open up at this time were fewer and many thousands of woods employees have been released. The majority of unemployed loggers have found other employment, except in certain lumbering towns. Some were absorbed by the construction industry, and many moved inland, where logging camps were operating at full capacity. But despite these alternative job opportunities there was during the month an overall increase of 5,000 in the number of applications from male workers at National Employment Offices.

The basic demand forces contributing to employment in the region were still strong. The market for fish has been strengthened by a recent order from the United Kingdom, and total demand for lumber was greater than it has been for several years. When weather conditions return to normal, the demand for forest skills will be greater than ever as producers try to make up for lost time. The construction industry was another main source of labour demand. Construction contracts totalled 114 million dollars for the first six months of this year, a three-fold increase over a similar period in any recent year. However, some projects will not be completed until 1954, so that the work represented by the value of contracts awarded will be spread over three years.

Employment Service Activities

Placements showed a minor drop during July from the exceptionally high level in June but were still well above previous years' levels. Lay-offs in Ontario and British Columbia, the first caused by slackened consumer buying of automobiles, textiles, furniture and leather goods, and the second by prolonged drought, brought considerable numbers of persons to employment offices to claim unemployment insurance. Claims filed for benefit during the month of June and July were 23 per cent higher than for the same months last year. Despite this increased traffic, the general buoyancy of the economy provided many alternative jobs for these workers; some who were laid off turned to agriculture, others to construction or industrial work, so that unemployment remained low. The count of those still claiming unemployment insurance at the end of July showed that the numbers registered were still below the total reported on the same date in 1950.

About 20 per cent of the applicants registered throughout Canada—12,800 boys and 12,700 girls—were under the age of 20. Reports from Employment Service offices indicate a heavy registration of students seeking both summer and permanent work this year and the number on file at the end of July was higher than in 1949 and only slightly less than in 1950. The absorption of youths into employment has varied from area to area; in some centres where seasonal activity was great, a good number of jobs were available for those who had the required physical strength; in industrial districts, opportunities were often limited, especially where it was the policy of establishments to close down for holidays. The scarcity of agricultural help this summer has been a boom to the employment of students. Many have taken farming jobs and it is possible that their services will be required after the beginning of the school year in September.

Because of the tight labour situation in agriculture farmers have been looking even more than usual to the organized move-

ments of workers to meet their various needs. Recruiting of help through the National Employment Service for these movements has covered a broader area this year because of the general scarcity of help, and many workers have been brought in from Newfoundland and the Magdalen Islands. Most of the requests to date have been met and the number transferred were sufficient, with local supplies, to prevent spoilage of crop because of labour scarcities. Men were transferred for haymaking to Prince Edward Island, to New Brunswick and to Ontario. The latter was the largest movement, involving an estimated 1,200 persons. Generally, workers were recruited from Nova Scotia, Newfoundland and the Magdalen Islands, although in the case of the Ontario movement, farm hands came from the Prairies. The transfer of girls from the Prairies to British Columbia for small fruit picking took place this year after a lapse of the movement in 1950. Additional workers were needed for beet blocking operations in St. Hilaire, Quebec, and an estimated 900 workers were brought in from other parts of the province.

Wages, Hours and Working Conditions

THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1950

Almost three-quarters of the plant workers in the Chemical Products Industry were normally working less than 45 hours a week in 1950, with a slightly smaller proportion on a 5-day week. Most of the workers received from one to three weeks' vacation with pay depending on length of employment; and the majority were paid for 7 or 8 statutory holidays. Rest and wash-up periods were fairly common in this industry, as were wage differentials for extra-shift operations.

Average hourly wage rates for 10 selected occupations in the Acids, Alkalis and Salts division of this industry are also given in the following article.

There have been some noticeable changes in the hours and working conditions of the Chemical Products Industry, for which comparable information is available,¹ during the year preceding October 1, 1950. A greater proportion of plant employees were reported working normally 44 hours a week or less in 1950 than in 1949, 72 per cent compared with 61 per cent; and the proportion on a 5-day week increased from 62 to 71 per cent during the year.

A greater percentage of workers were in plants which had a maximum vacation of three weeks with pay in 1950, generally after 15 or 25 years of employment, and many more than previously could become eligible for four weeks. The proportion of workers being paid for 7 or more statutory holidays increased from just over one-half in 1949 to about three-quarters a year later.

Time and one-half was the general over-time rate in 1950, although a large number of workers were paid double time for work on Sundays. If work was necessary on statutory holidays which were normally paid for when not worked, most would receive double time or double time and one-half.

¹ See "Hours and Working Conditions in the Chemical Products Industry, October 1949", *LABOUR GAZETTE*, December 1950, p. 2105.

Information in this section is prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for pieceworkers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

More than 60 per cent of the workers received regular daily rest periods and about two-thirds received regular wash-up periods in this industry. About 80 per cent of the workers on extra-shift operations were paid a wage differential for this shift work.

Average hourly wage rates for 10 selected occupations in the Acids, Alkalis and Salts division of the Chemical Products Industry increased from 7 to 12 cents during the year preceding the October, 1950, survey. The average rates were generally higher in Ontario than in Quebec.

The information in this article was obtained from about 325 establishments employing almost 28,600 plant workers engaged in the manufacture of chemical products. Just over 15 per cent of the

plant workers were women. Fifty-four per cent of these employees were located in Ontario, 37 per cent were in Quebec and small numbers of the remainder were in all of the other provinces.

For purposes of this article the Chemical Products Industry has been divided into 5 divisions: Acids, Alkalis and Salts; Medicinal and Pharmaceutical Preparations; Paints and Varnishes; Soaps, Washing and Cleaning Compounds; and Other Chemical Products. This last group includes workers manufacturing explosives, ammunition and pyrotechnics, fertilizers, toilet preparations, vegetable oils, primary plastics, and miscellaneous chemical and allied products.

Average Wage Rates.—Average hourly wage rates for 10 selected occupations in the Acids, Alkalis and Salts division of the Chemical Products Industry, with averages and 80 per cent ranges for Quebec and Ontario, are given in Table I.

The Canada averages at October 1, 1950 were from 7 to 12 cents an hour higher than they were a year earlier, increasing, on the average, 7 cents an hour for Labourers and 12 cents an hour for Painters and Laboratory Technicians.² Labourers received the lowest Canada average rate, 99 cents an hour, and Machinists received the highest, \$1.31 an hour.

The average rates were generally higher in Ontario than in Quebec, the difference varying from 7 cents for Helpers to 19 cents for Laboratory Technicians. Wage rates in Quebec ranged from an average of 96 cents an hour for Labourers to \$1.23 an hour for Machinists and Welders. In Ontario the average hourly rates were \$1.04 for Labourers, \$1.40 for Machinists, and \$1.35 for several other classes of skilled workers.

The Normal Work Week.—Slightly less than three-quarters of the plant workers in the Chemical Products Industry were normally working from 40 to 44 hours a week in 1950, 32 per cent working 40 hours and 23 per cent working 44 hours (Table II). A further 9 per cent were normally working a 45-hour week and 17 per cent a 48-hour week.

The majority of workers in the Medicinal and Pharmaceutical Preparations and the Soaps, Washing and Cleaning Compounds

divisions of the industry, 69 and 77 per cent respectively, were reported on a 40-hour week. In the Acids, Alkalis and Salts division, about two-thirds of the workers were on a normal work week of 48 hours and one-quarter were on a work schedule of 44 hours. Thirty-one per cent of the workers in the Paints and Varnishes division were on a 45-hour week, 26 per cent were on a 40-hour week and 22 per cent on a 44-hour week. Of the workers producing Other Chemical Products, about 80 per cent were normally working from 40 to 44 hours, with 25 per cent working 40 hours and 27 per cent 44 hours.

About 46 per cent of the workers in Ontario were reported on a 40-hour week in 1950, as compared with 15 per cent in Quebec. On the other hand, there was a higher proportion of workers in Quebec on a 48-hour week than there was in Ontario, 26 per cent in the former province and 13 per cent in the latter. A further 28 per cent of the plant workers in Quebec and 22 per cent in Ontario were on a 44-hour week.

There were numerous decreases in the normal weekly hours of work during the year preceding October 1, 1950. The proportion of plant employees working 45 hours or more a week decreased from 39 to 28 per cent during the year, with those on a 48-hour week decreasing from 25 to 17 per cent. About the same proportion of workers were on a 40-hour week in the two years, but the proportion working between 40 and 44 hours increased from 28 per cent in 1949 to 41 per cent in 1950.

Seventy-one per cent of the workers in the industry were on a 5-day week in 1950, as compared with about 62 per cent in the preceding year. At least 79 per cent of the workers in all except one of the industrial groups shown in Table I were reported working 5 days a week. The exception was Acids, Alkalis and Salts, in which but 15 per cent of the workers were on a 5-day week. A larger proportion of workers in Ontario than in Quebec were on a 5-day week, about 78 per cent and 60 per cent respectively.

Overtime Payment.—Many establishments in the Chemical Products Industry did not report information on their overtime payment policy in 1950, but for those which did, time and one-half was the predominant payment for work after standard daily or weekly hours. For work on Sunday, or the seventh working day of a

² For information on wage rates for selected occupations in the Acids, Alkalis and Salts and the Medicinal and Pharmaceutical Preparations divisions of the Chemical Products Industry at October 1949, see the *Annual Report on Wage Rates and Hours of Labour in Canada, October 1949*. This is No. 32 in a series of such annual reports published by the Department of Labour.

continuous operation, about two-thirds of the workers were in plants which reported paying time and one-half and one-third were in those which reported paying double time.

About 60 per cent of the workers were employed in plants which paid double time for work on statutory holidays which were normally paid for when not worked, and most of the remainder were in those which paid double time and one-half for work on these holidays.

Annual Vacations with Pay.—Most of the workers in the Chemical Products Industry, 93 per cent, were in plants which reported an initial vacation of one week with pay, generally after a year or less of employment (Table III). The remainder were almost entirely in plants which gave an initial vacation of two weeks with pay.

More than 90 per cent of the workers were employed in plants which increased the period of vacation with pay as the worker's term of employment continued. Thirty-six per cent could become eligible for a maximum of two weeks with pay, mainly from 2 to 5 years, 49 per cent could become eligible for a maximum of three weeks after working up to 25 years, and 6 per cent could become eligible for four weeks with pay after 20 or 25 years.

Most of the workers who could become eligible for this maximum vacation of four weeks with pay were in the Acids, Alkalis and Salts division of the industry and were located in Ontario. A further 48 per cent of the workers producing Acids, Alkalis and Salts were in plants which had a maximum vacation of three weeks with pay. Forty-six per cent of the workers manufacturing Medicinal and Pharmaceutical Preparations, 78 per cent producing Paints and Varnishes, 83 per cent making Soaps, Washing and Cleaning Compounds and 38 per cent Other Chemical Compounds could also receive a maximum three weeks' paid vacation after long periods of employment. Most of the remainder of the workers were in plants which had a maximum vacation of two weeks with pay.

In Quebec, more than one-half of the workers were in plants reporting a maximum vacation of three weeks with pay, and most of the rest in those reporting a maximum of two weeks. In Ontario, however, about 43 per cent of the plant employees could become eligible for a

maximum paid vacation of three weeks, and 11 per cent could become eligible for a maximum of four weeks.

Payment for the annual vacation was generally equal to the worker's time rate or average straight-time earnings for the period of the vacation. In some cases it was based on a percentage of the employee's annual earnings, 2 per cent being considered equivalent to a week's pay after a year of employment. In a few instances the vacation was based on the number of months worked during the year, one-half of a day's pay per month being considered equivalent to a week's pay after a year of service.

During the preceding year there was a noticeable increase in the proportion of workers in plants which made provision for increased vacations with pay after longer periods of employment. The proportion of workers who could become eligible for a maximum vacation of three weeks with pay increased from 38 per cent in 1949 to 49 per cent in 1950, while the proportion of those who could become eligible for a maximum of four weeks increased from less than 1 per cent to more than 6 per cent.

Thirty-seven per cent of the workers were employed in plants which closed down for a vacation period. About 26 per cent were in those which closed down for two weeks and 10 per cent in those which closed down for one week. The remaining 1 per cent did not indicate the period of the shut-down.

Statutory Holidays.—All but 5 per cent of the workers in the Chemical Products Industry were employed in plants which observed from 6 to 9 statutory holidays in 1950 (Table IV). The largest groups of workers, 26 and 49 per cent respectively, were in those which observed 7 and 8 such holidays.

Eight statutory holidays were observed by plants employing 90 per cent of the workers manufacturing Soaps, Washing and Cleaning Compounds, while 8 or 9 holidays were observed by those employing three-quarters of the workers producing Acids, Alkalis and Salts. In the other major divisions of the Chemical Products Industry, 7 or 8 statutory holidays were observed by most of the workers.

Fifty-two per cent of the workers in Quebec were in plants observing 7 statutory

holidays, with a further 21 per cent in those observing 8 holidays. In Ontario, however, 74 per cent of the workers were employed in plants which observed 8 statutory holidays and only 11 per cent were in those which observed 7 holidays.

In this article the number of statutory holidays observed is the number of days when the plant is not normally operating because of Federal, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the plant.

Less than 4 per cent of the workers were not paid for any of the observed statutory holidays unless these days were worked. Most of the workers were paid for 6 to 8 statutory holidays when not worked, 13 per cent being paid for 6 days, 29 per cent for 7 or 7½ days and 41 per cent for 8 days.

Most of the workers manufacturing Medicinal and Pharmaceutical Preparations, Paints and Varnishes, and Soaps, Washing and Cleaning Compounds were in plants which paid for all of the statutory holidays observed. This was not so uniformly the case in the other two divisions of the industry, although about three-quarters of the workers producing Acids, Alkalis and Salts and about 80 per cent of those producing Other Chemical Compounds were paid for 6 to 9 statutory holidays when they did not have to work on these days.

There was a decided increase during the preceding year in the number of paid statutory holidays for many of the workers in this industry. In 1950 about three-quarters of the workers were paid for 7 or more statutory holidays, as compared with just over one-half in 1949.

Rest and Wash-up Periods.—More than 60 per cent of plant employees in the Chemical Products Industry received regular daily rest periods in 1950. About 92 per cent of these employees were given two rest periods daily, 70 per cent getting two 10-minute periods and a further 12 per cent getting two 15-minute rest periods.

Regular wash-up periods were received by about two-thirds of the plant workers. About three-quarters of this group were in plants which gave two wash-up periods daily and most of the remainder were in those which gave one such period. Most of the workers in each group were given wash-up periods of 5 minutes duration, and the next largest group was given wash-up periods of 10 minutes.

Detailed information on recognized rest and wash-up periods for plant workers in the Chemical Products Industry in 1950 is given in the following table:—

Number and Duration of Periods	Number of Workers	
	Rest Periods	Wash-up Periods
<i>One period of:</i>		
5 minutes.....		2,571
10 minutes.....	615	840
15 minutes.....	162	722
Other.....	54	329
<i>Two periods of:</i>		
Less than 5 minutes.....		117
5 minutes.....	167	6,694
10 minutes.....	12,287	4,105
15 minutes.....	2,073	251
Other.....	1,583	2,898
<i>More than two periods.....</i>	24	75
<i>Informally permitted.....</i>	82	556
Total.....	17,047	19,158
<i>Part of plant only permitted.....</i>	528	25
<i>Not allowed or information not reported.....</i>	11,005	9,397
Total.....	28,580	28,580

Shift Differential.—About 9 per cent of the workers in the Chemical Products Industry were reported on a second (afternoon) shift and 6 per cent were reported on a third (night) shift at the time of the 1950 survey. Just over 80 per cent of the workers on each of these shifts received a wage differential for this extra-shift work.

Of the workers who received a differential for the afternoon shift, 52 per cent were paid an extra 5 cents an hour, and 31 per cent were paid less than this amount. Of those workers being paid a shift differential on the night shift, most were paid from 5 to 10 cents an hour. A few workers on the afternoon shift were paid an extra 10 per cent of their wage, whereas a few on the night shift were paid an extra 15 per cent.

Precisely, the shift differentials for these extra-shift operations were as follows:—

Shift Differential	Number of Workers	
	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
Less than 5 cents.....	611	66
5 cents.....	1,025	460
More than 5 cents.....	313	701
<i>Per cent:</i>		
10 per cent.....	51	1
15 per cent.....	1	37
Total.....	2,001	1,265
<i>No differential paid.....</i>	439	306
Total on shift.....	2,440	1,571

TABLE I.—AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE ACIDS, ALKALIS AND SALTS DIVISION OF THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1950

Occupation	Canada	Quebec		Ontario	
	Average Wage Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$	\$	\$
Carpenter.....	1.25	1.18	1.18-1.20	1.32	1.23-1.37
Electrician.....	1.28	1.20	1.18-1.26	1.35	1.25-1.42
Helper.....	1.12	1.08	1.02-1.13	1.15	1.09-1.25
Labourer.....	0.99	0.96	0.94-1.00	1.04	0.99-1.18
Machinist.....	1.31	1.23	1.17-1.30	1.40	1.28-1.53
Operator, Production.....	1.17	1.14	1.07-1.18	1.23	1.14-1.39
Painter.....	1.18	1.13	1.09-1.21	1.23	1.11-1.30
Pipe Fitter.....	1.25	1.20	1.12-1.28	1.32	1.23-1.36
Technician, Laboratory.....	1.22	1.16	1.13-1.19	1.35	1.17-1.58
Welder.....	1.28	1.23	1.18-1.30	1.35	1.23-1.41

**TABLE II.—THE NORMAL WORK WEEK IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1950
Plant Workers by Industry and Region**

Normal Weekly Hours	Chemical Products Industry	By Industry					By Region		
		Acids, Alkalis and Salts	Medicinal and Pharmaceutical Preparations	Paints and Varnishes	Soaps, Washing and Cleaning Compounds	Other Chemical Products	Quebec	Ontario	Other Provinces
Plant Workers on a 5-Day Week									
Under 40.....	25	2	21	.....	2	1	15	2	
Over 40.....	9,060	392	2,300	867	1,785	3,716	1,630	7,008	428
Over 40 and under 42½.....	1,371	.....	23	.....	30	1,318	.....	53	1,318
Over 42½.....	2,638	.....	52	171	135	2,280	1,834	614	190
Over 42½ and under 44.....	618	.....	17	420	.....	181	68	550	.....
Over 44.....	4,003	340	93	582	93	2,895	1,832	2,133	38
Over 44 and under 45.....	28	.....	.....	.....	.....	28	.....	.....	28
Over 45.....	2,204	.....	59	1,032	69	1,044	856	1,348	.....
Over 45.....	395	.....	63	43	.....	289	188	207	.....
Total.....	20,342	734	2,628	3,115	2,112	11,753	6,409	11,928	2,005
All Plant Workers									
Under 40.....	27	2	23	.....	2	1	17	9	
Over 40.....	9,091	392	2,303	867	1,791	3,738	1,634	7,027	430
Over 40 and under 42½.....	1,586	.....	23	.....	36	1,527	6	262	1,318
Over 42½.....	2,638	.....	52	171	135	2,280	1,834	614	190
Over 42½ and under 44.....	699	.....	98	420	.....	181	149	550	.....
Over 44.....	6,613	1,206	601	727	177	3,902	2,996	3,361	256
Over 44 and under 45.....	60	.....	.....	.....	.....	60	32	.....	28
Over 45.....	2,451	12	59	1,032	83	1,265	971	1,480	.....
Over 45 and under 48.....	278	.....	113	23	22	120	226	52	.....
Over 48.....	4,970	3,191	44	20	90	1,625	2,788	2,025	157
Over 48.....	135	18	2	70	.....	45	46	.....	89
Total.....	28,548	4,821	3,318	3,330	2,334	14,745	10,683	15,388	2,477

TABLE III.—VACATIONS WITH PAY IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1950

Plant Workers by Industry and Province

Length of Vacation and Employment Requirements	Chemical Products Industry	By Industry					By Region		
		Acids, Alkalis and Salts	Medicinal and Pharmaceutical Preparations	Paints and Varnishes	Soaps, Washing and Cleaning Compounds	Other Chemical Products	Quebec	Ontario	Other Provinces
Initial Vacation									
One Week with Pay after:	26,319	4,621	2,757	2,887	2,326	13,728	10,273	13,876	2,170
Less than 1 year.....	7,812	840	1,063	545	783	4,581	3,597	4,000	215
1 year.....	18,214	3,781	1,457	2,342	1,543	9,091	6,479	9,780	1,955
Service not specified.....	293	.....	237	.....	.....	56	197	96	.....
Two Weeks with Pay after:	1,835	201	637	443	9	545	496	1,079	260
Less than 1 year.....	95	.....	81	.....	.....	14	14	81	.....
1 year.....	1,707	201	523	443	9	531	482	965	260
Service not specified.....	33	.....	33	.....	.....	.....	.....	33	.....
Three Weeks with Pay after:									
1 year.....	20	.....	.....	.....	.....	20	.....	.....	20
Total.....	28,174	4,822	3,394	3,330	2,335	14,293	10,769	14,955	2,450
Maximum Vacation									
Two Weeks with Pay after:	10,223	1,058	1,167	652	272	7,074	3,505	6,038	680
Less than 2 years.....	1,122	7	504	52	28	531	420	682	20
2 years.....	2,034	.....	462	.....	23	1,549	702	947	385
3 years.....	2,396	168	106	122	.....	2,000	497	1,856	43
5 years.....	4,266	883	45	362	221	2,755	1,874	2,207	185
Over 5 years.....	405	.....	50	116	.....	239	12	346	47
Three Weeks with Pay after:	13,809	2,326	1,562	2,591	1,943	5,387	5,897	6,354	1,558
15 years.....	3,360	156	684	168	1,848	504	574	2,769	17
25 years.....	9,305	2,111	260	2,362	73	4,499	4,750	3,014	1,541
Other.....	1,144	59	618	61	22	384	573	571	.....
Four Weeks with Pay after:									
20 and 25 years.....	1,715	1,385	40	.....	.....	290	38	1,666	11
Initial Vacation Maintained	2,427	53	625	87	120	1,542	1,329	897	201
One week with pay.....	1,563	.....	82	41	111	1,329	1,146	363	54
Two weeks with pay.....	844	53	543	46	9	193	183	534	127
Three weeks with pay.....	20	.....	.....	.....	.....	20	.....	.....	20
Total.....	28,174	4,822	3,394	3,330	2,335	14,293	10,769	14,955	2,450

TABLE IV.—STATUTORY HOLIDAYS IN THE CHEMICAL PRODUCTS INDUSTRY, OCTOBER 1950

Plant Workers by Industry and Province

Number of Statutory Holidays Observed	Chemical Products Industry	By Industry					By Region		
		Acids, Alkalis and Salts	Medicinal and Pharmaceutical Preparations	Paints and Varnishes	Soaps, Washing and Cleaning Compounds	Other Chemical Products	Quebec	Ontario	Other Provinces
Less than 6.....	519	.....	4	.....	.....	515	423	96	.....
6.....	2,824	689	254	70	41	1,770	324	1,088	1,412
7 ⁽¹⁾	7,417	529	1,232	1,443	56	4,157	5,633	1,648	136
8.....	13,722	2,344	1,445	1,577	2,098	6,258	2,296	11,016	410
9.....	2,775	1,260	236	151	99	1,029	1,329	1,086	360
More than 9.....	897	.....	205	89	41	562	744	21	132
No information.....	20	.....	18	.....	.....	2	20	.....	.....
Total.....	28,174	4,822	3,394	3,330	2,335	14,293	10,769	14,955	2,450
Number of Statutory Holidays Paid For Although Not Worked									
None.....	1,075	12	28	23	74	933	259	742	74
1 to 3.....	1,574	1,247	3	24	.....	300	1,268	289	17
4.....	290	.....	.....	.....	.....	290	130	66	94
5.....	616	.....	28	.....	.....	588	544	28	44
6.....	3,658	837	282	70	19	2,450	1,087	1,151	1,420
7 ⁽¹⁾	8,042	628	1,227	1,671	42	4,474	5,795	1,949	298
8.....	11,423	2,085	1,436	1,431	2,098	4,373	1,293	9,829	301
9.....	1,043	13	189	4	75	762	76	867	100
More than 9.....	409	.....	183	89	27	110	286	21	102
No information.....	44	.....	18	13	.....	13	31	13	.....
Total.....	28,174	4,822	3,394	3,330	2,335	14,293	10,769	14,955	2,450

(1) Establishments employing 608 employees reported observing and paying for 7½ statutory holidays.

THE RUBBER PRODUCTS INDUSTRY, OCTOBER 1950

Average hourly wage rates in the Rubber Products Industry increased about 5 per cent during the year ending October 1, 1950. At that date more than 90 per cent of the plant employees were on a 5-day week and most were normally working 40 or 45 hours. Time and one-half was usually paid for overtime work, but double time was customary for work on paid statutory holidays. Three-quarters of the employees could receive up to three weeks vacation with pay, depending on their period of service; and about the same proportion were entitled to 8 paid statutory holidays. Regular rest periods and the payment of a wage differential for shift work were general in the industry.

There were a number of important changes in wages and working conditions in the Rubber Products Industry during the year preceding October 1, 1950.¹ Hourly wage rates were increased, on the average, about 5 per cent during this period, a rise of almost 60 per cent since 1945. Many of the employees had their weekly hours of work reduced, for 56 per cent were reported working 40 hours in 1950 as compared with 35 per cent in 1949.

A number of plants introduced a vacation policy which extended the period of vacation with pay to three weeks after longer periods of employment. The proportion of workers who could become eligible for a maximum paid vacation of three weeks increased from about one-third in 1949 to three-quarters in 1950. Many of the plants also increased the number of paid statutory holidays in 1950. Whereas about one-fifth of the workers were paid for 8 such holidays in 1949, about three-quarters were paid for this number a year later.

Payment for overtime work during the week and for work on Sunday was still predominantly time and one-half, with double time being paid for work on statutory holidays normally paid for when not worked. Most of the workers received recognized rest periods but a much smaller number received regular wash-up periods.

¹ Comparable information on the normal work week, overtime payment, annual vacations with pay and statutory holidays may be obtained from the industrial breakdowns shown in the article "Working Conditions in Canadian Manufacturing Industries, October 1949", *LABOUR GAZETTE*, November 1950, p. 1836.

Almost all of the workers on extra-shift operations were paid a wage differential for this shift work, the amount of differential ranging from 3 to 7 cents an hour.

The 1950 survey of the Rubber Products Industry covered 30 establishments employing 15,862 plant workers. These workers were primarily engaged in the manufacture of rubber footwear, tires, tubes and a miscellaneous variety of other rubber products. About three-quarters of these workers were located in Ontario and about one-quarter in Quebec. A very small number of workers were employed in two plants reporting from British Columbia.

Average Wage Rates.—The index of average hourly wage rates in the Rubber Products Industry, calculated annually by the Department of Labour, indicated an average increase of 5.1 per cent in wage rates during the year ending October 1, 1950. The index rose to a high of 228.8 at that date (on a base 1939=100), an increase of 59.6 per cent over 1945.

For purposes of obtaining occupational averages, the Rubber Products Industry has been divided into three divisions: Tires and Tubes, Rubber Footwear, and Other Rubber Products (Table I). In Ontario, where all of the plants manufacturing Tires and Tubes were located, average rates in 1950 were 7 to 15 cents an hour above the 1949 levels, with the rates for all of the selected occupations averaging more than \$1.30 an hour.²

² Information on wage rates in the Rubber Products Industry in 1949 is contained in the *Annual Report on Wage Rates and Hours of Labour in Canada, October 1949*, published by the Department of Labour, Ottawa.

In the Footwear division the increases in the occupational averages over 1949 were somewhat smaller, for the most part from 3 to 8 cents higher. Rates for men ranged between 85 cents an hour for unskilled labourers to \$1.20 for compounders. Women employed as inspectors, sewing machine operators, packers and shoemakers were averaging 73 and 81 cents an hour. Where rates for the same occupations are shown for each province, those in Ontario were considerably higher than in Quebec.

In the manufacture of Other Rubber Products, average wage rates for all the male occupations shown ranged from \$1.05 to \$1.36 an hour, indicating increases of 4 to 7 cents over 1949. For comparable occupations, the average rates in Ontario were above those in Quebec.

The Normal Work Week.—The majority of workers in the Rubber Products Industry, 56 per cent, were reported on a normal work week of 40 hours in 1950 (Table II). One-third of the plant employees were normally working 45 hours and all but a few of the remaining 10 per cent were working more than 45 hours.

In the province of Quebec more than 90 per cent of the workers were on a 45-hour week, whereas in Ontario about three-quarters of the plant employees were on a 40-hour week and 14 per cent were on a 45-hour week. Almost all of the workers on a 40-hour week in this industry were employed in Ontario.

The 5-day week was predominant in the Rubber Products Industry, with 92 per cent of the workers reported on this work week in 1950. About 97 per cent of the workers in Quebec and 91 per cent of those in Ontario were normally working 5 days a week.

There has been some decrease in the work week for many of the employees and some increase in the proportion of workers on a 5-day week during the year preceding the 1950 survey. The proportion of employees on a normal work week of 40 hours was 56 per cent in 1950, as mentioned above, compared with 35 per cent in 1949. The proportion of workers on a 5-day week increased from 82 to 92 per cent during the same period.

Overtime Payment.—Time and one-half was the general rate reported for work after standard daily or weekly hours and for work on Sundays. Double time was

the predominant rate paid for work on statutory holidays which are normally paid for when not worked. However, one group of workers, about 8 per cent of the total, were eligible to receive double time and one-half if they had to work on these holidays.

Annual Vacations with Pay.—All of the workers in the Rubber Products Industry were given an initial vacation of one week with pay, mainly after a year of employment (Table III). All but 1 per cent of the workers were in plants which gave two weeks vacation with pay, generally after 5 years' service; and 74 per cent were in those which further increased the annual paid vacation to three weeks after 15 or 20 years.

About two-thirds of the workers in Quebec could become eligible for a maximum vacation of two weeks with pay and the remaining one-third could become eligible for a maximum of three weeks. In Ontario, about 89 per cent of the workers could receive a maximum vacation of three weeks with pay after 15 or 20 years, with most of the remainder able to receive a maximum of two weeks after working up to 5 years with the same firm.

During the preceding year a number of plants in this industry introduced a third week's vacation for employees having 15 or 20 years' service. Whereas one-third of the workers were employed in plants which reported a maximum vacation period of three weeks with pay in 1949, about three-quarters of the workers were in plants reporting this maximum in 1950.

A plant shut-down for a summer vacation period was fairly common in this industry. Three-quarters of the workers were employed in plants which reported a vacation shut-down, 62 per cent in those closing down for two weeks and 13 per cent in those closing down for one week.

Statutory Holidays.—Six or more statutory holidays were observed by all of the plants in the Rubber Products Industry (Table IV). More than 92 per cent of the workers were in those plants which observed 8 or more such holidays in 1950, 56 per cent in those observing 8 days and 17 per cent in those observing 9 days. Most of the workers in the plants observing 8 or 9 statutory holidays were in Ontario, whereas most of those in plants observing more than 9 holidays were in Quebec.

Observed statutory holidays, in this article, are those days when the plant is normally not operating because of Federal, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the plant.

None of the workers in the industry were paid for more than 8 statutory holidays when not worked, but about three-quarters of the workers were paid for 8 days. A further 10 per cent of the workers were paid for 7 statutory holidays and 11 per cent were paid for 6. About 89 per cent of the workers in Ontario were paid for 8 of the observed statutory holidays and most of the remainder were paid for 6 days. In Quebec the distribution was more varied, with 31 per cent of the plant workers being paid for 8 statutory holidays, 34 per cent being paid for 7, 17 per cent for 6, and 16 per cent for 5 holidays.

The most significant change during the year preceding October 1950 was the increase in the number of statutory holidays paid for when not worked. More than 94 per cent of the workers were paid for 6 to 8 statutory holidays in 1950, compared with 75 per cent in 1949. The proportion of workers paid for 8 of these holidays increased from less than one-fifth to almost three-quarters during the year.

Rest and Wash-up Periods.—Recognized daily rest periods were given by plants employing 92 per cent of the workers in the Rubber Products Industry. A further 3 per cent were in plants which reported giving these periods to only part of the plant workers. A 10-minute rest period was most common, with 56 per cent of the workers receiving two rest periods of this length and 23 per cent receiving one such period.

Wash-up periods were not so common in this industry. About 22 per cent of the workers were employed in plants which reported specified wash-up periods and a further 23 per cent were in plants which reported giving these periods to part of the plant only. The largest groups of workers received two 5-minute or two 15-minute wash-up periods daily.

Detailed information on rest and wash-up periods for plant workers in the Rubber Products Industry as reported for October 1950, is as follows:—

Number and Duration of Periods	Number of Workers	
	Rest Periods	Wash-up Periods
<i>One period of:</i>		
5 minutes.....		452
10 minutes.....	3,319	
15 minutes.....		70
Other.....		277
<i>Two periods of:</i>		
5 minutes.....		1,329
10 minutes.....	8,114	
15 minutes.....	94	1,254
Other.....	1,953	
<i>Informally permitted.....</i>	677	73
Total.....	14,157	3,455
<i>Allowed to part of plant only.....</i>	452	3,672
<i>Not allowed or information not reported.....</i>	1,253	8,735
Total.....	15,862	15,862

Shift Differential.—Just over one-quarter of the plant employees in the Rubber Products Industry were reported on extra-shift operations at the time of the 1950 survey, with 15 per cent reported on the second (afternoon) shift and 11 per cent on the third (night) shift.

Almost all of the workers on these shifts were paid a wage differential for the shift work, ranging from 3 to 7 cents an hour. The majority of workers on the second shift were paid a differential of 3 cents an hour, while most on the third shift were paid an hourly differential of 5 cents.

The precise information on shift differentials in this industry at October 1, 1950 is given below:—

Shift Differential	Number of Workers	
	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
3 cents.....	1,868	
4 cents.....	45	55
5 cents.....	328	1,592
7 cents.....	144	60
Total.....	2,385	1,707
<i>No differential paid or information not reported.....</i>	39	50
Total on shift.....	2,424	1,757

TABLE I.—AVERAGE WAGE RATES FOR SELECTED OCCUPATIONS IN THE RUBBER PRODUCTS INDUSTRY, OCTOBER, 1959

Industry and Occupation	Canada		Quebec		Ontario	
	Average Wage Rate per Hour		Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$		\$	\$	\$	\$
Rubber Tires and Tubes—						
Banbury Operator (Banbury, Millman, Banbury Mixer).....	1.37				1.37	1.24-1.50
Bias-Cutter Operator (Cutter).....	1.51				1.51	1.42-1.58
Calender Operator.....	1.54				1.54	1.35-1.66
Compounder.....	1.40				1.40	1.29-1.54
Inspector, Final Tire.....	1.37				1.37	1.36-1.41
Millman, Mixer (Millman; Rubber Mixer).....	1.31				1.31	1.24-1.41
Millman, Warmer.....	1.40				1.40	1.22-1.51
Pot Heater Curer, Tire.....	1.58				1.58	1.42-1.74
Tire Builder, Passenger.....	1.40				1.40	1.29-1.48
Tire Builder, Undercut.....	1.46				1.46	1.40-1.57
Tuber Operator, Tread (Tread Extruder Operator; Tread Tuber; Tubing-Machine Operator, Tread).....	1.48				1.48	1.40-1.57
Tuber Operator, Tube (Tube Extruder Operator; Tubing Machine Operator, Tube).....	1.45				1.45	1.37-1.48
Rubber Footwear—						
Beam-Press Cutter (Clicking-Machine Operator).....	1.10	1.07	.97-1.08		1.18	1.09-1.28
Compounder.....	1.20	1.05	.80-1.19		1.29	1.26-1.32
Heel, Sole and Slab-Press Operator.....	1.07	1.05	.84-1.13		1.12	.97-1.34
Inspector, Finished Goods, Male.....	.99	.91	.83-1.02		1.10	1.07-1.13
Inspector, Finished Goods, Female.....	.80	.75	.52-.77		.93	.89-.98
Labourer (1).....	.85	.72	.65-.92		1.03	.81-1.12
Mallet and Die Cutter.....	1.06	1.00	.65-1.21		1.22	1.12-1.29
Millman, Mixer (Millman; Rubber Mixer).....	1.18	1.13	.96-1.32		1.23	1.12-1.32
Millman, Warmer.....	1.15	1.05	1.01-1.29		1.23	1.07-1.28
Outsole Machine Cutter (Electric Knife Cutter).....	1.07	1.03	.96-1.19		1.21	1.19-1.22
Packer, Case—Male.....	.99	.95	.77-1.12		1.06	1.00-1.11
Packer, Case—Female.....	.76	.60	.40-.75			
Sewing-Machine Operator, Cloth, Female.....	.73	.72	.69-.93			
Sewing-Machine Operator, Leather, Female.....	.89				.95	.88-.96
Shoemaker, Male(2).....	1.04	1.01	.82-1.13		1.09	1.08-1.17
Shoemaker, Female(2).....	.81	.72	.55-.83		.90	.89-.93
Rubber Products, N.E.S.						
Banbury Operator (Banbury Millman, Banbury Mixer).....	1.24				1.26	1.09-1.36
Bias-Cutter Operator (Cutter).....	1.36				1.36	1.21-1.60
Calender Operator.....	1.28	1.19	1.11-1.29		1.33	1.04-1.44
Compounder.....	1.23	1.02	.93-1.14		1.28	1.10-1.53
Inspector, Finished Goods—Male.....	1.17				1.18	1.07-1.23
Inspector, Finished Goods—Female.....	.74	.60	.45-.86		.77	.59-.97
Millman, Mixer (Mixing Millman).....	1.24	1.12	1.11-1.21		1.25	1.12-1.34
Millman, Warmer.....	1.21	1.15	1.14-1.19		1.24	1.13-1.36
Packer, Case—Male.....	1.05				1.07	1.03-1.18
Packer, Case—Female.....	.81				.81	
Pressman, Belt and Flat Goods (Belt Curer).....	1.28				1.29	1.24-1.40
Pressman, Moulded Goods (Moulder).....	1.21	1.15	.68-1.26		1.23	1.00-1.50
Trimmer and Finisher, Male.....	1.09				1.10	.76-1.67
Trimmer and Finisher, Female.....	.87				.88	.71-1.00
Tuber Operator (Extruder Operator; Tubing-Machine Operator).....	1.19	1.11	1.11-1.16		1.20	.93-1.34

(1) This occupation is found in all three divisions of the Rubber Products Industry.

(2) Includes Tennis Shoes, Lumberman Shoes, Light Shoes, Cloth Shoes and Boots.

**TABLE II.—THE NORMAL WORK WEEK IN THE RUBBER PRODUCTS INDUSTRY,
OCTOBER 1950**

Plants and Plant Workers by Province

Normal Weekly Hours	Canada		Quebec		Ontario		British Columbia	
	Plants (1)	Plant Workers	Plants (1)	Plant Workers	Plants (1)	Plant Workers	Plants (1)	Plant Workers
Establishments on a 5-Day Week								
40.....	9	8,494	1	70	7	8,416	1	8
Over 40 and under 45.....	1	58	.....	.....	.....	52	1	6
Over 45.....	10	5,304	5	3,698	5	1,606	.....	.....
Over 45.....	3	772	1	154	2	618	.....	.....
Total.....	23	14,628	7	3,922	14	10,692	2	14
All Establishments								
40.....	10	8,886	1	70	8	8,808	1	8
Over 40 and under 45.....	1	58	.....	.....	.....	52	1	6
Over 45.....	10	5,304	5	3,698	5	1,606	.....	.....
Over 45.....	9	1,614	4	282	5	1,332	.....	.....
Total.....	30	15,862	10	4,050	18	11,798	2	14

(1) The plants are distributed according to the normal weekly hours of male employees.

**TABLE III.—ANNUAL VACATIONS WITH PAY IN THE RUBBER PRODUCTS
INDUSTRY, OCTOBER 1959**

Plants and Plant Workers by Province

Length of Vacation and Employment Requirements	Canada		Quebec		Ontario		British Columbia	
	Plants	Plant Workers	Plants	Plant Workers	Plants	Plant Workers	Plants	Plant Workers
Initial Vacation								
One Week with Pay after:								
Less than 1 year.....	3	114	1	35	1	73	1	6
1 year.....	26	15,740	9	4,015	17	11,725	1	8
Service not specified.....	1	8	.....	.....	.....	.....	.....	.....
Total.....	30	15,862	10	4,050	18	11,798	2	14
Maximum Vacation								
Two Weeks with Pay after:								
Less than 5 years.....	13	3,886	8	2,726	3	1,146	2	14
5 years.....	3	188	1	35	1	145	1	8
.....	10	3,698	7	2,691	2	1,001	1	6
Three Weeks with Pay after:								
15 years.....	14	11,800	2	1,324	12	10,476	.....	.....
20 years.....	6	6,012	.....	.....	6	6,012	.....	.....
.....	8	5,788	2	1,324	6	4,464	.....	.....
Initial Vacation Maintained:								
One Week.....	3	176	.....	.....	3	176	.....	.....
Total.....	30	15,862	10	4,050	18	11,798	2	14

**TABLE IV.—STATUTORY HOLIDAYS IN THE RUBBER PRODUCTS INDUSTRY,
OCTOBER 1950**

Plants and Plant Workers by Province

Number of Statutory Holidays Observed	Canada		Quebec		Ontario		British Columbia	
	Plants	Plant Workers	Plants	Plant Workers	Plants	Plant Workers	Plants	Plant Workers
6.....	5	568	2	199	2	373	1	6
7.....	3	604	2	586	1	18		
8.....	13	9,171			13	9,171		
9.....	4	2,720	1	476	2	2,236	1	8
More than 9.....	5	2,799	5	2,799				
Total.....	30	15,862	10	4,050	18	11,798	2	14
Number of Statutory Holidays Paid For Although Not Worked								
Less than 5.....	5	202	2	93	2	103	1	6
5.....	2	630	2	630				
6.....	6	1,687	2	694	3	985	1	8
7.....	5	1,605	3	1,379	2	226		
8.....	12	11,738	1	1,254	11	10,484		
Total.....	30	15,862	10	4,050	18	11,798	2	14

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced from 187.6 to 188.9 between July 3 and August 1 for a gain of 0.7 per cent. More than one-third of this increase was due to continued strength in foods. Advances in this group included pork, beef, veal, lamb, eggs, milk, bread, sugar, turnips, canned vegetables and jam while decreases occurred for potatoes, carrots, onions, oranges, lemons and vegetable shortening. Clothing rose from 202.9 to 204.6 reflecting higher quotations for a wide range of items, with footwear particularly firm. Street car fares, health charges, theatre admissions and newspaper rates moved the miscellaneous items index up from 142.2 to 143.7. Home furnishings and services rose from 197.4 to 199.0 due to advances concentrated in the textile furnishings, hardware and glassware sections. Telephone rates were higher also. Firmer prices for coal were almost entirely responsible for the change in the fuel and light index from 147.2 to 148.2. Rents were not surveyed in August, and the index remained at 139.8.

From August 1939 to August 1951 the increase in the cost-of-living index was 87.4 per cent.

Cost of Living in Eight Cities, July, 1951

From June 1, 1951 to July 3, 1951, the cost-of-living indexes for the eight regional

cities showed increases ranging from 1.8 per cent in St. John and Edmonton to 2.8 per cent in Halifax. Higher food prices in all cities accounted for most of the changes with Halifax showing the largest food increase. Advances were concentrated in meat, eggs, and fresh vegetables, and a large portion of the increases in food indexes was seasonal in nature. Fuel and Light increased in Montreal and Toronto due to higher prices for coal. The Miscellaneous group showed increases in all cities due in part to higher prices for tobacco. The largest movement in this group was shown by Halifax, where increases in hospital rates, theatre admissions, and gasoline, contributed to the rise. Clothing and Home Furnishings and Services showed only small increases in all cities. Rents were not surveyed for the July 3 indexes.

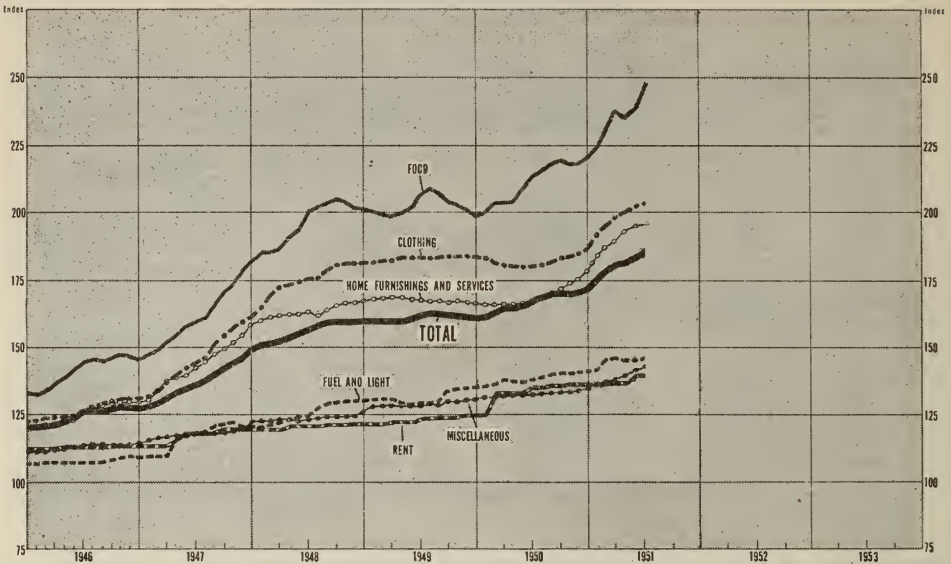
Composite city indexes for June 1, 1951 and July 3, 1951 and July 3, 1950 are shown in Table F-2. The indexes show changes in retail prices and services in each city. They do not indicate whether it costs more or less to live in one city than another.

Wholesale Prices, June, 1951

The composite index of wholesale prices moved up 0.3 per cent to 242.7 between May and June, 1951, due to advances for four of the eight main commodity groups. Non-ferrous metals led the group increases, with an advance of 5.0 per cent

* See Tables F-1 to F-6.

COST OF LIVING IN CANADA FROM JANUARY 1946



to 185.1, largely in response to higher prices for copper and nickel. The Animal Products index mounted 3.3 per cent to 309.1 influenced chiefly by livestock and fresh meats, although cured meats, eggs and milk products also contributed to the rise; declines were noted in fishery products, leather, hides and animal fats. Chemical Products rose 0.6 per cent to 189.1 reflecting increases for certain organic chemicals and toilet soap, which reacted from a May decline. An increase in pig iron was responsible for an 0.2 per cent gain in Iron Products to 206.8. For the third consecutive month Textile Products moved down, as wool and its products continued to recede from peaks established in the first quarter of the year. The Textile group index at 306.6 was 3.1 per cent below the May level and 6.3 per cent below the March all-time high. Vegetable Products dropped 1.1 per cent to 217.6 when lower prices for vegetable oils, grains, bran and shorts, raw rubber and fresh fruits outweighed increases in sugar, onions, potatoes and flour. Wood Products eased 0.3 per cent to 293.3 in response to lower prices for western cedar shingles and Quebec spruce. Non-metallic Minerals declined 0.2 per cent to 169.3, when a drop in United States bituminous slack outweighed advances in other coal and scattered increases in other Non-metallic groups.

Among important commodity price increases between May and June, the following were recorded: magnesium sulphate 21.1 per cent, acetic acid 20.0 per cent, onions, Toronto, 16.7 per cent, pork carcass, Toronto, 15.1 per cent, potatoes Vancouver, 14.5 per cent, sand and gravel, Vancouver, 13.9 per cent, beef carcass, cow, Montreal, 13.5 per cent, bacon, Montreal, 13.5 per cent, hogs, B1 dressed, Winnipeg, 13.3 per cent, nickel 12.9 per cent, electrolytic copper 12.8 per cent.

Commodity price declines in the same period were recorded for the following: worsted yarn, 4-ply 7's 48's, 23.1 per cent, western cedar shingles 20.0 per cent, oranges 18.9 per cent, cocoanut oil 17.8 per cent, alfalfa baled, Toronto, 16.7 per cent, fresh whitefish 16.7 per cent, herring oil 15.8 per cent, soyabean oil 15.4 per cent, wheat No. 1 Ontario 14.0 per cent, tin ingots 13.0 per cent, raw rubber, Montreal, 12.0 per cent.

The index of Canadian Farm Products at terminal markets moved up 2.8 per cent to 263.8 between May and June, 1951. Animal Products advanced 5.1 per cent as increases for livestock, eggs and butterfat outweighed recessions in raw wool. Field Products dropped 1.5 per cent to 174.4 when seasonal advances in potatoes were more than offset by declines in eastern grains and hay.

STRIKES AND LOCKOUTS

Canada, July, 1951*

There were 20 fewer work stoppages in existence in July than in June but the time loss was little changed from the high figure of the previous month and the loss was more than double that for July, 1950. Almost 65 per cent of the total strike idleness was caused by two stoppages, one of sewing machine factory workers at St. Johns, P.Q., and the other of gold miners and millworkers at Timmins, Ont. There were five strikes in the construction industry, involving 1,975 workers, with a loss of almost 25,000 days. The demand for increased wages was a factor in 21 of the 32 strikes and lockouts, involving 90 per cent of the total workers and causing 90 per cent of the total idleness.

Preliminary figures for July, 1951, show 32 strikes and lockouts, involving 9,470 workers, with a loss of 119,413 days, as compared with 52 strikes and lockouts in June, 1951, with 13,641 workers involved and a loss of 128,150 days. In July, 1950, there were 34 strikes and lockouts, involving 6,394 workers and a loss of 50,880 days.

For the first seven months of 1951 preliminary figures show 154 strikes and lockouts, with 41,899 workers involved and a time loss of 342,914 man-working days. In the same period in 1950 there were 102 strikes and lockouts, involving 22,508 workers and a loss of 208,815 days.

Based on the number of non-agricultural wage and salary workers in Canada, the

time lost in July 1951, was 0.14 per cent of the estimated working time, as compared with 0.15 per cent in June, 1951; 0.06 per cent in July, 1950; 0.06 per cent for the first seven months of 1951; and 0.03 per cent for the first seven months of 1950.

Of the 32 strikes and lockouts in existence during the month, two were settled in favour of the workers, one in favour of the employer, six were compromise settlements and seven were indefinite in result, work being resumed pending final settlement. At the end of the month 16 strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951.

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, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May, 1951, was 169 and 20 were

still in progress from the previous month, making a total of 189 during the month. In all stoppages of work in progress in the period there were 57,700 workers involved and a time loss of 190,000 working days was caused.

Of the 169 disputes leading to stoppages of work which began in May, 16, directly involving 3,100 workers, arose out of demands for advances in wages, and 63, directly involving 18,200 workers, on other wage questions; two, directly involving 400 workers, on questions as to working hours; 26, directly involving 5,500 workers, on questions respecting the employment of particular classes or persons; 58, directly involving 22,400 workers, on other questions respecting working arrangements;

* See Tables G-1 and G-2.

three, directly involving 200 workers on questions of trade union principle; and one directly involving 300 workers, was in support of workers involved in another dispute.

Australia

During 1950 there were 1,276 industrial disputes causing stoppages of work, directly involving 391,481 workers. The time loss was 2,062,888 working days for all workers directly and indirectly involved. Figures for the fourth quarter of 1950, are 306 work stoppages, involving 158,211

workers directly, and a time loss, for workers directly and indirectly involved, of 1,355,203 working days.

United States

Preliminary figures for June, 1951, show 375 strikes and lockouts beginning in the month, in which 190,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,600,000 man-days. Corresponding figures for May, 1951, are 400 strikes and lockouts, involving 150,000 workers with a time loss of 1,750,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

Second Quarter of 1951

There were 299¹ industrial fatalities in Canada in the second quarter of 1951 according to the latest reports received by the Department of Labour. This marks an increase of 26 fatalities over the previous quarter in which 273 accidents were recorded including 27 in a supplementary list.

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

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

* See Tables H-1 and H-2.

¹ The number of industrial fatalities that occurred during the second quarter of 1951 is probably greater than the figure now quoted. Supplementary lists compiled from reports received in subsequent quarters, generally revise upwards the figures for previous periods.

During the quarter under review there were three accidents which resulted in three or more industrial fatalities in each case. On May 6, three trainmen were killed near Spuzzam, British Columbia, when an engine and fourteen cars jumped the track. Three firemen of the Peterborough Fire Department died on May 19, when they were trapped and burned while fighting a fire. In this accident a fourth man lost his life, but as he was working voluntarily his death was not a result of his normal employment, and is therefore not included in the statistics of industrial fatalities. On May 24, six railway employees were killed in a head-on collision between a freight train and a ballast train near Parent, Quebec.

Grouped by industries the largest number of fatalities, 70, was recorded in the transportation industry. Of these 40 occurred in steam railways, 17 in local and highway and 9 in water transportation. In the previous three-month period 54 fatalities were recorded in transportation including 24 in steam railways and 17 in local and highway transportation.

There were 46 industrial deaths in mining during the second quarter of 1951, of which 25 occurred in the metalliferous mining group. In the first quarter of 1951, there were 35 industrial fatalities in the mining industry including 25 in metalliferous mining. During the second quarter of 1950, 45 fatalities were reported in the mining industry.

Of the 39 fatalities reported in manufacturing during the quarter under review, there were 13 in the wood products group

and 8 in the transportation equipment industry. In the previous three months there were 49 fatalities recorded in manufacturing including 17 in the wood products group and 9 in iron and steel.

In the various branches of the service industry there were 36 accidental deaths as compared with 32 in the previous three months, and 25 in the second quarter of 1950.

There were 35 fatalities in the construction industry during the second quarter of 1951, as compared with 34 in the preceding three months, and 30 in the second quarter of 1950.

Industrial deaths in the logging industry numbered 23, a decrease of 17 from the 40 which were recorded in the first quarter of 1951.

As mentioned above, information in regard to accidents in agriculture is available only from newspaper reports. Seventeen fatal accidents were reported during

the three-month period, eight more than the number recorded in the previous quarter.

An analysis of the causes of fatal industrial accidents which occurred during the quarter show that 101 or 33·8 per cent were caused by "moving trains, watercraft or other vehicles". "Dangerous substances", in which is included electric current, accounted for 51 or 17·1 per cent of the period's fatalities while industrial diseases, strains and infections were responsible for 28 of the 53 deaths reported under the heading "other causes". "Falls of persons" resulted in 37 or 12·4 per cent of the fatal accidents recorded, while "falling objects" accounted for 33 of the industrial deaths reported.

The largest number of industrial fatalities was recorded in Ontario, where there were 106. In British Columbia there were 64 and in Quebec 55.

During the quarter under review there were 96 fatalities in April, 117 in May, and 86 in June.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

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. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951		1950	1949	1944	1939
	July	June	June	June	June	June
Total Population			13,845	13,549	11,975	11,267
Labour Force —						
Civilian labour force (1).....		5,172	5,108	4,899	†	†
Persons with jobs(1).....		5,000	4,796	4,700	†	†
Male(1).....		3,902	3,751	3,730	†	†
Female(1).....		1,098	1,045	970	†	†
Paid workers(1).....		3,665	3,397	3,291	†	†
Persons without jobs and seeking work.....		172	312	199	†	†
Index of employment (1939=100).....	183.4	180.3	166.0	164.0	†	†
Immigration.....	No.	19,429	6,939	11,967	857	2,266
Adult males.....	No.	9,638	2,899	5,012	237	667
Earnings and Hours —						
Total labour income..... \$000,000			695	661	†	†
Per capita weekly earnings..... \$		\$49.25	\$44.51	\$42.29	†	†
Average hourly earnings, manufacturing..... ¢		115.8	103.5	99.1	†	†
Average hours worked per week, manufacturing.....		41.8	42.0	40.8	†	†
Real weekly earnings, manufacturing(2).....		108.8	108.7	104.2	†	†
National Employment Service —						
Live applications for employment (1st of month) (3).....	139.8	151.1	254.4	154.8	62.6	†
Unfilled vacancies (1st of month)(3).....	62.0	66.1	41.4	47.6	217.3	†
Placements, weekly average.....	0.000	21.4	18.6	15.5	†	†
Unemployment Insurance —						
Ordinary live claims (1st of month).....	86.5	88.9	146.5	95.8	7.3	†
Balance in fund..... \$000,000		664.6	585.8	544.5	209.7	†
Price Indexes —						
General wholesale(4).....		242.7	209.2	197.6	130.6(5)	99.2(5)
Cost of living index(4).....	187.6	134.1	165.4	160.5	119.0	100.5
Residential building materials(4).....			238.3	228.0	146.6(5)	102.3(5)
Production —						
Industrial production index(4).....		220.8	205.3	190.4	200.7	108.3
Mineral production index(4).....			147.6	132.1	101.6	124.6
Manufacturing index(4).....		229.3	215.3	200.4	222.4	105.4
Electric power..... 000,000 k. w. h.		4,707	4,313	4,018	3,326	2,246
Construction—						
Contracts awarded..... \$000,000	326.8	382.3	164.7	102.4	37.3	25.2
Dwelling units, started.....	0.000	12.1	10.5	10.5	†	†
completed.....	0.000	6.6	6.5	7.3	†	†
under construction.....	58.6	55.9	58.1	53.5	†	†
Pig iron..... 000 tons			198.5	194.3	161.9	52.8
Steel ingots and castings..... 000 tons			276.4	270.5	240.8	107.9
Inspected slaughtering, cattle.....	97.4	108.9	95.4	101.8	89.4	66.3
hogs.....	285.4	323.3	344.7	277.7	682.9	220.2
Flour production..... 000,000 bbls		2.10	1.65	1.67	1.87	1.19
Newsprint (3)..... 000 tons		464.3	441.0	437.0	246.9	240.5
Cement producers' shipments..... 000,000 bbls		1.68	1.85	1.63	1.00(6)	0.73(6)
Automobiles and trucks.....		36.2	41.4	30.1	14.3	14.5
Gold..... 000 fine oz		362.6	368.9	344.3	240.7	436.5
Copper..... 000 tons			20.3	20.3	23.5	27.3
Lead..... 000 tons		13.8	14.6	14.2	9.9	16.4
Nickel..... 000 tons			10.8	10.7	10.2	10.1
Zinc..... 000 tons			26.7	27.3	20.7	18.3
Coal..... 000 tons		1,304	1,363	1,327	1,234	1,091
Crude petroleum..... 000,000 bbls			2.18	1.70	0.82	0.82
Distribution —						
Wholesale sales index, unadjusted(4).....		343.0	326.4	310.9	190.0	111.4
Retail trade..... \$000,000		905.0	815.7	745.6	†	†
Imports, excluding gold..... \$000,000	370.8	360.4	282.5	250.5	152.5	63.7
Exports, excluding gold..... \$000,000	374.5	312.5	289.2	255.1	343.2	76.4
Railways —						
Revenue freight, ton miles..... 000,000			4,442	3,993	5,457	1,819
Car loadings, revenue freight..... 000	350.2	370.0	354.2	321.6	316.0	194.5
Banking and Finance —						
Common stocks, index(4).....	162.0	160.7	130.9	99.6	83.7	88.4
Preferred stocks, index(4).....		162.2	158.2	136.3	122.2	98.8
Bond yields, Dominion, index(4).....		105.3	90.2	94.4	97.0	95.7
Cheques cashed, individual accounts..... \$000,000		9,500	10,045	7,216	5,219	2,831
Bank loans, current, public..... \$000,000		2,898	2,293	2,085	1,061	822
Money supply..... \$000,000		4,750	4,525	4,187	3,153(5)	1,370(5)
Circulating media in hands of public..... \$000,000		1,255	1,196	1,201	910	281(5)
Deposits..... \$000,000		3,495	3,329	2,986	2,163(5)	1,089(5)

NOTE.—Latest figures subject to revision. 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 at March 3, 1951, March 3, 1950, March 5, 1949. Detailed figures for March 1951 will be found in tables A4-A8 of the June issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*.....	643	966	707	210	124	140	194	254	3,238
Feb.....	1,341	1,197	1,073	198	178	157	370	269	4,783
March.....	2,072	1,351	1,690	363	245	247	415	343	6,726
April.....	2,293	2,125	1,855	440	299	260	537	361	8,170
May.....	3,611	2,339	2,792	540	404	322	678	504	11,190
June.....	3,534	2,539	3,192	511	359	274	521	552	11,482

* Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transportation, Communication, Storage, Trade	Finance Services (including Government)	Supple- mentary Labour Income	Total
1938—Average	22	60	15	58	57	5	216
1939—Average	23	62	16	61	57	5	224
1940—Average	25	78	11	66	59	6	245
1941—Average	28	107	16	76	64	8	297
1942—Average	33	142	19	83	71	10	357
1943—Average	34	167	22	89	77	11	400
1944—Average	37	171	17	98	81	12	417
1945—Average	38	156	19	105	89	13	418
1946—Average	46	147	25	118	99	14	448
1947—Average	52	176	34	138	111	21	532
1948—Average	58	204	41	160	128	19	610
1949—January	54	214	37	165	137	20	626
February	52	215	36	165	137	21	627
March	46	216	37	166	140	20	626
April	44	216	41	169	139	20	628
May	50	212	44	171	141	20	638
June	55	218	49	175	142	21	661
July	55	217	53	177	141	21	664
August	58	220	55	178	139	21	672
September	55	223	55	179	141	21	674
October	55	222	54	181	143	21	677
November	55	222	52	183	145	21	677
December	50	207	38	181	145	20	642
1950—January	45	215	38	171	146	21	637
February	46	219	39	173	147	20	643
March	44	221	40	174	149	21	650
April	42	223	43	177	148	21	655
May	47	225	50	181	148	21	672
June	52	233	54	185	149	22	695
July	55	234	56	188	148	23	704
August	57	237	58	177	147	23	699
September	60	245	58	192	150	24	729
October	63	249	57	195	152	24	740
November	65	252	55	200	154	25	750
December	62	238	44	199	154	24	721
1951—January	61	257	46	194	157	26	741
February	61	259	45	195	157	24	741
March	57	264	45	198	168	25	758
April	55	270	53	203	161	27	769
May	60	273	58	208	163	26	788

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At June 1, employers in the principal non-agricultural industries reported a total employment of 2,329,423.

Year and Month	CANADA									
	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
June 1, 1948.....	162.2	154.6	138.1	168.6	153.1	168.8	159.7	139.6	166.8	181.2
June 1, 1949.....	164.0	152.7	139.1	158.4	153.5	170.9	165.1	142.8	180.1	182.8
Jan. 1, 1950.....	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950.....	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950.....	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950.....	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950.....	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950.....	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950.....	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950.....	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950.....	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950.....	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	179.4	178.1	144.4	170.7	167.2	191.2	171.6	148.3	201.1	191.7
Percentage Distribution of Employees of Reporting Establishments at June 1, 1951.....	100.0	0.2	3.5	2.6	28.9	43.4	5.2	2.3	4.6	9.3

NOTE: The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firm making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
June 1, 1948.....	162.2	277.4	170.7	40.01	174.6	308.5	176.8	40.29
June 1, 1949.....	164.0	296.3	180.4	42.29	175.8	331.8	188.8	43.03
Jan. 1, 1950.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950.....	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1, 1950.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950.....	174.1	328.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950.....	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....	179.4	376.5	210.1	49.25	191.8	428.1	223.2	50.86

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wage and Salaries		
	EMPLOYMENT			PAYROLLS			June 1 1951	May 1 1951	June 1 1950
	June 1 1951	May 1 1951	June 1 1950	June 1 1951	May 1 1951	June 1 1950			
(a) PROVINCES							\$	\$	\$
Prince Edward Island.....	178.1	161.8	167.7	338.9	304.4	301.3	37.87	37.43	35.51
Nova Scotia.....	144.4	140.3	142.0	280.4	280.9	256.7	41.62	42.93	38.74
New Brunswick.....	170.7	171.7	165.1	356.1	357.2	308.0	42.18	42.06	37.69
Quebec.....	167.2	163.3	152.5	369.8	359.8	305.0	47.08	46.90	42.53
Ontario.....	191.3	188.5	175.3	401.0	395.0	331.7	51.33	51.31	46.26
Manitoba.....	171.6	167.5	162.5	320.7	309.2	276.9	48.09	47.51	43.77
Saskatchewan.....	148.3	137.9	142.2	283.6	258.5	252.6	46.36	45.43	42.94
Alberta.....	201.1	192.9	188.5	391.0	373.0	335.4	49.46	49.19	45.19
British Columbia.....	191.7	187.2	182.1	388.4	378.1	331.7	52.66	52.49	47.38
CANADA.....	179.4	175.6	166.0	376.5	367.9	315.3	49.25	49.17	44.51
(b) METROPOLITAN AREAS									
Sydney.....	108.3	107.1	.....	234.8	255.8	.....	48.42	53.35	.....
Halifax.....	198.3	195.7	178.6	330.4	328.6	280.7	39.02	39.33	36.74
Saint John.....	162.8	158.8	153.4	288.1	284.1	259.5	37.95	38.35	36.08
Quebec.....	151.7	148.1	147.7	332.5	317.6	295.9	40.81	39.88	37.30
Sherbrooke.....	180.4	174.7	160.5	383.6	379.8	310.7	41.26	42.18	37.55
Three Rivers.....	184.6	176.9	167.8	454.5	403.4	349.6	49.80	46.13	42.28
Drummondville.....	209.1	209.6	.....	501.1	513.2	.....	45.69	46.69	.....
Montreal.....	174.3	173.6	164.4	360.7	361.1	310.1	47.30	47.55	43.02
Ottawa-Hull.....	190.6	186.6	180.1	372.9	356.2	313.9	45.30	44.22	40.42
Peterborough.....	204.8	200.3	.....	517.7	486.2	.....	53.21	51.09	.....
Oshawa.....	276.2	275.2	.....	702.6	712.2	.....	60.18	61.24	.....
Niagara Falls.....	240.6	229.3	.....	527.3	539.4	.....	52.79	56.68	.....
St. Catharines—Welland.....	248.5	246.6	209.8	623.0	610.7	466.0	59.99	59.26	52.96
Toronto.....	196.1	195.4	182.1	401.4	401.1	335.2	51.34	51.49	46.08
Hamilton.....	207.7	205.9	186.3	464.8	459.8	382.1	54.22	54.09	49.53
Brantford.....	207.8	214.4	203.9	503.2	531.5	432.8	50.34	51.54	44.11
Galt-Preston.....	157.4	157.7	.....	351.2	356.5	.....	45.67	46.28	.....
Kitchener—Waterloo.....	183.2	182.5	171.4	408.7	410.8	341.0	47.39	47.80	42.19
Sudbury.....	164.6	163.8	.....	324.2	322.2	.....	59.28	59.20	.....
London.....	197.2	195.4	181.1	404.8	399.1	331.6	48.60	48.35	43.32
Sarnia.....	307.0	283.4	.....	645.1	563.4	.....	67.65	64.01	.....
Windsor.....	237.1	235.8	221.1	492.7	480.7	430.7	57.96	56.84	54.13
Sault Ste. Marie.....	217.1	212.3	.....	462.0	430.9	.....	56.63	53.99	.....
Ft. William—Pt. Arthur.....	206.1	199.2	188.7	416.2	402.5	342.4	51.41	51.43	46.20
Winnipeg.....	170.0	168.7	160.6	314.0	308.8	270.4	44.91	44.52	40.89
Regina.....	165.5	160.7	163.3	321.4	305.0	286.6	43.89	42.87	39.61
Saskatoon.....	186.0	180.5	181.1	355.0	340.9	316.9	42.36	41.91	38.81
Edmonton.....	255.3	244.1	236.6	504.6	475.0	419.6	46.47	45.75	41.67
Calgary.....	209.2	203.4	193.2	383.2	369.7	321.7	47.27	46.90	42.93
Vancouver.....	205.9	203.7	198.5	406.4	402.3	358.7	49.15	49.48	45.30
Victoria.....	222.9	221.0	206.0	454.9	451.3	375.6	48.97	48.99	43.67
(c) INDUSTRIES									
Forestry (chiefly logging).....	185.3	167.9	116.3	530.5	472.8	270.7	49.55	48.74	40.45
Mining.....	116.6	115.0	111.7	235.1	237.4	205.0	57.85	59.20	52.64
Manufacturing.....	191.8	189.9	175.3	428.1	423.7	352.3	50.86	50.84	45.82
* Durable Goods ¹	240.6	237.0	209.3	536.3	530.8	422.0	54.14	54.39	48.97
* Non-Durable Goods.....	160.0	159.2	153.1	349.5	345.9	301.7	47.64	47.39	43.00
Construction.....	177.5	163.4	172.7	447.3	408.9	387.5	47.32	46.99	42.25
Transportation, storage and communication.....	175.0	171.5	167.9	326.4	317.6	288.4	53.42	53.03	49.29
Public utility operation.....	189.7	183.2	183.7	356.9	343.3	317.6	55.57	55.36	51.07
Trade.....	172.8	171.0	163.6	338.1	332.9	290.6	42.72	42.51	38.75
Finance.....	171.0	170.8	154.5	272.0	271.3	233.2	46.23	46.16	43.98
Service².....	180.2	175.9	178.9	349.6	340.9	321.5	31.83	31.79	29.41
Industrial composite.....	179.4	175.6	166.0	376.5	367.9	315.3	49.25	49.17	44.51

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

* Revised April 1, Payroll Index—Durable—516.9; Non-Durable—340.3.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
June 1, 1945.....	44.3	44.7	43.9	70.3	77.5	61.4
June 1, 1946.....	42.0	42.1	41.9	69.1	75.1	63.3
June 1, 1947.....	42.9	43.0	42.7	79.9	86.2	73.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950.....	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950.....	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950.....	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950.....	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.8	42.1	41.6	115.8	123.7	107.2

* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) Source: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	June 1, 1951	May 1, 1951	June 1, 1950	June 1, 1951	May 1, 1951	June 1, 1950
	Newfoundland.....	45.2	43.7	44.6	107.7	107.8	98.9
Nova Scotia.....	43.2	43.7	43.2	100.2	97.8	95.0
New Brunswick.....	43.5	43.7	43.8	101.5	100.2	89.4
Quebec.....	43.5	44.3	43.3	103.5	101.6	92.7
Ontario.....	41.2	42.0	41.6	123.4	121.5	109.5
Manitoba.....	41.8	41.7	41.7	110.6	108.8	99.6
Saskatchewan.....	41.7	41.0	42.0	116.6	115.4	104.6
Alberta.....	41.5	41.4	42.2	114.8	112.8	104.1
British Columbia.....	37.4	38.4	37.4	137.9	137.1	122.6
Montreal.....	41.6	42.7	41.6	108.1	107.4	97.5
Toronto.....	40.2	41.4	40.3	121.9	120.1	107.5
Hamilton.....	40.7	40.8	41.7	135.3	134.7	122.0
Windsor.....	40.0	38.9	41.0	143.7	142.5	131.4
Winnipeg.....	41.4	41.2	41.3	109.1	107.8	99.2
Vancouver.....	36.8	38.0	36.7	135.2	133.6	120.6

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1 1951	May 1 1951	June 1950	June 1 1951	May 1 1951	June 1950	June 1 1951	May 1 1951	June 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42.3	43.4	42.3	131.4	131.5	120.1	55.58	57.07	50.80
Metal mining.....	44.3	44.6	45.2	132.0	131.6	119.7	58.48	58.69	54.10
Gold.....	46.2	46.6	.....	121.3	120.9	.....	56.04	56.34	.....
Other metal.....	42.8	43.0	.....	141.0	140.7	.....	60.35	60.50	.....
Fuels.....	36.7	39.9	.....	138.2	138.5	.....	50.72	55.26	.....
Coal.....	35.3	39.5	35.1	136.9	137.6	130.5	48.33	54.35	45.81
Oil and natural gas.....	42.7	41.8	.....	142.6	142.7	.....	60.89	59.65	.....
Non-metal.....	46.9	46.6	.....	116.6	116.4	.....	54.69	54.24	.....
Manufacturing	41.8	42.5	42.0	115.8	114.1	103.5	48.40	48.49	43.47
Food and beverages.....	42.2	42.2	43.0	100.4	98.6	90.2	42.37	41.61	38.79
Meat products.....	41.9	41.1	43.9	127.9	120.7	110.4	53.59	49.61	48.47
Canned and preserved fruits and vegetables.....	38.2	39.1	37.4	85.2	85.3	77.5	32.55	33.35	28.99
Grain mill products.....	45.3	45.6	44.2	109.3	108.9	97.4	49.51	49.99	43.05
Bread and other bakery products.....	45.0	44.5	45.3	89.5	89.2	80.9	40.28	39.69	36.65
Distilled and malt liquors.....	41.4	41.8	42.7	118.8	117.6	107.9	49.18	49.16	46.07
Tobacco and tobacco products.....	40.9	40.6	41.4	110.5	110.9	94.5	45.19	45.03	39.12
Rubber products.....	41.4	42.8	40.7	123.5	123.6	111.6	51.13	52.90	45.42
Leather products.....	37.9	40.4	36.7	85.8	84.8	78.6	32.52	34.26	28.85
Boots and shoes (except rubber).....	37.6	40.0	35.1	82.7	82.0	76.2	31.34	32.80	26.75
Textile products (except clothing).....	41.9	43.7	42.5	96.3	95.4	85.7	40.35	41.65	36.42
Cotton yarn and broad woven goods.....	41.2	42.6	42.1	100.8	100.3	86.8	41.53	42.73	36.54
Woolen goods.....	41.7	44.1	41.7	90.6	89.7	82.1	37.78	39.56	34.24
Rayon, nylon and silk textiles.....	44.4	46.0	44.7	95.6	94.7	87.3	42.45	43.56	39.02
Clothing (textile and fur).....	37.1	38.9	37.0	85.8	85.4	78.7	31.83	33.23	29.12
Men's clothing.....	37.1	39.3	36.6	85.1	84.6	78.6	31.57	33.25	28.77
Women's clothing.....	33.8	35.8	34.7	87.2	87.7	80.7	29.47	31.40	28.00
Knit goods.....	39.3	40.9	39.3	84.6	84.4	76.2	33.25	34.52	29.95
*Wood products.....	41.0	41.0	40.6	105.1	105.5	92.8	43.09	44.20	37.68
Saw and planing mills.....	40.3	41.0	40.0	112.1	113.6	97.4	45.18	46.58	38.96
Furniture.....	41.6	42.9	41.2	96.8	96.2	88.2	40.27	41.27	36.34
Other wood products.....	43.0	44.0	41.9	87.5	87.3	80.9	37.63	38.41	33.90
Paper products.....	46.6	47.0	46.5	128.2	120.8	110.9	59.74	56.78	51.57
Pulp and paper mills.....	48.3	48.3	48.4	137.0	128.4	118.0	66.17	62.02	57.11
Other paper products.....	41.9	43.1	41.7	99.7	97.8	89.7	41.77	42.45	37.40
Printing, publishing and allied industries.....	40.2	40.3	40.6	132.9	132.9	122.7	53.43	53.50	49.82
*Iron and steel products.....	42.2	43.0	42.2	128.6	127.4	115.9	54.27	54.78	48.91
Agricultural implements.....	41.0	41.1	41.0	146.5	140.3	127.0	60.07	57.66	52.07
Fabricated and structural steel.....	41.0	42.8	41.3	130.5	130.0	120.3	53.51	55.64	49.68
Hardware and tools.....	42.2	43.7	41.2	114.3	113.0	101.6	48.23	49.38	41.86
Heating and cooking appliances.....	40.3	42.6	40.4	118.3	117.1	105.7	47.67	49.88	42.70
Iron castings.....	43.4	45.1	42.1	129.6	129.1	115.5	56.25	58.22	46.33
Machinery manufacturing.....	42.8	44.5	42.8	121.7	121.1	108.3	52.09	53.89	46.65
Primary iron and steel.....	43.0	41.8	41.4	136.8	136.8	129.1	58.82	57.18	57.32
Sheet metal products.....	40.6	41.8	41.1	120.5	119.2	106.1	48.92	49.83	43.61
*Transportation equipment.....	42.4	42.2	42.6	129.9	129.6	120.5	55.08	54.69	51.33
Aircraft and parts.....	40.6	45.2	40.4	125.6	124.1	113.3	50.99	56.09	45.77
Motor vehicles.....	41.1	39.5	42.9	146.9	146.3	136.2	60.38	57.79	58.43
Motor vehicle parts and accessories.....	42.3	42.6	42.7	134.0	133.1	118.6	56.68	56.70	50.64
Railroad rolling stock equipment.....	44.4	42.4	43.0	121.9	122.5	113.3	54.12	51.94	48.72
Shipbuilding and repairing.....	41.7	43.5	41.5	120.4	120.1	113.3	50.21	52.24	47.02
*Non-ferrous metal products.....	42.8	43.8	43.3	122.5	121.9	110.3	52.43	53.39	47.76
Aluminum products.....	42.5	43.3	41.4	110.8	111.4	100.1	47.09	48.24	41.44
Brass and copper products.....	42.9	44.1	43.2	121.9	120.5	106.5	52.30	53.14	46.01
Smelting and refining.....	43.6	44.4	44.8	130.7	130.7	118.9	56.99	58.03	53.27
*Electrical apparatus and supplies.....	40.8	41.4	41.0	128.0	125.3	114.7	52.22	51.87	47.03
Heavy electrical machinery and equipment.....	41.1	41.2	41.1	147.9	140.0	130.4	60.79	57.68	53.59
*Non-metallic mineral products.....	44.9	45.6	45.2	114.7	112.7	101.6	51.50	51.39	45.92
Clay products.....	45.4	45.3	45.6	109.6	107.3	97.9	49.76	48.61	44.64
Glass and glass products.....	44.7	46.5	45.7	111.6	109.1	98.8	49.89	50.73	45.15
Products of petroleum and coal.....	41.0	42.2	41.8	152.0	148.4	129.7	62.32	62.62	54.21
Chemical products.....	43.0	43.5	43.1	116.9	116.1	103.2	50.27	50.50	44.48
Medicinal and pharmaceutical preparations.....	41.5	41.7	40.9	95.3	94.4	86.7	39.55	39.36	35.46
Acids, alkalis and salts.....	44.5	45.3	44.5	131.4	129.9	115.9	58.47	58.84	51.58
Miscellaneous manufacturing industries.....	41.0	41.9	40.8	97.6	95.8	87.2	40.02	40.14	35.58
Durable goods.....	42.1	42.6	42.2	123.7	122.9	111.4	52.08	52.36	47.01
Non-durable goods.....	41.6	42.5	41.7	107.2	104.6	95.5	44.60	44.46	39.82
Construction.....	38.8	39.8	39.2	116.1	115.4	104.5	45.05	45.93	40.96
Buildings and structures.....	37.7	39.7	39.4	125.6	124.0	112.4	47.35	49.23	44.29
Highways, bridges and street construction.....	41.2	39.5	38.6	95.5	94.3	87.1	39.35	37.25	33.62
Electric and motor transportation.....	44.4	45.0	.....	116.5	.....	.....	51.73	52.02	.....
Service.....	42.5	42.6	42.8	69.7	69.8	65.7	29.62	29.73	28.12
Hotels and restaurants.....	43.4	43.3	43.8	69.3	69.8	64.3	30.08	30.22	28.16
Laundries, dyeing, pressing and cleaning.....	41.1	41.6	41.4	67.3	66.8	65.0	27.66	27.79	26.91

* Durable manufactured goods industries.

TABLE C-7.—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 the Economics and Research Branch, Department of Labour

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.	\$			
Monthly Average 1945	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
June 1, 1950	42.0	103.5	43.47	145.5	133.8	108.7
July 1, 1950	42.5	103.9	44.16	147.8	135.5	109.1
August 1, 1950	42.5	104.2	44.29	148.3	136.3	108.8
September 1, 1950	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951 (1)	41.8	115.8	48.40	162.0	148.9	108.8

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 indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours, \$47.60.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfiled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
August 1, 1945	121,187	39,222	160,409	53,646	22,286	75,932
August 1, 1946	64,452	43,040	107,492	125,855	34,485	160,340
August 1, 1947	58,862	31,219	90,081	69,314	29,577	98,891
August 1, 1948	30,499	19,709	50,208	63,558	32,715	96,273
August 1, 1949	18,043	19,313	37,356	97,154	42,090	139,244
August 1, 1950	26,391	13,582	39,973	99,100	58,188	157,288
September 1, 1950	29,631	16,559	46,190	97,634	53,969	151,603
October 1, 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951	21,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951(1)	39,951	14,570	54,521	80,456	49,511	129,967

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
JUNE 28, 1951⁽¹⁾**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Absolute Change From	
				May 31, 1951	June 29, 1950
Agriculture, fishing, trapping	2,867	329	3,196	- 451	+ 1,106
Logging	14,486	7	14,493	+ 1,551	+10,800
Pulpwood.....	13,469	4	13,473	+ 1,672	+10,901
Lumber.....	944	3	947	- 100	- 136
Other logging.....	73	.....	73	- 21	+ 35
Mining	2,147	36	2,183	- 188	+ 1,582
Coal.....	239	1	240	- 32	+ 162
Metallic ores—					
Iron.....	331	8	339	+ 164	+ 262
Gold.....	488	10	498	+ 31	+ 357
Nickel.....	741	.....	741	- 395	+ 567
Other metallic ores and non-metallic minerals.....	277	4	281	+ 86	+ 175
Prospecting and oil producing.....	71	13	84	- 42	+ 59
Manufacturing	8,861	2,934	11,795	- 1,502	+ 2,935
Food and kindred products (including tobacco).....	795	703	1,498	+ 203	+ 293
Textiles and apparel, etc.....	370	1,245	1,615	- 446	- 182
Lumber and finished lumber products.....	944	51	995	- 255	- 27
Pulp and paper products including printing.....	506	197	703	+ 18	+ 234
Chemicals and allied products.....	213	91	304	- 105	- 15
Petroleum and coal products.....	40	10	50	+ 1	- 5
Rubber products.....	74	16	90	- 250	- 219
Leather and leather products.....	52	181	233	+ 32	+ 79
Stone, clay and glass products.....	232	39	271	- 64	+ 44
Iron and steel and products.....	1,472	77	1,549	- 254	+ 1,075
Non-ferrous metals and products.....	1,012	39	1,051	+ 120	+ 760
Machinery.....	1,005	48	1,053	- 141	+ 626
Electrical equipment and products.....	335	86	421	- 103	+ 159
Transportation equipment and other manufacturing.....	1,811	151	1,962	- 258	+ 113
Construction	4,918	88	5,006	- 1,116	+ 1,256
Transportation and storage	2,240	142	2,382	- 567	+ 779
Communications and other public utilities	388	186	574	- 226	+ 52
Trade	2,941	2,349	5,290	- 620	+ 897
Wholesale.....	971	457	1,428	- 328	+ 291
Retail.....	1,970	1,892	3,862	- 292	+ 606
Finance, insurance, real estate	1,003	837	1,840	- 130	- 70
Service	5,329	9,870	15,199	- 847	+ 2,719
Public.....	1,619	783	2,402	- 890	+ 932
Domestic.....	94	3,357	3,451	- 455	- 243
Personal.....	2,378	5,350	7,728	+ 731	+ 1,861
Other service.....	1,238	380	1,618	- 233	+ 169
All Industries	45,180	16,778	61,958	- 4,096	+22,056

(1) Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT JUNE 28, 1951⁽¹⁾

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,705	799	2,504	3,297	917	4,214
Clerical workers.....	1,976	3,464	5,440	5,431	12,093	17,524
Sales workers.....	1,585	1,265	2,850	2,760	6,786	9,546
Personal and domestic service workers.....	2,160	7,942	10,102	8,444	7,969	16,413
Seamen.....	78	1	79	802	7	809
Agriculture and fishing.....	2,881	357	3,238	863	310	1,173
Skilled and semiskilled workers.....	26,572	1,978	28,550	30,049	12,753	42,802
Food and kindred products.....	176	175	351	443	514	957
Textiles, clothing, etc.....	204	1,163	1,367	2,196	8,068	10,264
Lumber and wood products.....	14,595	12	14,607	3,230	85	3,315
Pulp, paper and printing.....	86	41	127	400	251	651
Leather and products.....	49	131	180	1,145	1,133	2,278
Stone, clay and glass products.....	29	2	31	66	52	118
Metalworking.....	3,665	6	3,671	2,835	356	3,191
Electrical.....	162	14	176	798	298	1,096
Transportation equipment, n.e.c.....	159	.....	159	258	59	317
Mining.....	535	.....	535	537	.....	537
Construction.....	2,488	.....	2,488	6,366	.....	6,366
Transportation (except seamen).....	1,386	20	1,406	4,062	28	4,090
Communications and public utility.....	47	.....	47	173	1	174
Trade and service.....	363	341	704	1,083	712	1,795
Other skilled and semiskilled.....	2,264	55	2,319	4,174	958	5,132
Foremen.....	101	11	112	754	147	901
Apprentices.....	263	7	270	1,529	91	1,620
Unskilled workers.....	8,226	969	9,195	35,351	11,938	47,289
Food and tobacco.....	203	405	608	643	2,073	2,716
Lumber and lumber products.....	352	3	355	1,811	194	2,005
Metalworking.....	973	15	988	1,022	309	1,331
Construction.....	2,279	.....	2,279	4,816	1	4,817
Other unskilled workers.....	4,419	546	4,965	27,059	9,361	36,420
Total.....	45,183	16,775	61,958	86,997	52,773	139,770

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JUNE, 1951

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	1,255	1,257	1,017
Logging.....	1,708	760	564
Mining.....	639	626	393
Manufacturing.....	6,444	6,670	4,711
Food and kindred products.....	1,337	1,481	943
Textiles, apparel, etc.....	836	800	571
Lumber and finished lumber products.....	908	959	743
Pulp and paper products and printing.....	535	550	395
Chemicals and allied products.....	223	226	164
Products of petroleum and coal.....	46	54	38
Rubber products.....	72	75	55
Leather and products.....	136	121	90
Stone, clay and glass products.....	259	281	199
Iron and steel and products.....	483	547	381
Non-ferrous metals and products.....	370	286	221
Machinery.....	397	401	282
Electrical equipment and products.....	239	261	162
Transportation equipment and other manufacturing.....	603	618	467
Construction.....	5,155	5,331	4,241
Transportation and Storage.....	1,814	1,801	1,386
Communications, and Other Public Utilities.....	298	344	273
Trade.....	3,574	3,910	2,520
Finance, Insurance, Real Estate.....	464	538	277
Service.....	8,285	8,098	5,986
All Industries.....	29,636	29,335	21,368

TABLE D-5. ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS JUNE 1 TO JUNE 28, 1951; UNPLACED APPLICANTS AS AT JULY 26, 1951

(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	Unplaced as at July, 26, 1951
					Regular	Casual		
Newfoundland	698	604	842	347	87	28	4,876	2,620
Corner Brook.....	578	534	189	130	44	6	677	549
Grand Falls.....	2	.....	72	20	1	1	375	316
St. John's.....	118	70	581	197	42	21	3,824	1,755
Prince Edward Island	577	268	662	541	298	100	810	785
Charlottetown.....	396	182	432	407	223	62	479	502
Summerside.....	181	86	230	134	75	38	331	283
Nova Scotia	3,587	2,113	5,985	4,168	2,090	674	8,129	7,337
Amherst.....	73	4	178	118	66	2	200	158
Bridgewater.....	109	43	185	102	25	48	246	255
Halifax.....	1,853	1,277	2,490	1,899	862	360	3,009	2,802
Inverness.....	91	3	72	45	45	.....	118	102
Kentville.....	172	114	262	155	92	4	556	464
Liverpool.....	16	365	58	12	16	5	120	96
New Glasgow.....	424	120	687	576	306	75	675	862
Springhill.....	56	7	73	54	46	.....	144	96
Sydney.....	609	98	1,522	869	487	167	2,457	2,039
Truro.....	119	68	284	173	86	8	230	236
Yarmouth-Shelburne.....	65	14	174	165	59	5	374	227
New Brunswick	3,120	2,840	4,969	3,393	2,008	467	6,335	5,431
Bathurst.....	123	101	218	128	15	79	471	304
Campbellton.....	141	314	209	172	87	29	343	252
Edmundston.....	179	178	229	181	139	13	173	124
Fredericton.....	340	305	402	297	173	47	305	255
Minto.....	109	86	197	111	84	2	258	216
Moncton.....	1,163	671	1,900	1,403	798	209	1,827	1,636
Newcastle.....	86	152	189	112	83	.....	323	228
Saint John.....	770	300	1,408	812	509	82	2,177	2,059
St. Stephen.....	76	45	112	91	56	2	322	214
Sussex.....	67	192	65	49	38	2	65	67
Woodstock.....	66	496	40	37	26	2	71	76
Quebec	29,230	17,151	37,182	28,325	18,306	1,683	39,984	36,039
Asbestos.....	71	105	134	97	30	8	138	200
Beauharnois.....	76	21	187	104	84	2	204	242
Buckingham.....	151	32	166	185	143	4	174	178
Causapscal.....	53	49	71	34	7	.....	223	119
Chandler.....	245	340	255	275	93	83	601	77
Chicoutimi.....	309	1,098	596	347	152	41	490	402
Dolbeau.....	16	110	73	15	15	.....	76	86
Drummondville.....	199	42	500	203	124	6	1,010	883
Farnham.....	55	52	118	53	51	.....	236	184
Gaspé.....	233	227	38	27	5	.....	33	81
Granby.....	144	24	475	150	126	7	589	662
Hull.....	258	244	663	324	157	3	880	826
Joliette.....	306	147	431	353	205	5	403	453
Jonquiere.....	295	116	483	332	166	27	504	467
Lachute.....	226	39	202	121	61	37	174	118
La Malbaie.....	99	42	95	61	51	.....	188	133
La Tuque.....	587	430	803	401	576	.....	163	111
Levis.....	281	122	533	330	196	5	853	710
Matane.....	109	119	98	138	150	1	254	166
Megantic.....	518	449	210	191	164	.....	120	131
Mont-Laurier.....	84	76	79	73	26	.....	105	75
Montmagny.....	313	312	281	97	91	1	301	245
Montreal.....	13,976	5,332	15,905	13,057	9,140	736	16,319	15,343
New Richmond.....	151	96	456	100	51	.....	126	231
Port Alfred.....	110	60	113	74	72	7	229	140
Quebec.....	2,647	1,599	3,900	3,292	1,384	283	4,807	4,427
Rimouski.....	822	698	175	210	186	.....	299	213
Riviere du Loup.....	142	25	140	93	78	.....	414	275
Roberval.....	86	3	202	18	11	.....	57	92
Rouyn.....	489	275	558	450	197	62	397	337
Ste. Agathe.....	154	64	100	131	133	.....	64	43
Ste. Anne de Bellevue.....	113	14	201	123	99	.....	162	179
Ste. Therese.....	197	44	281	229	159	5	268	262
St. Georges de Beauce.....	316	649	665	1,361	252	1	619	350
St. Hyacinthe.....	345	755	501	522	861	7	588	535
St. Jean.....	305	92	574	267	158	2	391	376
St. Jerome.....	281	68	483	239	160	22	542	526
St. Joseph d'Alma.....	595	97	897	550	545	2	794	397
Shawinigan Falls.....	217	48	820	406	148	2	1,041	933
Sherbrooke.....	1,271	707	1,425	1,043	589	169	1,219	1,086
Sorel.....	159	946	387	174	164	.....	305	338
Thetford Mines.....	158	103	335	228	111	4	422	382

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS JUNE 1 TO JUNE 28, 1951; UNPLACED APPLICANTS AS AT JULY 26, 1951—Continued

(SOURCE: U.I.C. 751)

Office	Vacancies		Applicants					Unplaced as at July 26, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Quebec—Con.								
Three Rivers.....	498	454	1,169	781	327	50	1,863	1,608
Val d'Or.....	722	375	548	453	297	98	261	218
Valleyfield.....	416	145	466	403	354	1	518	701
Victoriaville.....	432	306	390	210	157	2	560	498
Ontario	45,821	25,640	59,358	43,966	28,490	4,797	40,967	37,607
Amprior.....	158	66	126	121	121	4	27	28
Barrie.....	703	295	674	726	584	15	135	217
Belleville.....	296	88	528	415	172	52	454	362
Bracebridge.....	379	125	249	284	304	5	69	64
Brampton.....	185	133	153	132	120	5	87	71
Brantford.....	676	156	1,200	696	475	80	1,079	1,066
Brockville.....	30	24	213	167	124	14	148	116
Carleton Place.....	30	18	67	23	19	1	159	150
Chatham.....	415	107	660	454	286	36	549	461
Cobourg.....	198	21	235	228	182	11	169	120
Collingwood.....	220	71	163	142	130	7	199	229
Cornwall.....	460	107	677	428	333	34	543	455
Fort Erie.....	48	19	116	53	31	1	102	65
Fort Frances.....	87	80	94	84	48	12	52	47
Fort William.....	959	382	832	723	569	57	360	323
Galt.....	264	212	495	268	176	1	345	270
Ganoquoque.....	80	27	92	72	35	22	36	28
Guelph.....	141	138	79	90	59	1	65	53
Goderich.....	315	120	496	270	124	109	321	310
Hamilton.....	3,238	1,158	5,096	3,541	1,789	723	2,818	2,952
Hawkesbury.....	98	146	122	67	53	3	91	106
Ingersoll.....	243	139	201	169	149	11	99	95
Kapuskasing.....	98	1,010	129	123	84	1	73	89
Kenora.....	278	245	103	113	78	1	105	92
Kingston.....	721	182	1,001	929	604	57	623	492
Kirkland Lake.....	445	448	391	325	199	20	255	197
Kitchener-Waterloo.....	617	209	768	805	525	50	356	573
Leamington.....	274	74	625	356	153	42	461	352
Lindsay.....	153	71	143	146	100	9	103	83
Listowel.....	109	76	96	75	60	1	74	111
London.....	2,060	1,059	2,475	2,153	1,131	438	1,271	1,221
Midland.....	102	39	178	104	78	5	134	85
Napanee.....	48	23	69	69	36	1	38	42
New Toronto.....	760	150	1,124	771	603	13	746	754
Niagara Falls.....	693	209	840	698	411	38	419	408
North Bay.....	879	212	950	887	577	112	265	243
Orillia.....	339	83	293	342	244	39	170	120
Oshawa.....	918	251	1,737	895	643	39	1,685	1,343
Ottawa.....	2,276	982	2,095	2,172	1,161	283	1,340	1,481
Owen Sound.....	231	92	453	278	135	25	383	407
Parry Sound.....	86	39	54	32	21	1	19	29
Pembroke.....	493	403	447	348	173	12	224	269
Perth.....	146	69	145	108	90	13	127	102
Peterborough.....	660	205	977	613	458	7	861	576
Pictou.....	64	36	48	53	41	1	39	29
Port Arthur.....	707	2,732	832	618	570	10	453	397
Port Colborne.....	143	28	167	135	96	1	203	195
Prescott.....	60	23	96	72	60	1	76	236
Renfrew.....	306	120	221	174	189	4	101	118
St. Catharines.....	1,018	192	1,284	890	673	116	917	781
St. Thomas.....	303	182	443	402	167	21	338	231
Sarnia.....	468	123	615	568	382	8	270	341
Sault Ste. Marie.....	665	834	583	497	502	29	378	280
Simcoe.....	242	194	230	195	146	1	183	188
Sioux-Lookout.....	158	77	160	157	102	3	61	56
Smiths Falls.....	91	33	125	92	66	9	139	133
Stratford.....	172	78	273	195	123	29	184	191
Sturgeon Falls.....	132	26	231	147	89	17	177	104
Sudbury.....	1,956	2,454	1,341	1,028	806	127	666	486
Timmins.....	519	454	804	683	372	75	624	587
Toronto.....	14,446	6,642	19,548	13,925	9,100	1,590	13,840	11,956
Trenton.....	231	45	373	257	194	1	207	177
Walkerton.....	85	32	210	80	64	1	184	75
Wallaceburg.....	131	7	206	134	50	74	180	155
Welland.....	546	106	658	523	363	8	396	514
Weston.....	415	1,037	426	348	265	1	312	348
Windsor.....	1,058	296	2,594	1,152	510	266	3,192	3,238
Woodstock.....	165	146	229	146	103	9	208	134

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS JUNE 1, TO JUNE 28, 1951; UNPLACED APPLICANTS AS AT JULY 26, 1951—Concluded

(SOURCE: U.I.C. 751)

Office	Vacancies		Applicants					Unplaced as at July 26, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Manitoba	8,021	3,830	10,084	7,790	4,122	1,624	7,793	8,287
Brandon.....	664	447	672	607	379	35	394	355
Dauphin.....	161	83	247	141	92	7	167	97
Flin Flon.....	88	86	154	120	89	9	53	35
Portage la Prairie.....	262	73	328	244	189	25	390	235
The Pas.....	569	394	59	53	227	1	30	35
Winnipeg.....	6,277	2,747	8,624	6,625	3,146	1,547	6,759	7,530
Saskatchewan	4,639	2,669	5,693	4,687	2,480	633	3,418	3,172
Estevan.....	101	56	137	134	94	1	75	60
Moose Jaw.....	479	364	712	520	337	54	414	404
North Battleford.....	140	102	122	125	87	.....	128	124
Prince Albert.....	304	161	583	493	269	29	504	518
Regina.....	1,370	408	1,842	1,531	744	372	586	607
*Saskatoon.....	1,720	1,229	1,705	1,381	620	189	1,329	1,141
Swift Current.....	128	82	151	153	116	1	95	99
Weyburn.....	163	107	146	109	75	9	61	56
Yorkton.....	234	160	295	241	138	28	226	163
Alberta	10,327	3,600	11,581	11,517	6,330	1,796	5,467	5,288
Blairmore.....	228	141	84	57	67	1	97	119
Calgary.....	3,892	1,229	4,242	4,617	2,230	656	2,374	2,186
Drumheller.....	66	15	113	76	74	.....	148	112
Edmonton.....	4,694	1,514	5,631	5,425	2,858	1,093	2,009	2,144
Edson.....	181	162	73	93	128	.....	43	35
Lethbridge.....	1,009	321	1,059	972	808	46	347	325
Medicine Hat.....	181	93	152	135	90	.....	141	179
Red Deer.....	166	125	227	142	75	.....	308	188
British Columbia	12,523	3,832	23,324	12,607	8,394	1,016	22,717	25,863
Chilliwack.....	344	101	336	313	202	29	459	776
Courtenay.....	165	64	709	141	73	28	688	991
Cranbrook.....	69	19	70	81	61	3	151	96
Dawson Creek.....	244	65	182	181	181	.....	73	27
Duncan.....	194	33	628	229	156	10	542	1,125
Kamloops.....	319	163	309	268	238	.....	128	124
Kelowna.....	110	21	404	105	74	14	618	884
Nanaimo.....	293	51	1,411	305	185	42	1,415	2,030
Nelson.....	167	41	172	177	135	6	118	81
New Westminster.....	887	140	2,476	892	721	104	3,100	3,296
Penticton.....	141	20	175	161	129	1	166	165
Port Alberni.....	258	20	417	264	204	12	255	531
Prince George.....	1,168	192	1,070	1,256	1,033	23	152	142
Prince Rupert.....	240	63	266	269	169	3	149	106
Princeton.....	120	27	110	120	102	.....	3	6
Trail.....	326	87	443	291	225	4	345	186
Vancouver.....	5,520	1,878	11,701	5,861	3,254	636	12,423	12,980
Vernon.....	444	122	431	450	401	.....	146	153
Victoria.....	1,114	532	1,851	1,080	670	101	1,738	2,113
Whitehorse.....	400	193	163	163	181	.....	48	51
Canada	118,543	62,547	159,680	117,341	72,605	12,868	149,496	132,429
Males.....	85,148	45,572	109,097	83,197	55,137	7,887	87,422	81,627
Females.....	33,395	16,975	50,583	34,144	17,468	4,981	53,074	50,802

* Includes statistics for Teacher's office, Province of Saskatchewan.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1941-1951

(SOURCE: Form U.I.C. 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
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
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (26 weeks).....	755,187	295,848	1,051,035	313,628	127,738	441,366

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, MARCH 30 TO JUNE 23, 1951

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual		
Agriculture	1		1	106	4	109	55	6	156	101	3	1,209	1,364	9	6,196	3,827	317							
Fishing, Trapping and Hunting	2		1			13	7			6		2				18								
Logging	600	39	1	2		759	210	3	3,004	887	13,742	3,435	3,547	28	6,435	2,070	44							
Pulpwood.....	600	39		1		452	45	3	2,676	740	113,183	3,138	3,138	28	5,414	34								
Lumber.....						304	161		227	106	2	498	368		924	1,311								
Other Logging.....				1		3	4		101	41		61	41		97	55								
Mining	2	1				476	421	4	64	39	906	621	621	1	3,120	1,086	12							
Coal.....						460	411		51	26		9	42		150	32								
Iron.....	1					1						306	207		1,869	515	3							
Gold.....																								
Nickel.....																								
Other Metallic Ores and Non-Metallic Minerals.....						15	10		13	13		529	360	1	283	166	9							
Prospecting and Oil Producing.....	1															34								
Manufacturing	37	18	1	183	64	2,684	1,912	92	1,350	846	222	25,577	16,629	565	40,836	25,718	1,724							
Food and Kindred Products.....	24	13		156	4	27,790	272	52	225	122	33	4,035	3,887	26	6,117	289								
Textiles and Apparel.....						112	97		292	35		6,595	4,652	26	3,861	6,622	100							
Lumber and Finished Lumber Products.....				2		272	174		492	358	22	3,090	2,358	74	3,266	2,192	196							
Pulp, Paper Products and Printing.....	8	4	1	8		83	31	26	394	181	166	1,444	868	146	3,049	1,634	257							
Chemicals and Allied Products.....	3	1		10		70	12	6	12	11		187	102	14	269	165	130							
Petroleum and Coal Products.....										6														
Rubber Products.....	2											369	284	31	944	471	7							
Leather and Leather Products.....						4			14	4														
Stone, Clay and Glass Products.....				4					63	47														
Iron and Steel and Products.....				2		417	422		56	51	2	1,810	1,032	13	4,345	2,946	159							
Non-Ferrous Metals and Products.....				2																				
Machinery.....				1		71	73		6			1,669	1,081		3,519	2,241	178							
Electrical Equipment and Products.....				1																				
Transportation, Equipment and Other						30	21																	
Manufacturing	56	33	4	167	7	877	802	7	40	31	2,927	1,442	1,442	100	6,008	3,791	181							
Building and Structures.....	34	22	3	115	4	875	632	120	2,993	1,372	106	19,458	15,683	420	26,966	19,320	1,014							
Highways, Bridges and Streets.....	7	7		9		248	235	3	484	333	24	564	333	24	714	10,963	609							
Railways, Bridges and Streets.....						28	28		80	73		385	189		1,027	1,635	15							
Railway and Maintenance.....						108	102		111	65		2,938	2,029		3,206	1,684								
Other Mechanical Contractors.....	14	3	1	35	2	194	114	35	193	132	39	4,401	3,273	69	5,299	4,351	373							
Special Trade Contractors.....	20	10	4	75	44	619	396	135	932	619	104	5,326	3,607	229	12,863	7,327	1,265							
Public Utilities Operation.....	14	4	5	52	25	546	361	145	893	582	103	6,653	3,081	237	7,800	6,066	1,822							
Transportation and Storage.....	6	6		22	19	73	35	13	44	37		37	526	9	683	1,261								
Communications and Other Public Utilities	132	59	45	474	249	1,683	796	284	1,461	635	295	8,870	5,121	408	12,870	9,053	2,429							
Trade.....	60	24	7	161	71	68	410	181	164	395	193	130	1,754	183	987	2,914	1,341							
Wholesale.....	72	35	11	313	148	95	983	612	120	766	442	98	5,906	3,367	2,925	11,883	6,139	1,088						
Retail.....	15	16		21	19	127	93	2	79	49														
Finance, Insurance and Real Estate	242	95	67	878	564	3,574	1,700	1,346	2,756	1,184	826	23,432	11,828	3,221	44,437	20,069	10,410							
Service.....	116	48	18	249	138	866	513	306	367	28	2,315	1,792	98	2,815	5,568	344								
Public.....	74	21	45	297	130	80	1,537	999	1,092	170	633	3,035	2,026	2,497	13,392	3,039	8,041							
Domestic.....	47	20	3	297	201	1,154	833	238	1,024	571	135	1,092	616	1,092	5,187	1,312	3,312							
Personal.....	10	6		42	25	167	91	38	134	76	30	2,990	1,844	167	3,601	1,959	313							
Other Service.....																								
Totals	1,112	265	96	2,657	1,233	11,507	6,691	2,019	12,487	6,341	1,501	99,627	59,092	4,828	161,117	89,709	16,848							
Men	984	210	87	1,039	684	7,926	5,017	1,284	10,121	5,271	992	74,477	45,982	2,142	118,960	67,792	10,740							
Women	128	55	9	1,018	599	128	3,581	1,674	765	1,070	509	23,150	13,020	2,686	42,857	21,917	6,108							

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, MARCH 30 TO JUNE 28, 1951

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies		
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual			
Agriculture	1,009	644	17	1,564	7	3,766	53	2,726	53	890	550	30	16,042	10,848	448					
Fishing, Trapping and Hunting	40	15	2	23		298	5	221	5	3,543	1,838	12	29,157	9,092	96					
Logging	240	168	1	2,043	46	172	13	187	13	3,515	1,611	8	22,882	5,942	68					
Pulpwood	190	131	2	1,147	2	172	5	30	5	3,515	1,611	8	5,688	2,777	15					
Lumber	41	31		5		123	32	32	32	1,653	988	26	8,423	4,567	53					
Other Logging	9	6	1	113	2	487	288	10	10	1,788	1,246	26	8,423	4,567	53					
Mining	299	149	2	1,653	2	224	117	988	10	1,653	1,246	26	11,062	7,411	14					
Coal	2	1		2		332	208	208	2	1,514	864	381	187	964	381					
Iron	123	63	4	5		1	1	1	6	695	520	9	1,896	356	5					
Gold	19	14		35		123	81	81	6	1,896	520	9	1,896	356	5					
Nickel	131	59	2	71		485	245	245	4	1,896	520	9	1,896	356	5					
Other Metallic Ores and Non-Metallic Minerals	24	12		32		2,967	1,962	1,962	4	1,896	520	9	1,896	356	5					
Prospecting and Oil Producing	3,848	2,155	245	11,887	111	2,967	1,962	1,962	4	1,896	520	9	1,896	356	5					
Manufacturing	680	628	52	722	492	677	103	639	103	8,509	6,413	303	87,294	55,646	3,537					
Food and Kindred Products	1,102	521	49	1,044	6	87	72	72	38	1,288	606	124	15,368	9,079	791					
Textiles and Apparel	233	105	59	74	43	574	4	39	38	1,288	606	124	15,368	9,079	791					
Lumber and Finished Lumber Products	283	171	6	74	36	18	74	54	5	2,898	2,898	58	11,653	8,520	454					
Pulp, Paper Products and Printing	198	111	8	31	20	261	1	62	55	1,277	840	21	6,696	4,127	640					
Chemicals and Allied Products	43	40		123	106	62	261	55	2	1,277	840	21	6,696	4,127	640					
Petroleum and Coal Products	2	2		2		113	61	23	8	1,277	840	21	6,696	4,127	640					
Rubber Products	30	13		5		38	27	27	2	1,277	840	21	6,696	4,127	640					
Leather and Leather Products	126	74	31	128	115	409	245	245	5	1,659	1,155	12	11,252	7,752	38					
Stone, Clay and Glass Products	323	197	14	5		133	86	12	37	1,659	1,155	12	11,252	7,752	38					
Iron and Steel and Products	30	19	1	15	8	141	75	54	54	3,112	2,115	162	7,346	4,927	204					
Non-Ferrous Metals and Products	122	63	19	53	32	169	86	19	33	4,991	3,475	30	14,788	9,027	448					
Machinery	46	27		6	1	209	146	146	6	4,991	3,475	30	14,788	9,027	448					
Electrical Equipment and Products	330	186	6	22	16	6,981	4,146	4,146	6	5,139	4,151	252	69,897	51,101	3,079					
Transportation Equipment and Other Manufacturing	4,252	2,511	197	2,466	146	6,981	4,146	4,146	6	5,139	4,151	252	69,897	51,101	3,079					
Construction	2,934	1,701	46	1,441	1,001	3,651	2,567	2,567	383	2,567	2,322	184	40,256	30,102	1,825					
Buildings and Structures	75	42	4	233	135	511	317	317	82	452	323	1	4,991	3,475	147					
Railways, Bridges and Streets	100	75		193	105	1,116	856	856	3	778	663	1	3,752	2,687	4					
Highway and Maintenance	80	29		208	146	388	213	213	23	461	423	1	6,067	4,648	65					
Other General Construction	1,033	695	144	382	259	3,388	2,146	2,146	283	3,388	2,146	62	14,828	10,197	1,038					
Special Trade Contractors	2,82	1,566	22	1,471	752	1,811	1,111	1,111	200	3,019	1,938	185	28,671	17,373	2,404					
Public Utilities Operation	2,588	1,415	221	1,950	68	1,501	893	893	202	2,895	2,014	18	24,687	14,788	2,350					
Transportation and Storage	237	120		197	146	317	22	22	1	391	331	5	3,992	2,585	54					
Communications and Other Public Utilities	4,258	1,538	1,506	2,868	738	5,453	2,478	2,478	1,588	4,391	2,406	1,211	47,099	23,651	8,566					
Trade	2,142	846	547	1,651	311	5,111	2,478	2,478	1,086	3,331	1,588	843	280	1,339	4,611					
Wholesale	2,142	846	547	1,651	311	5,111	2,478	2,478	1,086	3,331	1,588	843	280	1,339	4,611					
Retail	850	514	242	233	15	606	10,745	4,598	27	615	358	14	5,998	3,044	187					
Finance, Insurance and Real Estate	5,514	3,382	3,961	6,242	2,693	10,745	4,598	4,598	255	11,551	5,888	2,348	113,094	52,004	24,763					
Public	1,718	1,384	2	1,374	226	2,188	1,374	1,374	28	2,622	2,115	79	20,269	14,363	607					
Domestic	3,064	1,776	2,451	1,253	697	3,415	3,415	3,415	28	2,145	3,170	495	1,970	35,284	19,558					
Personal	3,259	1,448	456	3,346	477	4,187	2,87	2,87	2,351	2,614	2,414	47,137	24,914	3,683						
Other Service	909	374	152	551	308	655	554	554	92	1,043	638	55	10,402	5,835	915					
Totals	26,236	12,407	5,263	17,366	8,956	33,997	18,868	18,868	5,493	49,277	21,786	4,367	407,783	228,306	43,151					
Men	17,356	9,314	2,364	12,356	6,798	24,701	14,502	14,502	3,832	28,917	19,155	2,322	296,127	174,725	25,491					
Women	8,880	3,091	2,899	5,010	2,158	850	4,366	4,366	1,661	11,370	5,631	2,045	109,656	53,581	17,660					

E—Unemployment Insurance

TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1950—May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800
1951—January.....	2,911,000	2,720,900	190,100 ²
February.....	2,917,000	2,669,400	247,600 ²
March.....	2,905,000	2,661,200	243,800 ²
April.....	2,899,000	2,672,500	226,500 ²
May.....	2,827,000	2,690,200	136,800

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF JUNE 30, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland ¹	1,272	239	63	148	377	211	234
Male.....	1,164	221	56	130	349	192	216
Female.....	108	18	7	18	28	19	18
Prince Edward Island.....	375	66	22	36	78	45	128
Male.....	257	44	12	26	45	33	97
Female.....	118	22	10	10	33	12	31
Nova Scotia.....	5,812	1,235	911	842	981	624	1,219
Male.....	4,882	1,075	829	749	825	525	879
Female.....	930	160	82	93	156	99	340
New Brunswick.....	4,277	718	403	581	1,022	606	947
Male.....	3,307	567	267	475	855	504	639
Female.....	970	151	136	106	167	102	308
Quebec.....	32,358	7,675	3,904	4,712	5,457	3,577	7,033
Male.....	17,601	4,186	1,896	2,390	2,937	2,029	4,163
Female.....	14,757	3,489	2,008	2,322	2,520	1,548	2,870
Ontario.....	35,429	15,587	5,491	3,380	3,533	2,136	5,302
Male.....	23,235	11,977	3,869	1,591	1,630	1,064	3,104
Female.....	12,194	3,610	1,622	1,789	1,903	1,072	2,198
Manitoba.....	3,868	637	211	442	659	535	1,384
Male.....	1,891	283	97	190	281	248	792
Female.....	1,977	354	114	252	378	287	592
Saskatchewan.....	1,187	173	85	105	168	141	515
Male.....	647	83	42	54	86	76	306
Female.....	540	90	43	51	82	65	209
Alberta.....	3,610	1,378	383	272	400	280	897
Male.....	2,861	1,254	327	199	268	177	636
Female.....	749	124	56	73	132	103	261
British Columbia.....	12,640	3,998	1,547	1,822	1,658	1,022	2,593
Male.....	9,455	3,470	1,227	1,323	1,006	616	1,813
Female.....	3,185	528	320	499	652	406	780
TOTAL.....	100,828	31,706	13,020	12,340	14,333	9,177	20,252
MALE.....	65,300	23,160	8,622	7,127	8,282	5,464	12,645
FEMALE.....	35,528	8,546	4,398	5,213	6,051	3,713	7,607

¹ Includes 61 supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JUNE, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	56,430
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	58,233
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	.....
Total.....	26,924	36,660	90,897	296,391	488,667	412,854	649,090	933,832	1,050,979	581,647

TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JUNE, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	606	534	72	787	372	415	148
Prince Edward Island.....	151	94	57	151	113	38	41
Nova Scotia.....	2,869	1,830	1,039	2,986	2,350	636	586
New Brunswick.....	1,428	859	569	1,493	1,121	372	444
Quebec.....	16,677	11,423	5,254	17,477	13,600	3,877	4,291
Ontario.....	26,003	14,915	11,088	21,999	18,389	3,610	8,573
Manitoba.....	1,518	1,013	505	1,574	1,160	414	329
Saskatchewan.....	437	293	144	480	323	157	82
Alberta.....	962	677	285	993	721	272	287
British Columbia.....	7,582	3,437	4,145	7,313	5,742	1,571	2,116
Total Canada, June, 1951.....	58,233 ¹	35,075	23,158	55,253 ²	48,891	11,362	16,897
Total Canada, May, 1951.....	56,430	37,300	19,130	59,833	42,885	16,948	13,917
Total Canada, June, 1950.....	51,284	31,196	20,088	57,342	44,416	12,926	11,525

¹ In addition, revised claims received numbered 9,591. ² In addition, 9,843 revised claims were disposed of. Of these, 586 were special requests not granted, and 679 were appeals by claimants. There were 1,359 revised claims pending at the end of the month.

TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of June 1951 ¹	Month of June 1950 ²	Cumulative Total for Current Fiscal Year
Claims Disallowed.....	4,890	5,945	30,574
Claimants Disqualified			
Not unemployed.....	2,581	2,268	9,147
Not capable of and not available for work.....	1,231	1,484	4,060
Loss of work due to a labour dispute.....	320	41	445
Refused offer of work and neglected opportunity to work.....	1,385	1,671	4,903
Discharged for misconduct.....	390	679	1,507
Voluntarily left employment without just cause.....	2,927	3,716	11,270
Other reasons ³	1,657	824	5,446
Total.....	15,381	16,628	67,352

¹ Claimants disqualified include 4,016 on revised and three on supplementary benefit claims for 1951.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month	Month of June, 1951		
		Number Com-mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	682	435	24,419	61,561
Prince Edward Island.....	334	83	8,966	19,785
Nova Scotia.....	3,481	1,755	86,302	207,708
New Brunswick.....	2,900	1,245	81,465	202,875
Quebec.....	20,387	11,871	551,254	1,281,981
Ontario.....	15,112	9,089	365,167	858,443
Manitoba.....	3,338	1,382	89,911	206,456
Saskatchewan.....	949	333	29,046	66,181
Alberta.....	2,082	849	60,188	150,430
British Columbia.....	7,814	4,242	184,015	458,313
Total, Canada June, 1951.....	57,079	31,284	1,480,733	3,513,733
Total, Canada May, 1951.....	75,914	41,286	2,323,200	5,660,433
Total, Canada, June 1950.....	92,827	40,781	2,742,203	6,378,926

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO JUNE 30, 1951

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)			RECEIPTS			DISBURSEMENTS			Balance in Fund
	Employer and Employee	Government		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
		\$	\$				\$	Ordinary	Supplementary		Total
1942.....	36,435,609 05	7,287,121 81	.....	.....	209,298 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943.....	57,434,651 43	11,487,057 90	638 11	.....	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944.....	61,730,785 00	12,344,421 74	1,323 67	.....	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02	.....	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 83
1946.....	62,566,589 66	12,513,778 66	2,303 66	.....	6,116,768 84	81,199,440 82	31,993,240 34	.....	31,993,240 34	317,240,660 34
1947.....	76,015,030 91	15,203,457 58	3,820 43	.....	7,529,985 56	98,732,294 48	43,114,329 18	.....	43,114,329 18	372,878,025 64
1948.....	83,870,834 47	16,366,400 70	5,322 60	.....	9,500,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	.....	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	.....	14,391,257 71	138,935,737 27	85,006,136 24	.....	85,824,202 13	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	.....	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
April.....	12,766,464 04	2,554,175 40	2,940 50	.....	1,395,726 42	16,719,306 36	7,835,188 13	.....	708,592 27	672,760,902 75
May.....	12,813,439 84	2,565,469 04	2,920 00	.....	1,473,147 56	16,854,976 44	5,655,192 59	.....	17,490 63	683,943,195 97
June.....	*11,676,138 56	2,335,280 26	3,865 86	.....	1,441,346 24	15,456,630 92	3,500,335 48	.....	5,222 50	695,885,268 91
SUB-TOTAL.....	37,256,042 44	7,454,924 70	9,726 36	.....	4,310,220 22	49,030,913 72	16,999,716 20	.....	726,305 40	17,726,021 60
TOTAL.....	810,786,623 16	163,937,881 46	85,922 85	.....	81,930,863 93	1,056,761,291 40	352,401,211 66	.....	8,474,810 83	360,876,022 49

* Stamps \$5,631,761.42 Meter \$1,622,586.65 Bulk \$4,421,790.49
 † Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.50

SUB-TOTAL..... Sp. Force \$ nil
 TOTAL..... Total \$11,676,138.56

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		
1929.....		121.7	134.7	119.7	112.6	134.8		105.0		
1933.....		94.4	84.9	98.6	102.5	93.3		98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4		101.0	
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	
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6		123.4	
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6		128.8	
1949										
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0		126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8		128.1	183.3
March.....	57.9	150.2	199.1	121.7	131.0	182.7	167.9		128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0		128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1		128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7		128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5		128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4		128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4		128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2		130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4		130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1		130.5	185.0
1950										
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0		131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4		132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3		132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4		132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4		132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9		132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9		132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9		132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1		132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7		133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8		133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4		134.1	195.6
1951										
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8		135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1		137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6		137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7		138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9		140.7	211.3
June.....	82.6	182.1	239.8	139.8	146.2	202.5	197.1		144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	197.4		142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0		143.7	221.1

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JULY, 1951

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	July 1, 1950	June 1, 1951	July 3 1951						
Halifax.....	158.5	171.5	176.3	242.8	122.4	142.8	214.7	178.2	134.9
St. John.....	164.0	179.3	182.5	238.8	124.4	138.4	222.2	188.9	142.6
Montreal.....	171.6	190.4	195.3	269.4	139.6	142.1	193.4	206.4	138.1
Toronto.....	164.2	179.9	183.5	240.2	144.1	170.1	202.6	193.4	140.4
Winnipeg.....	161.0	177.4	181.8	256.3	130.9	124.9	193.9	198.4	134.3
Saskatoon.....	166.4	180.3	184.4	254.5	128.6	145.9	205.6	201.0	132.7
Edmonton.....	163.4	176.4	179.6	254.2	123.0	114.6	209.8	188.9	135.8
Vancouver.....	169.0	185.3	188.8	255.5	129.4	162.6	211.6	190.0	144.8

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef						Pork			
	Sirloin Steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), 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-off, per lb.
	cts.	cts.	cts. b	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns.....	121.2		89.8	76.6				80.4	77.5	78.8
P.E.I.—										
2—Charlottetown.....		90.8			65.7			72.8		
Nova Scotia—										
3—Halifax.....	112.5	105.3	97.0	78.6	80.2		106.0	80.2	68.7	87.2
4—Sydney.....	125.0	115.0	95.0	85.0	79.2			84.4		90.8
New Brunswick—										
5—Moncton.....	104.5	98.6	90.8	75.2	74.8			79.6	70.4	82.4
6—Saint John.....	111.7	102.1	91.5	78.9	77.6	74.0	103.6	78.6	68.9	85.2
Quebec—										
7—Chicoutimi.....	132.8	125.0	101.0	78.8	70.8		110.0	77.4	69.5	88.3
8—Montreal.....	117.6	111.1	98.9	76.6	75.1	78.9	95.9	76.9	68.0	75.8
9—Quebec.....	119.8	115.0	96.6	77.5	73.0	84.3	90.3	69.4	60.6	78.0
10—Sherbrooke.....	110.0	107.2	95.4	74.4	74.1	79.4		71.8	64.2	81.9
11—Sorel.....	115.8	107.5	103.0	80.6	70.0			71.9	61.8	78.2
12—Three Rivers.....	126.6	111.6	90.7	73.1	64.1			70.8	62.1	80.6
Ontario—										
13—Cornwall.....	99.3	99.3	95.8	79.4	82.1			77.4	69.7	80.8
14—Fort William.....	96.0	91.0	92.8	72.7	74.0			70.6	59.0	82.6
15—Hamilton.....	108.3	102.5	100.1	82.2	78.9	83.5	111.5	80.6	60.1	82.1
16—London.....	110.6	107.1	96.4	81.8	79.1	79.3	102.0	81.2	62.5	82.1
17—North Bay.....	101.7	100.8	96.4	81.5	77.4			79.2	63.6	83.3
18—Ottawa.....	112.8	106.5	100.2	86.5	78.5	74.3	109.4	80.8	64.9	80.8
19—Sault Ste. Marie.....	107.8	106.7	90.5	77.3	81.2			76.6	69.3	82.0
20—Sudbury.....	101.3	100.6	93.8	80.6	80.2			78.4	71.8	79.3
21—Timmins.....	109.8	107.0	97.8	80.7	79.6	85.8		81.2	66.8	82.5
22—Toronto.....	107.8	100.3	101.6	83.6	78.4	83.4	100.6	80.3	60.7	80.7
23—Windsor.....	104.1	98.1	94.4	79.9	79.7		97.3	80.2	61.0	79.3
Manitoba—										
24—Brandon.....	98.2	93.0	98.3	70.2	72.2			74.0		85.1
25—Winnipeg.....	100.5	95.5	98.8	76.9	75.8	82.7	110.0	73.5	70.0	84.2
Saskatchewan—										
26—Moose Jaw.....	96.1	91.1	90.7	75.8	74.1	78.3	96.7	71.3	63.2	82.2
27—Regina.....	96.5	91.9	89.8	76.0	73.7	85.0	86.2	72.8	64.4	88.5
28—Saskatoon.....	95.3	92.2	92.4	73.6	75.2	81.0		73.2	68.0	89.6
Alberta—										
29—Calgary.....	102.9	97.5	100.3	83.6	77.6	94.5	104.0	72.8	70.7	91.1
30—Drumheller.....	96.6	96.0	92.0	73.0	69.2			78.0	68.7	88.1
31—Edmonton.....	100.0	93.6	94.2	70.7	73.5	81.7	100.0	69.7	63.2	91.3
British Columbia—										
32—Prince Rupert.....	123.3	111.7	115.0	80.0	80.0		103.3	77.3	74.3	96.4
33—Trail.....	112.6	101.8	102.0	81.0	80.2			79.3		99.0
34—Vancouver.....	115.8	102.8	107.9	86.3	81.0	86.5	112.9	84.9	69.9	91.9
35—Victoria.....	118.9	107.7	107.9	80.6	85.1	83.3	117.1	83.5	68.8	92.2

FOODS AND COAL BY CITIES, JULY, 1951

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Roll'd Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns.....	42.9	42.9	86.4	29.0	33.6	11.3	8.7	15.4	20.0	
P.E.I.—										
2—Charlottetown.....	30.0	41.0	77.3	16.0	70.1	34.2	11.3	8.3	12.2	18.5
Nova Scotia—										
3—Halifax.....	32.0	39.6	83.0	19.0	71.1	34.4	12.0	7.9	14.3	17.5
4—Sydney.....	29.6	39.1	89.1	20.0	72.9	35.4	12.8	8.2	13.5	18.3
New Brunswick—										
5—Moncton.....	29.9	39.0	84.8	19.0	70.2	34.0	12.0	8.1	14.4	17.9
6—Saint John.....	31.4	39.7	84.6	20.0	70.3	34.2	12.7	7.9	13.7	17.6
Quebec—										
7—Chicoutimi.....	32.6	41.0	81.4	19.0	67.8	35.9	13.6	8.2	.....	18.3
8—Montreal.....	30.0	39.0	84.4	19.0	67.0	32.9	11.3	7.3	13.2	16.2
9—Quebec.....	28.8	39.0	82.4	19.0	66.9	33.8	11.0	7.2	13.4	17.0
10—Sherbrooke.....	32.4	38.8	85.7	19.0	66.3	33.4	11.6	7.8	13.4	16.9
11—Sorel.....	29.3	38.6	79.5	17.0	65.6	32.1	11.3	7.6	13.4	16.7
12—Three Rivers.....	30.3	38.4	82.9	18.0	65.3	32.3	10.0	7.2	13.6	16.5
Ontario—										
13—Cornwall.....	29.6	38.5	82.7	19.0	67.7	32.8	10.0	7.4	13.5	17.0
14—Fort William.....	31.0	38.2	81.0	20.0	67.7	34.1	12.0	7.3	12.7	17.5
15—Hamilton.....	28.1	38.7	80.9	20.0	69.0	32.5	11.3	7.5	13.2	16.2
16—London.....	29.6	38.8	79.4	19.0	68.6	32.4	11.3	7.5	13.3	16.6
17—North Bay.....	29.0	39.1	84.6	19.0	69.9	32.5	11.3	7.9	14.0	17.2
18—Ottawa.....	28.2	39.1	84.8	19.0	68.9	33.3	11.3	7.5	13.1	16.1
19—Sault Ste. Marie.....	30.1	38.7	85.5	21.0	68.7	32.9	12.0	7.6	13.5	17.4
20—Sudbury.....	30.0	38.9	84.1	21.0	69.5	33.1	11.3	8.0	14.1	17.5
21—Timmins.....	31.1	39.1	83.3	21.0	68.0	33.1	12.0	7.9	13.3	17.3
22—Toronto.....	28.8	38.4	82.3	20.5	69.0	32.1	11.3	7.4	12.8	16.4
23—Windsor.....	28.1	38.2	80.7	21.0	68.4	32.9	11.3	7.8	13.8	16.3
Manitoba—										
24—Brandon.....	30.3	40.5	77.5	19.0	66.1	33.9	12.4	7.5	13.1	17.2
25—Winnipeg.....	29.8	39.2	77.7	20.0	66.8	33.4	14.0	7.1	12.6	16.9
Saskatchewan—										
26—Moose Jaw.....	29.1	39.3	69.5	20.0	65.6	32.8	12.8	7.2	12.2	17.0
27—Regina.....	29.8	39.9	69.8	19.0	65.3	34.1	12.8	7.3	12.9	17.7
28—Saskatoon.....	30.0	41.3	71.3	19.0	66.0	32.8	12.0	7.0	12.7	16.3
Alberta—										
29—Calgary.....	31.1	41.0	76.1	19.0	67.4	32.6	12.0	7.2	12.9	16.8
30—Drumheller.....	33.4	41.9	73.7	20.0	68.1	34.0	12.0	7.8	13.6	17.4
31—Edmonton.....	31.2	41.8	73.3	18.0	68.0	33.4	11.2	7.2	12.8	16.8
British Columbia—										
32—Prince Rupert.....	36.5	44.2	84.3	27.0	72.4	34.3	14.0	8.2	13.7	17.4
33—Trail.....	34.7	43.6	81.6	22.0	68.7	34.0	16.0	7.6	12.8	17.1
34—Vancouver.....	32.9	39.3	80.4	19.0	70.9	32.8	13.9	7.3	12.6	16.1
35—Victoria.....	33.2	40.6	83.7	21.0	70.6	33.9	13.9	7.6	12.9	16.6

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288 s per dozen	Lemons, 300's per 1/2 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. Johns.....	25.9	22.4	24.0	14.0	12.0	40.0	27.9	i 33.1	49.5	.....	62.4
P.E.I.—											
2—Charlottetown.....	24.3	20.9	22.0	15.2	12.3	18.3	k 30.7	k 25.2	46.5	35.9	55.7
Nova Scotia—											
3—Halifax.....	24.4	20.5	20.1	15.7	11.2	29.3	28.3	25.2	38.4	28.9	54.8
4—Sydney.....	24.6	20.1	20.5	13.6	11.2	27.0	i 31.8	k 24.8	41.4	31.9	54.6
New Brunswick—											
5—Moncton.....	24.3	20.3	18.7	14.6	11.0	23.5	29.7	k 24.6	35.7	29.7	53.0
6—Saint John.....	24.0	19.6	19.2	15.3	11.5	22.6	28.7	k 26.2	38.7	28.5	54.8
Quebec—											
7—Chicoutimi.....	24.3	23.2	19.0	15.3	10.3	30.8	26.9	28.8	41.1	28.5	60.5
8—Montreal.....	23.2	19.2	18.0	15.3	9.7	33.2	k 29.1	k 22.8	35.4	25.4	53.5
9—Quebec.....	23.8	21.0	17.4	14.7	10.3	22.2	27.6	26.8	35.7	27.4	56.0
10—Sherbrooke.....	24.8	22.7	18.9	15.8	10.0	29.4	29.8	n 27.1	38.7	27.9	55.1
11—Sorel.....	21.1	19.8	17.1	14.4	10.9	39.4	26.8	21.8	37.5	27.0	51.5
12—Three Rivers.....	23.5	20.1	19.0	14.2	9.5	28.4	27.3	22.4	38.4	27.6	53.1
Ontario—											
13—Cornwall.....	25.2	20.6	18.4	13.3	10.8	35.9	k 29.8	22.0	33.6	27.4	51.1
14—Fort William.....	25.3	20.0	19.1	15.9	10.6	53.1	k 28.3	n 28.7	35.4	29.7	55.6
15—Hamilton.....	24.4	19.2	18.1	16.1	9.7	46.8	k 30.9	n 22.5	36.6	28.2	49.6
16—London.....	23.6	19.9	19.3	14.6	9.5	46.3	28.6	21.9	31.5	26.6	48.7
17—North Bay.....	24.2	20.1	19.0	15.1	9.2	38.8	.....	k 26.3	36.3	28.2	.....
18—Ottawa.....	25.1	21.0	18.2	14.4	9.5	38.6	k 29.8	.....	33.0	26.0	49.2
19—Sault Ste. Marie.....	25.6	20.0	.....	13.5	11.7	40.0	i 32.8	22.9	34.2	30.0	50.6
20—Sudbury.....	26.5	20.9	17.9	14.1	10.1	39.0	28.9	k 25.9	37.2	27.5	51.5
21—Timmins.....	23.3	20.8	19.6	15.1	11.5	40.1	27.5	23.6	40.8	33.4	52.7
22—Toronto.....	23.5	19.6	17.6	15.9	10.6	45.8	28.2	k 21.2	31.5	25.0	47.5
23—Windsor.....	22.2	20.5	19.6	14.9	9.2	46.1	i 30.0	22.4	37.8	27.1	50.8
Manitoba—											
24—Brandon.....	27.4	21.2	20.7	15.4	11.7	56.0	28.1	29.2	44.1	26.6	t 69.2
25—Winnipeg.....	25.6	20.9	20.3	14.8	9.6	48.6	k 28.3	27.5	38.4	p 25.5	t 67.4
Saskatchewan—											
26—Moose Jaw.....	28.2	19.2	21.0	14.7	11.1	45.0	k 29.1	26.3	37.5	28.4	t 69.8
27—Regina.....	30.0	19.6	21.8	15.9	12.5	48.4	k 28.0	28.2	36.0	29.5	t 73.1
28—Saskatoon.....	30.6	19.1	21.2	17.0	13.2	48.1	k 30.4	27.5	39.0	34.8	t 68.9
Alberta—											
29—Calgary.....	29.3	17.9	20.2	15.9	11.7	39.2	k 28.5	26.1	35.4	30.3	t 70.0
30—Drumheller.....	30.8	18.4	21.2	16.0	12.6	53.3	k 25.0	26.7	34.8	30.2	t 74.7
31—Edmonton.....	30.5	18.9	21.4	15.7	12.0	45.2	k 29.2	27.6	39.3	27.6	t 70.4
British Columbia—											
32—Prince Rupert.....	27.7	19.6	16.9	17.4	10.3	61.9	28.7	n 23.9	42.3	27.5	t 69.3
33—Trail.....	27.1	20.2	22.8	17.2	11.5	62.9	k 29.9	29.9	41.7	32.8	t 72.0
34—Vancouver.....	25.1	18.7	14.4	15.3	8.4	56.3	m 26.9	22.4	32.7	p 20.6	t 64.1
35—Victoria.....	24.9	17.2	16.1	16.5	9.5	59.5	26.8	23.0	29.4	p 21.9	t 68.8

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) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

FOODS AND COAL BY CITIES, JULY, 1951

Bureau of Statistics

Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
Newfoundland—									
1—St. Johns.....	48·1	49·6	40·4	13·0		115·1	59·3		20·86
P.E.I.—									
2—Charlottetown.....	23·0	44·5	38·3	13·2	13·0	120·4	50·8		15·75
Nova Scotia—									
3—Halifax.....	24·2	43·4	36·2	12·3	13·1	114·4	50·1		17·50
4—Sydney.....	23·1	49·1	35·8	12·8	13·2	112·8	50·7		12·35
New Brunswick—									
5—Moncton.....	24·2	41·7	36·3	13·0	13·1	112·4	49·9		16·75
6—Saint John.....	23·8	43·9	36·8	12·4	12·9	112·2	50·6		18·00
Quebec—									
7—Chicoutimi.....		52·6	38·4	13·0	12·6	119·7	59·2	27·30	
8—Montreal.....	21·4	42·2	32·9	11·8	12·2	109·9	56·3	28·00	
9—Quebec.....	22·2	46·5	34·6	12·3	12·2	114·2	56·9	26·00	
10—Sherbrooke.....	22·9	41·4	33·8	12·1	12·7	111·6	58·4	27·00	
11—Sorel.....	21·6	42·0	33·5	11·8	11·6	110·3	54·8	25·50	
12—Three Rivers.....	23·9	43·9	34·4	12·4	12·4	111·2	56·1	26·50	
Ontario—									
13—Cornwall.....	22·3	38·8	32·6	12·7	12·5	114·3	55·8	28·00	
14—Fort William.....	22·8	41·2	36·1	13·6	13·7	105·8	53·9	26·75	
15—Hamilton.....	22·8	35·7	32·7	12·4	13·6	106·4	55·5	25·00	
16—London.....	22·1	39·5	32·8	12·7	13·1	106·6	55·6	25·50	
17—North Bay.....	24·3		33·0	13·7	14·1	119·6	55·5	27·50	
18—Ottawa.....	22·3	41·8	33·0	12·3	13·1	109·0	54·8	26·50	
19—Sault Ste. Marie.....	22·8	37·9	34·9	12·8	12·9	104·3	56·1	25·50	
20—Sudbury.....	22·7	38·1	34·8	13·2	13·3	101·8	55·2	27·42	
21—Timmins.....	23·0	42·6	34·2	13·3	14·2	107·3	54·5	29·00	
22—Toronto.....	21·9	39·2	31·9	11·9	12·8	104·5	54·5	24·65	
23—Windsor.....	21·9	40·1	32·8	12·5	13·5	102·4	54·8	25·50	
Manitoba—									
24—Brandon.....	25·4	45·4	36·8	15·0	15·6	108·1	53·2		17·00
25—Winnipeg.....	24·0	43·6	34·8	14·9	15·8	100·0	53·1		18·45
Saskatchewan—									
26—Moose Jaw.....	26·0	42·5	37·0	14·0	15·1	100·4	52·2		15·50
27—Regina.....	24·9	43·9	38·5	14·3	15·1	105·9	53·4		16·50
28—Saskatoon.....	23·8	48·3	36·5	14·7	15·4	101·8	51·5		15·65
Alberta—									
29—Calgary.....	24·4	41·2	37·5	13·7	14·6	102·9	53·0		13·00
30—Drumheller.....	25·5	44·7	38·9	13·9	15·1	105·0	53·0		
31—Edmonton.....	24·7	42·9	35·6	13·5	14·9	108·8	52·3		8·20
British Columbia—									
32—Prince Rupert.....	24·9	42·8	37·3	13·1	14·4	105·9	54·6		19·75
33—Trail.....	25·1	43·8	35·0	13·5	14·9	102·6	52·8		17·25
34—Vancouver.....	22·6	36·1	32·8	11·8	13·4	98·1	52·4		18·22
35—Victoria.....	22·6	39·3	32·3	12·5	13·9	103·2	52·9		19·37

(g) Mixed—carton and loose. (h) Evaporated milk 18·0c. per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 23 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

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

SOURCE: Dominion Bureau of Statistics.

*Commodities	Per	Dec. 1941	July 1946	July 1947	July 1948	July 1949	June 1951	July 1951	Price July 1951
Beef, sirloin steak.....	lb.	120.7	157.7	176.7	244.1	260.9	362.1	385.5	108.4
Beef, round steak.....	lb.	125.7	170.9	193.2	270.5	290.7	402.1	427.6	102.2
Beef rolled rib roast, prime.....	lb.	125.5	178.7	202.6	270.0	291.7	398.5	419.8	96.7
Beef, blade roast, blade removed.....	lb.	132.7	164.1	188.7	279.2	313.2	459.2	484.5	78.5
Beef, stewing, boneless.....	lb.	136.7	170.6	195.5	300.9	349.2	525.4	557.6	76.1
Veal, front roll, boneless.....	lb.	139.3	174.6	175.2	256.2	318.3	453.8	472.8	82.1
Lamb, leg roast.....	lb.	109.9	167.6	165.1	229.9	272.2	324.6	361.0	103.1
Pork, fresh loins, centre cut.....	lb.	125.3	161.5	172.9	223.7	241.0	260.7	289.7	76.8
Pork, fresh shoulder, hock-off.....	lb.	127.0	163.8	177.4	239.4	271.9	317.9	346.9	65.9
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	161.8	180.9	220.4	234.9	216.8	223.7	84.6
Lard, pure, package.....	lb.	151.3	177.2	242.1	239.5	192.1	280.1	273.8	30.5
Shortening, package.....	lb.	134.7	140.3	216.0	211.1	221.5	276.3	273.5	39.6
Eggs, grade "A", Large, carton.....	doz.	156.4	148.4	151.0	182.4	201.7	231.3	257.9	80.6
Milk.....	qt.	111.0	114.7	139.4	159.6	164.2	178.9	178.9	19.5
Butter, creamery, prints.....	lb.	140.5	161.2	205.1	261.2	226.7	249.9	251.0	68.3
Cheese, plain, milk, ½ lb.....	pkg.	174.6	167.8	179.6	218.5	226.7	246.1	249.1	33.4
Bread, plain, white, wrapped.....	lb.	106.5	106.3	107.9	150.8	165.1	183.9	185.5	11.8
Flour, all purpose.....	lb.	127.3	124.2	124.2	184.8	221.2	227.2	227.2	7.6
Rolled Oats, package.....	lb.	112.0	114.0	131.4	150.4	155.2	200.7	199.2	13.2
Corn Flakes, 8 oz.....	pkg.	101.1	100.0	106.5	158.7	163.0	182.5	183.6	17.1
Tomatoes, canned, 2½ s.....	tin	129.9	138.7	171.7	252.8	192.5	229.7	237.2	25.5
Peas, 20 oz.....	tin	117.5	121.7	133.3	152.5	145.8	157.9	159.4	20.4
Corn, Cream, choice, 20 oz.....	tin	128.3	133.6	148.7	197.3	186.7	177.5	177.5	19.6
Beans, dry.....	lb.	129.4	137.3	180.4	296.1	260.8	305.4	305.4	15.2
Onions, cooking.....	lb.	108.2	165.3	187.8	255.1	200.0	171.9	202.1	10.7
Potatoes, No. 1, table.....	10lbs.	89.9	210.7	204.3	260.2	210.8	134.3	180.1	40.5
Prunes, bulk or in bag.....	lb.	115.8	139.5	176.3	174.6	187.7	248.5	250.3	28.8
Raisins, seedless bulk or in bag.....	lb.	104.0	127.8	164.2	143.0	128.5	163.9	167.9	25.3
Oranges, California.....	doz.	132.5	160.4	125.6	122.5	149.7	150.0	133.7	36.9
Lemons.....	½ doz.	111.3	145.5	138.5	137.2	143.7	174.7	174.7	25.5
J m, strawberry, 16 oz.....	jar	111.3	126.6	149.8	152.8	147.3	166.0	166.6	23.3
Peaches, 15 oz.....	tin	101.5	106.6	131.0	154.8	142.1	152.7	154.0	23.4
Marmalade, Orange, 16 oz.....	jar	118.3	31.8	138.4	148.0	142.1	154.7	155.5	21.2
Corn Syrup, 2 lb.....	tin	138.0	164.7	178.1	192.1	179.3	201.4	201.9	35.0
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	147.7	149.2	150.8	191.9	202.6	13.0
Sugar yellow, in branded package.....	lb.	131.3	134.9	150.8	154.0	155.6	204.3	210.5	13.6
Coffee, medium quality in bag.....	lb.	141.6	132.5	146.7	182.8	188.8	312.4	313.2	108.1
Tea, black, ½ lb.....	pkg.	145.2	131.6	149.3	174.1	176.5	185.1	185.4	53.9

* Descriptions and Units of Sale Apply to July 1951 Prices.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Source: Dominion Bureau of Statistics

Country	Canada		United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
	Description of Index	Base Period	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
1913	(a)	1935-39	(b)	1939	630	105	Paris, 1938	1938	1935	June, 1914 (e)	June, 1938	9 Towns	6 Capital Cities	25 Towns
1914	79.1		70.7		(b)	(l)			(k)	(c)			(d)	1st Quarter of 1949=1000
1915	80.7		71.8		(g)				(k)					
1916	87.0		72.5		(i)				(k)					
1917	102.4		77.9		(j)				(k)					
1918	115.6		91.0		(k)				(k)					
1919	126.5		107.5		(l)				(k)					
1920	145.4		123.0		(m)				(k)					
1921	129.9		143.0		(n)				(k)					
1922	120.4		127.7		(o)				(k)					
1926	121.8		119.7		(p)				(k)					
1929	121.7		126.4		(q)				(k)					
1933	94.4		122.5		(r)				(k)					
1939	101.5		92.4		(s)				(k)					
1940	105.6		99.4	100.0	(t)				(k)					
1941	111.7		100.2	100.7	(u)				(k)					
1944	118.9		105.2	104.4	(v)				(k)					
1945	119.5		125.5	199.1	(w)				(k)					
1946	123.6		128.4	213.5	(x)				(k)					
1947	135.5		139.2	206.7	(y)				(k)					
1948	155.0		159.3	300.3	(z)				(k)					
1949	160.8		171.2	318.9	(aa)				(k)					
1950	166.5		169.1	336.0	(ab)				(k)					
1950—August	(n)		(n)	171.9	(ac)				(k)					
September	(n)		(n)	173.4	(ad)				(k)					
October	(n)		(n)	174.6	(ae)				(k)					
November	(n)		(n)	175.6	(af)				(k)					
December	(n)		(n)	176.4	(ag)				(k)					
1951—January	(n)		(n)	178.8	(ah)				(k)					
February	(n)		(n)	181.5	(ai)				(k)					
March	(n)		(n)	183.8	(aj)				(k)					
April	(n)		(n)	184.5	(ak)				(k)					
May	(n)		(n)	184.6	(al)				(k)					
June	(n)		(n)	185.4	(am)				(k)					
July	(n)		(n)	185.2	(an)				(k)					
				185.2	(ao)				(k)					
				187.6	(ap)				(k)					

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939=100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. (j) Average June-December. (k) Revised index. (l) Annual averages 1920-46 are on base July, 1914=100. (m) Average June-December. (n) Adjusted series. (o) 1947 average is for first half of year. (p) New series on June, 1947 base. (q) Revised index. (r) Annual averages 1920-46 are on base July, 1914=100. (s) Average June-December. (t) Adjusted series. (u) Yearly averages are for period from July of preceding year to June of year specified. (v) July. (w) June. (x) Years 1914-47 on base July, 1914=100. (y) Average June-December. (z) Average series. (aa) Adjusted series. (ab) Revised index. (ac) Annual averages 1920-46 are on base July, 1914=100. (ad) Average June-December. (ae) Average series. (af) Yearly averages are for period from July of preceding year to June of year specified. (ag) July. (ah) June. (ai) Years 1914-47 on base July, 1914=100. (aj) Average June-December. (ak) Average series. (al) Revised index. (am) Annual averages 1920-46 are on base July, 1914=100. (an) Average June-December. (ao) Adjusted series. (ap) Yearly averages are for period from July of preceding year to June of year specified.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	June 1951	May 1951	June 1951
All Commodities	83.4	166.0	124.6	87.4	99.2	132.1	211.2	209.2	241.9	242.7
Classified According to Chief Component Material—										
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	200.4	220.0	217.6
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.3	252.9	299.1	309.1
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	130.8	246.7	230.6	316.5	306.6
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	154.9	258.3	256.5	294.3	293.3
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	182.9	206.4	206.8
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	107.6	159.5	162.8	176.3	185.1
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	164.3	169.6	169.3
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	151.4	188.0	189.1
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	214.6	238.9	242.9
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	207.1	244.4	243.7
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	248.5	294.2	290.2
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	148.3	242.7	238.3	289.5	289.2
Canadian Farm Products Total.....	.....	140.8	140.8	69.3	92.6	166.4	233.0	243.4	256.5	263.8
Field.....	.....	137.2	137.2	69.3	83.7	162.5	184.6	174.7	177.0	174.4
Animal.....	.....	144.4	144.4	69.2	101.5	170.2	281.4	289.1	336.1	353.1

† Gold is included from 1935 to date.
 * Arithmetically converted from base 1929=100.
 The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1950-1951†

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
1951*						
January.....	17‡	17	6,253‡	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	4,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,560	34,902	0.04
June.....	40	52	12,993	13,641	128,150	0.15
July.....	15	32	5,652	9,470	119,413	0.14
Cumulative totals.....	154		41,899		342,914	0.06
1950						
January.....	9‡	9	2,381‡	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	25,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
June.....	18	27	1,699	2,767	29,692	0.03
July.....	19	34	4,941	6,394	50,880	0.06
Cumulative totals.....	102		22,508		208,815	0.03

* 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, JULY, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1951				
MANUFACTURING—				
<i>Animal Foods—</i>				
Packing plant workers, Brantford and Burford, Ont.	2	290	145	Commenced June 27; for a union agreement providing for increased wages and other changes; terminated July 3; return of workers pending reference to conciliation; indefinite, increase in wages granted.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Dunnville, Ont.	1	98	500	Commenced May 2 and 7; for a new agreement providing for increased wages, reduced hours and other changes; terminated July 10; negotiations; compromise.
Clothing factory workers, Vancouver, B.C.	1	29	100	Commenced June 14; for a new agreement providing for increased wages and reinstatement of a worker, following reference to conciliation board; terminated July 6; negotiations; compromise
<i>Pulp, Paper and Paper Products—</i>				
Paper bag factory workers, Morrisburg, Ont.	1	35	700	Commenced June 29; for a union agreement providing for increased wages and other changes following reference to conciliation board; unternminated.
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Hespeler, Ont.	1	18	100	Commenced June 7; alleged discrimination in dismissal of 9 workers; terminated by July 13; negotiations; indefinite.
Plywood factory workers, Vancouver, B.C.	1	25	525	Commenced June 19; for a union agreement providing for increased wages, following reference to conciliation board; unternminated.
<i>Metal Products—</i>				
Dry battery factory workers, Toronto, Ont.	1	118	2,400	Commenced April 24; for increased wages and cost-of-living bonus; unternminated.
Foundry and machine shop workers, Toronto, Ont.	1	50	1,000	Commenced May 1; for a new agreement providing for increased wages unternminated.
Radiator factory workers, Plessisville, P.Q.	1	60	700	Commenced May 11; for payment of time and one-half for hour between 6 and 7 a.m. following reference to arbitration; unternminated.
Sewing machine factory workers, St. Johns, P.Q.	1	2,100	44,000	Commenced June 6; for a new agreement providing for increased wages, improved seniority, and revision of job timing following reference to conciliation and arbitration; unternminated.
Automotive parts factory workers, Oshawa, Ont.	1	100	600	Commenced June 7; alleged slow-down pending decision of arbitration board re maintenance of new production schedule; terminated July 10; return of workers pending award of board re certain timing operations; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1951—Concluded				
Structural steel fabricators, London and Port Robinson, Ont.	2	255	2,400	Commenced June 28; for a new agreement covering both plants providing for increased wages, 40-hour week, union shop, extension of vacation plan, and pay for additional statutory holidays; terminated July 16; return of workers pending further negotiations; indefinite.
<i>Shipbuilding—</i> Shipyards workers, Saint John, N.B.	1	(3) 330	2,100	Commenced June 20; for a new agreement providing for increased wages, cost-of-living escalator clause, payment for statutory holidays, union security and changes in working conditions, following reference to conciliation and a commissioner; terminated July 10; negotiations; in favour of workers.
<i>Miscellaneous Products—</i> Chrome furniture factory workers, Vancouver, B.C.	1	3	3	Commenced June 19; for a union agreement providing for increased wages and other changes following reference to conciliation board; terminated July 3; conciliation; compromise.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Sydney, Glace Bay, New Waterford and North Side, N.S.	1	250	5,000	Commenced June 1; for a new agreement providing for increased wages; unternminated.
TRADE— Glass jobbers, Hamilton, Ont.	2	44	310	Commenced June 12; for a union agreement providing for increased wages, following reference to conciliation board; terminated July 6 and 13; negotiations and return of workers; compromise.
SERVICE— <i>Business and Personal—</i> Garage mechanics, etc., Toronto, Ont.	1	13	100	Commenced June 9; for guaranteed weekly wage for mechanics; terminated by July 14; partial return of workers; in favour of employer.
Strikes and Lockouts Commencing During July, 1951				
MINING— Gold miners and millworkers, Timmins, Ont.	1	(4) 1,675	32,000	Commenced July 9; for a union agreement providing for increased wages and check-off; unternminated.
MANUFACTURING— <i>Rubber and Its Products—</i> Rubber factory workers, Hamilton, Ont.	1	(5) 1,384	700	Commenced July 10; for increased wages; terminated July 10; negotiations; compromise.
<i>Textiles, Clothing, etc.—</i> Dress factory workers, Louiseville, P.Q.	1	25	205	Commenced July 19; for increased wages, piece rates; unternminated.
<i>Miscellaneous Wood Products—</i> Planing and box factory workers, Digby, N. S.	1	103	250	Commenced July 5; for union recognition and agreement; terminated July 7; conciliation and return of workers pending settlement; indefinite.
Plywood factory workers, Quesnel, B.C.	1	130	975	Commenced July 23; for a union agreement providing for increased wages following reference to conciliation board; unternminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, JULY, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During July, 1951—Concluded				
Lumber mill workers, Bathurst, N.B.	-	125	250	Commenced July 30; alleged discrimination in lay-offs and promotions, for dismissal of a foreman and reinstatement of a worker to former job; unterninated.
<i>Metal Products—</i> Axle forgers and turners, Trenton, N.S.	1	(6) 90	450	Commenced July 3; interpretation of "continuous operation" in axle department; terminated July 9; return of workers pending reference to conciliation; indefinite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Oil refinery workers, Vancouver, B.C.	1	235	2,900	Commenced July 4; for a new agreement providing for increased wages closed shop, and extension of vacation plan, following reference to conciliation board; terminated July 21; conciliation and negotiations; compromise.
Plastic products factory workers, London, Ont.	1	42	200	Commenced July 25; alleged discrimination in dismissal of 4 workers during negotiations for a union agreement; unterninated.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Plumbers, pipefitters, steamfitters, etc., New Westminster and Vancouver, B.C.	54	400	5,600	Commenced July 10; dispute re city boundaries and paid travelling time following reference to conciliation board; work resumed July 30 at all but two establishments; unterninated.
Electricians, apprentices and helpers, Toronto, Ont.	58	1,000	12,000	Commenced July 16; for a new agreement providing for increased wages and pay by the week following reference to conciliation board; unterninated.
Carpenters, Kamloops, Kelowna, Penticton, Vernon, B.C.	.....	200	2,000	Commenced July 16; for a new agreement providing for increased wages following reference to conciliation board; unterninated.
Labourers, Sarnia, Ont.	1	125	375	Commenced July 24; protesting lay-off of labourers without cause; terminated July 26; conciliation and negotiations; in favour of workers.
TRANSPORTATION—				
<i>Other Local and Highway—</i> Bus drivers, Hull, P.Q.	1	60	275	Commenced July 27; for a new agreement providing for increased wages retroactive to Feb. 15, 1951 (expiry date of agreement), overtime rates after 9 hours per day, and union shop following reference to conciliation board; unterninated.
<i>Air Transport—</i> Pilots, mechanics, etc., Prince Albert, Sask.	1	58	550	Commenced July 5; for reinstatement of a pilot dismissed for alleged unsatisfactory safety record; terminated July 17; negotiations and return of workers pending reference to Board of Inquiry; indefinite.

(1) Preliminary data based where possible on 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) 280 indirectly affected; (4) 391 indirectly affected; (5) 239 indirectly affected; (6) 20 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1951, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shaftings, belts, etc.)		1		1	1								3
Working Machines					1	1							2
Hoisting Apparatus (elevators, conveyors, etc.)				1									1
Dangerous substances (steam, electricity, flames, explosives, etc.)				3	8	10	11	3	2	2	12		51
Falling against or being struck by objects		2		2	1	1		1			2		9
Falling objects	3	5		11	9	2		2			1		33
Handling of objects		1											1
Tools													
Moving Trains, vehicles, watercraft, etc.	8	9		4	8	7	1	49	4	1	10		101
Animals	2												2
Falls of persons		3	2	5	3	11		7	1		5		37
Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	4	2	2	19	8	2		5	5	1	5		53
Total, Second Quarter—1951	17	23	4	46	39	35	12	70	13	4	36		299
Total, Second Quarter—1950	22	35	2	45	64	30	17	42	14		25		296

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1951

Industry	Nfld.	P.E. I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W. T.	Total
Agriculture					3	7	1	3	2	1		17
Logging					3	6				14		23
Fishing and Trapping			1							3		4
Mining and Quarrying				2	9	13	3		10	6		46
Manufacturing			3	2	4	19		1		10		39
Construction				3	7	10	3	2		9	1	35
Electricity, Gas, Water Production and Supply				2	1	5	1		2	1		12
Transportation, Storage and Communications	2		2	2	18	22	4	4	2	13	1	70
Trade					2	4			4	3		13
Finance					1	3						4
Service			3		7	17		1	4	4		36
Unclassified												
Total	2		12	11	55	106	12	11	24	64	2	299

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

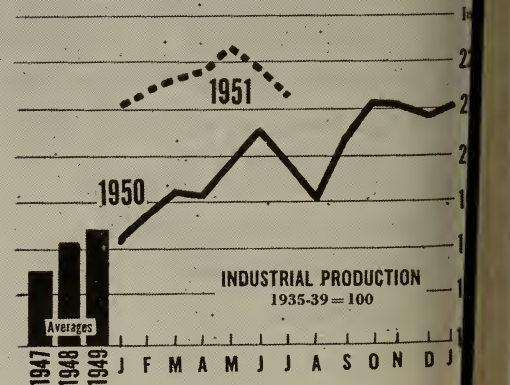
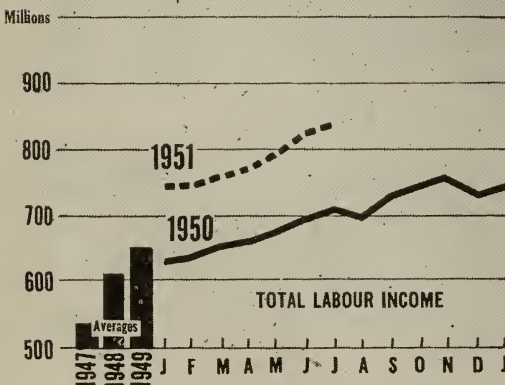
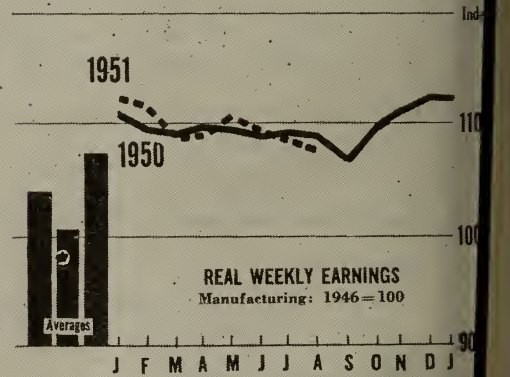
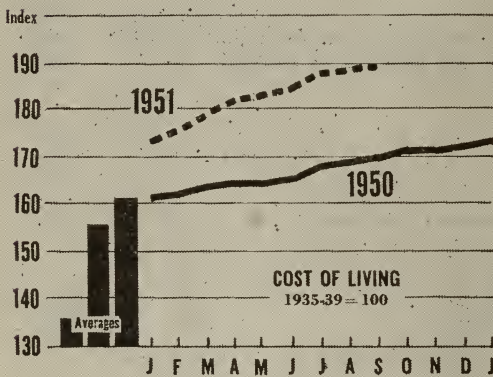
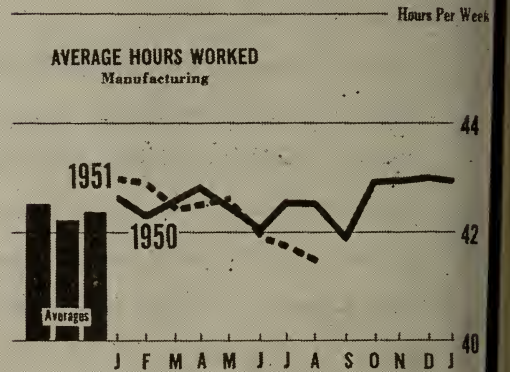
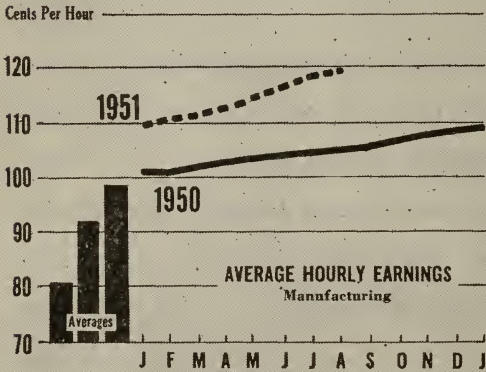
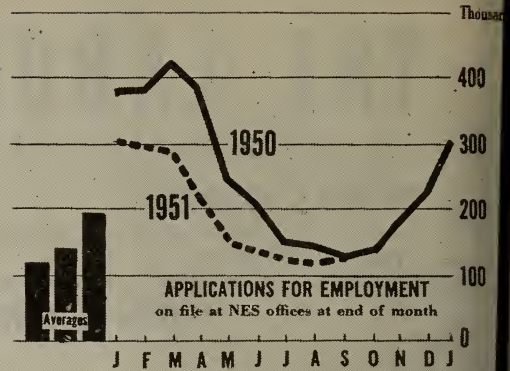
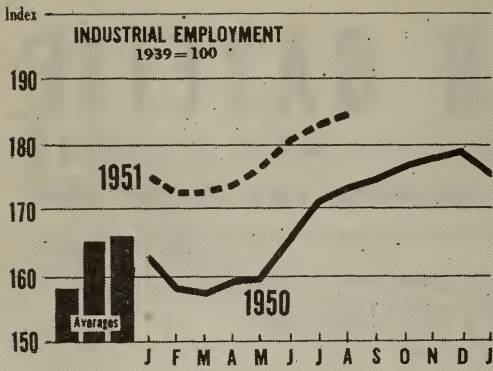
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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OCTOBER, 1951

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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (October 11)

*By Economics and Research Branch,
Department of Labour*

BY THE beginning of October, the demand for labour in many seasonal industries had reached its peak, and total pressure on the labour market was beginning to ease. Although the need for certain skills is still great, it is clear that the acute labour shortages anticipated earlier are not likely to develop until mid-1952, at least. In addition to an increase in the size of the working force, a change in the pattern of production has offset the scarcities of manpower that were beginning to develop in many areas earlier this year. At mid-August of this year, there were 78,000 persons without jobs and doing no work at all as compared to 103,000 at the same time last year.

The changes in the labour force during the year were analysed in the September issue of the LABOUR GAZETTE. In summary, the labour force has increased by about 100,000 during the past year, chiefly as the result of the natural increment, a heavy volume of immigration and a greater participation by women. At the same time, greater use was made of the available manpower. The number of people without jobs and doing no work at all fell from 150,000 to 85,000 (June 1). The net result was that there were over 160,000 more people working this year than last.

A significant feature has been a further decline in agricultural employment, which has been encouraged by improved conditions in non-agricultural industries. Despite a drop in average hours worked, weekly wages in manufacturing showed an increase of 12 per cent over the year. Though the improvement in real earnings has been much less, the increase in money wages has been partially responsible for attracting workers into non-agricultural employment. Labour supplies have been generally sufficient to meet all ordinary requirements of industry, though difficulty is still being encountered in obtaining the more specialized skills.

On the demand side of the labour market picture, the actual production of defence goods is now becoming substantial. According to present plans, it probably will not be until some time in 1952 that maximum demands on our manpower for defence purposes will be felt. Meanwhile, labour requirements in other industries have slackened, partly resulting from the natural reaction from the high levels of production reached early in 1951 in anticipation of material shortages and high prices, and partly due to the effect of government credit and taxation policies.

The reduction of employment in many firms producing consumer durable goods, and textiles and leather, as well as dislocations in employment

in British Columbia as a result of the prolonged dry spell, have released thousands of workers. The services of many of these workers were utilized in other industries where jobs were available. In addition, the impending seasonal slackening in farming and construction activity will release a substantial volume of workers. Associated with such shifts in employment, however, have been many problems of labour mobility.

An illustration of some of the employment problems now occurring is given by recent developments at Windsor. At July 1, unemployment in Windsor was not unreasonably heavy, although some 600 persons had been laid off prior to this date. By the end of August, however, 3,500 workers had been laid off for an indefinite period, and an additional 600 were laid off by feeder plants geared to automobile production schedules. Many of these workers were absorbed into agriculture and construction with the result that job applications at the local National Employment Service office had increased only 2,600, although 4,000 people had been laid off. On October 1, there was a further lay-off of 800 workers. There are, in addition, some signs of secondary unemployment in trade and service, although they are not pronounced as yet.

The situation has been eased somewhat by the joint efforts of government, industry and labour. The Department of Defence Production has been active in seeking to channel more prime and sub-contracts for defence work into the Windsor area. That this has been a fruitful approach is shown by a recent aircraft sub-contract placed in Windsor which eventually may provide employment for as many as 1,000 men. The effects of reduced domestic sales on employment in the automobile industry have also been partially offset by increasing export orders for Canadian vehicles.

An employment problem of an entirely different nature has arisen in British Columbia. Here, an exceptionally strong demand for lumber has been prevented from reacting on employment by the drought that forced the provincial authorities to close large forest areas for the better part of four months. Earlier this year, there was keen competition for available workers, arising from a record construction program, an upsurge in base metal mining activity and a strong demand for lumber and newsprint. However, the lay-off of some 10,000 loggers for most of the summer has created a surplus rather than a shortage of labour. All camps are now open, and demand has risen sharply as producers make up for lost time, but since the construction activity has now passed its peak and since snow will shortly curtail logging operations at high levels, it is unlikely that any acute shortage will develop.

The effects of the drought may increase the seriousness of the unemployment problem in Vancouver this winter. In addition to its effect on logging, an early winter would have a depressing effect on sawmilling employment, since many firms have been closed or on short time and cutting into their winter supply of logs. The loss of income in logging and agriculture has had a depressing effect on employment in other activities, that will become more pronounced if the winter is severe; though steadily rising employment in shipbuilding will have some moderating effect.

IN BRIEF . . .

Some of the most recent statistics indicating economic trends which will affect the employment picture are as follows:—

Production of steel ingots during July was 3 per cent higher than July 1950. . . . Cash income from sale of farm products, from grain adjustments and participation payments on previous year's crops during the first six

(Continued on page 1340)

CURRENT LABOUR STATISTICS

(Latest available statistics as of October 10, 1951)

Principal Items	Date	Amount	Percentage change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	June 2	5,332,000	—	+ 8.1
Persons with jobs (a).....	June 2	5,247,000	—	+ 9.5
Persons without jobs and seeking work (a).....	June 2	85,000	—	-39.3
REGISTERED FOR WORK, N.E.S.—				
Atlantic Region.....	Sept. 27	14,707	+ 4.5	-33.2
Quebec Region.....	Sept. 27	34,900	+ 1.1	-18.3
Ontario Region.....	Sept. 27	44,184	+14.0	+30.2
Prairie Region.....	Sept. 27	13,543	- 0.1	-18.2
Pacific Region.....	Sept. 27	23,644	- 9.9	+32.2
Total, all regions.....	Sept. 27	130,978	+ 3.0	- 1.6
Ordinary claims for Unemployment Insurance Benefit.....	Sept. 1	80,871	- 3.6	-18.3
Amount of benefit payments.....	Aug.	\$3,674,569	+ 7.2	-16.7
Index of employment (1939=100).....	Aug. 1	184.3	+ 0.4	+ 6.8
Immigration.....	July	19,636	+ 1.1	+125.9(b)
Industrial Relations—				
Strikes and Lockouts—days lost.....	Sept.	105,235	—	-48.7 (b)
No. of workers involved.....	Sept.	8,637	—	-60.9 (b)
No. of strikes.....	Sept.	31	—	+53.1 (b)
Earnings and Income—				
Average weekly wages and salaries.....	Aug. 1	\$50.14	0.0	+11.1
Average hourly earnings (mfg.).....	Aug. 1	\$1.19	+ 0.7	+14.3
Average hours worked per week (mfg.).....	Aug. 1	41.3	- 1.0	- 2.8
Average weekly earnings (mfg.).....	Aug. 1	\$49.19	- 0.3	+11.1
Cost of living index (av. 1935-39=100).....	Sept. 1	189.8	+ 0.5	+11.8
Real weekly earnings (mfg. av. 1946=100).....	Aug. 1	107.8	- 0.8	- 0.9
Total labour income.....	June	\$825,000,000	+ 4.3	+18.7
Industrial Production—				
Total (av. 1935-39=100).....	July	213.2	- 2.6	+ 7.4
Manufacturing.....	July	219.3	- 2.9	+ 6.0
Non-durables.....	July	193.2	- 1.6	+ 3.0
Durables.....	July	264.1	- 4.5	+10.0
Trade—				
Retail trade.....	July	\$828,000,000	- 8.0	+ 4.9
Exports.....	Aug.	\$349,800,000	- 6.6	+36.1
Imports.....	Aug.	\$358,800,000	- 3.2	+34.2

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

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

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the Statistical appendix of the Labour Gazette.

Notes of Current Interest

Canadian Named Chief of ILO Division, Geneva

William Yalden-Thomson, of Toronto, has been appointed Chief of the Employer Relations Division of the International Labour Office at Geneva, it has been announced by the Director-General, David A. Morse. Mr. Thomson will be responsible for maintaining contacts for the world labour organization with employer groups in different countries.

For some years Mr. Thomson has been employed with Imperial Oil Limited, having started with the company as a day labourer. Through successive promotions, he reached the position of Co-ordinator of Labour Relations and Research at the company's head office at Toronto, the position which he now vacates.

During the war Mr. Thomson served with the 4th Canadian Division overseas. Since then he has attended ILO meetings on industrial relations in the petroleum industry in various parts of the world, as a delegate representing Canadian employers. He has also been an active member of the Industrial Relations Committee of the Canadian Manufacturers' Association.

26,000 Persons a Year Emigrate from Canada

A recent paper prepared by the Dominion Bureau of Statistics offers for the first time a breakdown by age, sex, occupation and province of origin of emigrants from Canada during the two years ending June, 1950.

Over the last two years, the paper shows, about 26,000 persons annually have left Canada. About 76 per cent each year went to the United States; between 15 and 16 per cent, to the United Kingdom.

About 90 per cent of the men and about 60 per cent of the women who emigrated had been gainfully employed.

The age group in which most of the working force is found—the 20-64 group—

supplied about 70 per cent of the emigrants, although only about 55 per cent of the whole population are in this age group. About 38 per cent of the emigrants were aged 20 to 34, about 22 per cent were aged 35 to 49, and about 10 per cent were aged 50 to 64.

Among the men emigrants, the largest group had worked in manufacturing occupations and included such skilled tradesmen as mechanics and repairmen, machinists and tool die makers. The next largest group came from professional service, i.e., doctors, engineers, teachers, artists and scientists. These two groups make up 40 per cent of the gainfully-employed male emigrants, although they account for only 20 per cent of the country's population.

Of the gainfully-occupied women, 84 per cent were in three occupational groups: clerical, professional service and personal service, in that order. More than 10 per cent of all gainfully-occupied female emigrants were graduate nurses.

The number leaving Canada in the 12 months ending June, 1950, was 23,764, a drop of 4,300 from the previous year.

The largest proportion of the emigrants, about 44½ per cent, came from Ontario. About 19 per cent came from British Columbia, 14 per cent from Quebec, slightly more than five per cent from Alberta and Manitoba, and a little less than four per cent from Saskatchewan. The Maritime Provinces and Newfoundland together supplied about seven per cent of the emigrants.

Average U.S. Income Highest in History

Americans averaged an income of \$1,436 for each man, woman and child in 1950, the United States Commerce Department has announced. This average represented a gain of \$116, or 9 per cent, over 1949; it was the highest dollar total in history.

The Commerce Department arrived at its average by taking total individual income payments and dividing by the total population. Total individual income includes dividends, interest, landlords' incomes, profits of owners of unincorporated business, etc., as well as wages and salaries.

The total flow of income to individuals in the United States was a record \$217,000,000,000, a gain of 11 per cent over 1949. The increase in the average income was less because of the gain in population.

Two More Monographs On Occupations Printed

Two more numbers in the series "Canadian Occupations" have been published by the Department of Labour. They deal with occupations in the mining industry and in the foundry industry.

Each is issued in two forms, a monograph, or booklet, intended for the use of those concerned with the guidance of the young, and a pamphlet for the young people themselves. The pamphlet contains the same material as the monograph, but in simpler form. Both French and English versions have been published.

Further publications in the series which are now being prepared deal with the electronics industry, forge shop occupations, and tool and die makers. At present in draft form are monographs on draughtsmen and welders. Publications on the baking industry and non-professional hospital staffs are well advanced.

Enquiries for these publications should be addressed to the Director, Economics and Research Branch, Department of Labour, Ottawa.

38,000 Dwelling Units Completed by Mid-year

On June 30, dwelling units under construction in Canada numbered 58,615, according to a report on residential construction published by the Dominion Bureau of Statistics. In the first six months of the year, 38,694 units were completed.

Of the number under construction, 1,780 were in Newfoundland, 148 in Prince Edward Island, 2,243 in Nova Scotia, 770 in New Brunswick, 15,133 in Quebec, 23,028 in Ontario, 2,412 in Manitoba, 1,635 in Saskatchewan, 6,040 in Alberta and 5,426 in British Columbia.

Of the number completed between January 1 and June 30, 469 were in Newfoundland, 223 in Prince Edward Island, 904 in Nova Scotia, 515 in New Brunswick, 11,486 in Quebec, 16,962 in Ontario, 1,217 in Manitoba, 565 in Saskatchewan, 2,850 in Alberta, and 3,503 in British Columbia.

In the first six months of 1950, dwelling units completed numbered 35,968. Units under construction at June 30 last year totalled 63,634.

Rental units completed under the management of Central Mortgage and Housing Corporation during the first six months of

1951 totalled 1,902, all one-family detached dwellings. A one-family detached dwelling is defined as a one-family house open on all four sides, i.e., not joined to other buildings.

Location of these houses is as follows: 56 in Newfoundland, 96 in Prince Edward Island, 155 in Nova Scotia, 84 in New Brunswick, 28 in Quebec, 624 in Ontario, 186 in Manitoba, 93 in Saskatchewan, 267 in Alberta, and 313 in British Columbia.

Rearmament Requires Labour Transfer in U.K.

Within the next two years, more than half a million British workers will have to transfer from civilian production to defence work, the Treasury has indicated in its monthly publication *Bulletin for Industry*.

"It is clear that the demands of rearmament will have to be met by a rearrangement of the labour force rather than an increase," the bulletin stated.

When the transfer is made, more than one million persons, about five per cent of Britain's total labour force, will be employed in munitions manufacture. In the middle of 1950, fewer than half a million British workers were employed in defence production. When the rearmament program is at its peak in 1953-54, the number of workers will be more than doubled, the Treasury said.

The labour force, however, is increasing but slightly. Labour shortages are occurring in coal mining, on the railways and for skilled defence work, the bulletin reported.

AFL President Urges Bigger Voice for Labour

William Green, president of the American Federation of Labour, called on the United States Government to give labour a greater part in the defence program and a stronger voice in the determination of defence and international policies, when he spoke at a recent luncheon in New York.

"Our people are especially inspired and capable of doing the job that must be done to save the world from another destructive war," Mr. Green said. "Given the opportunity, labour can help to solve such grave problems as emigration from over-populated areas and the improvement of antiquated production methods."

One-Third of Workers In Britain are Women

One-third of the 20 million wage-earners in Britain are women, of whom four out of every 10—not counting widows—are married.

Great Britain's labour force at the end of May, 1950, included approximately 2,850,000 married women employees, according to information released by the Ministry of Labour and National Service. This figure represents about 40 per cent of all female employees and about one-quarter of all married women in the country. The proportion was highest in the 40-44 age groups.

An estimate, based on a sample survey, places the number of persons, 15 years of age and over, in paid employment at 20,650,000.

A study of the age distribution shows that of the 13,700,000 male employees, the numbers in the age groups 15 to 19 were relatively low because many were still at school and because of national service (conscription). The highest figures were in the age groups 28 to 30, reflecting the high birth rate after the first World War. The smaller population and the effects of retirement and disability account for reduced figures at the higher ages. At the pensionable age of 65, there were 91,000 in paid employment; at 70 and over, 161,000.

The proportion of male employees under 20 was highest in those manufacturing industries for which deferment of national service is granted, and in the distributive trades, in which a number of boys take temporary work on leaving school. In general, the industries employing the highest proportion under 40 years of age were building and contracting, manufacture of precision instruments, and non-metallic mining products. Over 40, the highest proportions were found in public administration, textiles, and miscellaneous services. At 65 years of age and over, the proportion was highest in the category miscellaneous services, which includes the catering industry and domestic service.

The age distribution of female employees (estimated at 6,950,000) shows a quite different pattern. From the ages 15 to 19 there was a progressive increase but thereafter, up to age 40, the numbers steadily declined, due mainly to retirement on marriage. The somewhat higher figures in the age groups 40 to 46 are attributed to the resumption of paid employment by married women after their children had

grown up. From then on, the figures steadily declined each year to 275,000 for all women at the pensionable age of 60 and over. At 70 years of age and over, there were 35,000 still in paid employment.

The proportion of women under 20 was highest in the paper, printing, and clothing industries, the distributive trades, and banking and finance. The proportion of women 60 years of age and over did not show much divergence from the average of 3.9 per cent in any industry, except miscellaneous services where the proportion was 7.7 per cent. In all industries and services combined, about 64 per cent of the women employed were under 40.

Conscription of Labour Begins in East Germany

Beginning September 1, registration of all East Germans competent to handle jobs in industry was begun. Those affected are males between 14 and 65 years of age and females between 15 and 50 years.

Mothers are exempt only if they have a child less than six years old or two or more children less than 15. Others exempt include students, independent hand-workers and members of the "free professions".

The registration is being carried out under the provisions of a law which compels workers to accept any assignment issued. Individual workmen may thus be shipped to any community requiring additional manpower, regardless of how such orders may disrupt family life.

1951 Canada Year Book Is Now Available

The 1951 edition of the Canada Year Book is now available.

This volume is the official statistical annual of the country and contains data on the physiography, history, population, education, national accounts, production, trade, transportation, finance—in fact, every important subject that has a bearing on the national economy.

The current edition, containing 1,300 pages, has been thoroughly revised. Its 31 chapters include the latest material available at press time. Nine maps and 39 diagrams have been inserted.

Cloth-bound copies of the Year Book may be obtained from the King's Printer, Ottawa, at the price of \$3 per copy.

Danish Women's Union Marks 50th Anniversary

The Women Workers' Federation of Denmark, only trade union in the world made up exclusively of unskilled female workers, recently celebrated its 50th anniversary.

The Federation won its first contract in 1903. Today, with 32,000 members and 90 affiliated locals, it is the fourth largest federation affiliated with the Danish Federation of Labour.

New Catholic Catechism Has Section on Labour

Both labour and management are entitled to "suspend work in order to settle their difficulties," but only "in extremely serious cases, after all other methods have been tried," states the new Canadian edition of the Catholic catechism, being issued this month.

That is the answer given to a question in the second part of the 39th lesson in the new catechism, which is devoted to the duties of employees and employers. The catechism was drawn up by a commission appointed by the bishops and archbishops of the ecclesiastical provinces of Quebec, Montreal and Ottawa.

The catechism recommends the setting up of Catholic syndicates of employees and associations of employers.

Text of the questions and answers concerning labour-management relations follows:—

What does God's fourth commandment direct employees to do? God's fourth commandment directs employees to respect the person and property of their employers, to work conscientiously and to observe their labour contract.

What does God's fourth commandment direct employers to do? God's fourth commandment directs employers to respect the person of their employees, as well as their freedom of association and their labour contract, to pay them a family wage and to facilitate the carrying out of their religious duties.

What must employees and employers do to settle their difficulties? They must make use of all honest and peaceful means at their disposal.

What is the best way to ensure justice and charity between employees and employers? By forming Catholic associations or syndicates of employees and employers.

When are employees and employers entitled to suspend work to settle their difficulties? In extremely serious cases, after all other methods have been tried.

British Workers Regain Freedom to Strike

With the repeal of a wartime regulation that made most strikes illegal, British strikers are free to strike for the first time in more than 11 years.

The National Arbitration Order, drawn up in the summer of 1940 when German armies were at Britain's gates, was repealed August 14. To replace it a new Industrial Disputes Order has been passed.

The regulation required employers and unions to report disputes to the Ministry of Labour. For 21 days afterwards, they were then forbidden to take any further action. Only if the Minister had made no move to settle the dispute by the end of this period could workers legally strike or employers legally lock out their employees.

The Minister of Labour could either intervene himself in three-sided negotiations or refer the dispute to an arbitration tribunal appointed by him from among panels of workers' and employers' representatives and of independent persons. Once the dispute had been referred to arbitration, both sides had to accept the tribunal's verdict.

In the 11 years during which the regulation was in effect, more than 4,000 cases were referred to the Minister. The majority were settled by conciliation, only 40 per cent by a tribunal award.

The new Order removes the restriction on strikes and lockouts. It also establishes an Industrial Disputes Tribunal on the same tripartite basis as the National Arbitration Tribunal which it replaces.

Disputes about wages or conditions of employment may now be reported to the Minister only by those trade unions or employers' organizations which habitually take part in the voluntary settlement of wages and conditions in the industry concerned. The Minister, after he has satisfied himself that this machinery has been fully used, will refer the dispute to the Industrial Disputes Tribunal; but he has the discretion to refuse to refer a dispute to the Tribunal if a stoppage of work, or action which constitutes a substantial breach of an existing agreement, is taking place.

18 European Countries Plan Production Boost

The 18 members of the European Marshall Plan Council have agreed to attempt to increase their industrial production by 25 per cent in order to meet their defence requirements and to improve living standards. This was announced following a Council meeting in Paris.

When making the announcement, Dirk U. Stikker, Netherlands Foreign Minister and Council chairman, said:—

"Faced with new problems, new demands, the 18 ministers speaking for Europe, and inspired by what we have achieved in the past, are inaugurating a new effort. Over the next few years we will work together as we have worked in the past to achieve a further expansion of the European economy which alone can give us the strength needed to meet the demands of the times."

The representatives expressed confidence that Europe could be successful in looking to its defence needs and at the same time raise living standards and make social justice more real than it had been.

During the last three years, with the aid of the Marshall Plan, Europe has increased its productivity by 25 per cent.

Will Seek Comparability of Accident Statistics

A project designed to serve a useful purpose in accident prevention work was considered recently at a federal-provincial conference in Toronto, arranged by the Federal Department of Labour and the Association of Workmen's Compensation Boards of Canada.

Purpose of the Conference, held August 26, was to study ways and means of providing national and provincial tabulations of industrial accidents on a comparable basis.

Such statistics would provide information concerning the extent, causes and severity of industrial accidents. In addition to supplying a more realistic basis for accident prevention work such information would be helpful in the formulation of policies dealing with the rehabilitation and placement of handicapped workers. It would also throw light on one of the important causes of time loss in industry, as compared with other factors for which information is available.

The conference in Toronto had to consider the problem that, although many of

the various provincial Workmen's Compensation Boards already compile statistics on accidents, many of these are not at present comparable, since the various Boards classify industries in different ways, and also differ from one another in their ways of classifying the causes of industrial accidents, the nature of the injury, and other factors. Such differences have arisen from the varying administrative needs of the provincial Boards.

Following discussion of this problem, the conference decided to try at first to secure comparability of accident statistics in a limited number of industries, with a view to expanding the program later if possible. The industries selected are mining, lumbering and pulp and paper, construction and meatpacking. The Economics and Research Branch of the Federal Department of Labour will collate the information supplied by the provincial boards, with co-operation from the Dominion Bureau of Statistics on certain aspects of the program.

This project was approved by the Annual Convention of the Association of Workmen's Compensation Boards, which followed the federal-provincial meeting.

Introduces Amendment To Taft-Hartley Act

Senator Taft has introduced into the United States Congress a bill (S.1959) to amend the National Labour Relations Act (Taft-Hartley Act).

The Bill is designed to clarify the situation which has resulted from the National Labour Relations Board's reversal of its ruling that a union shop agreement was not lawfully made because the CIO's national officers had not filed non-Communist affidavits at the time the union shop clause was originally approved by a majority of the employees.

Purpose of the Bill is to insure the validity of union shop contracts and to obviate any need for new NLRB elections. It would allow 30 per cent of the members of a union to ask for an election on the question of invalidating a union shop agreement. Invalidation would be determined by a simple majority vote.

An estimated 4,700 established bargaining relationships were jeopardized when the NLRB invalidated CIO union-shop clauses consummated before December 22, 1949, the date CIO officials finally signed non-Communist affidavits.

60 Million Employed in United States

Civilian employment in the United States averaged 60,200,000 in the first half of 1951, according to President Truman's mid-year economic report. In June, 61,800,000 persons were at work, an increase of 300,000 over June, 1950.

Non-agricultural employment, which increased 800,000 in the first two months of the year, then remained steady, in June was at a level of 53,800,000 workers.

During the first six months of 1951, unemployment averaged only slightly more than 2,000,000, a reduction of almost 2,000,000 from the number for the first six months of 1950: 3,900,000.

Asian Workers' Housing Topic of ILO Report

The bulk of workers' housing in Asian countries today is overcrowded and unsanitary. This creates a problem of immediate urgency for public authorities, states a paper prepared by the International Labour Office.

(The report was first presented at the Second Session of the ILO Asian Advisory Committee in Bandung, Indonesia, in December, 1950.)

The critical housing situation stems largely from the growth of population outpacing housing construction during the past decades, the paper explains. In large cities, the disparity between population and housing has been aggravated by the large movement of population to urban centres from rural areas as well as the severe shortage of building materials and high construction costs.

These conditions have been complicated in some areas by extensive war destruction and the influx of refugees.

Certain principles are suggested by the ILO paper as a basis for workers' housing programs. Firstly, "minimum standards aimed at should be immediately practicable." Secondly, "an attempt should be made to evolve a type of housing suitable to the climatic conditions of each region and to make maximum use of locally available materials." Thirdly, "there should be maximum utilization of the workers' own labour, through the self-help principle, in building his house and maintaining it in good repair."

In the immediate future, continues the paper, neither the private housing market

nor business enterprises will likely be in a position to provide improved workers' housing.

"The stage has thus clearly been reached when the State in the Asian countries will be bound to assume an increasing share of responsibility for improving the housing conditions of the workers."

The Asian Advisory Committee thereupon proposed that each government should prescribe by law minimum acceptable standards for all housing. Within the limits of their abilities, Government, employers and workers should all offer assistance.

In addition, the Committee agreed that the ILO should make a study of the existing arrangements for construction of workers' housing in the different countries. The Committee recommended to the Governing Body that the ILO, in collaboration with the United Nations and other specialized agencies, provide technical assistance in experimenting with new types and methods of construction.

At the 114th Session of the Governing Body in March 1951, the Committees' proposals for ILO technical assistance for housing were referred to the Technical Assistance Committee for examination and report. The Director-General stated his intention of taking action to give effect to the above proposals regarding existing arrangements for the construction of workers' houses in Asia.

UNESCO Will Promote Workers' Education

The sixth conference of the United Nations Educational, Scientific and Cultural Organization, held this year in Paris, voted to establish a workers' education centre, exchange of workers and fellowships for workers.

A workers' education centre will be operated by UNESCO for three months during the summer or early fall of 1952. Its purpose will be to train specialists in, and to improve methods of, workers' education.

The program for exchange of workers is to be implemented in close collaboration with the International Labour Office. It is proposed that individual and group travel grants be awarded through appropriate international workers' organizations.

The 1952 program calls for the provision and administration of 10 UNESCO fellowships for qualified worker candidates for the pursuit of special studies abroad.

TUC Urges 5-Point Plan To Halt Rising Costs

A five-point plan to halt the rising cost of living was recommended by Britain's Trades Union Congress at its annual conference last month.

A resolution passed by the conference urged:—

1. Wider and more effective control of prices of home-produced goods.
2. Reconsideration of government policy that subsidies on food must be frozen at the present ceiling.
3. An investigation into the methods and costs of distribution.
4. More effective control of profits.
5. Removal of the sales tax from household necessities.

In another resolution the TUC declared that one practicable way to cut living costs is state control of marketing and distribution of essential goods.

Co-operatives' Business at Record Level in 1950

Co-operative business organizations in Canada marked fifty years of progress by reporting the largest volume of co-operative business transacted in Canada in any one year, the Economic Division of the Department of Agriculture reports.

During the twelve months ended July 31, 1950, the total business of the 2,951 associations which reported to the Economics Division amounted to \$1,039,837,258, an increase of \$38,399,268 over the previous year's total. Sales of farm products accounted for \$803,638,962, with Saskatchewan reporting the largest volume. According to the report, it is estimated that Canadian co-operatives handled 35.2 per cent of the farm produce entering commercial trade, compared with an estimated 32.9 per cent in 1949.

While co-operative purchasing constitutes a relatively small proportion of the total Canadian co-operative business, merchandise sales have shown a steady increase each year. In 1950, the volume of merchandise and supplies sold amounted to \$206,082,408—more than 20 per cent of the year's volume of co-operative business, and 7.7 per cent over the 1949 total.

Fishermen's co-operatives marketed fish and fish products to the value of \$13,835,942, and sold supplies and merchandise amounting to \$2,906,953.

The aggregate membership is shown as 1,337,889. This figure, however, may contain some duplications, it is pointed out, since a member may belong to more than one association.

Quebec province had the greatest number of co-operative associations but dropped to fifth place in membership. The Prairie Provinces, with the large membership of the three wheat pools, led all provinces in numbers of members, with Saskatchewan first, Alberta second, and Manitoba third.

The combined assets of all co-operative marketing and purchasing associations at the end of the year was \$254,478,777, with Saskatchewan leading, followed by Quebec. This was an increase of \$17½ million over the 1949 figure.

Wave of Labour Unrest Forecast in Europe

"A great wave of labour unrest in the immediate future" in Western Europe is forecast in a staff memorandum prepared for policy officials of the Economic Co-operation Administration. Gains for the Communists and a reduction of rearmament objectives will result, the paper prophesied.

The memorandum described Western Europe's difficulty as one of raw material shortages resulting in reduced industrial production, fewer goods available for consumption and inevitable higher prices. Further inroads in "already dangerously low standards of living" were predicted as a result of the rearmament effort.

Smaller Share of Income Spent on Clothes in U.S.

Americans are now spending a smaller share of their income on clothing than in any year since 1929, when such records were first kept, according to a United States Commerce Department report.

Since 1929 Americans generally had been spending somewhat over 10 per cent of their personal income on clothing. Now spending for clothes has dropped to 8.5 per cent of all disposable personal income, according to Commerce Department figures for the three months ending June 30. In the first quarter of the year, apparel sales accounted for 9.4 per cent of personal income.

CBRE Repudiates Merger With Seamen's Union

The Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL) has repudiated a merger with the National Seamen's Association of Canada, announced earlier by H. M. McMaster, co-founder and president of the NSAC.

A statement issued by A. R. Mosher, CBRE president, said that while Mosher had "offered to accept transfer of such members of McMaster's organization as signed individual application cards for membership in the CBRE, this could not in any way be regarded as amalgamation. The executive board has now decided to refuse to consider any application from Capt. McMaster or any of his membership."

The NSAC, founded in 1933, claims a membership of between 3,500 and 4,000.

U.S. Reports Big Gain In Productivity in 1950

The biggest gain in man-hour output since the Second World War occurred during 1950 in the United States, according to a report by the Bureau of Labour Statistics, United States Department of Labour, of a study of 26 industries.

The Bureau's studies showed that the output rate went up in 24 of these industries from 1949 to 1950; in nine of them the increases were 10 per cent or more, running up to 22 per cent in the beehive coke industry.

Output per man-hour, or productivity, refers only to the relationship between the quantity of goods produced, or amount of service given, and the man-hours expended.

As the Bureau's statistics refer to specific industries, they cannot be used for industry as a whole.

U.S. Work Injuries Rise In Number, Frequency

Work injuries in manufacturing in the United States rose both in number and in relation to man-hours worked, during the first quarter of 1951, according to the Bureau of Labour Statistics, United States Department of Labour.

An estimated 110,000 workers suffered disabling work injuries during the quarter. This is an increase of about 5 per cent over the estimate for the preceding quarter and 42 per cent over that for the first quarter of 1950.

The bureau said greater employment and longer hours of work have contributed to these increases.

More than 400 workers died as a result of injuries during the first quarter of 1951 and 5,600 others suffered permanent body impairment. More than 2,200,000 man-days were lost because of injuries during this period. The value of wage losses alone amounted to approximately \$22 million.

U.S. Employment Service Recruits Skilled Labour

The United States Employment Service placed 130,000 "key" and "scarce" workers in jobs in the year following the outbreak of the Korean war, according to the United States Department of Labour.

The placements were made through the federal-state labour clearance system under the direction of the public employment service. In effect, the clearance system recruits skilled workers in one locality for key jobs in another.

One object of the nation-wide clearance system is to abolish competition for skilled workers.

Details of West German Co-determination Given

The new "principle of co-determination" in the coal, iron and steel industries of the Federal Republic of Germany is briefly described in the August issue of *Industry and Labour*.

(On April 10, the parliament of the Republic passed an Act establishing joint operation of these industries by management and employers. The Act is to come into effect not later than December 31, 1951. For further background information, see L.G., May, 1951, p. 708, and August, 1951, p. 1067).

Under the Act establishing the principle, capital and labour will have equal representation on the supervisory boards of the companies concerned. Each company, moreover, will have a director specially responsible for personnel questions.

Among other powers, as laid down by the Joint Stock Companies Act, the supervisory board is required to supervise the management and business operation of the company. At the general meeting of the shareholders, the board reports on these

matters. The board also represents the company in dealings with the board of management which is appointed and may be dismissed by the supervisory board in accordance with the regulations governing joint stock companies.

The April 10 Act also secures representation of workers in other companies not classified as joint stock. A provision requires that supervisory boards with similar powers be established in limited liability companies and undertakings incorporated under mining law which operate establishments covered by the Act.

As a rule, each supervisory board is composed of 11 members, namely four shareholders' representatives with one independent member; four workers' representatives with one independent member; and one independent member (the "eleventh member").

In practice, the four shareholder representatives and their independent will be elected by the electoral body (general meeting of shareholders). The four workers' representatives with their independent will be selected on the basis of proposals made by the works councils and trade unions. The eleventh member will be appointed by a special procedure involving, primarily, an absolute majority vote by the other members of the board. In case of disagreement, provision is made for mediation and appeal to the Supreme Court.

ITU to Publish Dailies In Nine U.S. Cities

The International Typographical Union (AFL) is planning to edit, publish and

sell tabloid-size daily newspapers in nine United States cities. Four have already begun publication.

The union asserts that it has entered the newspaper publishing field to provide competition in communities where newspaper monopolies exist and to prove that a paper printed by craftsmen excels those produced by mechanical means. Others feel, however, that the ITU is seeking to provide jobs for printers left idle by the increasing use of teletypesetters.

Although published by a union, the ITU tabloids will not be "labour papers" in the usual sense; they are aimed at the general public. Each bearing the name, *The Daily News-Digest*, the papers will appear only five days a week—there will be no Saturday or Monday issues.

Recruiting of Mexicans Permitted by U.S. Bill

Under the new farm-labour bill recently signed by President Truman, the Secretary of Labour is authorized, subject to agreement with Mexico, to recruit farm workers in Mexico. Authority was also given for the establishment and operation of reception centres in the United States for the Mexican workers and for the provision of transportation for them.

The Secretary of Labour will determine where the workers are needed, will arrange for emergency medical care and assistance to workers in negotiating employment contracts, and will guarantee the wage and transportation provisions of the contracts by the employers.

(Concluded from page 1330)

months of this year was 40 per cent higher than the corresponding period in 1950. . . . Retail sales in the second quarter increased 12.5 per cent over the same period of 1950, but the proportion of both instalment and charge sales to the total declined. . . . Department store sales in August were virtually unchanged from August, 1950. The value of department store stocks at the beginning of August was up 23 per cent over a year earlier. . . . Total value of construction contracts awarded for 8 months of this year was \$1,693,000,000 compared with \$882,000,000 for the same period last year. . . . Foreign trade figures for August show a rise of about 36 per cent in both exports and imports.

ILO Conference Deals with Equal Pay, Social Security and Industrial Relations

Convention on equal pay for men and women for work of equal value adopted at 34th Session of International Labour Conference; 100 conventions have been adopted

The 34th Session of the International Labour Conference, held in Geneva, Switzerland, from June 6 to 29, 1951, brought together a record total of 603 government, employer and worker delegates, representing 60 of the ILO's 64 member countries.

In accordance with the ILO constitution, most of the countries sent tripartite delegations, including representatives of employers' and workers' organizations, as well as government members.

Accomplishments.—A summary of the accomplishments of the Conference follows:—

A Convention was adopted on the question of equal pay for men and women workers for work of equal value. The Convention was supplemented by a Recommendation.

Recommendations were adopted on collective agreements and on voluntary conciliation and arbitration.

A Convention was adopted on minimum wage-fixing machinery in agriculture, supplemented by a Recommendation.

The Conference gave first discussion (with a view to final decision at next year's session) to a proposed text setting forth minimum standards for the various aspects of social security. It agreed to give first discussion next year to the question of advanced standards of social security.

First discussion was also given to a proposed Recommendation on co-operation between public authorities and employers' and workers' organizations, and to proposed texts on holidays with pay in agriculture.

100th Convention.—The adoption by the Conference of two Conventions brought to 100 the total of Conventions approved by the ILO since its establishment in 1919. The total of Recommendations now stands at 92.

In addition to its work of formulating international Conventions and Recommendations, the Conference carried on its customary task of reviewing the way in which member countries are applying the texts adopted in previous years.

It devoted twelve plenary sittings to a debate on the annual report of the ILO Director-General, David A. Morse.

It also adopted a budget of \$6,224,922 to finance the ILO's operations in 1952.

Canadian Delegation

Government Delegation.—Delegates: Mr. A. MacNamara, C.M.G., Deputy Minister of Labour, Department of Labour; Mr. Paul Goulet, O.B.E., Assistant to the Deputy Minister of Labour; Director of the ILO Branch, Department of Labour.

Adviser and Substitute Delegate: Mr. N. F. H. Berlis, Secretary, Permanent Delegation of Canada accredited to the European Office of the United Nations.

Advisers: Mr. C. A. L. Murchison, Commissioner, Unemployment Insurance Commission; Mr. Bernard Wilson, Secretary, Canada Labour Relations Board; Mr. J. W. Willard, Director of Research, Department of National Health and Welfare; Mr. John Mainwaring, Chief, Labour Management Division, Economics and Research Branch, Department of Labour.

Employers' Delegation.—Delegate: Mr. Harry Taylor, O.B.E., National Carbon Company.

Advisers: Mr. J. H. Brace, O.B.E., Vice-President, Bell Telephone Company of Canada; Mr. H. W. MacDonnell, Manager, Industrial Relations Department, Canadian Manufacturers' Association; Mr. A. C. Ross, Canadian Construction Association.

Workers' Delegation.—Delegate: Mr. Claude Jodoin, Vice-President, Trades and Labour Congress of Canada.

Advisers: Mr. J. B. Ward, C.B.E., Secretary, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods; Mr. F. X. Legare, Vice-President, Canadian and Catholic Confederation of Labour; Mr. J. A. Whitebone, Vice-President, Trades and Labour Congress of Canada.

Provincial Representative Accompanying the Delegation: Hon. Antonio Barrette, Minister of Labour, Quebec.

Officers of Conference

The Conference elected as its President Mr. William Rappard, Government Delegate of Switzerland, and as Vice-Presidents—Mr. Jose E. Garcia Aybar, Government Delegate (Dominican Republic); Mr. William Gemmill, Employers' Delegate (Union of South Africa), and Mr. Aftab Ali, Workers' Delegate (Pakistan).

Mr. David A. Morse, Director-General of the ILO, acted as Secretary-General of the Conference.

Admission of New Member States

The Conference increased the number of ILO member countries to 64 by voting to admit the Federal Republic of Germany. It also voted to readmit Japan to membership, this decision to become effective upon its confirmation by the Japanese Diet. Shortly before the Conference began, Yugoslavia resumed membership after an absence of two years.

Report of Director-General

A total of 109 speakers took part in the debate on the annual report of the ILO Director-General, David A. Morse. The report reviewed the major world economic and social developments of the past year and the work of the ILO. It also contained a special section, on which speakers in the debate were invited to comment, dealing with the question of wage policy in conditions of full employment.

The speech delivered by Mr. Arthur MacNamara in the debate on this report

was printed in full in the July issue of the *LABOUR GAZETTE* (pp. 929-931).

Another participant was Mr. Claude Jodoin. Informing the Conference that he spoke in the name of over a million workers in Canada from the four major labour organizations, Mr. Jodoin quoted from the brief on price control presented by the representatives of those organizations to the Prime Minister and members of the Canadian Government last winter (L.G., April, 1951, p. 448). He also dealt with problems of seasonal unemployment, social security, and industrial relations.

In conclusion, he declared that the workers of Canada were "very happy to participate in the activities of the International Labour Organization through the annual meeting of the Conference. The Organization has, since its inception, brought a good many improvements all over the world," he said, "and the workers of Canada know and believe that in the future it will continue to do so. In Canada, as in other countries, employers, workers and Government occasionally disagree, but by and large a spirit of co-operation does exist and it is our hope that this great country of ours will continue to experience such co-operation."

The Reply.—In his reply to the debate on his report, Mr. Morse answered some of the points raised in regard to wage-price policy.

With regard to inflation, Mr. Morse urged Governments to co-operate through relevant international organizations to establish some measure of stability in international commodity markets. If the nations concerned were willing to exercise self-restraint in the common interest, and to guarantee over a long period a fair income to producers, a solution could be found to the problems arising from the recent rise in the prices of basic materials and commodities.

In the interest, therefore, of reasonable stability for the economy as a whole, all sections would need to exercise self-restraint and be willing, where necessary, to make sacrifices of potential sectional advantages. Such a policy, however, would have to be founded on a genuine co-operation between the parties concerned. In particular, if workers were to be asked to moderate their demands for higher incomes, they would need to be convinced that their legitimate aspirations to secure a fair share of the total product would be met by the adoption of appropriate policies in such fields as prices, taxation and social security.

Canadian Delegates in the Conference Hall, Palais des Nations

In this beautifully-appointed hall at Geneva, Switzerland, are held the plenary sessions of the International Labour Conference. (Committee meetings are held in smaller rooms in the Palais.) Each ILO member country is allotted four seats in the main part of the conference hall, to accommodate two government delegates, one employer and one worker delegate. Around the sides sit the technical advisers to the delegates, while there is ample space for the press and the general public in the galleries. Shown in this picture (left to right) are the Canadian delegates: Mr. Arthur MacNamara and Mr. Paul Goulet, Canadian Government delegates; Mr. Harry Taylor, employer delegate; and Mr. Claude Jodoin, worker delegate.



Some inflation, if controlled and moderate, might be a reasonable price to pay for progress. On the other hand, due weight should be given to the desirability, emphasized by some delegates, of reserving some part of increasing productivity to effect a reduction of prices for the benefit of those whose incomes were relatively stable in terms of money.

Equal Remuneration for Men and Women

Perhaps the most controversial item on the agenda of the 1951 Conference was the question of equal remuneration for men and women workers for work of equal value.

This question had been given first discussion at the 1950 Conference, at which time a considerable measure of agreement had been reached.

The most important decision the 1951 Conference had to make was on the form of the international regulations. It had to decide whether to adopt a Convention on the general principles of equal pay, supplemented by a Recommendation on methods of application, or a single Recommendation covering both parts.

The workers' group favoured the first alternative, the employers' group the second. The Canadian Government, the United States, the United Kingdom, the Commonwealth governments, and several others favoured a single Recommendation. They pointed out the great diversity between countries in methods of wage determination and in economic and social conditions. The British delegate in particular argued that very few governments would be in a position to ratify an equal pay Convention, and that such a Convention would thus be a failure.

In Favour.—Governments which favoured a Convention, however, argued that certain countries would be able to ratify in the near future, and that others would use the Convention as a guide for progressive action, looking towards ratification when national conditions made such action appropriate.

Since the subject matter of the Convention is almost entirely within the jurisdiction of the provincial rather than the federal authorities, the Canadian Government position was reached only after consultation with the provinces in advance of the Conference. Most were of the opinion that the matter of equal pay was more appropriate for collective bargaining than for legislation, and that a Recommendation would be preferable to a Convention.

After lengthy debate in both committee and plenary session, the Conference decided

to put the regulations in the form of a Convention and Recommendation rather than a single Recommendation. The vote in committee on this issue (as to the form of the Regulations) was 59 to 39 with four abstentions; in plenary session it was 103 to 68, with 8 abstentions. The Canadian Government in each case voted for a single Recommendation.

The substance of the international regulations gave rise to other differences of opinion. The text of the Convention consists of four articles. The first contains definitions. "Remuneration" is taken to mean the basic wage plus any additional emoluments whatsoever paid by the employer to the worker and arising out of his employment; and "equal remuneration for men and women workers for work of equal value" is declared to refer to "rates of remuneration established without discrimination as to sex".

The second article sets forth the obligation of the Member State to *promote* the application to all workers of the equal pay principle, and "in so far as is consistent with methods in operation for determining rates of remuneration", to *ensure* its application.

Application.—The principle may be applied by means of:—

- (a) national laws or regulations;
- (b) legally established or recognized machinery for wage determination;
- (c) collective agreements between employers and workers; or
- (d) a combination of these various means.

The third article calls for the use of job appraisal methods as a means of assisting in the implementation of equal pay. It states that differential rates between workers which correspond, regardless of sex, to objectively determined differences in the work to be performed, are not to be considered as being contrary to the equal pay principle.

The fourth article calls for co-operation with employers' and workers' organizations for the purpose of giving effect to the provisions of the Convention.

The Recommendation which supplements the Convention sets forth the obligation of governments to apply the equal pay principle to their own employees. As regards industry generally, it suggests that governments can help implement the principle by action in regard to minimum wage legislation, industries operated under public ownership or control, and work executed under the terms of public contracts. It also suggests legislation for the general

application of equal pay. It lists a number of possible measures for raising the productive efficiency of women workers, where necessary, such as giving them equal access with men to facilities for vocational guidance, training and placement, and providing welfare services to meet the needs of those with family responsibilities.

When the Convention came before the Conference for final consideration, it was adopted by a vote of 105 to 33, with 40 abstentions. The workers' group, and a majority of government delegates, voted in favour of the Convention; most employers, however, voted against it. Many governments, including the Canadian, abstained, their position being that they favoured the substance of the international regulations and therefore would not vote against the text, but that they were opposed to its adoption in the form of a Convention, and therefore would not vote for it.

The Recommendation was adopted by 146 votes to 18, with 19 abstentions. The Canadian Government was among those voting in its favour, and only a minority of the employers' group voted against it.

Social Security

From time to time, in past years, the International Labour Organization has adopted Conventions on many of the branches of social security which, in turn, were ratified by some of the member countries. However, ratification of these Conventions was not forthcoming from several of the member countries and upon investigation it was found that the reasons for failure to ratify were, in large measure, due to the fact that the standards established in some of the Conventions were beyond the ability, financial and otherwise, of some of the countries to adopt. Furthermore, techniques have changed in some branches of social security, thus making some sections of these Conventions partly obsolete.

Accordingly, to meet this situation, it was decided that there should be promulgated some general scheme involving the whole social security field, which would be in terms sufficiently flexible and reasonable to be an acceptable guide even to slightly developed countries.

For the purpose of ascertaining the views of member countries on the extent to which existing standards should be modified, if at all, the Social Security Section of the International Labour Office, in consultation with the Committee of Social Security Experts, prepared a draft questionnaire on

the problems involved, which the Office circulated to the member countries. The prevailing views contained in the replies made formed the basis for the draft proposals which were placed before the 1951 ILO Conference.

Branches Dealt With.—The proposals deal with the branches of social security which provide:—

(a) medical benefits; (b) sickness allowances; (c) unemployment allowances; (d) old-age pensions or allowances; (e) medical benefits, sickness allowances, invalidity pensions or allowances, and survivors' pensions or allowances, in case of employment injury; (f) family allowances; (g) medical benefits in case of maternity, and maternity allowances; (h) invalidity pensions or allowances; (i) survivors' pensions or allowances.

They set forth standards in regard to persons protected, conditions for right to benefits, content or rate of benefits, duration of benefits, and standards regarding various administrative problems.

Special provision is made for the position of federal states in regard to the aspects of social security which fall within provincial rather than federal jurisdiction. In order for a federal state to comply with a Convention on social security, it must satisfy itself that two-thirds of the provinces are conforming with the matters falling within their jurisdiction at the time of ratification.

Objection Overruled.—The proposals were considered by a Committee on Social Security. A preliminary objection was taken by the employers' group to certain of them, on the ground that they were designed to cover elements of the population—for example independent workers—alleged to be of no concern to the ILO. After hearing the views of the Office's Legal Advisor, a vote was taken and the objections were not sustained.

The proposals provide for minimum standards of social security as well as for the more advanced. Several amendments of basic importance to the minimum standards were adopted by the committee. The scope of the branch covering medical care was considerably reduced. Instead of covering all residents (which in a federal state would mean all residents in two-thirds of the provinces) for the contingencies (general practitioner care, hospital care and essential pharmaceutical supplies), the scope was limited to classes of gainfully occupied persons constituting not less than 20 per cent of the population.

The scale of cash benefits for all branches in the minimum standard dealing with income maintenance, was reduced from 50 per cent to 40 per cent in the case of sickness allowance, unemployment insurance, maternity allowance, temporary incapacity allowance (employment injury); and from 40 per cent to 30 per cent in the case of old-age allowance, invalidity allowance (general), total permanent incapacity allowance in the case of employment injury and survivors' allowance. This amendment supported the view previously taken by Canada in reply to the questionnaire.

The proposals came before the Committee for first consideration and the Committee considered only minimum standards, as time did not permit consideration of the advanced standards.

The Committee recommended that the whole matter be placed on next year's agenda and the Conference approved the recommendation.

Industrial Relations

The 34th Conference continued the work of previous Conferences in the field of Industrial Relations, details of which have been reported in the *LABOUR GAZETTE* for past years.

During the 1951 Session the Conference gave second discussion and adopted Recommendations with respect to (1) Collective Agreements and (2) Voluntary Conciliation and Arbitration. In addition, a first discussion took place on the subject of co-operation at the Level of the Undertaking, with conclusions being adopted for discussion during the 1952 Conference.

The Recommendations and Conclusions adopted were, in general, of a flexible nature, being drafted so that the variations in practice existing in each country with respect to collective bargaining and co-operation might be taken into account by the national authorities in implementing Recommendations. This was a practical recognition by the Conference that in some countries the approach to such matters was by agreement between parties while in other countries there was dependence upon law or regulations in such arrangements.

Collective Agreements.—The Recommendation on Collective Agreements contains provisions for collective bargaining machinery to negotiate or assist in the negotiation of collective agreements, such machinery to be determined by agreement between parties or by national laws or regulations. The definition and binding effects of collective agreements were set forth in the Recommendation and, despite

opposition of the employers' group in Committee, the Recommendation provided for the extension of collective agreements, subject to certain conditions, to employers and workers within the "industrial and territorial scope of the agreement". Provision was made that the interpretation of collective agreements should be submitted to an appropriate procedure for settlement, and that the supervision of the application of collective agreements should be insured by the parties to agreements themselves or by law.

In plenary session, the text dealing with Collective Agreements was adopted by a vote of 152 to 0, with 29 abstentions. The Canadian Government voted in favour of the text.

Voluntary Conciliation.—The Recommendation concerning Voluntary Conciliation and Arbitration, adopted in Committee following a short discussion, contained substantially those provisions adopted as conclusions at the 1950 Conference. Only two important amendments were made in Committee, one to the effect that more flexibility in conciliation procedure be provided and the other to the effect that the right to strike be not limited in any way by the provisions of the Recommendation.

As adopted, the Recommendation provided that voluntary conciliation machinery should be available to assist in the prevention and settlement of industrial disputes, that, where constituted on a joint basis, such machinery should include equal representation of employers and workers; that the procedure should be free of charge and expeditious; that the parties should be encouraged to abstain from strikes and lockouts during the procedure, and that, if a dispute has been submitted to arbitration by consent of all parties, the latter should abstain from strikes and lockouts while the arbitration was in progress and should accept the arbitration award.

The Recommendation was adopted in plenary session by a vote of 176 to 0, with 2 abstentions.

Co-operation.—With respect to Co-operation, the Committee of the Conference found time only to consider the subject at the level of the undertaking, and only a general discussion of the text prepared by the Office took place. An amendment proposed by the Government Members of the United Kingdom and the Union of South Africa, which in reality was an alternative text to that submitted for consideration, in general terms set forth the proposition that appropriate machinery should be established for co-operation between employers

and workers at the level of the undertaking on matters of mutual concern, and that, in accordance with national practice, effect should be given to this proposition by legislation or by agreements which should determine the scope, function, structure and methods of operation appropriate to the conditions in the various industries and undertakings.

While the Committee were in agreement that the matter should be the subject of a Recommendation rather than a Convention, there was a considerable difference of opinion as to the extent to which such a Recommendation should embody the principles pertaining to Co-operation, and details thereof.

The Committee appointed a working party to consider the matter and, following its report and lengthy discussions, adopted the text of a proposed Recommendation, by a vote of 75 to 20, which provided:—

1. Appropriate steps should be taken either for the encouragement of or for the establishment by legislation of machinery for consultation and co-operation between employers and workers at the level of the undertaking on matters of mutual concern not within the scope of collective bargaining machinery.

2. In accordance with national custom or practice, effect may be given to such consultation and co-operation by voluntary agreement or by legislation or regulations, which may be appropriate to the conditions in the various industries and undertakings.

The Conference in plenary session, adopted this text and also adopted a Resolution to the effect that the subject of co-operation at the level of the undertaking be placed on the agenda for second discussion in 1952; that the Office prepare for submission to Governments, with a view to first discussion, next year, a draft text containing, as model guiding principles, examples of good practice concerning consultation and co-operation at the level of the undertaking, which should be taken into account in legislation or negotiations concerning arrangements for co-operation made on a voluntary basis in individual cases; and that the subject of co-operation at the level of the industry and at the national level be placed on the agenda for first discussion at the 1952 Conference.

Application of Conventions

An important function of each year's Conference is the examination of the way in which member countries are applying the Conventions they have ratified. Member countries are obliged by the ILO Constitution to submit to the Office annual

reports on the Conventions they have ratified. They must also submit from time to time, as requested by the ILO Governing Body, reports on unratified Conventions and on Recommendations. Finally, they must give information each year on their submission to the competent authorities of Conventions and Recommendations adopted by the Conference.

These various reports of Governments are studied in the first instance by a Committee of Experts, which meets several weeks before the Conference. The Committee of Experts calls attention to any inadequacies it notes in the way Conventions are being applied, and to any other features of the reports of Governments which seem to require further explanation. The observations of the Committee of Experts are transmitted to the Conference, and are there considered by the Conference Committee on the Application of Conventions and Recommendations.

This year's Committee gave careful study to the information before it, and heard statements from a number of governments answering points raised by the Committee of Experts. Its work is increasing year by year as countries ratify more and more Conventions. The total number of ratifications by all countries at the close of the Conference was 1,215.

Agriculture

A Convention on minimum wage-fixing machinery in agriculture was approved by the Conference by 116 votes to 31, with 27 delegates abstaining. This instrument will require ratifying countries "to create or maintain adequate machinery whereby minimum rates of wages can be fixed for workers employed in agricultural undertakings and related occupations".

Supplementing this Convention was a Recommendation, which was approved by 131 votes to 3, with 44 abstentions.

The Conference also held preliminary discussion on a proposed Convention and Recommendation on holidays with pay in agriculture, to be given final consideration next year. The Conference decided that in the text of the Convention the annual number of days of holiday with pay should not be specified but should be left to national legislation, to collective agreements, to arbitration courts or to any other means approved by the competent authority. However, it agreed that in the Recommendation a minimum standard of one week's vacation after one year's service should be specified, with the length of holiday to increase with length of service.

Resolution on Peace and Security

The Conference, in a special resolution, declared that the ILO would co-operate with the General Assembly and the Security Council of the United Nations "in the maintenance or restoration of international peace and security". For this purpose, the declaration said, the ILO would furnish all appropriate information and would render all appropriate assistance to these UN organs.

Elections to Governing Body

During the course of the Conference the triennial elections of members of the ILO Governing Body were held. Canada, as one of the eight states of chief industrial importance, holds a permanent seat on the Governing Body and thus the Canadian Government was not concerned in the elections. In the employers' group, Mr. Taylor of Canada was elected as a deputy member; Mr. Jodoin received a similar honour in the workers' group.

Conventions and Recommendations Adopted

Following are the texts of the Conventions and Recommendations adopted by the 34th Session of the International Labour Conference:

Concerning Equal Remuneration for Men and Women for Work of Equal Value

CONVENTION

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on June 6, 1951, and

Having decided upon the adoption of certain proposals with regard to the principle of equal remuneration for men and women workers for work of equal value, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 29th day of June of the year one thousand nine hundred and fifty-one the following Convention, which may be cited as the Equal Remuneration Convention, 1951:—

Article 1

For the purpose of this Convention—

- (a) the term "remuneration" includes the ordinary, basic or minimum wage or salary and any additional emoluments whatsoever payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment;
- (b) the term "equal remuneration for men and women workers for work of equal value" refers to rates of remuneration established without discrimination based on sex.

Article 2

1. Each Member shall, by means appropriate to the methods in operation for determining rates of remuneration, promote and, in so far as is consistent with such methods, ensure the application to all workers of the principle of equal remuneration for men and women workers for work of equal value.

2. This principle may be applied by means of—

- (a) national laws or regulations;

- (b) legally established or recognized machinery for wage determination;
- (c) collective agreements between employers and workers; or
- (d) a combination of these various means.

Article 3

1. Where such action will assist in giving effect to the provisions of this Convention measures shall be taken to promote objective appraisal of jobs on the basis of the work to be performed.

2. The methods to be followed in this appraisal may be decided upon by the authorities responsible for the determination of rates of remuneration, or, where such rates are determined by collective agreements, by the parties thereto.

3. Differential rates between workers, which correspond, without regard to sex, to differences, as determined by such objective appraisal, in the work to be performed shall not be considered as being contrary to the principle of equal remuneration for men and women workers for work of equal value.

Article 4

Each Member shall co-operate as appropriate with the employers' and workers' organizations concerned for the purpose of giving effect to the provisions of this Convention.

Article 5

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 6

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 7

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraph 2 of Article 35 of the Constitution of the International Labour Organization shall indicate—

- (a) the territories in respect of which the Member concerned undertakes that the provisions of the Convention shall be applied without modification;
 - (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
 - (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
 - (d) the territories in respect of which it reserves its decisions pending further consideration of the position.
2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservation made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 9, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 8

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraphs 4 or 5 of Article 35 of the Constitution of the International Labour Organization shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications, it shall give details of the said modifications.

2. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

3. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 9, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

Article 9

1. A Member which has ratified this Convention may denounce it after the expiration

of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 10

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications, declarations and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 11

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications, declarations and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 12

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 13

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 9 above, if and when the new revising Convention shall have come into force;

(b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 14

The English and French versions of the text of this Convention are equally authoritative.

RECOMMENDATION

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on June 6, 1951, and

Having decided upon the adoption of certain proposals with regard to the principle of equal remuneration for men and women workers for work of equal value, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Equal Remuneration Convention, 1951,

adopts this 29th day of June of the year one thousand nine hundred and fifty-one the following Recommendation, which may be cited as the Equal Remuneration Recommendation, 1951:—

Whereas the Equal Remuneration Convention, 1951, lays down certain general principles concerning equal remuneration for men and women workers for work of equal value;

Whereas this Convention provides that the application of the principle of equal remuneration for men and women workers for work of equal value shall be promoted or ensured by means appropriate to the methods in operation for determining rates of remuneration in the countries concerned;

Whereas it is desirable to indicate certain procedures for the progressive application of the principles laid down in the Convention;

Whereas it is at the same time desirable that all Members should, in applying these principles, have regard to methods of application which have been found satisfactory in certain countries;

The Conference recommends that each Member should, subject to the provisions of Article 2 of the Convention, apply the following provisions and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto:—

1. Appropriate action should be taken, after consultation with the workers' organizations concerned or, where such organizations do not exist, with the workers concerned—

- (a) to ensure the application of the principle of equal remuneration for men and women workers for work of equal value to all employees of central Government departments or agencies; and
- (b) to encourage the application of the principle to employees of State, provincial or local Government departments or agencies, where these have jurisdiction over rates of remuneration.

2. Appropriate action should be taken, after consultation with the employers' and workers' organizations concerned, to ensure, as rapidly as practicable, the application of the principle of equal remuneration for men and women workers for work of equal value in all occupations, other than those mentioned in paragraph 1, in which rates of remuneration are subject to statutory regulation or public control, particularly as regards—

- (a) the establishment of minimum or other wage rates in industries and services where such rates are determined under public authority;
- (b) industries and undertakings operated under public ownership or control; and
- (c) where appropriate, work executed under the terms of public contracts.

3. (1) Where appropriate in the light of the methods in operation for the determination of rates of remuneration, provision should be made by legal enactment for the general application of the principle of equal remuneration for men and women workers for work of equal value.

(2) The competent public authority should take all necessary and appropriate measures to ensure that employers and workers are fully informed as to such legal requirements and, where appropriate, advised on their application.

4. When, after consultation with the organizations of workers and employers concerned, where such exist, it is not deemed feasible to implement immediately the principle of equal remuneration for men and women workers for work of equal value, in respect of employment covered by paragraphs 1, 2 or 3, appropriate provision should be made or caused to be made, as soon as possible, for its progressive application, by such measures as—

- (a) decreasing the differentials between rates of remuneration for men and rates of remuneration for women for work of equal value;
- (b) where a system of increments is in force, providing equal increments for men and women workers performing work of equal value.

5. Where appropriate for the purpose of facilitating the determination of rates of remuneration in accordance with the principle of equal remuneration for men and women workers for work of equal value, each Member should, in agreement with the employers' and workers' organizations concerned, establish or encourage the establishment of methods for objective appraisal of the work to be performed, whether by job analysis or by other procedures, with a view to providing a classification of jobs without regard to sex; such methods should be applied in accordance with the provisions of Article 2 of the Convention.

6. In order to facilitate the application of the principle of equal remuneration for men and women workers for work of equal value, appropriate action should be taken, where necessary, to raise the productive efficiency of women workers by such measures as—

- (a) ensuring that workers of both sexes have equal or equivalent facilities for vocational guidance or employment counselling, for vocational training and for placement;
- (b) taking appropriate measures to encourage women to use facilities for vocational guidance or employment counselling, for vocational training and for placement;
- (c) providing welfare and social services which meet the needs of women workers, particularly those with family responsibilities, and financing such services from general public funds or from social security or industrial

welfare funds financed by payments made in respect of workers without regard to sex; and

- (d) promoting equality of men and women workers as regards access to occupations and posts without prejudice to the provisions of international regulations and of national laws and regulations concerning the protection of the health and welfare of women.

Recommendation Concerning Collective Agreements

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on June 6, 1951, and

Having decided upon the adoption of certain proposals with regard to collective agreements, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation designed to be implemented by the parties concerned or by the public authorities as may be appropriate under national conditions, adopts this 29th day of June of the year one thousand nine hundred and fifty-one the following Recommendation, which may be cited as the Collective Agreements Recommendation, 1951:—

I. COLLECTIVE BARGAINING MACHINERY

1. (1) Machinery appropriate to the conditions existing in each country should be established, by means of agreement or laws or regulations as may be appropriate under national conditions, to negotiate, conclude, revise and renew collective agreements, or to be available to assist the parties in the negotiation, conclusion, revision and renewal of collective agreements.

(2) The organization, methods of operation and functions of such machinery, should be determined by agreements between the parties or by national laws or regulations as may be appropriate under national conditions.

II. DEFINITION OF COLLECTIVE AGREEMENTS

2. (1) For the purpose of this Recommendation, the term "collective agreements" means all agreements in writing regarding working conditions and terms of employment concluded between an employer, a group of employers or one or more employers' organizations, on the one hand, and one or more representative workers' organizations, or, in the absence of such organizations, the representatives of the workers duly elected and authorized by them in accordance with national laws and regulations, on the other.

(2) Nothing in the present definition should be interpreted as implying the recognition of any association of workers established, dominated or financed by employers or their representatives.

III. EFFECTS OF COLLECTIVE AGREEMENTS

3. (1) Collective agreements should bind the signatories thereto and those on whose behalf the agreement is concluded. Employers and workers bound by a collective agreement should not be able to include in contracts of employment stipulations contrary to those contained in the collective agreement.

7. Every effort should be made to promote public understanding of the grounds on which it is considered that the principle of equal remuneration for men and women workers for work of equal value should be implemented.

8. Such investigations as may be desirable to promote the application of the principle should be undertaken.

(2) Stipulations in such contracts of employment which are contrary to a collective agreement should be regarded as null and void and automatically replaced by the corresponding stipulations of the collective agreement.

(3) Stipulations in contracts of employment which are more favourable to the workers than those prescribed by a collective agreement should not be regarded as contrary to the collective agreement.

(4) If effective observance of the provisions of collective agreements is secured by the parties thereto, the provisions of the preceding subparagraphs should not be regarded as calling for legislative measures.

4. The stipulations of a collective agreement should apply to all workers of the classes concerned employed in the undertakings covered by the agreement unless the agreement specifically provides to the contrary.

IV. EXTENSION OF COLLECTIVE AGREEMENTS

5. (1) Where appropriate, having regard to established collective bargaining practice, measures, to be determined by national laws or regulations and suited to the conditions of each country, should be taken to extend the application of all or certain stipulations of a collective agreement to all the employers and workers included within the industrial and territorial scope of the agreement.

(2) National laws or regulations may make the extension of a collective agreement subject to the following, among other, conditions:—

- (a) that the collective agreement already covers a number of the employers and workers concerned which is, in the opinion of the competent authority, sufficiently representative;
- (b) that, as a general rule, the request for extension of the agreement shall be made by one or more organizations of workers or employers who are parties to the agreement;
- (c) that, prior to the extension of the agreement, the employers and workers to whom the agreement would be made applicable by its extension should be given an opportunity to submit their observations.

V. INTERPRETATION OF COLLECTIVE AGREEMENTS

6. Disputes arising out of the interpretation of a collective agreement should be submitted to an appropriate procedure for settlement established either by agreement between the parties or by laws or regulations as may be appropriate under national conditions.

VI. SUPERVISION OF APPLICATION OF COLLECTIVE AGREEMENTS

7. The supervision of the application of collective agreements should be ensured by

the employers' and workers' organizations parties to such agreements or by the bodies existing in each country for this purpose or by bodies established *ad hoc*.

8. National laws and regulations may, among other things, make provision for—

- (a) requiring employers bound by collective agreements to take appropriate steps to bring to the notice of the workers concerned the texts of the

collective agreements applicable to their undertakings;

- (b) the registration or deposit of collective agreements and any subsequent changes made therein;
- (c) a minimum period during which, in the absence of any provision to the contrary in the agreement, collective agreements shall be deemed to be binding unless revised or rescinded at an earlier date by the parties.

Recommendation Concerning Voluntary Conciliation and Arbitration

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on June 6, 1951, and

Having decided upon the adoption of certain proposals with regard to voluntary conciliation and arbitration, which is included in the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation designed to be implemented by the parties concerned or by the public authorities as may be appropriate under national conditions,

adopts this 29th day of June of the year one thousand nine hundred and fifty-one, the following Recommendation, which may be cited as the Voluntary Conciliation and Arbitration Recommendation, 1951.

I. VOLUNTARY CONCILIATION

1. Voluntary conciliation machinery, appropriate to national conditions, should be made available to assist in the prevention and settlement of industrial disputes between employers and workers.

2. Where voluntary conciliation machinery is constituted on a joint basis, it should include equal representation of employers and workers.

Concerning Minimum Wage Fixing Machinery in Agriculture

CONVENTION

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on June 6, 1951, and

Having decided upon the adoption of certain proposals with regard to minimum wage fixing machinery in agriculture, which is the eighth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 28th day of June of the year one thousand nine hundred and fifty-one the following Convention, which may be cited as the Minimum Wage Fixing Machinery (Agriculture) Convention, 1951:—

Article 1

1. Each Member of the International Labour Organization which ratifies this Convention undertakes to create or maintain adequate machinery whereby minimum rates

3. (1) The procedure should be free of charge and expeditious; such time limits for the proceedings as may be prescribed by national laws or regulations should be fixed in advance and kept to a minimum.

(2) Provision should be made to enable the procedure to be set in motion, either on the initiative of any of the parties to the dispute or *ex officio* by the voluntary conciliation authority.

4. If a dispute has been submitted to conciliation procedure with the consent of all the parties concerned, the latter should be encouraged to abstain from strikes and lockouts while conciliation is in progress.

5. All agreements which the parties may reach during conciliation procedure or as a result thereof should be drawn up in writing and be regarded as equivalent to agreements concluded in the usual manner.

II. VOLUNTARY ARBITRATION

6. If a dispute has been submitted to arbitration for final settlement with the consent of all parties concerned, the latter should be encouraged to abstain from strikes and lockouts while the arbitration is in progress and to accept the arbitration award.

III. GENERAL

7. No provision of this Recommendation may be interpreted as limiting, in any way whatsoever, the right to strike.

of wages can be fixed for workers employed in agricultural undertakings and related occupations.

2. Each Member which ratifies this Convention shall be free to determine, after consultations with the most representative organizations of employers and workers concerned, where such exist, to which undertakings, occupations and categories of persons the minimum wage fixing machinery referred to in the preceding paragraph shall be applied.

3. The competent authority may exclude from the application of all or any of the provisions of this Convention categories of persons whose conditions of employment render such provisions inapplicable to them, such as members of the farmer's family employed by him.

Article 2

1. National laws or regulations, collective agreements or arbitration awards may authorize the partial payment of minimum wages in the form of allowances in kind in cases in which payment in the form of such allowances is customary or desirable.

2. In cases in which partial payment of minimum wages in the form of allowances in kind is authorized, appropriate measures shall be taken to ensure that—

- (a) such allowances are appropriate for the personal use and benefit of the worker and his family; and
- (b) the value attributed to such allowances is fair and reasonable.

Article 3

1. Each Member which ratifies this Convention shall be free to decide, subject to the conditions stated in the following paragraphs, the nature and form of the minimum wage fixing machinery, and the methods to be followed in its operation.

2. Before a decision is taken there shall be full preliminary consultation with the most representative organizations of employers and workers concerned, where such exist, and with any other persons specially qualified by their trade or functions whom the competent authority deems it useful to consult.

3. The employers and workers concerned shall take part in the operation of the minimum wage fixing machinery, or be consulted or have the right to be heard, in such manner and to such extent as may be determined by national laws or regulations but in any case on a basis of complete equality.

4. Minimum rates of wages which have been fixed shall be binding on the employers and workers concerned so as not to be subject to abatement.

5. The competent authority may permit exceptions to the minimum wage rates in individual cases, where necessary, to prevent curtailment of the opportunities of employment of physically or mentally handicapped workers.

Article 4

1. Each Member which ratifies this Convention shall take the necessary measures to ensure that the employers and workers concerned are informed of the minimum rates of wages in force and that wages are not paid at less than these rates in cases where they are applicable; these measures shall include such provision for supervision, inspection, and sanctions as may be necessary and appropriate to the conditions obtaining in agriculture in the country concerned.

2. A worker to whom the minimum rates are applicable and who has been paid wages at less than these rates shall be entitled to recover by judicial or other appropriate proceedings, the amount by which he has been underpaid, subject to such limitation of time as may be determined by national laws or regulations.

Article 5

Each Member which ratifies this Convention shall communicate annually to the International Labour Office a general statement indicating the methods and the results of the application of the machinery and, in summary form, the occupations and approximate numbers of workers covered, the minimum rates of wages fixed, and the more important of the other conditions, if any, established relevant to the minimum rates.

Article 6

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

RECOMMENDATION

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-fourth Session on June 6, 1951, and

Having decided upon the adoption of certain proposals with regard to minimum wage fixing machinery in agriculture, which is the eighth item on the agenda of the session, and

Having decided that these proposals shall take the form of a Recommendation supplementing the Minimum Wage Fixing Machinery (Agriculture) Convention, 1951,

adopts this 28th day of June of the year one thousand nine hundred and fifty-one the following Recommendation, which may be cited as the Minimum Wage Fixing Machinery (Agriculture) Recommendation, 1951:—

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

I

1. For the purpose of determining minimum rates of wages to be fixed it is desirable that the wage fixing body should in any case take account of the necessity of enabling the workers concerned to maintain a suitable standard of living.

2. Among the factors which should be taken into consideration in the fixing of minimum wage rates are the following: the cost of living, fair and reasonable value of services rendered, wages paid for similar or comparable work under collective bargaining agreements in agriculture, and the general level of wages for work of a comparable skill in other industries in the area where the workers are sufficiently organized.

II

3. Whatever form it may assume, the minimum wage fixing machinery in agriculture should operate by way of investigation into conditions in agriculture and related occupations, and consultation with the parties who are primarily and principally concerned, namely, employers and workers, or their most representative organizations, where such exist. The opinion of both parties should be sought on all questions concerning minimum wage fixing and full and equal consideration given to their opinion.

4. To secure greater authority for the rates that may be fixed, in cases where the machinery adopted for fixing minimum wages makes it possible, the workers and employers concerned should be enabled to participate directly and on an equal footing in the operation of such machinery through their

representatives, who should be equal in number or in any case have an equal number of votes.

5. In order that the employers' and workers' representatives should enjoy the confidence of those whose interest they respectively represent, in the case referred to in paragraph 4 above, the employers and workers concerned should have the right, in so far as circumstances permit, to participate in the nomination of the representatives, and if any organizations of employers and workers exist, these should in any case be invited to submit names of persons recommended by them for appointment on the wage fixing body.

6. In the case where the machinery for minimum wage fixing provides for the participation of independent persons, whether for arbitration or otherwise, these should be chosen from among men or women who are recognized as possessing the necessary qualifications for their duties and who have no such interest in agriculture or in any branch thereof as would give rise to doubt as to their impartiality.

III

7. Provision should be made for a procedure for revising minimum wage rates at appropriate intervals.

IV

8. For effectively protecting the wages of the workers concerned, the measures to be taken to ensure that wages are not paid at less than the minimum rates which have been fixed should include—

- (a) arrangements for giving publicity to the minimum wage rates in force, and

in particular for informing the employers and workers concerned of these rates in the manner most appropriate to national circumstances;

- (b) official supervision of the rates actually being paid; and
- (c) penalties for infringements of the rates in force and measures for preventing such infringements.

9. A sufficient number of qualified inspectors, with powers analogous to those provided for in the Labour Inspection Convention, 1947, should be employed; these inspectors should make investigations among the employers and workers concerned with a view to ascertaining whether the wages actually paid are in conformity with the minimum rates in force and, if need be, should take such steps as may be authorized in the case of infringement of the rate fixed.

10. In order to enable the inspectors to carry out their duties efficiently, employers should, where appropriate or necessary in the opinion of the competent authority, be required to keep complete and authentic records of the wages paid by them, and might also be required to issue the workers pay books or similar documents containing the information necessary for verifying whether the wages actually paid correspond to the rates in force.

11. In cases where the workers are not in general in a position individually to enforce, by judicial or appropriate proceedings, their rights to recover wages due at the minimum rates in force, such other measures should be provided as may be considered effective for this purpose.

Survey Made of Education Programs For Trade Union Members in Canada

Report makes available for the first time information about extent, variety, purposes and methods of labour education in this country

A report bringing together information about the extent and variety, the purposes and methods of educational work carried on for trade union members in Canada is now available for the first time.

Entitled *Labour Education in Canada*, the report was prepared by David Smith, Director of Adult Education in the Saskatchewan Department of Education. It is based on a survey he conducted in this country from the autumn of 1949 to the spring of 1950. The project was launched under the general sponsorship of the Canadian Association for Adult Education and was financed from a fund provided by the Carnegie Corporation.

The survey had two purposes the author explains. It was designed firstly "to arouse interest in labour education, to stimulate thinking and if possible result in joint

action by labour bodies in the interests of labour education." The second purpose was "to gather sufficient information about labour education to give some overall picture of what was happening in Canada."

The Smith report has served as the main basis for discussion at the first National Labour Institute, held in connection with the annual conference of the CAAE in May 1950. It was decided there to make the Institute an annual event thenceforth. The National Trade Union Film Committee was organized following a recommendation in the report regarding film services.

The second purpose, Mr. Smith states, was not completely accomplished. While the report on the universities and the public authorities is fairly comprehensive, he explains, the report does not include

any appraisal of the large volume of written materials published by the unions nor any effort to determine the educational value of the union papers. However, "all the major union educational activities are dealt with."

Purposes and Methods of Labour Education

According to some labour educationists, activity in their field serves at least two purposes. One of these, states the author, concerns the union, its aims, reason for existence, needs and general health. Because unions have grown very rapidly in the past few years, "there is an urgent necessity for the hundreds of thousands of newly organized workers to become acquainted with the nature of their organizations, their traditions and practices." Moreover, members must learn to acquire new skills and to operate their union if it is to continue to play a part in the complexities of industrial life.

The other purpose served has to do with the objectives of education anywhere in our society; and on this subject there is considerable divergence of opinion. That labour education should take in "the cultural or recreational activities that do so much to make life pleasant and worthwhile" is a fundamental upon which there is wide agreement. And that it should provide "a broad background knowledge of economics, philosophy and history that will enable the union members to be a full inheritor of our culture and traditions," is equally acceptable.

Education for Social Change

Controversy arises when an effort is made to elaborate a general goal of labour education in terms of the achievement of "a society in which wealth and opportunity are more equitably shared by all, in which responsibility is more widely shared, and in which co-operative principles are practised more fully."

The reason for this lack of agreement, states the report, is that present-day education is primarily designed "to pass on the heritage of the past, with its accumulated knowledge, skills and ideas." On the other hand, the unions "are explicit in making democratic social change a purpose of their education program but have made relatively little effort to develop new methods for the conduct of their education programs." The questions concerned with "methods" of teaching Mr. Smith comments, "pose very profound problems that educationists are only just beginning to face."

Finding the Right Methods

While the approach of most universities to labour education is more "objective," continues the report, one university (St. Francis Xavier) is making an effort to deal with this problem of method. The approaches being developed there follow the pattern of the work carried out in co-operative extension. The university, in addition to supplying materials and facilities to the instructors, is itself identified with the workers in the territory it serves.

Besides, certain union programs also have a definite point of view and are closely related to the daily work and objectives of the union.

Other Problems

In his report and at the national institute on labour education, Mr. Smith drew attention to other problems facing educationists.

Foremost among these is "how to mobilize the resources of the community to serve the purposes of labour education. One channel of assistance is that afforded directly to unions by universities. In three provinces, provincial departments of education have established adult education divisions. And in Calgary, local public authorities are beginning to co-operate in the labour education program.

Certain difficulties present themselves, however. One is that union members are frequently suspicious of the motives of university personnel which may conflict with their own. At the same time, certain professors think that labour unions place more emphasis on techniques than on broad background information.

"The public authorities," states the report, "have long recognized their responsibility towards labour education." The main difficulty facing the authorities is that there are many different groups with different ideas on the purposes of such education. "A first problem, therefore, of the public authorities in labour education is to establish their role in the conflict areas in such a way as to make development possible."

Another problem is that of recruiting and training instructors. Personnel may be drawn from union and university staffs as well as elementary and secondary schools. "However, regardless of where the teachers are recruited, those in charge of labour education will have to give more time than seems to have been given so far to the training and continual evaluation of the methods and materials used in the education program," the report warns.

Programs of Labour Congresses

The first section of the Smith survey deals with the education programs developed by the three labour congresses and by a number of labour unions.

The Canadian Congress of Labour.—

Responsibility for the educational programs of the CCL rests with the permanent Education Committee set up in 1947. Composed of union officers and the directors of education or research of the major affiliates, the Committee bends its efforts towards better understanding and loyalty among the Congress unions in addition to general education.

The three phases of Congress educational work are the union institutes, the staff seminar, and the summer and winter schools.

In 1950 nearly thirty two-day institutes were scheduled for an anticipated 5,000 enrolment. The institute is conducted by the Congress in co-operation with the local labour councils. At the general sessions opportunity is provided to top union leaders and outside speakers to address the sessions. At the core of the educational program are the "Course Groups," a few of which are: job of a steward; how to make a local union more effective; and labour legislation. "The union institute would appear to be having very substantial success," the report comments.

The staff seminar is an annual training program for full-time officers of CCL affiliates. The course of study includes such subjects as: time study and job evaluation; collective bargaining trends in Canada; preparing and presenting a case before Labour Relations Board; and organizing techniques.

In co-operation with the Institute of Industrial Relations, University of Toronto, two winter schools had already been held at the time of the survey. A summer school was conducted at Port Huron, Michigan, for a week in September 1949, with union leaders instructing in all subjects.

Trades and Labour Congress.—In the past TLC educational programs have been largely local efforts, the Smith report states. However, the Educational Committee has been preparing for an expanded program in the future.

In addition to a news clipping sheet, the *TLC News*, which is distributed twice a week, the Congress has issued two publications outlining its organizational structure and history.

Canadian and Catholic Confederation of Labour.—For the purpose of unifying and developing all the educational efforts of its member unions, the CCCL established an Education Service several years ago. The colleges established by this Service are organized on the model of the School for Labour Action and are situated at St. Hyacinthe, Quebec City, Joliette and Chicoutimi. The Service also supports programs already organized such as The School of Popular Sociology at Hull.

School for Labour Action.—The school which is situated at St. Hyacinthe, Quebec, endeavours to acquaint labour leaders and priests with the conditions and difficulties of labour action and to prepare them to play a part in labour movements.

The course for priests varies from year to year but is always concerned with labour and union problems. Each session comprises 50 hours of lectures.

Union Programs

Attention is also devoted in the report to the educational programs launched by a number of major unions. Among these are the United Steelworkers of America, the United Automobile Workers, the United Electrical Workers, the International Ladies' Garment Workers Union, the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and the Canadian Brotherhood of Railway Employees. The programs of two of these unions are described below.

United Steelworkers.—The educational program of the Steelworkers has three phases:—

(1) *Workshops.*—Where there are Steelworkers' locals, a series of one-day workshops are organized and cover such topics as health and safety, unemployment insurance and workmen's compensation.

(2) *Education Kits.*—The education kits consist of two types: information and work kits. The former are sent out monthly to union officers, committee members and stewards. They contain two kinds of material—pamphlets and leaflets of topical interest and articles intended for a permanent manual for officers, committee men and stewards. (At the time of writing none of the work kits had been sent out) but the report states that they are designed "to serve the purposes of particular committees."

(3) *Audio-Visual Program.*—At least twelve area councils in Canada have each secured a 16-mm sound projector, a film slide and strip projector, and a wire

recorder, and all areas are being urged to do the same. The plan has been to send each month an audio-visual kit of films, film slides, and wire recordings. The recordings feature a 15-minute report from national or district directors dealing with current issues.

Garment Workers.—The educational activities of the ILGWU in the Montreal area at the time of survey were divided into five groups: language, vocation, recreation, union and DP instruction. Classes in French and English were conducted with 25 sessions for each. The vocational section consisted of grading classes which helped cutters to qualify for promotion. Recreational activities included softball and bowling, a gym class, basketball and badminton. Classes were organized in dancing, swimming, dramatics and other forms of recreation.

Education in the labour movement was carried on through the meetings of the shop chairladies. To assist DP's, the union organized five language classes. In addition, "open forums" were organized once a week for lectures and discussions on the history of trade unionism in America, current events and other topics.

The Universities' Role

The contribution made by universities to labour education varies considerably, the report states. Wherever possible, the university authorities have provided facilities for the Canadian Congress of Labour union institutes. At the universities of St. Francis Xavier, Dalhousie and Manitoba, there is a joint committee arrangement on a contributory basis that effects the use of university resources in labour education programs. The author discusses the different programs at the universities of British Columbia, Manitoba, Toronto, Dalhousie and St. Francis Xavier, but only the two Maritime programs will be described here.

Dalhousie University.—At the Dalhousie Institute of Public Affairs, there are five phases to the educational work: publication of *Public Affairs*, lectures in public administration, the work of the Nova Scotia Municipal Bureau, the Maritime Bureau of Industrial Relations, and that of the Maritime Labour Institute.

The Advisory Committee of the Maritime Labour Institute is made up of equal numbers of representatives from TLC and CCL unions. The main activity of the Institute to date has been the holding of an annual Labour Institute of four or five days' duration.

Financial support comes from the Department of Labour through a grant to Dalhousie University of \$2,500. However, the author estimates that the cost of the Institute for the unions involved may approximate \$9,000.

In addition, a series of radio forums on labour problems was launched. The forums were supervised by a five-man committee consisting of the director of the Institute of Public Affairs, and two members each from the TLC and CCL.

St. Francis Xavier.—The labour education program of St. Francis Xavier University at Antigonish, has been underway for a number of years. At the time of the survey, industrial classes had been conducted in the Sydney area by Father J. A. MacDonald for five or six years.

During the 1948-49 season, a series of weekly half-hour radio broadcasts entitled "Labour Institute of the Air" was undertaken. Planned by a committee representing the unions in the area, the series was broadcast over the university's own station CJFX. The next season the industrial classes and the radio program were fused into one program, "The People's School." The program had two specific objectives: "to convince people that the co-operative movement is a necessary step to rebuilding our society," and "to build up attitudes favourable to constructive trade unionism."

Government Departments

Three governments make direct grants in aid of labour education. The Department of Education in Ontario grants \$4,000 annually to the Workers' Educational Association. The Department of Labour in Nova Scotia grants \$2,500 each year to the Maritime Labour Institute. The Department of Education in Manitoba pays five-ninths of all tuition costs for the courses carried on by the Manitoba Labour Institute.

During the past season, the Adult Education Division of the Nova Scotia Department of Education assisted with the organizational activities of the Maritime Labour Institute and St. Francis Xavier. In Saskatchewan the Adult Education Division of the Department of Education has assisted with the organization and conduct of the Farmer-Labour-Teacher Institute which is held annually.

"The Dominion Department of Labour," states David Smith, "makes a considerable contribution to labour education indirectly through the Economics and Research Branch." Additional material which may

contribute to labour education can be found in other publications prepared by the Department.

Workers' Educational Association

The Workers' Educational Association in Canada was formed in 1918. Membership is open to a member of a trade union or his wife, or anyone following a similar occupation. In 1950 classes were operating in three centres—Toronto, Hamilton, and Stratford.

The philosophy of the Association has been that although education should be designed for social action, it should not be geared to political action. However, the

WEA "has been accused of propagating communistic theories in its classes and this conflict," states Mr. Smith, "has had its effect in reducing the number of centres of Workers' Educational Association classes."

Other aspects of labour education dealt with by the author are the joint labour committees on racial intolerance (TLC-CCL committees) the role of the Canadian Broadcasting Corporation and the Canadian Association of Broadcasters in labour education; and Catholic labour education under the direction of the Canadian Catholic Conference and the Catholic Labour School in Toronto.

The report is printed by Central Press Limited, Regina, Saskatchewan.

Summer Schools for Trade Unionists Now Established British Institution

Many held each year under varied sponsorship. Almost 500 mineworkers attend course in Oxford university organized by National Coal Board.

Summer schools for trade unionists in Britain are now an established institution. Many are held every year under the auspices of various educational bodies, including the education department of Britain's Trades Union Congress, the Workers' Educational Association, the National Council of Labour Colleges, the Labour Party, the Co-operative Union's Educational Department, and the governing boards of Britain's nationalized industries.

Between 400 and 500 mineworkers attended this year's summer school organized by the National Coal Board in one of Britain's oldest university colleges. This school, at Magdalen College, Oxford, brought together men and women from all branches of the coal industry.

The mineworkers' summer school is attended mainly by students drawn from the senior ranks of the industry. Many drawn from the coal face and the underground workings also attend. At the school the students form themselves into 30 or 40 groups for the study of a dozen subjects. They also attend general and specialized lectures.

Similar summer schools are running under the auspices of the British Electricity Authority.

Schools' Aim.—The essential aim of the summer schools of both the mining industry and the electricity supply industry is the training of workers in the industry for positions of responsibility and service. In the mining industry, regulations for the training of young mineworkers, and adults too, were framed by the Minister of Fuel and Power as long ago as 1945, and have since been extended.

The scheme for education and training begins with a preliminary course for youths, and connected with it are residential training establishments and centres, supervised by training officers, who have themselves attended special courses before undertaking their supervisory work. A separate part of the scheme provides for the training of gifted men or boys with good prospects of promotion. For them a comprehensive range of technical training is provided, including mechanical engineering, electrical engineering and mine surveying and connected studies. From this source will come the industry's future deputies, colliery technicians, surveyors and under-managers. There is a third course of education provided for men in the industry with high technical qualifications to qualify for managerial positions.

Security Provisions in Collective Agreements, Manufacturing Industry

Some form of union security in nine out of 10 agreements which were examined in survey of 500 current contracts: Check-off is more common than membership requirements.

Nine out of every ten agreements included in a survey of close to 500 current collective bargaining contracts in Canadian manufacturing industries contain some form of union security.

The agreements examined, while making up less than one-fifth of those in the manufacturing industries, were selected to provide a representative sample of the total. Consequently, agreements included in the survey were proportionately distributed among the industries according to the number of workers under contract in each. Furthermore, every effort was made to include the contracts of the major plants of each industry as well as samples of those in smaller establishments. The geographic distribution of the industries was also taken into consideration.

The two aspects of union security included in the present survey are—membership requirements and provisions for the check-off of union dues. Of the two, the check-off is the more common, appearing in slightly more than two-thirds of the agreements. Although less common by comparison, stipulations concerning the membership status of the workers are included in half the agreements and are combined with the check-off in over seventy per cent of these instances. Statistics on union security provisions follow:—

	Agree- ments	Workers Covered
Check-off	326	258,952
Check-off only	184	159,865
Check-off and Member- ship Requirements....	142	99,087
Membership Requirements	241	137,598
Membership Require- ments only.....	99	38,511
Membership Require- ments and Check-off.	142	99,087
No Provisions	56	24,275
Total	481	321,738

Further information on the extent of the check-off was obtained in the Department of Labour's annual survey of wages and working conditions, covering approximately 6,350 manufacturing establishments employing almost 736,500 plant workers during the pay period preceding October, 1950. According to this survey, 2,912 establishments reported having collective agreements; of this total, 1,975 or approximately two-thirds, reported having the check-off.

The purposes of union security plans included in the agreements vary widely, as is readily seen in the check-off provisions. At one extreme, the check-off plans are known as "voluntary revocable" and the plan is brought into effect only on the written request of the individual employee, with the understanding that it may be similarly revoked by him at any time. At the other extreme, the check-off plan is "compulsory" and requires the participation of all the employees. While these two extreme types of plans appear in over one-third of the agreements and cover almost the same proportion of the workers under the agreements in the sample, the most frequently used check-off is termed "voluntary irrevocable". The latter plan provides that the worker once having requested the check-off must continue to have his union dues deducted from wages at least for the term of the agreement. Over half the agreements in the sample, covering close to one-third of the workers, include plans of this type. Compulsory check-off of dues, for every employee in the bargaining unit, regardless of whether or not he is a member of the union, is comparatively infrequent in the agreements sampled. Where found, such a plan was most often a part of a "Rand Formula".

The statistics relating to the various types of check-off provisions are as follows:—

	No. of Agree- ments	Workers Covered
Voluntary revocable.....	93	70,975
Voluntary irrevocable.....	141	95,022
Compulsory for union members	45	24,408
Compulsory for all em- ployees in the bargaining unit	38	51,552
Compulsory for all em- ployees hired after the effective date of the agreement	9	16,995
Total with check-off.....	326	258,952
No check-off	155	62,786
Total	481	321,738

Wide variations were also noted in the contents of provisions respecting union membership. Under the "closed shop", all workers must be union members. Other membership clauses make lesser demands; at the other extreme from the closed shop is the maintenance of membership clause, under which a worker, once having joined the union, must remain a member in good standing. The closed shop is largely limited to small craft groups but the maintenance of membership provision is the most common form of membership requirement. Just as with the check-off, the most common practice is to require workers to continue any decision to participate at least throughout the term of the agreement. Such arrangements are found in more than one-quarter of the agreements with union membership clauses, covering more than one-third of those workers under them. Next to the maintenance of membership provision, the union shop and modified union shop are the most common types of union membership requirements. Under the union shop, all workers must join the union after they are hired. In the modified shop, the workers who were in the employ of the firm before the agreement was signed are subject to a main-

tenance of membership clause only. These methods are to be found among larger establishments.

Preferential hiring for union members is the least common of the union membership clauses. For the most part, it is applied in work of a seasonal nature. It differs from the closed shop in that membership is not obligatory but it guarantees preferential treatment in many matters of employment. The frequencies of the various types of membership requirements and the number of workers covered by each is as follows:—

	Agree- ments	Workers Covered
Maintenance of Membership	64	50,322
Union Shop	55	31,695
Modified Union Shop.....	49	26,967
Closed Shop	62	16,743
Preferential Hiring	11	11,871
Total with Membership Requirements	241	137,598
No Provision	240	184,140
Total	481	321,738

When the above information on check-off and union membership is combined, as in the accompanying table, certain patterns become evident. In general, the more compulsory the nature of membership requirements, the greater tendency toward the less rigid form of check-off, or, for no check-off provision. In other words, if membership is compulsory, the payment of union dues is more frequently left to the initiative of the employee. Under the closed shop agreements, for example, the great majority of the agreements do not include a check-off. Similarly, in the majority of agreements including union shop requirements, a check-off is either voluntary or non-existent.

On the other hand, agreements having maintenance of membership or no union membership clauses most often include a check-off clause and in the majority of cases on an irrevocable basis. In this way, a financial interest in the union for those joining is guaranteed. At the extreme, the compulsory check-off for all employees is found largely where no membership agreements prevail.

UNION MEMBERSHIP AND CHECK-OFF PROVISIONS IN 481 COLLECTIVE BARGAINING CONTRACTS IN THE MANUFACTURING INDUSTRIES AS AT AUGUST 1, 1951

Type of Check-off	No Union Member-ship Provision		Closed Shop		Preferential Hiring*		Union Shop		Modified Union Shop†		Maintenance of Membership		Total	
	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered	Contracts	Workers Covered
No Check-off	56	24,275	48	8,985	3	1,258	20	14,250	19	10,356	9	3,662	155	62,786
Voluntary Revocable.....	60	34,779	1	26	1	67	4	1,333	8	1,307	19	33,463	93	70,975
Voluntary Irrevocable.....	81	58,339	.....	.....	2	4,055	20	12,513	15	13,383	23	6,732	141	95,022
Compulsory for Union Members.....	11	7,679	13	7,732	1	416	11	3,599	6	1,739	3	3,343	45	24,508
Compulsory for all Employees in Bargaining Unit.....	25	42,642	.....	.....	4	6,075	.....	.....	1	182	8	2,653	38	51,552
Compulsory for all Employees hired Subsequent to Effective Date of Agreement—Optional or Compulsory for Union members at effective date of contract.....	7	16,526	.....	.....	.....	.....	.....	.....	.....	.....	2	469	9	16,995
Totals.....	240	184,240	62	16,743	11	11,871	55	31,695	49	26,967	64	50,322	481	321,838

* Most of the Agreements with Preferential Hiring also have a maintenance of membership provision.

† New employees required to join union and maintain their membership. Employees of the company at the effective date of the contract not required to join union but those who are members and those who subsequently join must maintain their membership.

HOLIDAYS WITH PAY FOR BRITISH WAGE-EARNERS

A recent survey conducted by the British Ministry of Labour indicates that most manual wage-earners in Britain today are entitled to holidays with pay. Agreements dealing with paid vacations are more widely effective than they were before the War. While the three-week holiday applies in a number of industries, the shorter period of two weeks is more common.

Today in Britain, agreements regarding vacations with pay for manual wage-earners operate in practically all industries in which conditions of employment are determined by collective bargaining between organizations of employers and workers.

An article in a recent issue of the *Ministry of Labour Gazette* states that most of the agreements are now more widely effective than before the war. The reason for this is that conditions recognized by organizations representing a large proportion of the employers and workers in any industry and district must be observed by employers generally in that industry and district. This ruling was stipulated in the Conditions of Employment and National Arbitration Order of 1940.

In addition to these agreements, Orders having statutory force provide holidays with pay for workers whose minimum rates of wages have been fixed by Wages Councils, and by the Agricultural Wages Boards for England and Wales, Scotland and Northern Ireland.

Length of Vacation

Holidays with pay, in the majority of agreements, consist of 12 days (or two weeks) or 18 days (or three weeks). A 12-day holiday usually amounts to six consecutive days or one week of annual holiday and six public or statutory holidays. The 18-day holiday usually means 12 days' or two weeks' annual holidays and six public holidays. The shorter period is much more frequent, the article states, being in effect in most manufacturing industries and in mining, quarrying, agriculture, and building. The longer period applies mainly in the distributive trades, in local government services, in gas, water and electricity supply, in certain sections of transport and catering, in the printing industry, and in some manufacturing industries.

Qualifications for Holidays

Before the worker is entitled to paid consecutive leave, he must fulfil certain conditions as to length of service (usually 12 months), attendance, etc. These conditions are contained in the majority of agreements. It is usually stipulated that the required service must be continuous. Workers lacking the full period of service are usually entitled to a shorter holiday or, if the full holiday is granted, to less than the full holiday pay.

On the other hand, the article states, length of service is not usually taken into account when payment of wages for public or statutory holidays is granted. A more common condition is that of attendance, payment often being made only if the worker is on the job the day before and the day following the holiday, unless he can prove that his absence was due to circumstances beyond his control.

Vacation Seasons

A considerable number of agreements provide that holidays are to be taken between specified dates in the summer months, for example, May 1 and September 30. However, qualifying phrases such as "unless otherwise agreed" or "as far as possible" are often added. The employer, as a general rule, is free to decide at what time within the specified period holidays are to be taken, and whether the individual workers' vacations are to be "staggered" or the works closed for the normal period.

Rate and Form of Payment

A minority of agreements provides that the holiday shall be "with pay" or "with full pay" without any definition, the article points out. Most agreements define the amount and form of payment, especially with regard to pieceworkers. While at the same time as establishing that timeworkers be paid their ordinary time

rate or the standard or minimum rate suitable to their grade, a number of agreements stipulate that pieceworkers also shall receive their appropriate time rate.

A second method of arriving at the rate of vacation pay for pieceworkers is to take average weekly earnings over a certain number of months. In the calculation of this average, overtime payments are generally excluded.

Then again, certain important agreements provide for the annual holiday payments, and sometimes public holiday payments as well, to be made from credits provided weekly by the employer and accumulated in a special fund. "Under such systems," states the *Gazette*, "the holiday remuneration of the individual worker is strictly related to his record of attendances in the past year and, in some cases, to his earning capacity."

Other Provisions

Payment of holiday allowances is provided in many of the agreements for employees who leave their jobs or are discharged before they have taken their holidays, the article states. In some cases where dismissal is for misconduct or insufficient notice is given to the employer, payment is withheld; in other cases, the cause or manner of leaving appears to be immaterial. The payment usually consists of an amount proportionate to the time served since the date of the worker's previous holiday or some other special date.

Some agreements prohibit a worker accepting paid employment during his holiday. Others do not permit him the option of taking the holiday or of continuing at work and drawing the holiday pay. With certain exceptions, casual, temporary or part-time workers are usually excluded from the benefit of paid holidays, largely because of the stated conditions as to length and continuity of service.

Provisions of Statutory Orders

Until 1945 the Trade Boards, as laid down in the Holidays with Pay Acts of 1938, had the power to direct that workers for whom statutory minimum rates had been fixed should be entitled to an annual holiday with pay of not more than one week.

In 1945, under the Wages Councils Act, the Trade Boards were renamed Trades Councils and their powers extended. They were thereby able to recommend that in future wages be paid for holidays without any prescribed limit. At the time of writing, all but four of the 78 Wages Councils established in Great Britain and Northern Ireland had done so.

Current Orders provide that the full period of annual holidays is dependent on the worker serving a certain period with his employer—usually 48 weeks. Payment for the customary holidays also is subject to a minimum length of service varying in general from one week to eight weeks.

Generally, holiday payment is related to the amount to which the worker would be entitled for a normal week's or day's work if paid at the appropriate minimum time rate.

Agricultural Workers

Orders issued by the Agricultural Wages Board for England and Wales, provide that full-time workers are to be granted holidays with pay at the rate of one day for each two consecutive months of employment. After 12 consecutive months' work with the same employer, leave is increased to seven days for workers employed on a six-day week and nine days for workers employed on a seven-day week. Vacation pay is normally one-sixth of the weekly minimum wage for each day of holiday.

In its Orders, the Scottish Agricultural Wages Board has allowed for holidays with pay of one day for eight weeks' continuous employment, with a maximum of seven days in a year. The remuneration given to the worker, states the *Gazette*, is not less than the appropriate daily proportion of the weekly maximum wage rate or eight and a half times the respective minimum hourly rate.

In Northern Ireland, the Agricultural Wages Regulation Acts make provision for paid holidays at the rate of six days in each period of twelve months' continuous service with the same employer or one day in each period of two months. The Agricultural Wages Board has fixed the rates of vacation pay for full-time male workers, 16 and over, employed on time-work.

Brief Reports on Annual Conventions of Labour Organizations

Trades and Labour Congress of Canada

With approximately 400 delegates from affiliated trade union groups in attendance, the 66th Annual Convention of the Trades and Labour Congress met in Halifax, N.S., from September 10-15. During the Convention, the delegates heard reports from the Executive Council, and passed resolutions establishing Congress policy for the next year.

Among the key decisions of the Convention were the following:

A decision to discontinue co-operation in matters of joint interest with other labour organizations.

Confirmation of the expulsion of Civic Employees Federal Local Union No. 28, of Vancouver.

Rejection of the credentials of a delegate from the United Fishermen and Allied Workers' Union of British Columbia.

Adoption of a strongly worded resolution favouring price control and an excess profits tax.

Recommended extensive reorganization of the Workers' Education Association.

Urged adoption of more comprehensive health, housing and national health insurance programs.

Canadian Congress of Labour

The resignation of two vice-presidents, C. H. Millard and Alex MacAuslane, and the national secretary-treasurer, Pat Conroy, climaxed events at this year's convention of the Canadian Congress of Labour in Vancouver, September 17 to 21. The convention was the eleventh in CCL history.

On the last day of the convention, Mr. Conroy resigned following what he termed "a vote of non-confidence" in his leadership when the delegates refused to re-elect to the executive committee Sam Baron, former Canadian director of the Textile Workers' Union of America. The day before, Mr. Millard, president of the United Steel Workers of America, refused to run for the vice-presidency which he has held for a number of years. Mr. MacAuslane, Canadian head of the Oil Workers' International Union, resigned in support of Mr. Conroy's stand.

President A. R. Mosher urged organized labour to take political action as the first step toward nationalization of Canadian industry.

Among resolutions and decisions by the convention were:

To expel the Communist-led International Fur and Leather Workers.

To continue the executive committee's power to expel Communist-dominated unions.

To urge a single organization for all Canadian workers.

To demand that prices be fixed at the January 1951 level.

To urge locals to seek substantial wage increases to meet the cost of living.

To criticize restrictions and over-production by industry for causing unemployment in auto and electrical appliance industries.

To call for federal action to meet the housing shortage.

Canadian and Catholic Confederation of Labour

The 30th annual convention of the Canadian and Catholic Confederation of Labour, held in Quebec City September 15 to 20, adopted, as the first article of the Confederation's new constitution, a statement of principles based on the social doctrine of the Roman Catholic Church.

More than 400 delegates from Quebec, New Brunswick and Ontario attended the congress, which was visited by Labour Minister Gregg, who explained the Government's policy for fighting inflation.

The 16-point statement of principles declares it henceforth to be the right of the worker "to participate in the management and profits of enterprise" and that to this end "the management of the enterprise shall cease exclusively to represent the interest of capital."

In his report, Gerard Picard, president of the CCCL, dealt with the reform of enterprise and of the redistribution of managerial authority within the enterprise, "to take place gradually in this country by widening the scope of collective bargaining."

The Convention also:—

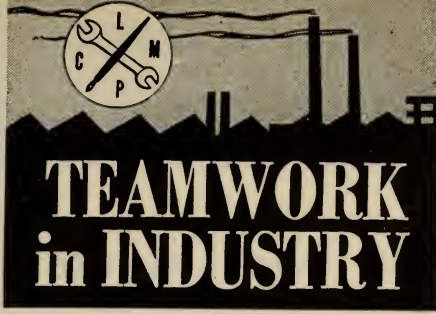
Asked for a rollback of consumer prices to the January level, and suggested the establishment of a Prices Arbitration Board composed of representatives of the Government, consumers and producers.

Adopted a resolution deploring the withdrawal of the Trades and Labour Congress from the joint labour committee which had been urging price controls.

Asked for an increase of old-age pensions from \$40 to \$60.

Urged further consideration by the Government of the housing situation.

Complete reports on all three conventions will appear in the November issue



LMPCs Increase in Number

The number of Labour-Management Production Committees in Canadian industry continues to increase. The total on the Department of Labour's list at August 15 stood at 752. This figure represents a gain of 42 committees since the first of the year. Five years ago there were fewer than 500 LMPCs on record.

At March 31 this year, the latest date for which detailed figures are available, 298,133 workers were represented on 729 committees.

The recently-published March 31 breakdown shows that two committees were in Prince Edward Island, 33 in Nova Scotia, 26 in New Brunswick, 154 in Quebec, 343 in Ontario, 56 in Manitoba, 37 in Saskatchewan, 27 in Alberta and 51 in British Columbia.

Of the 729 committees on record at March 31, more than half—429—were established in the manufacturing industry, 37 in mining, 2 in construction, 133 in transportation, 83 in communications, 12 in wholesale and retail trade, one in finance and 32 in service industries.

In 307 committees covering 136,669 workers, the participating union was affiliated with the Trades and Labour Congress of Canada; in 247 LMPCs covering 82,384 workers, with the Canadian Congress of Labour; in 45 LMPCs covering 12,954 workers, with the Canadian and Catholic Confederation of Labour; and in 130 LMPCs covering 66,126 workers, with various other groups.

Birthday Congratulations for LMPC

Both the participating union and the company's management have nothing but praise for an LMPC which this summer marked its fifth anniversary. "From the viewpoint of management," says Howard Gray, vice-president of Universal Cooler Company Limited, Brantford, Ont., "we are very happy to have such a committee assisting in solving the many problems characteristic of the day."

The participating union, Local 397, United Automobile, Aircraft and Agricultural Implement Workers of America

(CIO-CCL), says: "The LMPC has proved well worthwhile in the five years it has functioned and we are satisfied that it has done, and will continue to do, a fine job."

Formed in May, 1946, this LMPC planned and now operates the company's suggestion plan, has sponsored a series of classes in refrigeration, arranged for X-rays for all employees, and according to Mr. Gray, "is serving well in cementing relations between labour and management."

Relationships Improved

An LMPC which has an impressive list of accomplishments to its credit is the one at Union Milk Company Limited, Calgary, Alta. Two recent LMPC recommendations were aimed at bettering driver-customer relations, two others at assisting driver-company relations.

As a result of a suggestion to this LMPC, the company's driver-salesmen now make periodic tours of the dairy to gain knowledge of the entire production process so that they can talk knowingly about the business to their customers. The committee also recommended the fixing of drivers' names to their trucks and wagons so that customers will always know the name of their milkman.

Because the home delivery business was conducted on a credit basis, drivers for this dairy had to do considerable bookkeeping, a task which limited the number of customers they could service. The LMPC recommended that it be placed on a cash-only basis and now, no longer having to keep records, drivers can serve more customers in less time. When the LMPC suggested that drivers turning cash in on Sundays need not make a detailed report on transactions until Monday, the drivers benefited from more free time on Sunday.

The union participating in this LMPC is Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC).

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Agreement Reached in Two Disputes

1st collective agreement for Canadian Pacific Air Lines stewardesses
Marconi Company agreement covers radio personnel in marine service

Following its certification in January, 1951, as bargaining agent on behalf of airline stewardesses employed by Canadian Pacific Air Lines, Limited, the Canadian Air Line Flight Attendants' Association obtained its first collective agreement covering this group during August.

Direct negotiations between the parties had commenced in February and continued until mid-April, when the Minister of Labour on the request of the union appointed a Conciliation Officer to try to effect a settlement in regard to certain matters remaining in dispute. The Conciliation Officer held twelve joint meetings with the parties, as a result of which agreement was reached on a number of items, and the differences between the Company and the Association were considerably narrowed on the remaining issues. However, complete agreement could not be reached at that stage, and on June 14 the Minister of Labour appointed a Board of Conciliation and Investigation to endeavour to effect an agreement.

Before the Conciliation Board was fully constituted, however, the parties again entered into direct negotiations and in the latter part of August announced that they had consummated a collective agreement. The new agreement provided for substantial increases in salaries, embodied in a schedule under which stewardesses qualified as registered nurses would receive \$200 per month during their first six months of service, rising to \$280 per month for the seventh year of service, while non-nurses would receive \$180 per month during their first six months of service, rising to the same top salary of \$280 per month. Employees assigned as First Stewardess would receive \$10 per month in addition

to their regular compensation, and those assigned to overseas operations would receive an extra \$30 per month. It was further agreed, among numerous other items, that 1,020 hours would constitute the maximum annual flight time for stewardesses during a calendar year and 100 hours the maximum monthly flying time. Maximum quarterly hours for domestic and overseas operations were also established.

A settlement was reached in the early part of September, following Conciliation Board procedure, in a dispute between the Canadian Marconi Company and the Canadian Marine Radio Division No. 59 of the Commercial Telegraphers' Union. The agreement was along the lines of the unanimous recommendations of a Board of Conciliation and Investigation which made its report in June. It provided for a wage increase of 15 per cent effective April 1, 1951, and a cost-of-living bonus of 70 cents per month for each one-half point or nearest one-half point increase in the cost-of-living index over the figure of 181.8, with adjustments to be made every three months, if necessary, commencing July 1, 1951. The agreement also provided for a transportation allowance of 6 cents per mile to and from certain stations where ordinary streetcar or bus service is not available. It also fixed the rentals for certain existing company-owned houses.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officer, Conciliation Boards, Industrial Inquiry Commissions for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to

bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

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

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during August. The Board issued three certificates designating bargaining agents, rejected five applications for certification, and ordered two representation votes. During the month, the Board received three applications for certification.

Applications for Certification Granted

1. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers, below the rank of chief engineer, employed on vessels operated by the Upper Lakes and St. Lawrence Transportation Company Limited, Toronto (L.G., Aug., 1951, p. 1091).

2. The United Brotherhood of Carpenters and Joiners of America, Local Union No.

2499, on behalf of employees classified as carpenter and joiner, including carpenter foreman, employed in the Whitehorse District, Yukon Territory, by Northern Construction Company & J. W. Stewart Limited, Vancouver (L.G., Aug., 1951, p. 1091).

3. The United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499, on behalf of employees classified as carpenters and joiners, including carpenter foreman, employed in the Whitehorse District, Yukon Territory, by the Marwell Construction Company Limited, Vancouver (L.G., Aug., 1951, p. 1092).

Applications for Certification Rejected

1. The United Brotherhood of Carpenters and Joiners of America, Local Union 2499,

applicant, and Northern Construction Company and J. W. Stewart Limited, Vancouver, respondent (L.G., Aug., 1951, p. 1091). The application was rejected for the reason that the union had not established that it was supported by a majority of the employees affected.

2. The Seafarers' International Union of North America, Canadian District, applicant, and S.S. Texaco Brave Limited, Montreal, respondent (L.G., Aug., 1951, p. 1092). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. The Industrial Union of Marine and Shipbuilding Workers of Canada, Local No. 3, applicant, and the Saint John Dry Dock Co. Ltd., Saint John, N.B., respondent (Dredging Operations at Courtney Bay, N.B.) (L.G., Aug., 1951, p. 1092). The application was rejected for the reason that the union had not established that it was supported by a majority of the employees affected.

4. The Canadian Brotherhood of Seamen, applicant, and the Quebec and Ontario Transportation Company, Limited, Montreal, respondent. The application was rejected for the reason that it was not supported by a majority of the employees affected in a representation vote conducted by the Board (L.G., Dec., 1950, p. 2051).

5. Canadian Airways Lodge No. 764, International Association of Machinists, applicant, and Canadian Pacific Air Lines Limited, Vancouver, respondent (L.G., June, 1951, p. 813). The application was rejected for the reason that the bargaining unit was not considered by the Board to be appropriate for collective bargaining.

Representation Votes Ordered

The Board ordered representation votes of unlicensed personnel employed by

S.S. Texaco Warrior, Limited, Montreal, and by S.S. Texaco Chief, Limited, Montreal, following consideration of applications for certification submitted on behalf of the employees affected by the Seafarers' International Union of North America, Canadian District (L.G., Aug., 1951, p. 1092) (Returning Officer: R. Trépanier).

Applications for Certification Received

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of Canadian National Telegraphs employed in the Works and Building, Stores, and Transportation Departments of the Company's Northwest Communication System (Investigating Officer: C. E. Poirier).

2. The Commercial Cable Staff's Association, on behalf of a unit of employees of The Commercial Cable Company, Hazel Hill, N.S. (Investigating Officer: J. R. Kinley).

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of employees of Rail and Water Terminal of Montreal Limited, Montreal, engaged in handling freight and in loading and unloading of vessels at Wellington Basin, Montreal (Investigating Officer: C. E. Poirier).

Application for Certification Withdrawn

Marine Checkers and Weighers Association (Local No. 506, International Longshoremen's and Warehousemen's Union), applicant, and American Mail Line Limited, Vancouver, respondent (L.G., Sept., 1951, p. 1230).

Conciliation Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On August 20, the Minister appointed a Conciliation Officer to deal with matters in dispute between Buntain and Bell Company Limited, Charlottetown, P.E.I., and Labourers' Protective Union, No. 9568, concerning the revision of a collective agreement (Conciliation Officer: H. R. Pettigrove).

Settlement Effected by Conciliation Officer

On August 7, the Minister received a report from G. R. Currie, Conciliation Officer, indicating final settlement of matters in dispute between the Seafarers' International Union of North America, Canadian District, and three steamship companies operating on the west coast:

Canadian National Steamships, Canadian Pacific Railway Company (B.C. Coast Steamship Service), and Union Steamships Limited (L.G., Aug., 1951, p. 1089).

Conciliation Boards Fully Constituted

The Boards of Conciliation and Investigation established by the Minister on June 20, 1951, to deal with matters in dispute between the Quebec Railway Light and Power Company, Quebec, P.Q., and the Catholic Syndicate of Garage Employees of the Quebec Railway Light and Power Company, Inc., and between the same company and the National Catholic Transport Brotherhood of Quebec, Inc. (L.G., Aug., 1951, p. 1095), were fully constituted on August 7 with the appointment of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman of each of the Boards. Mr. Justice Tellier was appointed by the Minister in the absence of joint recommendations from the other members of the Boards, Messrs. Gérard Lacroix and Marcel Bélanger, both of Quebec, P.Q., who had

previously been appointed on the nominations of the company and unions, respectively.

Conciliation Board Report Received

On August 6, the Minister received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Gatineau Bus Company, Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., June, 1951, p. 817). The text of the Board's report is reproduced below.

Settlement Following Board Procedure

Advice was received in August that matters in dispute between the Canadian Marconi Company and The Commercial Telegraphers' Union, Canadian Marine Radio Division No. 59, had been settled as a result of further negotiations following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Aug., 1951, p. 1095).

REPORT OF BOARD in dispute between

**Gatineau Bus Company, Limited,
and**

**Division No. 591, Amalgamated Association of Street, Electric
Railway and Motor Coach Employees of America.**

To the Hon. MILTON F. GREGG,
Minister of Labour,
Department of Labour,
Ottawa, Ont.

Hon. SIR,

The Conciliation Board which was appointed in this matter has completed its investigations and is now pleased to make the following Report.

The Board was composed of Andre Montpetit, K.C., as Chairman, C. L. Dubin, K.C., Nominee of the Union, and Jean Gagné, Advocate, the Nominee of the Company. The Conciliation Board was appointed to endeavour to settle differences between the Company and the Union as a result of an application by the Union for an increase of \$0.20 per hour for all bus drivers and maintenance men for the current contract year.

The Board met in Hull with the parties on May 11 and June 8, respectively, and, having heard the evidence and representations of the parties were unable to bring about an agreement. The Board met in Executive Session again on June 29 in Montreal to agree on the present recommendations.

On August 6, 1951, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with matters in dispute between the Gatineau Bus Company Limited, Hull, P.Q., and Division No. 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (L.G., June, 1951, p. 817). The Board was composed of Andre Montpetit, Montreal, as Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members, Jean Gagné, Quebec, P.Q., and C. L. Dubin, K.C., Toronto, who had previously been appointed on the nominations of the company and union, respectively. The text of the Board's report is reproduced herewith.

The Union based its claims for increased wages on two alternative and independent grounds:—

Firstly.—The Union claimed that the wages paid by the Gatineau Bus Company were much lower than comparable Com-

panies operating in the Province of Ontario and elsewhere in the Dominion of Canada. The Union claimed that the Gatineau Bus Company was not a purely Quebec operation since it did provide certain limited services in the Province of Ontario but that, even if it were considered a wholly Quebec operation, the Union submitted that it would not accept the present wage differential between Companies in the transit business in Quebec, and other Provinces in the Dominion and argued that there was no reason for lower wages for similar work merely because the work was being done in Quebec. For these reasons the Union sought an increase to bring the wage structure of these employees within line with employees, for example, of the Ottawa Transportation Commission amongst others. In reply to this contention the Company submitted that, because of the very narrow limits that they are entitled to operate within the Province of Ontario, this inter-provincial service is so restricted that it should be considered by the Conciliation Board as if it were a wholly Province of Quebec operation. The Board is of the opinion that the Company's contention in this regard must be accepted and the Board would not be justified in holding that because of the limited degree of operation in the Province of Ontario that the Company should be considered as one other than a Quebec Company. The Company then submitted that because it for all intents and purposes carried on business solely in the Province of Quebec, its wage rates should be compared only with Quebec Companies and in that regard the Company contended that their wages were above those paid by the majority of transit Companies operating within the Province of Quebec.

The Board is of the opinion that, although one may consider the Company as a Quebec operation, nevertheless you cannot ignore that this Company operates next to a City, that is Ottawa, whose wages for the same work are higher than those in the Province of Quebec, and under those circumstances one would have to take into consideration to a limited degree at least the wage structure of Ottawa at least. Although the Board does not approve any principle recognizing as permanent or proper a lower wage rate for Quebec than Ottawa, at the same time we do not think it fair to place Gatineau Bus Company completely out of line with the Companies operating in that area which would be the result if some sort of equality were established.

Secondly.—The other contention of the Union was that they were entitled to an increased basic wage rate by reason of the increased cost of living since the effective date of the last agreement. The present wage rate was established in January, 1950. At that time, the agreement was renewed without any change in the basic wage rate, and the Board is of the opinion that the Union to a considerable degree, is bound by their agreement to take the same wages in 1950 as they did in 1949 and that we could consider only the increase from January 1, 1950. From January 1, 1950, to January 1, 1951, the cost-of-living index has risen by ten points. Since January 1, 1951, the cost of living has increased again by an additional eleven points. It was submitted by the Company that the Board should not take into consideration any increase from January 1, 1951, to the present date. The Board cannot accept that condition. The recommendations which we are making are made in an effort to provide a wage for the year 1951, which will be fair to the employees and the Company. One of the most important factors for the Board to consider is the cost of living for this year which will have to be met by each employee from month to month. The Board could not in considering a fair rate for the year 1951 ignore the increased cost of living in the first six months of this year. After careful consideration of all relevant factors, the Board is of the opinion that the Gatineau Bus Company should pay to these employees an increase of nine cents per hour in its basic wage rate retroactive to January 1, 1951.

It is of the opinion that this would compensate in some degree for the increased cost of living over that period and would establish a rate which also in a limited degree in any event recognizes the proximity of these employees to employees of a similar industry in the Province of Ontario in the hope that this is a step towards creating a closer standard of wages between employees in both these Provinces.

All of which is respectfully submitted.

(Sgd.) ANDRÉ MONTPETIT,
Chairman.

(Sgd.) C. L. DUBIN,
Member.

(Sgd.) JEAN H. GAGNÉ,
Member.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through 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.

Logging

NORTHWESTERN ONTARIO—CERTAIN PULP AND PAPER MANUFACTURING COMPANIES AND OTHER PULPWOOD CUTTING AND LOGGING OPERATORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA (LUMBER AND SAWMILL WORKERS' UNION).

Agreements, negotiated jointly but signed by individual companies, to be in effect from September 1, 1951, to August 31, 1952, and thereafter from year to year, subject to notice. The agreements are similar to the ones previously in effect (L.G. March, 1950, p. 340, and Nov. 1950, p. 1896) with the following changes and additions:

Union Security: clauses providing for maintenance of membership for all employees, a union shop for new employees, and preferential hiring of union members have been added.

Vacations with pay: the minimum requirements for a year of service in connection with vacations with pay benefits have been reduced from 250 to 200 working days. After 3 months of continuous service cooks are now entitled to 10, instead of 7 days' time off with pay and cookees, chore boys, watchmen, barn bosses, raftsmen and inland waters logmen to 4, instead of 3, days in addition to vacation with pay benefits.

Wage rates for daily-rated employees are increased by from \$1.26 to \$1.85 per day and are now as follows for certain classifications: cookees \$7.43 to \$8.08; cooks, blacksmiths \$9.73 to \$11.40; bull cooks, general labourers \$9.09; barn bosses, teamsters \$9.32 to \$9.73; loaders and unloaders, hand drillers, sorters, sluicers, jackladder feeders, \$9.32; skidders and rollers, \$9.45; handymen \$9.45 to \$10.63, mechanics \$9.73 to \$11.75; tractor drivers, truck drivers \$9.38 to \$11.75; river drivers \$9.80 and \$10.16, saw filers \$9.38 to \$10.63; raftsmen, inland waters logmen \$10.39; storage ground logmen \$9.80. The rates for cutting pulpwood and fuelwood are increased by from 59 cents to \$1.90 per cord. The provision regarding payment for walking distance has been changed; piece cutters who walk to work in excess of 1½ miles from camp to start of strip shall be paid for walking time for pulpwood cut on such strip

A displacement wage, equivalent to one week's pay for each full year of continuous service, is provided for permanent employees whose services are no longer required because of technological changes, in the agreement between Courtaulds (Canada) Limited and the Textile Workers' Union of America, summarized below.

at the rate of 15 cents per cord if the distance is from 1½ to 2 miles, 40 cents if it is over 2 but not more than 2½ miles, 65 cents if it is over 2½ but not more than 3 miles, and 90 cents per cord if it is over 3 but not more than 3½ miles. The cutting bonus has been increased from 55 to 66 cents per cord for rough wood and from 75 to 99 cents per cord for peeled wood; however, in order to qualify for the peeled wood cutting bonus a man must now cut and pile 50 cords of peeled pulpwood in one continuous period of employment in any one camp instead of 37, as previously. The rates for loading and hauling and changing sleighs at spotting grounds, or where unloading is done by mechanical means, are increased and now range from \$1.08 per cord for peeled wood and \$1.20 for rough wood for haul up to one-quarter mile, up to \$3.54 per cord for peeled wood and \$4.26 for rough wood for haul of 5 miles. The above rates include an increase of 7 per cent over the 1950 rates, granted by the majority of the signatory companies, effective April 1, 1951.

Mining

Metal Mining

YELLOWKNIFE, N.W.T.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA, LIMITED, AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 802.

Agreement to be in effect from June 16, 1951, to June 15, 1952, and thereafter, subject to 2 months' notice. This agreement is similar to the one previously in effect (L.G., Oct., 1950, p. 1672) with the following changes:—

Paid holidays: the number of paid statutory holidays is increased from 3 to 6.

Wage rates are 20 cents per hour higher than the rates provided in the previous agreement.

Board and lodging: employees shall reimburse the company for the actual cost of board and lodging up to a maximum of \$3.45 per day. The previous agreement did not stipulate a maximum charge.

Manufacturing

Fur and Leather Products

WINNIPEG, MAN.—FURRIERS' GUILD OF CANADA, MANITOBA DIVISION, AND THE INTERNATIONAL FUR AND LEATHER WORKERS UNION OF U.S.A. AND CANADA, LOCAL 91.

Agreement to be in effect from June 1, 1951, to May 31, 1953, and for a further period of one year unless 2 months' notice is given. If the Dominion Government cost-of-living index as announced on or about May 1, 1952, shows an increase or a decrease of 5 full points over the index as announced on or about May 1, 1951, the parties agree to re-open negotiations for a wage adjustment.

Union security: each employer will maintain a closed shop during the term of the agreement. All additional help will be employed through the union. If the latter is unable to furnish the required help within 2 days, the employer may otherwise engage new help but any new employee so engaged must become a member of the union. Unless there are no union members with some degree of skill available, no firm shall engage, during one year, more than 2 new apprentices for every 12 workers (excluding apprentices) already employed in the shop.

Check-off: the employers shall deduct from the pay of each employee covered by the agreement all union fees, dues and assessments and remit same to the union.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours on any regular working day and for work on Saturdays. Employees with 4 or more months' service with one firm will be granted 8 specified *paid holidays*, payment to be computed on the basis of 2 hours' pay for each day worked in that week. Any work on such holidays will be paid for at the rate of double time and one-half.

Vacations with pay: after one year's service one week, after 3 years' service 2 weeks (the latter provision is a new one). Employees with less than one year's but more than one month's service will receive vacation pay during vacation week on a *pro rata* basis.

Minimum weekly wage rates: head cutters \$58, cutters \$45 and \$50, trimmers \$36, blockers \$26 to \$35, operators \$26 to \$45, finishers \$33 and \$40, helper in finishing department with one year's experience \$30; commencing with the first full week in June, 1951, all employees will receive an increase of \$4 per week. Apprentices, starting rate \$20, after 3 months \$22.50, after 6 months \$25, after 9 months \$27.50.

The *welfare fund* shall be continued with the employers contributing 2 per cent of the total earnings of all their employees covered by the agreement (previously they contributed 2 per cent of total earnings of only those employees who were subscribers to the fund) and deducting \$1.75 per month from the pay of single subscriber-employees and \$4 per month from the pay of every married subscriber-employee. These sums shall be remitted monthly to the Furriers' Welfare Fund. The fund is administered by a joint committee of employers and employees and covers medical and hospitalization services and sick benefits.

Provision is made for *grievance procedure*.

Textiles and Clothing

CORNWALL, ONT.—COURTAULDS (CANADA) LIMITED AND TEXTILE WORKERS' UNION OF AMERICA, LOCAL 779.

Agreement to be in effect from July 1, 1951, to June 30, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security and check-off: the agreement provides for a union shop. The company agrees to deduct monthly union dues and initiation fees from the pay of all employees who so authorize and remit same to the union.

Hours: day work—8½ per day Monday through Thursday, 8 on Friday, a 42-hour week; shift work—8 per day for an average week of 42 hours as per schedule presently in effect; 2-shift operations for girls—morning shift 8½ hours Monday through Friday, a 42½-hour week, afternoon shift 8½ hours Monday through Thursday, 7½ on Friday, a 41½-hour week. **Overtime:** time and one-half for work in excess of above daily hours, for all work on Saturdays performed by day workers and boys and for shift work between 3 p.m. Saturday and 7 a.m. Sunday; double time for work on Sunday and double time and one-half for work on 8 (previously 7) specified *paid holidays*. All shift workers will be granted a 40-minute (in the new plant a 50-minute) lunch period with pay.

Rest periods: all employees will be granted two 10-minute rest periods, one before lunch and one after lunch.

Vacations with pay: the company will shut down its plant during the 2-week period immediately preceding Civic Holiday. Employees will be granted vacation pay on the following basis: after one year's service, one week's pay, with an additional day's pay for each completed year's service after the first year until an employee has completed 5 years' service, when he will receive 2 weeks' pay; those with 20 years' service will receive 3 weeks' pay; employees with more than 3 months' but less than one year's service will be given one-half day's pay for each full month's service.

Basic hourly wage rates for certain classes: viscose department—senior press operator, churn control \$1.20; soda preparation \$1.19; press operator \$1.17; oxide preparation, dialyser operator \$1.15; mixer control \$1.14, dialyzers, light operator, mercerizing \$1.12; crumb pit \$1.11; pulp gauging \$1.10; pulp transfer, crumbs \$1.09; rag wash \$1.07; viscose carts and cleaning \$1.01; textile spinning department—jet stall, acid corrections \$1.22; box spindleman \$1.17 and \$1.19; box lids and rings, stroboscope, bracket man \$1.17; filter man, guide man, speed-pumps \$1.14; cake man, acid temperature \$1.12; machine washer spinner, spinner doffer \$1.09; filter boy 80 cents; jet room girl, filter wrapping girl 75 and 79 cents; cake wrapping department—stockinette man \$1; truckers (boys), spare boys 80 cents; booker 79 cents; cake wrappers, sweeper 75 cents; engineering department—leadburners \$1.80, tradesmen \$1.38 and \$1.39; engineers, 2nd class \$1.44, 3rd class \$1.24, 4th class \$1.15; improvers, lead moulder, funnel setter \$1.15; helpers \$1.07 and \$1.09; switchboard operators, condensate men \$1.09; stator winders girls 75 cents; girls' rates—starting 57 cents, after 2 months 60 cents, after 4 months or on reaching 70 per cent of work quota 63 cents, on reaching 100 per cent of

work quota 75 cents; boys' rates—starting 62 cents, after 2, 4, 7 and 12 months 65, 70, 75 and 80 cents, respectively. The above rates are, with a few exceptions, 7 cents per hour higher than the previous rates.

Cost-of-living bonus: the company will continue to pay the cost-of-living bonus which was first agreed upon in February, 1948, amounting as a whole to 25 cents per week per employee for every one point increase in the Dominion Bureau of Statistics' cost-of-living index over 134.6. The total bonus payment is divided between the two main classes of employees as follows: adult male employees and married boys under 21 years of age receive 30 cents and women and boys 15 cents per week for every one point increase in the index over 134.6. However, out of this bonus, 10 cents per hour (\$4.40 per week) in the case of male employees and 5 cents per hour in the case of women and boys have already been incorporated in the above wage rates. The bonus is adjusted quarterly.

Pensions: the company agrees to pay pensions to those male employees who, on September 2, 1950, were 60 years of age or who will be 60 years of age before January 1, 1952. In the case of male employees 68 years of age or older, retirement shall be automatic unless they are granted permission by a joint union-management committee to continue at work. The pension will be at the rate of \$2 per month for each year of service from age 35 onwards, with a minimum of \$30 and a maximum of \$60 per month. To be eligible, an employee must have 15 years of service at the date of his retirement. A male employee with 15 years of service may retire at the age of 62 and the company will pay him a pension of \$1.50 per month for each year of service, with a minimum of \$22.50 and a maximum of \$45.

Insurance benefits provided by the company include life insurance and accident and health insurance for employees only and hospitalization, physicians' attendance and surgical expense benefits for employees and their dependents.

Technological displacement: permanent employees whose services are no longer required as a result of a change in plant or equipment or a change in a process or method of operation will be paid a displacement wage equivalent to one week's pay for each full year of continuous service.

Provision is made for *seniority rights, grievance procedure* and the *safety and health* of employees.

Metal Products

HAMILTON, ONT.—AEROVOX CANADA LIMITED AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 520.

Agreement to be in effect from May 9, 1951, to May 8, 1952, and for a further period of one year, subject to notice.

Check-off: the company agrees to deduct initiation fees and monthly union dues from the pay of all employees who so authorize. The authorization may be cancelled only within a 10-day period immediately prior to the anniversary date of the agreement.

Hours: 8 per day, 5 days a week, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours in any one

day and for work on Saturdays and Sundays or, in the case of a continuous shift, on the sixth or seventh consecutive day; double time and one-half for work on 8 specified *paid holidays*. The rate of pay for the holidays will be \$7 for female employees and \$10.50 for male employees.

Rest and wash-up periods: employees will be given a rest period of 15 minutes in the morning and 10 minutes in the afternoon. In addition, they will be allowed 5 minutes to wash before lunch and before leaving for home.

Vacations with pay: after 3 months' service, one week; after 4 years' service, 2 weeks; and after 15 years' service, 3 weeks, with pay equivalent to 2, 4 and 6 per cent, respectively, of the employees' earnings during the preceding year.

Hourly wage rates are increased by 11 cents for incentive workers and by 16 cents for day workers; of these increases, 8 cents per hour for incentive workers and 12 cents per hour for day workers are retroactive to February 15, 1951. An additional 5 cents per hour will be paid all employees effective November 9, 1951. An incentive system which has been mutually agreed upon will be introduced during the life of the agreement with a base rate of 70 cents an hour for female employees and of \$1.10 an hour for male employees. The system introduced will provide that an average operator working under average incentive conditions and effort will earn a minimum of 120 per cent of the base rate. The following are basic hourly wage rates (the starting rate and the rate after 18 months, respectively, in the automatic progression scale), exclusive of wage increases granted under the terms of the agreement: females 63 and 74 cents; males—electricians, machinists, supervisors \$1.10 and \$1.40; supervisors, maintenance set-up men, paste room operator \$1 and \$1.25; impregnating room operators, forming room operators, moulders, ageing racks 95 cents and \$1.15; impregnating and paste room helpers, electrical apprentice, watchman, general handyman, foil slitting 85 cents and \$1.05; janitors, stockroom, shipping room 80 cents and \$1; youths 75 and 90 cents. Where employees are on the same job and have completed their normal wage progression period, they will receive equal pay for equal work.

Off-shift differential: 6 cents per hour for the first and 8 cents per hour for the second off-shift.

Seniority shall be the governing factor in dealing with transfers, promotions, demotions, upgradings, lay-offs and rehiring after lay-off, provided the employees concerned have relatively equal ability and qualifications to do the available work. Shop stewards and union officers with 18 or more months of seniority will be retained in the event of a lay-off so long as there is work which they are willing and able to do.

Group insurance: the company agrees to maintain its group life insurance and to pay its contribution on the same basis as before.

Provision is made for *grievance procedure*.

WINNIPEG, MAN.—MANITOBA BRIDGE AND
ENGINEERING WORKS LIMITED AND
UNITED STEELWORKERS OF AMERICA,
LOCAL 4087.

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter, subject to notice. This agreement is similar to the one between The Manitoba Bridge and Iron Works Limited and the union, summarized in the *LABOUR GAZETTE*, Nov., 1949, p. 1418, with the following differences:

Hours are now 8½ per day 5 days a week, a 42½-hour week.

Holidays: this agreement provides for 8 paid and 2 non-paid holidays.

Hourly wage rates for certain classes: machine shop—special mechanics and tool-makers \$1.45 to \$1.54, machinists \$1.20 to \$1.45, machine shop fitters \$1.15 to \$1.40; pattern shop—pattern makers \$1.30 to \$1.45; foundry—floor moulder \$1.30 to \$1.45, bench moulder \$1.03 to \$1.36, core maker \$1.29 to \$1.45, chippers and sandblasters \$1.13 to \$1.18; plate shop—first class developer and scratch layerout \$1.41 to \$1.50, second class layerout \$1.30 to \$1.40, welders \$1.10 to \$1.40, helpers \$1.03 to \$1.13; machine operators \$1.14 to \$1.29; forge shop—blacksmith \$1.30 to \$1.45, hammer operator \$1.07 to \$1.18, hydraulic press man \$1.22 to \$1.45, helpers \$1.03 to \$1.15; shearmen, heaters \$1.03 to \$1.15; general—truck drivers \$47.55 to \$52.89 per week; tractor operators \$1.05 to \$1.13, electricians \$1.17 to \$1.45, firemen \$1.03 to \$1.13, crane operators \$1.15 to \$1.27; bolt shop—tong header (and piecework) \$1.02 to \$1.18, heaters 80 to 97 cents, nut making (and piecework) \$1.02 to \$1.18, special threaders \$1.02 to \$1.08, regular threaders (cut thread and piecework) 74 to 81 cents, boys' starting rate, 16 to 17 years of age 72 cents, 17 to 18 years of age 77 cents, girls' starting rate 72 cents; labourers and inexperienced helpers in all departments, except bolt shop—\$1.01 (minimum); improvers 90 cents (minimum), learners under 18 years 70 cents, when age of 19 years is reached 85 cents (minimum); messengers, apprentices 50 cents (minimum).

VANCOUVER, B.C.—CERTAIN AUTOMOBILE
DEALERS AND THE INTERNATIONAL ASSO-
CIATION OF MACHINISTS, LODGE 1857
(THE B.C. AUTO WORKERS).

Agreements to be in effect from April 1, 1951, to March 31, 1952, and thereafter, subject to 2 months' notice.

Union security: agreements contain a maintenance of membership clause and provide for a compulsory check-off of monthly union dues from the pay of all eligible employees (modified Rand Formula). When hiring help, the companies agree to give preferential treatment to union members.

Hours: for tradesmen, trade improvers lubrication men, etc.—8 per day Monday through Friday, a 40-hour week; for salesmen, employees in the parts department and a few others—8 per day 5½ days per week, a 44-hour week. *Overtime*: time and one-half for the first 4 hours of overtime in any one day and double time thereafter and, with certain specified exceptions, for work on Sundays and on 9 specified *paid holidays*. Tradesmen, trade improvers, etc. will be paid a stipulated rate for 4 hours' work on Saturday mornings and their overtime pay is to be based on such rate. Overtime will be on a voluntary basis and no employee

shall work more than 8 hours overtime in any one week except under extenuating circumstances.

Vacations with pay: after one year's continuous service, 2 weeks with pay, computed on the basis of a 44-hour week.

Weekly wage rates (with Saturday morning rates in parenthesis, where applicable): journeymen mechanics, machinists, body and repair men, radiator men, battery men, trimmers, painters, electricians, vulcanizers, welders \$60 (\$6.50); journeymen leading hands and charge hands \$4 and \$8 per week (40 and 80 cents), respectively, over base weekly rate; trade improvers, first 12 months \$36 (\$3.90), third 6 months 65 per cent of journeymen's rate with an increase of 5 per cent every 6 months until 90 per cent of journeymen's rate is reached in eighth 6 months; lubrication men, first 4 months \$44 (\$4.80), thereafter \$49.60 (\$5.20); washers, simonizers, upholstery cleaners, general helpers, first month \$39.20 (\$4.25), thereafter \$43 (\$4.60); janitors \$42.50, heating engineers \$53.10, runners and car jockeys \$33.25; service salesmen \$66.50, assistants \$45 to \$57.50. Parts department—group leaders \$61.50, partsmen \$51 and \$56.50, pick-up drivers \$34 to \$46, minors \$30 to \$34. Improvers may be employed in the ratio of one improver to every 5 journeymen and minors in the ratio of one minor to each 5 men employed in the stock department.

Off-shift differential: work on a second shift shall be paid for at one-eighth more than work on the regular shift.

Clothing: the companies will supply protective clothing to all employees whose duties entail work injurious to their clothing. All employees earning less than \$100 per month will be supplied by the companies free of charge with uniforms and coveralls. Other employees will be charged 50 per cent of the cost of one suit of clean coveralls, supplied to the men each week.

Out-of-town jobs: on jobs outside the city limits the employers will pay all travelling, hotel and meal expenses and also pay for all travelling time up to a maximum of 8 hours in 24. Employees will be paid a premium of 25 cents per hour for all time actually spent on the job.

The companies agree to institute an approved medical care plan and bear one-half the monthly cost of such plan.

Sick leave: up to 6 days' sick leave with full pay will be granted in any one year to employees of the parts department and to service salesmen. Additional sick leave will be at the discretion of the companies.

Seniority will apply in cases of lay-offs, re-employment and promotions, subject to merit and ability of the employees concerned.

Provision is made for *grievance procedure*.

Construction

VANCOUVER AND NEW WESTMINSTER, B.C.—
THE GENERAL CONTRACTORS ASSOCIATION
OF VANCOUVER, B.C. AND THE UNITED
BROTHERHOOD OF CARPENTERS AND
JOINERS OF AMERICA, LOCALS 542 AND
1251.

Agreement, entered into April 2, 1951, to be in effect until March 31, 1952, or until a further agreement is signed; it may be continued from year to year, subject to notice. This agreement is similar to the one

previously in effect (L.G., Dec., 1950, p. 2064) with the following changes and additions:—

Wage rates for journeymen carpenters are increased by 32 cents per hour, effective July 3, 1951, bringing them up to \$2.

Out-of-town allowance: a provision has been added that carpenters on out-of-town jobs shall not be charged over \$2 per day for accommodation where a camp is maintained; where no camp is provided carpenters shall be allowed \$2 per day, in addition to wages, towards out-of-town expenses.

VANCOUVER, B.C.—THE GENERAL CONTRACTORS ASSOCIATION AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS.

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter from year to year, subject to 60 days' notice.

Union security: agreement provides for a union shop with preferential hiring of union members.

Hours: 8 per day Monday through Friday, a 40-hour week. Any time required for servicing, steaming up or shutting down before or after a shift shall be paid for at the regular rate. **Overtime:** double time for work in excess of 8 hours until a break of 8 hours occurs and for work on Saturdays, Sundays and on 8 specified holidays. No work is to be done on Labour Day. On jobs outside a radius of 25 miles from the Vancouver city hall, or on jobs where camps are maintained, 44 hours a week may be worked at straight time. When working with sections of the construction industry, other than building construction, an operating engineer will be paid the extra overtime rate which is usually paid by that section. Additional shifts, when required and continued for at least 3 consecutive nights, will be paid at 8 hours' pay for 7½ hours' work.

Vacation pay will be provided as required by provincial law.

Hourly wage rates are increased by from 15 to 20 cents effective April 1, 1951, with an additional increase effective July 3, 1951, making the rates for these two dates respectively as follows: operating engineers not otherwise specified \$1.88 and \$1.93; on building and construction work—cranes and derricks of all types (gas, diesel, steam, electric) \$2 and \$2.12; tower hoists and snubbers \$1.85 to \$1.88 and \$1.90 to \$2.05; compressors, concrete mixers \$1.83 and \$1.88; firemen and oilers \$1.57 and \$1.62. The following classifications will be paid the following rates until a separate agreement is concluded covering these categories: clam and orange peel, aerial cable ways, power shovels, draglines back hoes \$2 and \$2.05; bulldozers, tractors, letourneaus, carryalls, heavy duty mechanics \$1.88 and \$1.93.

Out-of-town jobs: workmen on out-of-town jobs will receive transportation to and from the job. Meals and travelling time up to 8 hours when travelling during working hours, including Saturdays, Sundays and legal holidays, will be paid for. Return transportation and travelling time will not be paid if an employee quits or is discharged for cause if he has been on the job less than 60 days.

Provision is made for *grievance procedure*.

Trade

VANCOUVER, B.C.—GORDON AND BELYEA LIMITED AND THE RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, LOCAL 535.

Agreement to be in effect from December 17, 1950, to December 16, 1952, and thereafter from year to year, subject to 60 days' notice. Either party may reopen negotiations on the question of wages by giving notice to the other party during the 5-day period ending October 16, 1951; if agreement is not reached by December 16, 1951, the issue will be referred to arbitration.

Union security and check-off: the agreement provides for a union shop. The company agrees to check off monthly union dues and initiation fees in accordance with the provisions of Section 8 of the "Industrial Conciliation and Arbitration Act, 1947".

Hours: 8 per day Monday through Friday, a 40-hour week, except for females employed in the office whose hours are 7½ per day Monday through Friday, a 37½-hour week. **Overtime:** time and one-half for the first 4 hours after the regular shift, double time thereafter and for work on Sundays and all statutory holidays as specified by the provincial government. Permanent employees shall be entitled to all such holidays without a deduction of pay. Double time will also be paid for work in excess of 4 consecutive hours without a meal period.

Rest periods: employees will be granted rest periods of 15 minutes during the course of each 3 or more hours of employment.

Vacations with pay: employees hired before November 30 in any year will be granted 2 weeks in the succeeding year and those hired after November 30 up until February 28, one week.

Monthly wage rates: office—male, clerical class 1 \$125, class 2 \$155 and \$165, class 3 \$197.50, class 4 \$220; female, clerical, class 1 \$125, class 2 \$155, class 3 \$165; typists \$145; stenographers, juniors \$150, seniors \$170; billing machine operators, bookkeeping machine operators \$160; switchboard operators, comptometer operators \$175; warehouse—warehousemen, packers \$177.50; senior order fillers \$182.50; counter salesmen, part time \$182.50, full time \$197.50; stockkeeper \$190; checkers, shipping clerks, receiving clerks \$197.50; first aid attendants \$10 plus regular wages. Beginners or learners may be started at \$30 less than the above rates with increases of \$10 per month at the end of each 3-month period until maximum rate is reached.

Paid sick leave: employees with 6 months' continuous service will be allowed 2 weeks during the first year of employment, those with one year's service or more will be entitled to an additional day for every additional year of service. It shall not be accumulative from year to year.

Seniority: the Company will keep 2 seniority lists, one for the warehouse and one for the office staff. All other things being equal within the 2 units, length of continuous service shall be the determining factor governing promotions, lay-offs and rehiring after lay-off.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement and the amendment of twelve others. In addition to those summarized below, they include: the amendment of the agreement for iron oxide miners at Red Mill, published in the *Quebec Official Gazette* issue of August 4; the amendment of the agreement for the sheet metal fabricating industry at Montreal, in the issue of August 11; and the amendment of the agreement for barbers and hairdressers at Sherbrooke, gazetted August 18.

Requests for the amendment of the agreements for longshoremen (ocean), for the building trades and for truck drivers at Quebec, for barbers and hairdressers at St. John and Iberville, and for the building trades at Chicoutimi were gazetted July 28; requests for the amendment of the agreements for retail stores and for the building trades at Chicoutimi, for bakers and bakery salesmen at Quebec, for the building trades at St. Jérôme, in the counties of Drummond, Arthabaska and Nicolet, at Montreal, and at Hull, and a request for a new agreement for the sash and door industry at Quebec were all gazetted August 11. A request for the amendment of the agreement for jewellers and clock-makers in certain counties of the province was gazetted August 18.

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

* 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. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Fur and Leather Products

RETAIL FUR INDUSTRY, MONTREAL.

An Order in Council, dated August 8, and gazetted August 18, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174; Sept., 1948, p. 992; Sept., 1949, p. 1115; Nov., 1950, p. 1903, and previous issues). This amendment to be in effect on September 1, 1951.

Minimum hourly wage rates: cutters \$1.52 and \$1.80 per hour; male finishers \$1.12 and \$1.34, operators \$1.18 and \$1.50, blockers 90 cents and \$1.18; female operators and finishers 90 cents and \$1.12, female coat closers \$1.12, lining makers (cutting and sewing) \$1.05, female lining cutters \$1, female lining sewers 88 cents, finishing fore-ladies and female finishers who distribute work \$1.18; apprentices (male and female) from 43 cents in first 6 months to 68 cents in fifth 6 months; apprentice cutters from 90 cents in first 6 months to \$1.40 during sixth 6 months. (The above rates are from 5 to 16 cents per hour higher than the rates previously in effect.)

Textiles and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated July 12, and gazetted July 28, extends the previous Orders in Council for this industry (L.G., May, 1949, p. 604; Jan., 1950, p. 77; May, 1951, p. 690, and previous issues) to October 31, 1951. Another amendment to this agreement was published in the *Quebec Official Gazette* of May 26, 1951.

Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated July 19, and gazetted July 28, makes obligatory the terms of a new agreement between "L'Association patronale du Commerce de Québec, inc.", paper box and paper bag manufacturers division and "Le Syndicat catholique des Employés des Industries de la Boite de Carton et du Sac de Papier de Québec, inc." Agreement to be in effect from July 28, 1951, to April 1, 1952, and thereafter from year to year, subject to notice.

The terms of this agreement are similar to those which were previously in effect and summarized in the *LABOUR GAZETTE* of November, 1948, p. 1245, and subsequently amended (L.G., Oct., 1949, p. 1247; July, 1950, p. 1051) with the following exceptions:

Hours for stationary enginemen and firemen remain unchanged at 60 per week; all other employees 48 hours per week (a reduction of 2 hours).

Minimum hourly wage rates to be in effect from the first complete week of May, 1951: female employees—minimum wage rates are increased by from 4 cents to 6 cents per hour and vary from 51 cents for folders and packers to 60 cents for first class hand workers; the basic wage scale (formerly

indicated as other help not classified in the wage schedule) is now from 38 cents per hour in the first 3 months to 48 cents in the fourth 3 months instead of 38 cents per hour in the first 6 months to 46 cents in the fourth 3 months as previously in effect. Male employees—minimum rates are increased by from 3 cents to 11 cents per hour and vary from 70 cents for stripper to \$1.01 for die maker; basic wage rates for employees eighteen years and over are from 4 to 5 cents per hour higher and are as follows: from 52 cents per hour in the first 3 months to 67 cents in fourth 3 months. New classifications are added to the wage schedule as follows: platen press operator 84 cents per hour, platen press feeder 73 cents, assistant-shipper 71 cents, night watchman 67 cents; a new basic wage scale for employees under eighteen years ranges from 43 cents per hour in first 3 months to 52 cents in fourth 3 months. *Night shift* employees receive 15 per cent in excess of regular rates (previously 20 per cent).

Wages, labour and apprenticeship conditions of employees of the printing trades working in establishments governed by this agreement are governed by the agreement relating to the printing trades in the Quebec District (L.G., April, 1951, p. 544), with the exception of the duration of working hours which shall be 48 hours per week.

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 1, and gazetted August 11, amends the previous Orders in Council for this industry (L.G., Aug., 1949, p. 987, Dec., p. 1558; Feb., 1950, p. 209, June, p. 873; July, 1951, p. 976, and previous issues) by the addition of "L'Union des Travailleurs du Carton et Papier façonnés (CTCC)" as contracting party of the second part.

Metal Products

ORNAMENTAL IRON AND BRONZE WORKERS, MONTREAL, THREE RIVERS AND SHERBROOKE DISTRICTS.

An Order in Council, dated July 19, and gazetted July 28, amends the previous Orders in Council for this industry (L.G., Feb., 1951, p. 233, June, p. 827, Aug., p. 1107).

Minimum hourly wage rates in zone I (Montreal District): in accordance with a cost-of-living wage adjustment previously provided for (L.G., Feb., 1951, p. 233) minimum hourly rates are increased by 3 cents per hour (index 186.3 at April 1, 1951, for the city of Montreal) and are now as follows: mechanics, erectors \$1.31 per hour; fitters, blacksmiths \$1.18; helpers (shop or field) \$1.06. The above rates shall be reduced on a percentage basis each time the cost-of-living index recedes 5 points.

Construction

BUILDING TRADES, SOREL.

An Order in Council, dated July 25, and gazetted August 4, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544, Dec., p. 1804; Jan.-Feb., 1948, p. 51; Jan., 1950, p. 78, Oct., p. 1679, Nov., p. 1905, Dec., p. 2067, and previous issues).

Minimum hourly wage rates for certain classifications: bricklayer, plasterer, mason and cement finisher \$1.50 in zone I, \$1.40 in zone II (as formerly in effect), carpenter-joiner (including screen setter, wood or metal window, window-frame and steel partition setter), journeyman electrician, tin-smith-roofer, journeyman plumber and pipe mechanic, junior journeyman (plumber, etc.) second 6 months \$1.25 in zone I, \$1.15 in zone II; carpenter-joiner and painter working for a door and window manufacturer, painter and paper hanger, junior journeyman (plumber, etc.) first 6 months, tile layer \$1.15 in zone I, \$1.05 in zone II; boiler fireman, landscape worker, hod carrier (zone I only), \$1 in zone I, 90 cents in zone II; electrician (contractor, personal services), plumber and pipe mechanic (contractor, personal services) \$1.75 in zone I, \$1.25 in zone II; common labourer 90 cents in zone I, 80 cents in zone II, reinforcing steel erector \$1.10 in zone I; helper ornamental iron worker 95 cents in zone I, 85 cents in zone II; watchman (72 hours per week) 70 cents in zone I, 60 cents in zone II; minimum rates for certain other classifications remain unchanged. (The rates shown above represent an increase of 10 cents per hour in zone I with the exception of those rates for contractors—personal services whose rates are 50 cents per hour higher; in zone II increases range from 5 cents to 25 cents per hour.) Apprentices' rates in zone II are increased by 10 cents per hour. New classifications are added to the wage schedule for both zones and other new rates for certain existing classifications (previous rates for zone I only) are added to wage schedule covering zone II as follows: electrician (lineman), lather (wood or metal), linoleum layer \$1.15 in zone I, \$1.05 in zone II; water carrier 75 cents in zone I, 65 cents in zone II; floor polisher, welder \$1.25 in zone I, \$1.15 in zone II; material checker and timekeeper \$40 per week in zone I, \$35 in zone II; bulldozer operator, joint pointer, cement vibrator operator \$1.15 in zone II; blacksmith (construction) \$1.05 in zone II; hod carrier 90 cents in zone II; reinforcing steel erector \$1 in zone II.

Transportation and Public Utilities

Water Transport

LONGSHOREMEN (OCEAN NAVIGATION), MONTREAL.

An Order in Council, dated July 25, and gazetted August 11, amends the previous Order in Council for this industry (L.G., Sept., 1949, p. 1117). In this amendment certain firms are added to and other firms deleted from the list of contracting parties of the first part.

Any work performed on a Monday following a Sunday on which certain specified holidays may fall, if such Monday is declared a holiday by the Federal government, is payable at double time.

Minimum wage rates are increased by from 15 cents to 23 cents per hour and are now as follows: \$1.55 per hour for day work and \$2.33 per hour for evening and night work; \$1.90 per hour for day work and \$2.85 per hour for evening and night work on ammonium nitrate fertilizer and for handling

any other hazardous cargo under special conditions; \$1.70 per hour for day work and \$2.55 for evening and night work on certain other specified cargoes.

Other provisions included in this amendment provide double time for handling cargoes in any hatch submerged in water and a minimum of one hour's pay for men ordered out to work at 1 p.m. if no work is available, except under adverse weather conditions.

SHIPLINERS (OCEAN NAVIGATION), MONTREAL.

An Order in Council, dated July 25, and gazetted August 11, amends the previous Order in Council for this industry (L.G., Sept., 1949, p. 1117). The list of contracting parties of the first part is amended by the addition to or deletion of certain shipping firms.

Any work performed on a Monday following a Sunday on which certain specified holidays occur, if such Monday is proclaimed a holiday by the Federal government, is payable at double time.

Minimum wage rates are increased by from 15 cents to 23 cents per hour and are now as follows: \$1.55 per hour for day work and \$2.33 for evening and night work; \$1.65 for day work and \$2.48 for evening and night work in holds of steamers in which bulk sulphur or bulk fertilizer has been stored and where the old wood is being used; \$1.90 for day work and \$2.85 for evening or night work on ships where ammonium nitrate fertilizer is being or has been loaded, and

for handling any other hazardous cargo under special conditions; \$1.70 per hour for day work and \$2.55 for evening and night work cleaning holds in which certain other cargoes, specified in the agreement, have been stored.

Men called to work at 1 p.m. are entitled to a minimum of one hour's pay if no work is available, except under adverse weather conditions.

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL.

An Order in Council, dated July 25, and gazetted August 11, amends the previous Order in Council for this industry (L.G., Sept., 1949, p. 1117). In this amendment certain firms are added to and other firms deleted from the list of contracting parties of the first part.

Any work performed on a Monday following a Sunday on which certain specified holidays occur, if such Monday is declared a holiday by the Federal government, is payable at double time.

Minimum wage rates are increased from \$1.30 to \$1.45 per hour for day work and from \$1.95 to \$2.18 for evening and night work. New rates are added as follows: \$1.80 per hour for day work and \$2.70 for night work for working on board or at ship's side where ammonium nitrate fertilizer is being or has been loaded or in the case of any other hazardous cargo subject to special conditions.

Fair Wages Conditions In Dominion Government Contracts

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

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

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

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

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

Schedules Prepared and Contracts Awarded During July (1) Works of Construction, Remodelling, Repair or Demolition

During the month of July the Department of Labour prepared 182 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 162 construction contracts was awarded by various Government departments. Particulars of these contracts appear below.

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 eight per day and forty-four 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 forty-four 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 over-

time 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 and subcontractors from the payment of higher rates in any instance where, during the continuance of the work, such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(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
Post Office.	10	\$34,314.92
Public Works.	2	22,093.00

(3) Arrears of Wages

During the month of July the sum of \$448.01 was collected from one employer who had failed to pay the wages required

by the labour conditions attached to his contract. This amount was distributed to the 11 employees concerned.

Contracts Containing Fair Wages Schedules Awarded—July

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages

and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

Summerside P E I: Ashfield Bros, installation of storm sewer system. *Greenwood N S*: L G Rawding,* landscaping. *Halifax N S*: R J Frosst & Co,* exterior painting. *Chatham N B*: North Shore Construction Ltd, hardsurfacing of roads & streets. *Moncton N B*: Stewart Butler,* exterior painting. *Boivin P Q*: Le Service Paysagiste Enrg,* landscaping. *Lauzon P Q*: P E Poitras, exterior painting. *St George de Beauce West P Q*: Ernest Verret,* exterior painting. *Ajax Ont*: Philbrico Jointless Firebrick Ltd,* boiler repair; Canadian Johns Manville Ltd,* insulation installation on breaching of powerhouse; Onway Construction Co Ltd, construction of storm sewers. *Barrie/Ont*: McGinnis & O'Connor Ltd, surfacing of roads, lanes & driveways; McGinnis & O'Connor Ltd,* supplying earth fill. *Camp Borden Ont*: W C Brennan Paving Co Ltd, surfacing of roads & driveways. *Deep River Ont*: M Sullivan & Son Ltd, construction of school. *Fort Frances Ont*: F E Alton,* landscaping. *Fort William Ont*: Claydon Co Ltd,* construction of sidewalks. *Haley Ont*: M Sullivan & Son Ltd, construction of 15 housing units with services. *Hamilton Ont*: S Gillespie, exterior painting. *London Ont*: Lt Col S W Archibald,* re-surveying

of Bellwood Park subdivision. *Oakville Ont*: S Gillespie, exterior painting. *Peta-wawa Ont*: H J McFarland Construction Co Ltd,* clearing sand & reshaping road; W Baker,* landscaping; H J McFarland Construction Co Ltd,* construction of roads & driveways. *Peterborough Ont*: R McEachern,* repair fire damage. *Port Arthur Ont*: G Frederickson,* installation of weeping tile. *Rockcliffe Ont*: Dibblee Construction Co Ltd,* excavation & disposal of earth; H J McFarland Construction Co Ltd, surfacing of roads & driveways; H J McFarland Construction Co Ltd, surfacing of roads & driveways. *Trenton Ont*: Blyth Construction Co,* elimination of dust nuisance. *Windsor Ont*: Bruce DeSanti Construction Co,* construction of housewalks. *Brandon Man*: J H From,* landscaping. *Portage la Prairie Man*: H G Hay Decorating Co,* exterior painting. *Winnipeg Man*: Bird Construction Co Ltd,* construction of concrete sidewalks; J H From,* landscaping; E N Johnson,* surveying plans & supervision of work, re-grading of roads & walks; A M Tallman,* importing & levelling fill; A M Tallman,* importing & levelling fill; A M Tallman,* importing & levelling fill; A M Tallman,* importing

& levelling fill; Claydon Co Ltd,* replacement of porch steps; A M Tallman,* rental of bulldozer for removing fill. *Moose Jaw Sask*: H R Hannah,* exterior painting. *Calgary Alta*: Western Excavating Co,* rough grading. *Edmonton Alta*: A W Fisher & Co, installation of thermostatic controls; D H Cameron,* painting gable ends & porch steps; Alex Johnson, exterior painting; J W Parsons,* exterior painting. *Lethbridge Alta*: R W Anderson,* installation of furnace controls. *Medicine Hat Alta*: E R Reiman,* strapping of gable ends & bay windows. *Namao Alta*: P Janiten,* landscaping of 2 house sites. *Suffield Alta*: F R Gibbs,* preparation of subgrade for roads. *Chilliwack B C*:

Williams & Carrothers Ltd, paving of streets & driveways. *Rossland B C*: Rossland Paint Shop, exterior painting. *Sea Island B C*: D S Gibbons,* landscaping. *Trail B C*: M E Obel,* gumming shingles & repairing storm damage. *Vancouver B C*: Henry J Meyer & Son Ltd, exterior painting; City Construction Co Ltd,* construction of house sidewalks & steps; Monarch Construction Co Ltd,* miscellaneous maintenance; Robertson Development Co Ltd,* maintenance of roads & lanes; Robertson Development Co Ltd,* removing earth & grading; Robertson Development Co Ltd,* miscellaneous grading; Robertson Development Co Ltd,* miscellaneous grading.

Defence Construction Limited

Summerside P E I: Curran & Briggs, construction of road. *Halifax N S*: J P Porter Co Ltd, rock removal & dredging. *Fredericton N B*: Steel Co of Canada, construction of chain link fence. *Longue Pointe P Q*: Francis Hankin & Co, construction of an incinerator. *Quebec P Q*: Magloire Cauchon Ltd, construction of central heating plant. *Valcartier P Q*: Automatic Sprinkler Co of Canada, installation of sprinkler & deluge system. *Ville La Salle P Q*: Louis Donolo Inc, construction of storage bldgs, ground services, central heating plant, tunnels, storm drains and underground water tanks. *Barriefield Ont*: Frankel Corp, structural steel for central heating plant; T A Andre & Sons, construction of bldg; M Sullivan & Sons Ltd, construction of central heating plant; T L Smith Construction Co, construction of barrack block. *Camp Borden Ont*: F D Howie Construction Ltd, construction of bldg; Frost Steel & Wire Co, construction of security fence; Windler Electric Co, installation of fire alarm system. *Carleton Place Ont*: Howard R Davey, construction of drill hall. *Centralia Ont*: Windler Electric Co, alterations to fire alarm system. *Hamilton Ont*: Canadian Engineering & Construction Co Ltd, construction of gun testing stop butt. *Kingston Ont*: Harry Lecomte,* landscaping. *London Ont*: Sid Jones Construction Co Ltd, construction of gun testing stop butt; Sid Jones Construction Co Ltd, construction of oil storage bldg. *Long Branch Ont*: Canadian

National Railways,* construction of railway siding. *North Bay Ont*: Nipissing Construction Co, construction of drainage ditch. *Ottawa Ont*: Edge Ltd, installation of sprinkler system, Plouffe Park. *Pelawawa Ont*: Frankel Corporation, structural steel for central heating plant; M Sullivan & Son Ltd, construction of central heating plant; M Sullivan & Sons Ltd, construction of bldg. *Picton Ont*: Holderoft Construction, installation of water and sewer system. *Toronto Ont*: Carter Construction Ltd, construction of Canadian Arsenal's Plant. *Uplands Ont*: Shore & Horwitz, construction of bldg. *Churchill Man*: Harris Construction Co Ltd, construction of access road and erection of prefabricated bldg. *Shilo Man*: Manitoba Power Commission,* construction of feeder line and electrical sub-station. *Regina Sask*: Mumford, Medland Ltd, installation of fire extinguishing system. *Olds Alta*: Poole Construction Co Ltd, construction of drill hall. *Namao Alta*: Standard Iron & Engineering Works Ltd, structural steel for workshop. *Strathmore Alta*: Hurst Construction Co Ltd, construction of drill hall. *Wainwright Alta*: Disher Steel Construction, construction of prefabricated buildings; Young Electric Ltd, interior wiring & lighting for garage; W C Wells Construction Co Ltd, construction of 2 gymnasias. *Chilliwack B C*: Foster Wheeler Ltd,* installation of steam generating units. *Whitehorse Y T*: Marwell Construction Co Ltd, construction of building.

National Harbours Board

Three Rivers Harbour P Q: Cheney & Fils Ltee, concrete & asphalt paving.

Department of Public Works

Carbonear Nfld: Chester Dawe Ltd, wharf reconstruction. *Grates Cove Nfld*: North Shore Construction Co Ltd, breakwater construction. *Rustico Harbour P E I*: L G & M H Smith Ltd, breakwater repairs. *Souris P E I*: Diamond Construction Co Ltd, breakwater repairs. *Belleville N S*: Vincent Babine,* repairs to steel pontoons, Dredge PWD No 21. *Dartmouth N S*: Foundation Maritime Ltd, construction of RCMP detachment building. *Halifax N S*: Fundy Construction Co Ltd, alterations to Pavilion, Camphill Hospital. *Lunenburg N S*: Rodney Contractors Ltd, alteration, improvements, dumbwaiter shaft, etc, public building. *Middle Point Cove (Indian Harbour) N S*: M H McManus Ltd, breakwater extension. *Pictou N S*: Pictou Foundry & Machine Co Ltd,* construction of steel pontoons, Dredge PWD No 12; Pictou Foundry & Machine Co Ltd,* construction of steel pontoons, Dredge PWD No 21. *Pye's Head N S*: Mosher & Rawding, wharf reconstruction. *Kouchibouguac N B*: J W McMulkin & Son Ltd, wharf enlargement. *Amherst Harbour, Havre Aubert P Q*: J P Porter Co Ltd,* dredging. *Baie Ste Catherine P Q*: Aristide Maltais, construction of shed. *Black Cape (Woodman's Beach) P Q*:

Bert Dimock, wharf replacement. *L'Asomption P Q*: Poudrier & Boulet Ltee, alterations and addition to farm office building, Dominion Experimental Farm. *Montreal P Q*: Montclair Construction Co, demolition, clearing of site and erection of Saint Henri Postal Station. *Paspebiac P Q*: Fortunat Bernard, wharf repairs. *Quebec P Q*: Geo T Davie & Sons, Ltd,* construction of 2 steel dump scows for Plants PWD Nos 128 & 129; J O Lambert, construction of partitions, etc, for accommodation of UIC, National Catholic Syndicate Bldg. *Riviere des Milles Iles P Q*: Theode Robidoux & Ovide Arel,* dredging. *Amherstburg Ont*: Dean Construction Co Ltd,* dredging. *Fort William Ont*: Consolidated Dredging Ltd,* dredging. *Ottawa Ont*: A Lanctot Construction Co, interior alterations and re-conditioning Temporary Bldg No 1; Robertson Construction & Engineering Co Ltd, construction of laboratory building for Division of Building Research, NRC, Montreal Rd. *Owen Sound Ont*: Consolidated Dredging Ltd,* dredging. *Port Hope Ont*: Bermingham Construction Ltd, breakwater repairs. *Port McNicoll Ont*: Consolidated Dredging Ltd,* dredging. *Wawa Ont*: T G McDonald, construction of wharf.

Department of Resources and Development

Fundy National Park N B: Dexter Construction Co Ltd, construction of asphalt plant mix hardsurfacing, No 14 highway. *Port Harrison P Q*: Prefabricated Homes Co (Tower Co Ltd), erection of prefabricated insulated 1-room school and teachers' residence. *Prince Albert National Park Sask*: C Mamezasz, road construction, Waskesiu Highway. *Jasper National Park Alta*: Western Construction & Lumber Co Ltd, road construction, Jasper-Banff Highway. *Waterton Lakes National Park Alta*: General Construction Co Ltd, road construction on park highways and townsite streets, and combined concrete curb and gutter, Waterton Townsite streets. *Castlegar*

B C: Western Water Wells Ltd, exploratory foundation drilling. *Kootenay National Park B C*: Dawson, Wade & Co Ltd, road construction between Castle Junction in Banff National Park & Radium Hot Springs. *Lillooet B C*: Eric Larsen Ltd, construction of hydrometric station. *Mica Creek B C*: Boyles Bros Drilling Co Ltd, exploratory foundation drilling. *Spences Bridge B C*: Eric Larsen Ltd, construction of hydrometric station. *Aklavik-Fort Simpson N W T*: Prefabricated Homes Co (Tower Co Ltd), erection of prefabricated insulated teachers residences. *Hay River N W T*: Bond Construction Co Ltd, road construction, Mackenzie Highway.

Department of Transport

Fort Amherst Nfld: B Stokes & Sons Ltd, construction of 2 dwellings and tower. *Port aux Basques Nfld*: McNamara Construction Co Ltd, construction of dock and terminal facilities. *St Andrews Nfld*: Diamond Construction Co Ltd, construction of 2 dwellings and garage. *Charlottetown P E I*: L G & M H Smith Ltd, repairs to departmental wharf; County Construction Co Ltd, additional airport

development. *Cape St Lawrence N S*: R G McDougall, construction of light-keeper's dwelling and tower. *Torbay N S*: R G McDougall, construction of lighthouse dwelling and tower. *Dorval P Q*: Guy Andrews Reg'd, replacement weatherstripping on hangar doors. *Perroquet Island P Q*: Peninsula Construction Co Ltd, construction of reinforced concrete lighthouse tower. *Sorel P Q*: Romeo Bruneau, con-

struction of plumbing and heating system, Workshop. *Cape Robert Ont:* Fred Gauvreau, erection of lightkeeper's bungalow. *Gore Bay Ont:* Storms Contracting Co Ltd, construction of hardsurface extension to runway. *Warton Ont:* Scott-Jackson Construction Ltd, additional air-

port development. *Swift Current Sask:* T J Pounder & Co Ltd, additional airport development. *Patricia Bay B C:* A F Byers Construction Co Ltd, repairs to roof trusses of double hangar. *Quesnel B C:* Premier Construction Co Ltd, additional airport development.

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Changes made in laws dealing with factories, holidays, apprenticeship
Legislative committee now inquiring into operation of Conciliation Act.

The British Columbia Legislature opened February 20 and prorogued April 18. It passed a new Public Works Fair Wages and Conditions of Employment Act which requires payment of fair wages and limits hours to eight in a day and 44 in a week on construction work done under contract for the Provincial Government. Improvements were made in the Factories Act, which was generally revised. Boards of inquiry were authorized to investigate the operation of the Industrial Conciliation and Arbitration Act and the Hospital Insurance Act. The latter Act was amended, as was the Annual Holidays Act, the Apprenticeship Act and the Coal-mines Regulation Act. An Act was passed to permit the Government to assume rent control.

Fair Wages on Public Works

A new Act, the Public Works Fair Wages and Conditions of Employment Act, was passed incorporating the "fair wage policy" which has been in effect in the province since adoption of a resolution by the Legislature in 1900 with the provisions of the Public Works Wages Act, now repealed. The Public Works Wages Act was designed to ensure the carrying out of the fair wage policy by empowering the Government, if the contractor failed to pay the proper wages, to pay the claim to the extent of the moneys in its hands for securing the performance of the contract.

The new Act was passed for the stated purpose of centralizing the fair wage policy for public works contracts under the jurisdiction of the Minister of Labour. In the past, fair wage clauses have been inserted in all public works contracts by the Government department letting the contract. The responsibility of deciding what was a fair wage was that of the Department of Labour, and the enforcement of the clause was the responsibility of the department actually letting the contract.

The new Act provides that all contracts made with the Government of British Columbia for the construction, remodelling,

repair or demolition of any public work must be subject to the following conditions: (1) that all persons employed in the execution of the contract must be paid fair wages; and (2) that their working hours must not exceed eight in a day and 44 in a week unless arrangements are made in accordance with the Hours of Work Act in emergencies or otherwise.

"Fair wages" are defined as those generally accepted as current for workmen in the district where the work is performed for the class of work in which the workmen are engaged. If there are no current wages, wage rates may be set by the Minister of Labour, having regard to such wages as are generally accepted as current in the nearest adjacent district for similar work.

The Act also requires the observance of the above conditions regarding fair wages and hours on works subsidized by the Government. It provides that, whenever a grant of public money is made by way of contribution, subsidy, loan, advance or guarantee for the construction, remodelling, repair or demolition of any work otherwise than for the Government, an agreement must be entered into with the Government by the party intended to receive the grant (which may be a municipal or other body or any person or agency) setting forth that fair wages will be paid and working hours will not exceed eight and 44.

Other sections of the Act contain in substance the provisions of the repealed Public Works Wages Act.

Where a contractor or subcontractor for the construction, remodelling, repair or demolition of a public work makes default in the payment of fair wages to any foreman, workman or labourer employed on the work, a claim may be made direct to the member of the Executive Council making or supervising the carrying out of the contract. The appropriate Minister may have the claim paid to the extent of the moneys or securities in the hands of the Crown for securing the performance of the contract. The employee must file his

claim within two months after the sum claimed becomes due and must furnish proof of his claim.

A contractor or sub-contractor may be required by the Minister responsible to submit a sworn statement not later than the 15th day of each month showing the names, rate of wages, amounts paid and amounts due and unpaid for wages or labour done by a foreman, workman or labourer during the previous month. For failure to furnish such a statement on the written demand of the appropriate Minister, a penalty of not less than \$10 and not more than \$100 may be imposed for each day during which the default continues. The Minister may, however, waive or reduce the amount of the penalty, as he sees fit.

Regulations may be made by the Lieutenant-Governor in Council regarding the method of determining what are fair wages, the keeping of records and their examination by Government officers, the furnishing of necessary information to ensure payment of fair wages and the observance of hours of labour, the sub-letting of contracts, penalties, and generally for the enforcement of the Act.

The Act does not apply to contracts existing at the date the Act was assented to.

Factories

In the first general revision of the Factories Act in several years, a number of changes were made and many sections were struck out as being unnecessary, in that the matters they dealt with are covered in other statutes.

Until the Act was amended this year, it applied to those factories which were listed in a schedule and it was found difficult to keep the list up-to-date. Consequently, a new definition of "factory" was inserted in the Act so as to ensure that all types of factories are covered, and the schedule was repealed. The definition has been broadened to apply to any building, workshop, structure, premises, room, or place where articles, materials, fabrics, or compounds are manufactured, altered, repaired, ornamented, finished, transformed, broken up, demolished, or adapted for sale or use, including shipyards, passenger and freight elevators, escalators and dumb-waiters, laundries, dyeing, cleaning or pressing establishments, and any building or place where electricity or motive power of any kind is generated, transformed or transmitted.

With regard to laundries, different closing hours were set for public service laundries, commonly referred to as "laundrettes", where the process involved is the washing and drying of clothes in individual bundles in washing machines and where the labour is supplied by the customer. Persons employed in such laundries in supervision, administration and maintenance may work between the hours of 7 a.m. and 11 p.m. Working hours in steam laundries may not be extended beyond 7 p.m. unless an exemption is permitted by the Inspector.

A new feature of the Act is the provision made for the protection of workers from the inhalation of harmful gases, vapours or dusts. Two subsections [18 (2) and (3)] which were of special application to printing-offices were repealed and replaced by sections applicable to the manufacturing industry generally. These provide that in every factory where a process is carried on by which gases, vapours or dusts are emitted and inhaled by the workers to an injurious extent, if such inhalation can be prevented by mechanical means, the Inspector is authorized to direct the employer to instal the proper facilities, such as exhaust-fans, blowers or other suitable devices, for their removal.

No factory operation which creates gases, vapours or dusts may be carried on in the basement of any building unless it can be shown to the satisfaction of the Inspector that the air-spaces are sufficient and the ceiling or roof is high enough so that an effective ventilating system may be installed.

Eleven operators, as before, are required to hold a licence and to be at least 18 years of age. It is now provided that they must be able to read, speak and write the English language. The former requirement that they should be British subjects was considered discriminatory and removed.

A new schedule to the Act lists six types of factories that are not required to obtain permits from the Inspector to work on the public holidays specified in the Act. They are: (1) those used for the production, generation, storage, transmission or furnishing of gas, electricity, steam or any other agency for the production of light, heat or power; (2) those used for the repair and maintenance of railways, street-railways, tramways, trolley-coaches and motor vehicles; (3) metallurgical works; (4) bakeshops in a municipality; (5) factories for condensing and processing milk and distributing centres for milk; and (6) oil refineries. With these exceptions, factories in British Columbia must be

closed on certain public holidays, unless the written permission of the Inspector is given for employment.

Sections of the Act which referred specifically to young girls or women were deleted, and there is no longer any reference to them in the Act. In certain cases, "young girl or woman" was changed to "employee", as, for example, in the section which formerly provided that if the Inspector so directed in writing, the employer might not allow any young girl or woman to take meals in a room where a manufacturing process was being carried on, and on the inspector's written direction, should provide, at his own expense, a suitable room for meals. This section now applies to any employee and the employer is required to provide not only a room for meals but also the necessary equipment satisfactory to the Inspector.

Another section, similarly changed from "young girl or woman" to "any person", provides that any person who works in a factory either in the manufacturing process or in work connected with it, including cleaning the factory and cleaning or oiling any part of the machinery, shall be deemed an employee in the factory.

Sections which were repealed include one prohibiting the employment in a factory of a child under 15 except with the written permission of the Inspector. The employment of children under 15 in a factory and in certain other workplaces, except with permission, is forbidden by the Control of Employment of Children Act, 1944.

Provisions requiring employers to allow young girls and women at least an hour for a noon meal, unless exempted by the Inspector, and certain references to hours were struck out as being matters taken care of by the Hours of Work Act.

Sections requiring the guarding of dangerous machinery and prohibiting the cleaning of machinery while in motion were deleted. Similar provisions are contained in regulations under the Workmen's Compensation Act. Finally, provisions regarding fire prevention were eliminated, since they are dealt with in the Fire Marshal Act.

Apprenticeship

The Apprenticeship Act was amended in several respects. The amendments provide for inspection of an employer's establishment where apprentices are employed and for a broader application of the Act, making apprenticeship open to adults over 21 as well as to minors from 15 to 21.

As before, the employment of minors of 15 and over in designated trades is prohibited except under contract of apprenticeship or under written permit from the Minister of Labour authorizing employment without a contract of apprenticeship where conditions are such that a minor is prevented from receiving the necessary training.

By a new section, similar conditions are made applicable to persons over the age of 21. The Act now provides that a person over 21 may not be employed in a designated trade as an apprentice except under an apprenticeship contract or except with a permit issued by the Director of Apprenticeship allowing probationary employment preliminary to full apprenticeship. To obtain a permit, an employer must apply in writing submitting probationary contracts signed by himself and the apprentice or his guardian. The permit is for a term of not more than three months unless the Provincial Apprenticeship Committee sees fit to extend the period of probationary employment.

The Minister has been given the power to inspect the premises, equipment, and training facilities of any employer where minors or apprentices may be employed in a designated trade. All books, payrolls and other records which are in any way related to the wages, hours of work, or the conditions of labour of minors and apprentices may also be subject to inspection. If the Minister or the person authorized by him in writing so desires, extracts from payrolls, books, or records may be taken. An employer may be required to surrender to the Director any records, documents, statements, writings, books and papers, etc., that may be in his possession, or to make full disclosure of information, relating to wages, hours and working conditions of the persons employed in a designated trade.

As some doubt had arisen in the past as to the person responsible for the employment and training of an apprentice, a new definition of "employer" was added for clarification. The definition was broadened to include every person, firm, corporation, agent, manager, representative, contractor, sub-contractor or other person who is responsible directly or indirectly for the employment or training of a minor or an apprentice. Previously, an employer was defined as the person to whom the apprentice was under a contract of service and who was responsible for the latter's instruction in a designated trade.

Every employer in a designated trade is now obliged to keep in his main place of business an accurate record of the daily

hours worked by, and the wages paid to, the apprentices in his establishment, together with a register of their names, addresses, dates of birth and occupations.

In order to ensure that employees are familiar with the provisions of the Act which are applicable to them, employers in a designated trade are also required to keep posted in their place of business Sections 8 to 11 of the Act, which refer to the employment of minors and to the conditions governing contracts of apprenticeship.

New provisions were enacted regarding penalties. Any person who withholds any information respecting the working or training conditions of an apprentice or a minor in a designated trade, who gives false information, or who hinders an official in the carrying out of his duties under the Act is liable upon summary conviction to a fine of not less than \$25 and not more than \$100. Previously, the minimum penalty was a fine of \$10.

Schedule A of the Act was amended to include as "designated trades" the trades of bricklaying and refrigeration and to remove the trade of druggist. These changes had already been made by regulations (L.G., 1948, p. 491; 1949, p. 1440; 1950, p. 1700).

Schedule B of the Act, prescribing the contract of apprenticeship to be signed by the apprentice and the employer, was revised and several changes made. The new contract now specifies that the working year of an apprentice shall consist of 2,000 hours.

If either party to the contract feels that the rate of wages being paid is unfair in view of the existing economic conditions in the trade, he may make written application to the Director for a revision of the rates. Upon the recommendation of the Provincial Apprenticeship Committee, the Minister is empowered to make a decision that is final and binding upon the parties concerned.

The schedule further provides that the hours of work for apprentices are to be the same as those established for journeymen in the trade. Overtime wage rates for apprentices are based *pro rata* on those fixed for journeymen.

Inquiry into Industrial Conciliation and Arbitration Act

An Act was passed authorizing a Board of not more than five persons to inquire into the Industrial Conciliation and Arbitration Act and its administration. The Board was directed to make a survey of

legislation in effect in other provinces, states and countries in respect of industrial disputes and to submit its recommendations as to what amendments should be made to the Act, before the Legislature meets in 1952.

The Board of Inquiry, set up on April 24, has been holding province-wide hearings and has received submissions from major labour organizations and employer groups. For the purpose of the investigation, it has the powers of commissioners appointed under the Public Inquiries Act.

Annual Holidays

An amendment to the Annual Holidays Act provides that the Act is not to apply where workers are granted an annual holiday with pay by the terms of a collective agreement, provided that the employees' representatives have been authorized to bargain on the employees' behalf in accordance with the Industrial Conciliation and Arbitration Act, and the holiday provisions of the agreement have been approved by the Minister of Labour.

The Act, which provides for a week's holiday with pay, does not cover farm and horticultural workers, domestic servants employed in private residences, and certain classes of professional workers who are subject to special statutes under which they are licensed. Another change this year was that persons licensed under the Securities Act were added to the list of professional workers excepted from the application of the Act.

Coal Mines

The Coal-mines Regulation Act was amended by replacing one of the rules governing the charging and firing of shot-holes in mines. The former rule provided that in pillar-work, on inclinations exceeding twenty degrees, an Inspector could authorize the charging of several shot-holes and the firing of two shots simultaneously if the proper performance of one were not contingent upon the work to be done by the other. The new rule provides that a mine manager may apply to the Chief Inspector for permission to fire more than one shot at a time. If more than one shot is to be fired, the shots must be fired in series simultaneously or by milli-second delay blasting detonators. The Chief Inspector is given authority to grant or to refuse permission for the firing of such multiple shots, and, if permission is granted, to give whatever directions he considers necessary in the interests of safety.

Closing of Shops

The Shops Regulation and Weekly Holiday Act was amended to empower Vancouver City Council to pass a by-law which would allow some grocery shops to remain open for the accommodation of the public after the regular closing hours.

The Act makes it mandatory on a municipal council to pass a by-law requiring the closing of any particular class or classes of shops at specified times and hours on the petition of three-fourths of the occupiers affected.

With respect to automobile garages, automobile service or repair shops and gasoline service stations, and to these have been added grocery shops in Vancouver, power is given a municipal council to provide, by by-law, for the granting of permits allowing a certain number, as may be determined, to stay open after the prescribed closing hour. The council may delegate to some municipal official power to select the places which may remain open and to fix the terms and conditions on which permits may be granted, including the hours during which they may remain open.

Hospital Insurance

Among the changes made in the Hospital Insurance Act, which was again revised in 1951, was one raising the maximum premium which any person or family may be required to pay under the Act from \$36 to \$42 a year. The premium has been increased by regulations to \$42 for the head of a family and to \$30 for a single person.

In order to provide some measure of control over the establishment of private hospitalization plans, the section of the Act which permits the Hospital Insurance Commissioner to exempt persons under such plans was amended to permit exemption if the association or agency is operated for the purpose of providing hospital services for its subscribers or members and the plan has been approved by the Lieutenant-Governor in Council.

Seamen who are entitled to equivalent hospital benefits under the Canada Shipping Act may be exempted from having to pay the premium under the Hospital Insurance Act. However, since a seaman is eligible for hospital benefits under the Canada Shipping Act only as long as he is employed on board a vessel on which the required tonnage duty has been paid, exemption cannot be granted for a year in advance. An amendment provides that such grants of exemption must be made retroactively after the year has expired and

for a time not exceeding the period of coverage under the Canada Shipping Act. If a seaman has received hospital services paid for from the Hospital Insurance Fund, the period of exemption may be reduced.

New subsections were added relating to payroll deductions. An employer who deducts hospital insurance premiums from employees' wages is deemed to have made the deduction as an agent for the Minister. Moneys deducted must be kept separate from other funds and remitted to the Commissioner, together with statements as required, so as to reach him not later than 14 days after the end of the month in which the employer became liable for the payment of the wages from which the amount was deductible. On the written demand of an officer of the Hospital Insurance Service, an employer must make available for examination records, books and statements in respect to wages paid and payroll deductions. Where the Commissioner is satisfied that deductions have been made but not received by him within the time prescribed, he may issue a notice to the employer requiring him to remit or account to the Commissioner for the amounts alleged to have been deducted.

Another amendment requires every public hospital to send to the Commissioner before December 15 of each year a detailed statement of its estimated costs of operation during the next year.

In view of the requirement that each hospital must submit a budget before the beginning of each year, a new section was added to the Hospital Act providing that collective bargaining negotiations, or conciliation or arbitration proceedings, involving wages and working conditions of hospital employees must be concluded before November 30 of the year preceding the effective date of any collective agreement or arbitration award. It was considered that, if such negotiations, which might result in wage increases, were carried on into the next calendar year, hospitals would be unable to determine wage costs in advance and to prepare an accurate budget.

Notwithstanding the above, a bargaining authority representing hospital employees and an employer or employers' organization representing a hospital are permitted to enter into collective bargaining, as defined in the Industrial Conciliation and Arbitration Act, before November 30, 1951, for the purpose of concluding an agreement applicable to a portion of the year 1951 in respect of which no collective agreement is in effect, or for revising, in so far

as it affects wages and working conditions in 1952, an existing agreement which is applicable in part to a portion of the year 1952, or for concluding a new agreement applicable to the year 1952. Such negotiations must be commenced within 10 days after either party receives notice from the other requesting such action.

Hospital Insurance Inquiry Board

To inquire into the Hospital Insurance Act and its administration and into all matters pertaining to hospital operation in the province, the Legislature authorized the appointment of a Board of not more than 12 persons, to be called the Hospital Insurance Inquiry Board. Its report and recommendations must be submitted to the Government before the 1952 legislative session.

Credit Unions

Amendments made to the Credit Union Act, several of which were for purposes of clarification, extend the powers of credit unions and make other changes with respect to loans and the investment of money received on deposit from members of credit unions.

A credit union is now permitted to acquire and hold real estate. In the past this power was limited to investment in real estate suitable as a place for conducting the business of the credit union.

A central credit union, that is, a body formed by the amalgamation of 10 or more credit unions, may invest moneys received on deposit in securities of the federal or provincial Government or in securities guaranteed by either Government and may borrow, raise and repay money and secure the payment of such money by charge on the securities held.

Rent Control

The Leasehold Regulations Act enabled the provincial Government to assume rent control in the province. Provision was made for the federal Wartime Leasehold Regulations to continue in force as if they had been enacted by the British Columbia Legislature.

Miscellaneous

A minor amendment was made to the Mechanics' Lien Act. The Act formerly provided that workers whose daily wages

were more than \$5 would not be prevented from contracting out of the benefits of the Act. It is now provided that this section will apply to workers whose wages are more than \$10 a day. The previous section dated from 1910 and it was felt that it did not accord with present-day conditions.

An amendment to the Fire Marshal Act, which will become effective on proclamation, provides that one licensed projectionist holding a certificate of competency of the class prescribed in the regulations must be in the projection-room of any moving-picture theatre when the theatre is open to the public. Under the present section of the Act, one projectionist is required to be on duty in smaller theatres, but two are required to be in the projection-room where a theatre has 450 seats or more.

The Civil Defence Act authorizes the Lieutenant-Governor in Council to assume emergency powers in the event of a proclaimed state of emergency.

Similar to an Act passed in Manitoba in 1945, the Practical Nurses Act provides for the training, examination, licensing and regulation of practical nurses. A council of 10 members, who will be appointed for a term of three years and will be eligible for re-appointment, is to be set up to issue licences and to have general supervision of training schools and courses of training. Particulars as to requirements for admission to training courses, licensing, and the duties which a practical nurse may perform are to be set out in regulations.

A similar Act was passed to regulate psychiatric nursing in the province. The Psychiatric Nurses Act provides for the appointment of a Council of Psychiatric Nurses to issue licences under the Act, and prohibits any person from practising as a psychiatric nurse unless he is the holder of a valid licence.

Bill Not Passed

A Bill to protect certain Civil Rights, similar to the Saskatchewan Bill of Rights Act, 1947, was introduced but did not go beyond first reading.

Resolutions

Two resolutions, agreed to on April 18, approved in principle the proposed amendments to the British North America Act dealing with contributory old age pensions and with the right of the provinces to impose an indirect sales tax.

Recent Regulations, Dominion and Provincial

**New provisions made in Great Lakes Seamen's Security Regulations
Changes in minimum wages, apprenticeship, tradesmen's qualifications
Higher fees and monthly rates for licensed practical nurses in Manitoba.**

Changes in minimum wages and in apprenticeship and tradesmen's qualifications are noted in the regulations summarized this month. The minimum rates for women workers in Nova Scotia were raised by \$1.80 a week, and a new Minimum Wage Order was put into effect in New Brunswick requiring male workers in the canning industry to be paid at least 55 cents an hour. The special Order (No. 51) issued by the Quebec Minimum Wage Commission in April governing wholesale foodstuffs was repealed.

In Alberta, the trade of refrigerator mechanic was brought under the Apprenticeship Act; under the Tradesmen's Qualification Act, which requires journeymen to hold certificates of proficiency, regulations were made for the trade of auto body mechanic, setting out the conditions under which certificates may be obtained. In Saskatchewan, regulations under the Apprenticeship and Tradesmen's Qualification Act make the holding of a certificate of status compulsory in two further trades, carpentry and plumbing, in the cities and in two towns of the Province.

Higher fees were set for licensed practical nurses in Manitoba.

DOMINION

Emergency Powers Act

Great Lakes Seamen's Security Regulations

The Great Lakes Seamen's Security Regulations were revoked and replaced by new regulations, gazetted on August 8 (approved by P.C. 3855), to extend the date after which a seaman must hold a regular seaman's card to January 1, 1952. Until this extension, the regulations provided that no person could be employed on board a Canadian ship on the Great Lakes and St. Lawrence River after August 1 unless he was in possession of a regular seaman's card.

Provision was made in the earlier regulations for the issue of interim cards (L.G., June, 1951, p. 837) and these are being replaced by regular cards as quickly as possible. From July 24 to the end of the

year, employment is permitted under either an interim or a regular card, but after December 31 the interim card will not be valid.

A few other changes were made. A person who loses his card must report the loss to the master of the ship on which he is employed and also to the nearest National Employment Office. The master of the ship is required to enter the loss of the card in the ship's log. The earlier provision required the seaman to report the loss to the Minister of Labour.

No holder of a card may deliver possession of the card to any other person, but it is now provided that, with the consent of the holder, a card may be placed for safe-keeping in the custody of the master of the ship. It must be returned to the holder at any time at his request.

PROVINCIAL

Alberta Apprenticeship Act

The trade of a refrigerator mechanic was designated as a trade under the Apprenticeship Act by a regulation (O.C. 850-51) made on June 12 and gazetted on June 30.

Alberta Coal Mines Regulation Act

The regulations covering electrical installations and appliances in coal mines, which were made in 1945, were further amended by the addition of a new paragraph which prohibits the use of electricity or apparatus in any mine until written permission of the Director of Mines for the use of electricity in the mine has been obtained. The amendment was made by Order in Council 888-51, dated June 20 and was gazetted on June 30.

Alberta Licensing of Trades and Businesses Act

New general regulations respecting the granting of licences under the above Act and 15 Orders of the Minister of Industries and Labour covering the licensing of special industries were made on June 18 and gazetted on July 14.

The Act gives the Minister authority to designate any business as one to which the Act applies, to provide for the licensing of all persons engaged in the business, and to prohibit the carrying on of such business by a person without a licence.

The new Ministerial Orders, which supersede earlier Orders and raise licence fees, apply to the automotive industry, barber trade, beauty culture, cleaning and dyeing, collection agencies, commercial printing, flour and feed milling, funeral directors, junk dealers, manufacture of margarine, meat packing, photo finishing, restaurants, and retail and wholesale trade.

The regulations respecting tourist camps were amended and the Orders designating the business of auctioneers, commercial creameries and the keeping of a trade school as trades to which the Act applies were cancelled.

Alberta Public Service Pension Act, 1947

By Order in Council 845-51 of June 12, gazetted June 30, the Public Service Pension Act was declared to apply from April 1, 1947, to additional classes of Government employees. The groups covered, under conditions laid down in the regulations, are the members and employees of the Workmen's Compensation Board, the University Hospital Board, the Alberta Liquor Control Board, the Petroleum and Natural Gas Conservation Board, employees of Marketing Services Limited, the Civil Service Association of Alberta, the Alberta General Insurance Company, health units constituted under the Public Health Act and nurses employed under the Nursing Service Act.

Alberta Tradesmen's Qualification Act

Regulations were made on June 12 (approved by O.C. 842-51), and gazetted on June 30, governing the trade of auto body mechanic which in 1949 was designated as a trade to which the Tradesmen's Qualification Act applies (L.G., 1949, p. 1573). Under this Act, which was first passed in 1936, no person may engage in a trade covered by the Act in any part of the Province unless he has a certificate of proficiency. A Board of Examiners is appointed for each designated trade to conduct examinations and determine candidates' qualifications.

In the trade of auto body mechanic, as in other trades, the Department of Industries and Labour may issue the following classes of certificate:—

1. *Certificate of Proficiency*.—This is granted when an applicant has made the required pass mark in a practical

and theoretical examination based on the course of studies set for apprentices in the trade under the Apprenticeship Act, and has shown proof (the original and one copy of testimonials from employers or instructors) that he has had at least four years' practical experience in the trade.

2. *Provisional Certificate*.—If a candidate fails to make the required pass mark but obtains 50 per cent or more he may be given a provisional certificate, valid for six months.
3. *Temporary Certificate of Proficiency*.—This certificate is granted for three months to an applicant with the required practical experience to permit him to work at his trade until an examination may be held.
4. *Renewal Certificate*.—All certificates expire on March 31 of each year and may be renewed on payment of the renewal fee.
5. *Apprenticeship Certificate*.—This is issued under conditions laid down in the Apprenticeship Act and regulations.

Applicants for certificates of proficiency are required to apply on a form supplied by the Department and to pay the prescribed fee. The examination fee for a certificate of proficiency or a provisional certificate is \$5; for a temporary certificate, \$2; and for a renewal certificate, \$1.

An unsuccessful candidate may within 30 days request the Department to have an examination reviewed by a Board of Appeal. If the Board of Appeal alters the decision of the Board of Examiners, the fee of \$5 which must be paid for the review is refunded.

The chairman of the Board of Examiners may review any examination and at his discretion issue such certificate of proficiency as he considers advisable.

A holder of a certificate of proficiency may be required by the Department to appear for re-examination at any time. Should he fail to pass the examination, for which there is no fee, his certificate may be cancelled.

Certificates must be displayed in a prominent place in the workshop.

A person who loses his certificate may obtain another upon making a sworn affidavit as to the particulars of the loss and paying a fee of \$1.

Loaning or altering a certificate of proficiency will, at the discretion of the Department, be cause for the suspension or cancellation of the certificate.

British Columbia Hours Of Work Act

The Board of Industrial Relations has issued a new regulation (29B), similar to one which has been in effect for many years, permitting employees in wholesale and retail stores in all centres of the Province, except Vancouver, Burnaby, Victoria, Esquimalt, Oak Bay, Saanich and New Westminster, to work three extra hours on one day of each week, either Friday or Saturday, and on the day before a public holiday which occurs on a Saturday, provided that the weekly limit of 44 hours is not exceeded. The only change is that the three additional hours may be worked on either Friday or Saturday instead of on Saturday as under the previous regulation (29A), now cancelled.

Regulation 29B was made on July 5 and is effective from July 12, the date of its publication in the *British Columbia Gazette*.

British Columbia Workmen's Compensation Act

A change was made in the schedule of industrial diseases under the Act to include work in connection with the British Columbia Medical Research Institute as employment in which tuberculosis may occur and in which workers may receive compensation, under certain conditions. Other similar places of employment include hospitals, sanatoria, clinics, and public health units of the Provincial Government, of the University of British Columbia, or of a municipality, school board or of a branch of the Victorian Order of Nurses. The amendment, which is effective from June 1, was made by the Workmen's Compensation Board on August 3 and gazetted on August 9.

Manitoba Licensed Practical Nurses Act

Higher fees to be charged by licensed practical nurses are set out in new regulations, 31/51, which were gazetted on August 11.

For an 8-hour day the fee has gone up from \$4.15 to \$5.40, and for a 20-hour day, from \$5.80 to \$7.45. It is stipulated that, when on 20-hour duty, a nurse must have four hours off duty each day and at least six hours for sleep. For the first time, fees are set for a 10-hour day and a 12-hour day. These are \$6 and \$7.30, respectively. The fee for a four-hour evening shift and an hourly rate for overtime have been omitted.

A nurse who is paid by the month and supplied with free room, board and laundry may charge \$74.55 a month for the first year, \$82.25 a month for the second year, \$90 a month for the third year, and such amount as may be agreed upon, but at least \$90 a month, thereafter. These rates replace \$53, \$64 and \$70, respectively (L.G., 1949, p. 1575). An additional sum equal to the current value of room, board and laundry may be charged where these are not supplied free of charge.

The new regulations make no change as regards holidays with pay and maximum hours of work. A practical nurse employed on a monthly salary basis is entitled to two weeks' holidays with pay in each year. She may not be required to work more than eight hours in a day or more than six days in a week.

Newfoundland Boiler and Pressure Vessel Act, 1949

After about a year of operation, the first regulations issued under the Act were amended (L.G., 1951, p. 76). The changes were made and gazetted on August 14.

The regulations formerly provided that the Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels (Second Edition), and the Mechanical Refrigeration Code, 1939, of the Canadian Standards Association are adopted as regulations under the Act. As revised, they now state that, subject to the Act and the regulations, the two codes, as amended from time to time, are adopted as regulations under the Act.

The remaining amendments were made to Part IV of the regulations which deals with the qualifications and examination of boiler inspectors, engineers and firemen.

To the plants exempted from these regulations were added traction plants of 25 h.p. or less and hoisting plant when the motive power for such machinery and equipment is a high pressure boiler of 25 h.p. or less.

A few changes are in connection with the duties which a fireman and a third-class operating engineer may perform. A fireman's certificate entitles him to operate a low pressure steam plant of not more than 100 h.p. or to tend boilers, engines or refrigerating machinery in a high pressure steam plant not exceeding 200 h.p. (formerly 350) in the absence of the engineer in charge from the boiler or engine room. Under the direction of the engineer in charge, he may also take charge of a shift in a low pressure steam plant

of not more than 350 h.p. or, as now amended, in a high pressure steam plant of not more than 200 h.p.

A third-class engineer may operate as chief engineer a high pressure steam plant or refrigeration plant not exceeding 350 h.p. It was formerly provided that he could act as shift engineer under the direction of a certified chief engineer in any plant of unlimited horsepower. This was changed to "any plant the horsepower of which does not exceed 750".

A person employed in a plant on September 25, 1950, may, at the discretion of the Chief Inspector, be granted, without taking an examination and upon payment of the prescribed fee for the renewal of a certificate, a grade of certificate which will allow him to continue in the position he held on that day, or a lower grade according to his experience and qualifications. An Operating Engineer First-Class certificate, however, will not be granted without examination.

A person who holds a certificate issued without examination and who changes his position to one in another plant which requires a certificate of a higher grade must, before making the change, take an examination and obtain the higher grade certificate.

A new section states that the holder of a fireman's licence issued under Chapter 218 of the Consolidated Statutes of Newfoundland (Third Series) and which was valid at any time after September 1, 1948, may, at the discretion of the Chief Inspector, be granted a fireman's certificate without examination.

Two new sections make provision for the absence of an engineer from the plant. When a plant is operated in two or more shifts, the chief engineer must arrange that a shift engineer holding a certificate not less than one grade lower than that required to operate the plant as chief engineer shall be in charge. If an engineer is absent due to sickness or holidays, an engineer with a

certificate not less than one grade lower than the engineer whom he replaces may take charge for a period up to 21 days. Under special circumstances this period may be extended by the Chief Inspector.

Nova Scotia Women's Minimum Wage Act

A new Minimum Wage Order, effective from August 18, made under the authority of the Women's Minimum Wage Act passed at the 1951 session of the Legislature, has raised the minimum wage for women workers in Nova Scotia by \$1.80 a week. The new Order, which was gazetted on August 8, applies only in the cities and incorporated towns of the Province. As before, the cities and towns are divided into three zones and a different minimum wage is set for each zone. The rates are now \$16.80 for Zone I; \$15.80 for Zone II; and \$14.80 for Zone III. The increase brings Nova Scotia minimum wages for women into line with those of Ontario, where the corresponding rates are \$16.80, \$15.80 and \$13.80 a week.

The Order, which replaces the 10 Minimum Wage Orders previously in effect covering different industries, applies to all women workers and their employers who are subject to the Act. Farm labourers and domestic servants are excepted. The same increase, i.e. \$1.80 a week, is made in the rates for both experienced and inexperienced workers. Experienced workers are those who have been employed by one or more employers for six months or more in the type of employment for which they are hired. Zones I and II include the same cities and towns as before. Three places, Joggins, Port Hood and Wedgeport, formerly in Zone III, have been omitted.

Minimum Wage

The minimum wage payable to experienced and inexperienced workers is set out in the following table:—

Place Where Employee is Employed	Weekly Wage for Experienced Workers	Weekly Wage for Inexperienced Workers
Zone I:		
Halifax, Sydney, Glace Bay, Amherst, Dartmouth, Dominion, New Glasgow, New Waterford, North Sydney, Springhill, Stellarton, Sydney Mines, Truro, Yarmouth	\$16.80	During first three months .....\$14.80 During next three months .....\$15.80
Zone II:		
Antigonish, Bridgewater, Inverness, Kentville, Liverpool, Lunenburg, Parrsboro, Pictou, Trenton, Wolfville, Windsor, Westville	\$15.80	During first three months .....\$13.80 During next three months .....\$14.80
Zone III:		
Annapolis Royal, Berwick, Bridgetown, Canso, Clark's Harbour, Digby, Hantsport, Lockeport, Louisburg, Mahone Bay, Middleton, Mulgrave, Oxford, Port Hawkesbury, Shelburne, Stewiacke.....	\$14.80	During first three months .....\$12.80 During next three months .....\$13.80

As before, not more than 25 per cent of the total number of women workers in any establishment may be paid as inexperienced employees. Where the total female working force is seven or less, not more than two may be paid as inexperienced. In most of the Orders now replaced, the limit of 25 per cent on the number of inexperienced workers applied except where the total working force was less than four.

An inexperienced worker in a beauty parlour who has had three months or more of instruction in a school or hairdressing establishment for which a fee has been paid is to receive as a starting wage the minimum fixed for workers with three months' experience. Similarly, an office worker with a business diploma requires only three months' experience in order to qualify for the full minimum rate.

Handicapped workers must receive at least the minimum rate unless payment of a lower wage has been authorized in each specific case by the Minimum Wage Board after written application by the employer.

Hours

The rates set are for a maximum 48-hour week or for the usual number of hours worked in the particular establishment, if less than 48. Work in excess of 48 hours or of the usual number of hours worked, as the case may be, is counted as overtime and must be paid for at one and one-half times the normal rate. This does not apply, however, to employees whose normal rate is above the minimum. Under the former Orders, the minimum rates were fixed for a workweek of not less than 44 nor more than 48 hours, or for the normal weekly hours worked in the establishment if less than 44.

Part-time workers are to be paid on an hourly basis at rates to be determined by dividing the weekly rate by 48 or by the usual number of hours worked. Women workers employed for special days, seasons or rush periods are to be classed as experienced and paid the full minimum rate, with a minimum of four hours' pay.

As before, all time during which a worker is required to wait for work on the employer's premises is to be counted as working time. No deduction from wages for absence from work which brings the wages of an employee below the minimum rate may exceed the value of the time lost, determined according to part-time rates.

Where work is done on a piecework basis, no woman worker, regardless of the amount earned according to piecework rates, may receive less than the minimum rate during

the first three months of her employment. In regard to pieceworkers with more than three months' experience, rates must be such that at least 80 per cent of the workers receive a weekly wage which is not below the minimum.

Holidays

No deduction may be made from the weekly minimum rate for time not worked because of public holidays.

Deductions

No change was made in the deductions which an employer is permitted to make for board and/or lodging furnished to an employee. These may not be more than \$2 per week for lodging and \$5 per week for board, or 25 cents per single meal. Part-time workers may not be charged for more than one meal in each four hours worked.

No deduction may be made from the minimum rates for the use, purchase or laundering of uniforms, where these are required to be worn. If an employee is required to launder her own uniforms, she must be compensated at the prevailing laundry rates.

Method of Payment

Wages must be paid in cash and at regular intervals, not exceeding one month.

Prince Edward Island Workmen's Compensation Act

Minor amendments were made to the regulations which were issued on December 20, 1949 (L.G., 1950, p. 355). These changes were approved by the Lieutenant-Governor in Council on August 2 and gazetted on August 11.

The regulations formerly excluded the mayor and other officers of a city, town or municipality and the president, vice-president, directors or other officers of a company from the operation of Part I of the Act (the collective liability system). It is now provided that any such person may be deemed a workman within the meaning of the Act if he notifies the Board of his desire to be included as a workman, and if the amount of his salary is shown in the payroll statement furnished to the Board and in the estimate of wages expected to be paid for the year.

Another change decreased the assessment rate of an employer of truckmen who supply their own trucks or horses. Where workmen drive their own trucks and are paid by the cubic yard, ton or on an hourly scale, the employer will now be assessed on 25 per cent, rather than on

40 per cent, of the overall amount paid to the workmen at the rate for trucking. An employer hiring truckmen with their own horses will be assessed on 40 per cent, instead of 60 per cent, of the overall amount paid to the workmen at the rate for trucking.

Quebec Minimum Wage Act

Order 51 Repealed

Order No. 51 of the Quebec Minimum Wage Commission governing the wholesale food trade, which was suspended for three months by resolution of April 25, following representations of employers' groups (has since been cancelled. The repealing Order was approved by Order in Council No. 755 of July 19 and published in the *Quebec Gazette* on July 28. Order 51, which incorporated most of the provisions of a collective agreement for the food products manufacturing and wholesale food trade in Quebec City and district, was summarized in the July issue of the *LABOUR GAZETTE* at page 1005.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

Under new trade regulations for the plumbing and carpentry trades, from June 15, 1951, every tradesman engaged in either of these trades in any city in Saskatchewan, in the towns of Estevan and Melville, and in the area lying within a five-mile radius of a city or either of these towns is required to hold a certificate of his status in the trade.

The Act as passed in 1950 provided that every apprentice and tradesman in any designated trade should hold a certificate of status when it was required by the regulations. The certificate-holding requirement has been in effect for the barbering, beauty culture and motor vehicle mechanics repair trades since

February 1, 1951 (L.G., March, 1951, p. 367). Thus, in five trades certification is now compulsory.

The new regulations, approved by Order in Council 1122/51 on July 4 and gazetted on July 13, replace earlier regulations for the same two trades approved by O.C. 2128/50.

Saskatchewan Social Aid Act

To help to ensure that a child on whose behalf a mother's allowance is paid will gain the necessary knowledge or skill to become self-supporting, the regulations under the above Act were amended to permit the payment of an allowance between the ages of 16 and 18 while the child is taking a technical, business or professional course or, as before, while attending school up to the completion of Grade XII. The amendment (O.C. 1445-51), made on July 30, was gazetted on August 10 and is effective after September 1.

New Brunswick Minimum Wage Act

A new Order establishing 55 cents an hour as the minimum rate of wages which may be paid to male employees engaged in the canning or processing of fish, vegetables or fruits became effective on July 9. This is the only Minimum Wage Order governing male workers in effect in the Province.

The Board at first issued an Order which set a lower rate of 45 cents an hour for employees under 18 and made the 55-cent rate applicable to those of 18 and over. Further, it fixed 68 and 82 cents an hour, respectively, as the minimum overtime rates. It was, however, revoked and replaced by the Order described above which sets the one rate for all males regardless of age and does not fix minimum overtime rates.

Unemployment Insurance

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire. The appeal of the insurance officer is allowed in the 1st, dismissed in the 2nd.

Decision CU-B* 714, June 21, 1951

Held: *That a claimant, while on leave of absence from his work to attend to personal matters, could not be considered as being unemployed within the meaning of the Act.*

Material Facts of Case.—The claimant, single, 23 years of age, registered for employment as a truck driver, filed a claim on October 19, 1950, in New Waterford, N.S., stating that he had been employed in Brantford, Ont., as a shipper from December 1947 to October 12, 1950. On the latter mentioned date he had received a telegram informing him that his father was seriously ill, whereupon he requested and was granted one month's leave of absence by his employer, with the understanding that such leave could be extended if necessary. Fearing that it might jeopardize his employment, he did not request his insurance book from his employer.

The claimant submitted the following medical certificate, dated October 20, 1950:—

This is to certify that (the claimant) has had to return home to New Waterford, N.S., to work due to the illness of his father.

The insurance officer was of the opinion that the claimant could not be considered as being available for work within the meaning of Section 27 (1) (b) of the Act and disqualified him for an indefinite period as from October 19, 1950.

The claimant appealed to a court of referees, contending that he was available for work and that if he could find employment, he would certainly accept it as he needed some extra money to help out at home and pay his way back to his job in Brantford.

* Decisions are published in two series: Those designated CU-B refer to benefit cases; those designated CU-C, coverage cases.

On November 29, 1950, the local office reported that it had learned from the claimant's mother that there was another son working who was living at home, that the father's illness was the result of an injury received in a mine accident twenty years ago, that his condition had improved and that the claimant had since returned to Brantford and resumed work with his employer.

The court unanimously reversed the decision of the insurance officer on the ground that the claimant had established availability for work.

The insurance officer appealed to the Umpire.

Conclusions.—As stated in many previous decisions of the Umpire, unemployment insurance is, as its name implies, a protection against specific risks of involuntary unemployment.

While it is correct to consider employees who are temporarily laid off due to a shortage of work as unemployed, the same view cannot be taken in respect of employees who are granted leave of absence to attend to personal matters.

The claimant may have had good personal reasons to absent himself from his work but I do not consider that he was unemployed within the meaning of the Act.

For those reasons the appeal, *mutatis mutandis*, is allowed.

Decision CU-B 715, July 11, 1951

Held: *That inasmuch as the claimant had assumed the role of sole breadwinner for the duration of her husband's medical studies and was living up to her undertaking, her husband was dependent on her within the meaning of Section 31 (3) of the Act notwithstanding the fact that he worked during the summer holidays and earned enough to cover his tuition fees and books.*

Material Facts of Case.—The claimant married, 29 years of age, filed a claim for benefit on December 1, 1950, stating that she had been employed at the House of Commons, as a stenographer at the rate of pay of \$5.90 a day from May 15, 1950 to November 30, 1950, and that she had been laid off because of lack of work. At the same time she requested the dependency rate in respect of her husband who had been a university student since September, 1949.

The insurance officer did not allow the dependency rate. The claimant appealed to a court of referees and, with her husband, attended the hearing. The court unanimously allowed her appeal.

The insurance officer appealed to the *Umpire* on the ground that in CU-B 403 it had been stated that there must be a continuity of the relationship of dependency before a wife can be entitled to the dependency rate in respect of her husband and as, in the present case, the husband was employed during the summer holidays, there was a lack of the continuity of dependency which is essential.

Conclusions.—An examination of the claimant's employment record reveals that she has been regularly employed since 1944. She worked for a provincial government as a stenographer from 1944 to 1946, as a high school teacher from 1946 to December 1949, as a civil service

stenographer for a few months early in 1950 and then at the House of Commons. Furthermore, we are informed that she resumed work with the Civil Service on January 2, 1951.

Her husband, except during the summer months, is unemployed and apparently without any personal means. When he commenced his course in medicine, two or three years ago, she assumed the role of sole breadwinner for the duration of the course and her employment record leads me to believe that she is living up to her undertaking.

In decision CU-B 403, which deals with the case of a wife claiming benefit at the dependency rate in respect of her husband, my predecessor stated as follows:—

In order to receive benefit at the dependency rate, the claimant must show a continuity of relationship of dependency to a degree such that its genuineness may not remain doubtful.

Under the circumstances of the present case, while the husband's summer employment may yield enough to cover his tuition fees and books, I do not consider that it is such as to break the continuity of relationship of dependency or render its genuineness doubtful.

The claimant has proved that her husband was dependent on her within the meaning of Section 31 (3) of the Act and the appeal is dismissed.

Unemployment Insurance Statistics July, 1951*

During July, local offices of the Unemployment Insurance Commission received a total of 58,981 initial and renewal claims, according to the monthly report issued by the Dominion Bureau of Statistics on the operations of the Unemployment Insurance Act. This figure is slightly higher than the total of 58,233 recorded in June, due mainly to layoffs occasioned by the prolonged period of drought in British Columbia. In July 1950, initial and renewal claims filed totalled 43,929.

Ordinary claimants signing the live Unemployment Insurance register numbered 83,889 (54,245 males and 29,644 females) on July 31, as compared with 86,523 (56,520 males and 30,003 females) on June 30, and 92,520 (55,166 males and 37,354 females) on July 31, 1950.

There were, in all, 100,031 active claims on July 31. This total includes 30 supplementary benefit claimants in Newfoundland and 16,112 other claimants (mainly short-time claimants) mostly located in the provinces of Quebec and Ontario.

Initial and renewal claims adjudicated during July totalled 61,259, of which 48,096 were considered entitled to benefit and 13,163 not entitled. Claims disallowed numbered 4,750, while disqualifications imposed on claimants totalled 12,092 (including 3,679 on revised and supplementary benefit claims). Chief reasons for disqualification were: "not unemployed" 4,985 cases; "voluntarily left employment without just cause" 2,827 cases; "refused an offer of work or neglected an opportunity to work" 1,129 cases; and "not capable of or not available for work" 1,028 cases.

* See Tables E-1 to E-6 at end of book.

Claimants commencing the receipt of benefit payments on initial and renewal claims numbered 39,126 in July, compared with 31,284 in June, and 30,945 in July of last year.

Benefit payments during July amounted to \$3,427,834 in respect of 1,416,699 proven unemployed days. In the previous month payments amounted to \$3,513,733 for 1,480,733 days, while in July 1950, a total of \$4,726,614 was paid in compensation for 2,053,009 days.

During the week July 28-August 3, 57,469 beneficiaries received \$794,947 as compensation for 322,625 proven unemployed days, while for the last week of June \$755,311 was paid to 57,079 beneficiaries in respect of 320,375 unemployed days. During the week July 29-August 4, 1950, benefit payments to the amount of \$1,022,377 were made to 76,840 persons in respect of 444,583 days of proven unemployment.

The average daily rate of benefit for the last week of July was \$2.46, compared with \$2.36 for the last week of June. For the same week one year ago the average daily

rate was \$2.30. The sharp increase in the average daily rate for July is due to the increased daily rate of benefit, effective July 2, payable to claimants having made contributions at the highest rate (9 cents a day).

For the week July 28-August 3, the average duration of unemployment compensated was 5.6 days. This was the same average as for the week June 23-29. For the week July 29-August 4, 1950, the average was 5.8 days.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of July, 1951, insurance books were issued to 3,741,924 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 149,004 during the month.

As at July 31, 1951, employers registered totalled 243,264 men—an increase of 695 since the end of June.

UIC Senior Officers Attend Special Course at Toronto

Twenty senior officers of the Unemployment Insurance Commission from all regions of Canada attended, during the summer, a special course on social insurance and employment office administration organized by the Commission in co-operation with the University of Toronto.

The course was under the direction of Professor John S. Morgan, Associate Director of the School of Social Work, University of Toronto, with the Staff Training Division of the Unemployment Insurance Commission assisting.

Subjects studied included: The Art of Interviewing and Supervision; The British and American Insurance Systems; The Community Resources of Canada; Principles of Administration; Group Leadership in Supervision and in Administration; Problems of Communication; Human Behaviour and Jobs.

During the six-week course, each student prepared and submitted a paper on one of the following subjects:—

Rehabilitation and Re-employment in Canada; Great Britain and the U.S.A.; The Problem of Placing the Older Worker

in Employment; The Placement of New Entrant Applicants; Public Relations and Publicity; The Executive and Professional Placement Service; Availability and Suitability for work; Community Aids and Resources; Extending Unemployment Insurance Coverage; Administrative Costs; The Canadian Labour Force; Seasonal Employment Problems; Unemployment Assistance; Redeployment of Civilian Workers; Vocational Training; Industrial Relations; Staff Development in the UIC; The Participation of Staff in Policy-making; The Theoretical Basis of Unemployment Insurance.

A two-hour discussion, led by the director, followed the presentation of each paper.

Because of its specialized character and its range of subjects, the course was considered invaluable to administrative members of the Unemployment Insurance Commission staff who participated. They will now pass on the benefits derived to other senior Unemployment Insurance Commission officers.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research 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.

August 1951 . . .

. . . showed employment moving toward higher levels for all regions. This was indicated by the number of applications for employment on file with the NES which totalled 127,100 at the first of September 1951, a decline of 151,600 a month earlier. The number of unfilled vacancies listed at NES offices increased from 36,200 to 59,500 during the month. Weekly placements moved from 16,037 to 20,036. These data reflect the continuing increase in labour needs throughout the Canadian economy. Skilled tradesmen are in strong demand everywhere.

The diverse effects on the economy of growing defence production and changed government fiscal and credit measures had become more noticeable by late summer. As an increasing part of the economy turns to defence production and the rapid development of natural resources, the output of those consumer goods utilizing basic materials such as steel and some base metals which are key to the defence production program has been reduced. The resulting temporary employment dislocations have taken the form of labour shortages developing in some areas at the same time as pockets of unemployment appear in others. Thus the labour market has become relatively fluid as workers shift from one industry and area to another.

During August, the demand for farm workers was at its peak and shortages of workers were evident as harvest work began on a wheat crop estimated at 579,000,000 bushels. The local supply of labour in the Prairie provinces was not sufficient to meet this demand, as construction work, oil development, logging in the Lakehead area and resource development projects in British Columbia cut into the number of available workers. At least 3,000 additional workers were being sought from Eastern Canada to help in the grain harvest at wages slightly higher than the \$3 to \$8 per day plus board offered in the 1950 season. Requirements in the East were also heavy, with the demand for harvesting special crops draining off farm workers. In New Brunswick about 1,000 pickers were needed for potato picking; fewer workers than normally were required for the Nova Scotia

apple crop, which was much smaller than normal due to spring frosts; in Ontario, workers from the whole province were being attracted by the tobacco harvest, for which wages of from \$9 to \$14 per day were being paid. About 2,500 workers from the Quebec region are expected to go to Maine for the potato harvest. British Columbia was hard hit by the drought, which heavily reduced the yields of many crops.

In mining, a growing scarcity of skilled labour has been accentuated by the opening of new and old mines throughout the country. As in the case of agriculture, immigrants have been sought in an effort to fill the gap to some extent.

In manufacturing, the rate of employment expansion was slowed by numerous lay-offs of workers, particularly in consumer durable goods industries. The most serious unemployment problem created was at Windsor, where some 4,000 automobile workers had been indefinitely let out with subsequent lay-offs occurring at parts manufacturers. Other consumer industries—radio, washing machine, refrigerator and stove manufacturers—were also releasing men in such cities as Hamilton, London, Brantford and Toronto. As well, the saw-mill industry in British Columbia was operating at a low level due to shortages of logs as drought conditions increased the fire hazard and forest closures continued. Short-time work and lay-offs again featured the textile and leather industries.

Construction activity in the summer of 1951 was at a higher level than in the previous year but labour requirements have not increased as much as has the dollar

value of work being done. Contracts awarded in the first 8 months of 1951 totalled \$1,693,000,000, 92 per cent over the eight months total in 1950. Advances in wages and prices of building materials, both of which have shown increases on the order of 13 per cent in the year ending July 1951, accounted for a part of this increase. Shifts in the types of construction work underway also affected the nature of labour requirements. A slump in residential housing (fewer than 60,000 dwellings were under construction at the first of August as compared to 67,000 at the same date in 1950) has been offset by increased requirements in the engineering and industrial fields. In aggregate, construction employment showed an advance of about 4 per cent in the month of July in comparison with year-earlier totals.

The logging industry experienced shortages of labour as camps opened earlier this year with labour needs consequently increasing while harvesting work was underway.

Regional Analysis

Employment conditions in *Newfoundland* during August were more favourable than at any time since that province entered Confederation in 1949. As reflected in registrations with National Employment Service offices, the number of people seeking jobs on the Island was lower at the end of the month than at the seasonal peak of activity in previous post-war years. Although somewhat depressed by the inability of fishermen and fish buyers to agree on a price for this year's cod catch, fisheries employment was near its usual peak. Industrial disputes resulted in work stoppages that temporarily interrupted Bell Island iron mining but total mining employment remained high. Woods employers, in common with those in other eastern provinces, were unable to fill their manpower requirements for summer cutting, although upwards of 3,500 workers were engaged in various phases of forestry operations. In addition to those Newfoundland workers who have taken employment on the construction of the Quebec-North Shore and Labrador Railway, several hundred were referred to harvesting jobs in Ontario and the Maritimes. Local construction—commercial, industrial, residential and at United States military bases—has absorbed large numbers of workers.

In the *Maritimes*, fishing activity was generally spotty, with some processing

plants still running on short-time and others unable to hire their usual complements of seasonal workers. The shortage of bush workers persisted, although the end of the pulp peeling season released some manpower for cutting operations. Shipbuilding employment continued to expand, notably in Saint John and Lunenburg, while defence contracts permitted the resumption of full-scale operations in Frederickton footwear plants. Despite reduced potato acreage this year and anticipated heavy crop losses due to blight, about 1,000 pickers from other parts of the Maritimes will be required in Prince Edward Island and New Brunswick potato fields and some 500 to 600 in Maine potato areas. Brief work stoppages interrupted coal mining and iron and steel production in Cape Breton and there were some short-time work schedules and a few lay-offs in textiles and clothing establishments. The demand for construction manpower has reached record proportions, due not only to the requirements of United States defence projects in Labrador but also to the very high level of construction activity in the three Maritime provinces.

In the *Quebec* region employment was at an all-time high. For the first time in the history of the NES, the number of applications for employment on file in Quebec offices was lower than those on hand in Ontario at the end of August. The high level of employment in Quebec is a reflection in part of the upswing in base metal activity, in construction, in manufacturing and in defence production. Logging camps are opening up earlier than usual, causing shortages of loggers that will not ease up until after the completion of farm harvest operations. Arrangements were underway by federal and provincial Departments of Labour for the organized movement of workers for the western harvesting and for potato picking in Maine. Immigrants have helped to meet the shortage of farm labour. In mining, skilled workers were still scarce. Manufacturing industries continued to have numerous local scarcities of metal tradesmen. The textile and leather industry was in the same uncertain position. Demand for tradesmen for the construction industry was very strong but there were shortages of materials such as steel, cement and bricks. The decrease of 10 per cent compared to last year in housing had been more than offset by greater industrial, defence and institutional construction.

The employment effects of production cut-backs in consumer durables, textiles and footwear manufacturing continued to

dominate the *Ontario* employment picture during August. Southwestern Ontario, especially the Windsor area, has suffered most from this slackness, with more than 4,500 workers from automobile assembly, parts and accessories plants now on indefinite lay-off. On the other hand, output of primary iron and steel stepped up as a new blast furnace was brought into operation in Hamilton, and defence production activity in the machinery and machine tools industry aggravated existing shortages of skilled metal workers in several areas. Seasonal food processing operations throughout the province already have provided jobs for several hundred workers, and many more are likely to be needed as crops are harvested. Demand for manpower continued to exceed supply in mining and logging, and recruiting in areas where industrial workers have been laid off produced only fair results. These factory workers, however, together with many on annual vacation, have helped to ease shortages of harvest labour in many localities.

Throughout the summer the demand for labour in the *Prairie* region has been strong, reflecting, in the main, the higher levels of activity in the oil industry, in construction, in defence manufacturing and in the woods operations of the Lakehead district. During August, the additional manpower required to harvest the grain crop contributed to a steady decline in unemployment. Harvesting was in full swing in the greater part of the region and much of the crop was past the danger of frost, although a large segment of western and central Alberta and smaller areas in other provinces were still susceptible. The manpower available to take off the crop was smaller than ever in spite of an increasing flow of immigrants. In large part, the decline has been made up by a gradual mechanization of farm operations which in turn has been reflected in a proportionately higher demand for truck, tractor and combine operators. Nevertheless, the demand for unskilled harvesting labour was expected to rise sharply as harvesting became more general. By the middle of September, the NES had arranged for transfer of 1,400 workers from eastern provinces.

In the Lakehead district, defence contracts and the strong demand for newsprint and iron ore have been responsible for high level of employment. Planned pulpwood production for the coming season is greater than ever, and it is estimated that about 8,000 workers will be needed at the peak

period. Recent wage increases averaging 14 per cent have brightened the prospects of attaining that level, but little movement can be expected until after the harvest.

Total job applicants at all NES offices in the region dropped a further 3,000 during the month to a total of 13,500 at August 30. This figure, when compared with last year's total of 22,500, is a measure of the current level of prosperity in the region.

In the *Pacific* region, the high level of employment promised earlier this year by the strong demand for lumber, base metals and newsprint has been severely curtailed by the almost complete lack of rain. The drought has gradually reduced the number of farm workers normally required, notably in the Saanich Peninsula where dairy producers have been forced to sell their herds because of the small hay crop and the high cost of imported hay. Agricultural conditions were somewhat better in the interior, with scattered shortages of fruit pickers. Because of the fire hazard, logging operations have been virtually at a standstill for three months; however, all logging areas have not been closed by the Provincial Forest Service. It is estimated that over 12,000 loggers have been laid off for most of this time. Indirect effects of the drought have been most serious in sawmilling employment. Most small firms have been forced to close because of the log shortages and many of the larger firms are working on short time. Employment has also been affected in machine shops in the areas where sawmills have closed and in retail trade throughout the region. These conditions are partially reflected in the number of applications for employment on file at the NES. At a time when normally the seasonal upswing causes a rapid depletion of job applications, the number has increased by more than 5,000 since the beginning of June. At September 1, applications on hand totalled 25,400, compared with 19,200 at the same time a year ago.

Throughout the region, the development of new base metal properties and the increase in refining capacity continued with at least eight new or expanded concentrators at or near the production stage. Mining labour is in strong demand despite the placement of over 100 immigrants this year. Construction activity is also considerably above that of last year but the surplus of loggers and the substantial decline in residential construction have prevented any serious shortages except in the more remote areas.

Wages, Hours and Working Conditions

The Logging Industry, February 1951*

Of logging industry workers on a 5-day week, all but 1 per cent are employed in British Columbia. In other provinces, work weeks of 48 or 60 hours predominate, according to the Department's latest survey

Great variations exist in the operational methods employed in the logging industry in different regions of Canada. In British Columbia, logging operations are carried out the year round, whereas in eastern Canada operations are mainly confined to the winter and spring. In the coastal areas of British Columbia, much of the timber is larger than in Eastern Canada, with the result that there is a greater degree of mechanization than in other parts of the country. Climatic, organizational and operational variations should be borne in mind in considering variations in hours of work, overtime policies, practices in regard to vacations and holidays, and in the other phases of working conditions dealt with in this article.

There have been few changes in working conditions in the Logging Industry during the past few years for which comparable information is available.¹ There has been a slight reduction in the normal work week, with about 38 per cent of the employees on a scheduled week of 48 hours or less during the period covered by this survey as compared with less than a third in 1947. Most noticeable change in working conditions during the past few years has been in vacation policies. Logging establishments employing about one-half of the workers now have a policy whereby the workers may receive an annual vacation of three weeks with pay after 15 years' service with the same employer, whereas in 1947 this maximum vacation was not reported.

In this analysis of the Logging Industry, returns from 263 establishments employing 76,741 employees were used. Owing to the seasonal nature of the Logging Industry in regions other than British Columbia, this survey was conducted on February 1, 1951, when logging operations were at their peak. For British Columbia, information was obtained during the Labour Department's

annual survey, October 1, 1950. The distribution of employees in the industry was as follows:—

Region	Employees	Percentage
Canada	77,780	100·0
Maritime Provinces	10,953	14·1
Quebec	35,626	45·8
Ontario	19,390	24·9
Prairie Provinces..	1,176	1·5
British Columbia..	10,635	13·7

The Normal Work Week.—Normal weekly hours in the Logging Industry ranged from 40 to 60. More than half of the workers were on a 60-hour week, one-quarter on a 48-hour week and 13 per cent on a 40-hour week.

In the Maritime provinces, two-thirds of the workers were on a 60-hour week and one-quarter on a 48-hour schedule; in Quebec just over 90 per cent were on a 60-hour week, with the remainder mostly working 54 hours. In Ontario and the Prairie provinces 80 and 73 per cent respectively were on a normal work week of 48 hours. All but a few workers in British Columbia were on a 40-hour week and establishments in this province were the only ones in the industry reporting this shorter work week.

About 13 per cent of the workers in the Logging Industry were reported as working a 5-day week with all but a few of these employed in establishments in British Columbia, where more than 90 per cent of the workers were on this schedule.

There has been a slight reduction in the normal working week in recent years, with about 38 per cent of the workers on a scheduled week of 48 hours or less in 1951, as compared with under one-third in 1947.

The number of workers in this industry on a five-day week was 9,710, of whom 9,627 were in British Columbia and 83 in Ontario. Of these 9,710 workers, 9,610, all

* Information on the Logging Industry in British Columbia was obtained during the October 1, 1950 survey.

¹ Wage Rates, Hours and Working Conditions in the Logging Industry, 1947, LABOUR GAZETTE, June 1948, p. 635.

employed in British Columbia, were working a 40-hour week while the remaining 100—83 in Ontario and 17 in British Columbia—were working more than 40 hours weekly.

The hours worked each week by the 76,741 workers counted in the survey were as follows:—

Forty hours: 9,631 workers, all in British Columbia.

Over 40 and under 48: 1,051 workers, of whom 108 were in Ontario, 943 in British Columbia.

Forty-eight hours: 18,743 workers, of whom 2,797 were in the Maritime Provinces, 15 in Quebec, 15,128 in Ontario, 803 in the Prairie Provinces.

Over 48 and under 54: 317 workers, of whom 63 were in the Maritime Provinces, 204 in Ontario, 50 in the Prairie Provinces.

Fifty-four hours: 6,130 workers, of whom 886 were in the Maritime Provinces, 2,928 in Quebec, 2,248 in Ontario, 68 in the Prairie Provinces.

Over 54 and under 60: 410 workers, of whom 326 were in Quebec, 84 in Ontario.

Sixty hours: 40,459 workers, of whom 7,195 were in the Maritime Provinces, 32,044 in Quebec, 1,035 in Ontario, 185 in the Prairie Provinces.

Overtime Payment.—Overtime work is not common in the Logging Industry and most firms do not have an established policy for the payment of overtime premium. Less than one-quarter of the workers were in establishments which reported paying an overtime premium, with time and one-half the usual rate for work after standard daily or weekly hours and for work on Sunday. Double time was the predominant rate for work on paid statutory holidays.

Annual Vacations with Pay.—An initial vacation of one or two weeks was reported by all the establishments in the industry usually after a year or less of employment (Table I). More than three-quarters of the workers were employed in establishments which increased the vacation period as the term of workers' employment continued. Almost half the workers were in establishments which provided for a maximum vacation of three weeks, in most instances after 15 years of service.

In the Maritime provinces, slightly less than half the employees were given a longer vacation after an extended term of employment, most of whom received three weeks after 20 years. In Quebec, 67 per cent of the workers were given this same

TABLE I.—ANNUAL VACATIONS WITH PAY IN THE LOGGING INDUSTRY, FEBRUARY 1, 1951

Length of Vacation and Service Requirements	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
	Workers	Workers	Workers	Workers	Workers	Workers
Initial Vacation						
<i>One Week with pay after</i>	42,406	5,318	10,027	15,917	629	10,515
Less than 1 year.....	5,950	20	2,387	3,165	97	281
1 year.....	32,935	2,827	7,640	12,722	532	9,214
More than 1 year.....	2,471	2,471				
Service not specified.....	1,050			30		1,020
<i>Two Weeks with pay after</i>	7,193	457	3,992	2,354	350	70
1 year.....	7,076	400	3,962	2,354	290	70
More than 1 year.....	57	57				
Service not specified.....	60				60	
Total.....	49,599	5,775	13,989	18,271	979	10,585
Maximum Vacation						
<i>Two Weeks with pay after</i>	14,400	70	4,371	1,543	193	8,223
Less than 5 years.....	1,308	70	777	185	193	83
5 years.....	13,092		3,594	1,358		8,140
<i>Three Weeks with pay after</i>	23,422	2,777	9,416	10,625	305	299
15 years.....	19,492		8,592	10,417	305	178
20 years.....	3,601	2,777	824			
Other.....	329			208		121
<i>Initial Vacation Maintained</i>	11,777	2,928	202	6,103	181	2,063
One Week.....	8,781	2,471	177	4,009	131	1,993
Two Weeks.....	2,996	457	25	2,094	350	70
Total.....	49,599	5,775	13,989	18,271	979	10,585

maximum vacation, generally after 15 or 20 years of employment. In Ontario and the Prairie provinces, 58 and 31 per cent of the workers respectively were given three weeks after 15 years of employment. More than three-quarters of the employees in British Columbia were in establishments which gave a maximum vacation of two weeks, generally after 5 years; most of the remainder were in establishments which did not increase the initial vacation of one week as the term of workers' employment continued.

The most significant change during the past few years has been in the number of Logging establishments reporting a three-week vacation policy for their employees. During the present survey, about half the employees were in establishments reporting this longer vacation period after 15 years of employment, whereas in 1947 this maximum vacation period was non-existent.

Statutory Holidays.—One or more statutory holidays were observed by establishments employing four-fifths of the workers in the industry (Table II). Nearly two-thirds of the workers were employed

in establishments which observed 3, 4, 6 and 7 holidays, with the largest single group observing 7 holidays.

About one-third of the workers in the industry were paid for some holidays when not worked. The largest group of workers, 12 per cent, was paid for four days and 19 per cent, equally divided, for 1 or 7 days.

In the Maritime provinces, more than half the employees were paid for one holiday and one-quarter were paid for 4 days; however, in the other regions paid statutory holidays were not quite so common. One-third of the workers in Quebec, and one-quarter in Ontario, were paid for 1 to 7 holidays. Forty per cent of the workers in the Prairie provinces were paid for 4 days. Less than one per cent of the workers in British Columbia were paid for some of the observed statutory holidays when not worked.

There has been no apparent change in recent years in the number of statutory holidays observed and paid for when not worked.

Rest and Wash-up Periods.—Regular rest periods in the Logging Industry were reported by establishments employing 12

TABLE II.—STATUTORY HOLIDAYS IN THE LOGGING INDUSTRY, FEBRUARY 1, 1951

Number of Statutory Holidays Observed	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
	Workers	Workers	Workers	Workers	Workers	Workers
None.....	13,146	1,364	9,628	2,063	91	.....
1.....	5,573	491	.....	4,977	105	.....
2.....	2,000	129	31	1,727	113	.....
3.....	8,082	5,742	19	2,211	94	16
4.....	9,030	2,777	3,090	2,594	534	35
5.....	4,433	177	1,811	2,415	.....	30
6.....	11,792	140	8,205	1,410	142	1,895
7.....	18,664	15	12,140	273	.....	6,236
8.....	2,661	.....	441	200	.....	2,020
9.....	517	57	157	.....	.....	303
More than 9.....	297	30	70	.....	97	100
No information.....	1,585	31	34	1,520	.....	.....
Total.....	77,780	10,953	35,626	19,390	1,176	10,635
Number of Statutory Holidays Paid For When Not Worked						
None.....	45,002	933	20,541	13,311	620	9,597
1.....	7,257	5,887	763	607	.....	.....
2 and 3.....	941	15	416	510	.....	.....
4.....	9,606	2,777	4,271	2,078	480	.....
5.....	966	.....	931	35	.....	.....
6.....	1,268	50	277	941	.....	.....
7.....	7,301	.....	7,028	273	.....	.....
More than 7.....	139	10	.....	.....	60	69
No information.....	5,300	1,281	1,399	1,635	16	969
Total.....	77,780	10,953	35,626	19,390	1,176	10,635

per cent of the workers. Of those employees who are allowed rest periods, 23 per cent were permitted one 10-minute rest period each day, 12 per cent two 10-minute periods and 56 per cent two 15-minute periods daily.

Wash-up periods were permitted to 13 per cent of the workers in the Logging

Industry, with 22 per cent of these workers allowed a single period of from 5 to 15 minutes each day. More than three-quarters of the workers were in establishments which permitted two periods daily, with the majority of workers in those allowing regular wash-up periods of 10 or 15 minutes' duration.

Wood Products Industry, October 1950

One-third of workers on a 40-hour week; 57 per cent on a 5-day week.
Two-thirds of workers in plants reporting a shut-down for vacations.
Figures given on statutory holidays, holidays with pay and rest periods.

Working conditions in the Wood Products Industry changed little during the year preceding October 1950.¹ There has been, however, a slight increase in the proportion of plant employees on a 5-day week.

The majority of employees in the Wood Products Industry were on a weekly schedule of 45 hours or less, with one-third on a 40-hour week. Time and one-half was the usual payment for work after standard daily or weekly hours. This rate was predominant for Sunday work, although a substantial number of workers were paid double time. Double time was the most common payment for work on those statutory holidays which are normally paid for if not worked. Time and one-half or double time and one-half was also paid to a large number of workers for work on these holidays.

Most of the employees who had their vacation period increased as their term of employment continued were in establishments which gave a maximum vacation of two weeks, mainly after five years of service.

Almost three-quarters of the plant employees were in establishments observing from 7 to 9 statutory holidays. One-third of the workers were paid for some or all of the holidays observed when not worked, but only 10 per cent were paid for 7 or more days.

Regular rest periods were allowed to two-thirds of the employees in the Wood

Products Industry. Wash-up periods were not so common: about 22 per cent of the workers were allowed time for cleaning up.

Most of those who were reported working on the 2nd (afternoon) or 3rd (night) shifts received an extra 5 or 6 cents per hour.

The information in this article was obtained from 740 establishments employing 60,200 plant employees. Geographically, the workers were distributed as follows: Maritime Provinces, 4,047; Quebec, 11,892; Ontario, 19,874; Prairie Provinces, 3,027; British Columbia, 21,360. About six per cent of these employees were women.

In this article the Wood Products Industry is divided into three major groups: Saw and Planing Mills, Furniture, and Miscellaneous Wood Products. The latter group includes plywood and veneer mills and establishments engaged in the manufacture of boxes, baskets and various other wooden products.

The Normal Work Week (Table I).—One-third of the employees in the Wood Products Industry were working 40 hours or less per week, 14 per cent 44 hours, 16 per cent 45 hours and almost all of the remainder more than 45 hours.

In the Maritime provinces and in Quebec the largest groups of workers, 56 and 40 per cent respectively, were working 54 hours or more per week. In Ontario 86 per cent of the workers were on a schedule of 48 hours or less, with more than half of these on a 45-hour week. In the Prairie provinces, 55 per cent of the workers were on a 44-hour week and just under one-quarter on a 48-hour week. Almost all of the plant workers in British Columbia were on a 40- or 44-hour week, with 85 per cent working a 40-hour schedule.

¹ Comparable information on the normal work week, overtime payment, annual vacations with pay and statutory holidays, may be obtained from industrial breakdowns shown in the article "Working Conditions in Canadian Manufacturing Industries, October, 1949", *LABOUR GAZETTE*, November 1950, p. 1836.

In the Saw and Planing Mills division of the Industry, the largest single group of workers (44 per cent) were on a 40-hour week. In the Furniture Industry, 46 per cent were working 45 hours. In the manufacture of other wood products, one-quarter of the workers were on a 44-hour week.

The only significant change in the length of the work week during the year under review was a slight increase in the proportion of workers on the 5-day week, 57 per cent as compared to 53 per cent the previous year.

Industrial and geographical breakdowns showing the incidence of the 5-day week are given in Table I.

Overtime Payment.—Time and one-half was the usual overtime payment for work after standard daily or weekly hours. About two-thirds of the workers were employed in establishments which reported an overtime policy for work on Sunday. In these establishments, the predominant rate was time and one-half, although in a substantial number of cases the rate was double time.

For work on statutory holidays, which are normally paid for when not worked, 26 per cent of the employees were paid time and one-half, 43 per cent double time and 11 per cent double time and one-half. Triple time was paid to a small number of employees.

Annual Vacations with Pay (Table II).

—All the employees in the Wood Products Industry were in establishments which gave an initial vacation, with almost all of these receiving one week after a year or less of employment.

Sixty per cent of the plant employees were in establishments which increased the vacation period as the term of the workers' employment continued. A maximum vacation of two weeks, usually after 5 years of employment, was reported by establishments employing 55 per cent of the workers. Less than 4 per cent of the employees, most of whom were located in Ontario and Quebec, were in plants reporting a vacation of three weeks, in most cases after 15 or 25 years of service.

Less than 7 per cent of the plant workers in the Maritimes, 36 per cent in Quebec, 52 per cent in Ontario, 63 per cent in the Prairie Provinces and 81 per cent in British Columbia were in establishments which increased the vacation period as the length of the workers' employment increased. The majority of these workers in each region received two weeks after 5 years or less of employment.

More than half the employees in the Saw and Planing Mills and the Furniture Industries, and 43 per cent of those manufacturing Miscellaneous Wood Products

TABLE I.—THE NORMAL WORK WEEK IN THE WOOD PRODUCTS INDUSTRY, OCTOBER 1950 PLANT WORKERS BY REGION AND INDUSTRY.

Normal Weekly Hours	Wood Products Industry	By Region					By Industry		
		Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Saw and Planing Mills	Furniture	Miscellaneous Wood Products
Establishments on a 5-day Week									
40 and under.....	19,645		664	788	37	18,156	16,871	1,756	1,018
Over 40 and under 45.....	2,284		388	1,167	381	348	385	1,217	682
45.....	9,251	21	705	8,481	44		1,954	6,017	1,280
Over 45.....	3,032		1,585	1,447			1,712	682	638
Total.....	34,212	21	3,342	11,883	462	18,504	20,922	9,672	3,618
All Establishments									
40 and under.....	19,696		664	791	85	18,156	16,871	1,804	1,021
Over 40 and under 44.....	831		15	580	193	43	2	479	350
44.....	8,130	726	891	1,706	1,629	3,178	4,825	1,247	2,058
45.....	9,367	27	708	8,588	44		1,954	6,096	1,317
Over 45 and under 48.....	2,150		234	1,737	179		843	788	519
48.....	5,104	257	995	3,158	677	17	3,596	650	858
Over 48 and under 50.....	1,592	96	1,134	310	52		367	943	282
50.....	3,928	612	1,945	1,363			2,064	996	868
Over 50 and under 54.....	605	17	534	54			388		217
54.....	3,014	1,404	1,091	446	73		2,504		510
55.....	1,753	151	1,297	305			1,516		237
Over 55.....	3,464	678	2,523	214	49		3,057	326	81
Total.....	59,634	3,968	12,031	19,252	2,981	21,402	37,987	13,329	8,318

were given a maximum vacation of two weeks, after 5 years or less of service. In each of these industrial groups a small number of workers received a maximum vacation of three weeks.

Two-thirds of the employees in the Wood Products Industry were in establishments which closed during the vacation period. About 32 per cent of the workers were in plants which reported a shut-down for one week and 30 per cent were in those closing for two weeks.

Statutory Holidays (Table III).—Less than two per cent of the employees in the industry were in establishments which did not observe some statutory holidays. About three-quarters of the workers were in establishments observing from 7 to 9 holidays and 9 per cent were in those observing 10 or more days. Slightly more than half the remainder were in plants observing 6 days. The term "statutory holidays", as used in this article, refers to days upon which the plant is not operating

because of Federal, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the plant.

Paid statutory holidays were reported by establishments employing more than one-third of the workers in the industry. The number of holidays paid for when not worked varied considerably: 11 per cent of the employees were paid for 1 to 3 holidays, 15 per cent for 4 to 6, and 10 per cent, 7 or more.

One-fifth of the workers in the Maritimes, 51 per cent in Quebec, 62 per cent in Ontario, 68 per cent in the Prairie Provinces and 6 per cent in British Columbia were paid for some or all of the observed holidays.

About 26 per cent of the workers in the Saw and Planing Mills and just under 60 per cent in the other industrial groups dealt with in this article were paid for one or more statutory holidays when not worked.

During the past year there has been no appreciable change in the number of statutory holidays observed or paid for.

TABLE II.—ANNUAL VACATIONS WITH PAY IN THE WOOD PRODUCTS INDUSTRY, OCTOBER 1950 PLANT WORKERS BY REGION AND INDUSTRY

Length of Vacation and Service Requirements	Wood Products Industry	By Region					By Industry		
		Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Saw and Planing Mills	Furniture	Miscellaneous Wood Products
Initial Vacation									
<i>One Week With Pay After:</i>	55,957	1,774	11,474	18,926	2,500	21,323	35,142	13,064	7,751
Less than 1 year.....	4,102	247	410	2,942	226	277	1,995	1,520	587
1 year.....	50,757	1,431	10,800	15,590	2,234	20,702	32,624	11,184	6,949
More than 1 year.....	36	36					36		
Service not specified.....	1,062	60	224	394	40	344	487	360	215
<i>Two Weeks With Pay After:</i>	1,316	19	79	797	393	37	971	87	253
One year or less.....	1,295	19	79	797	372	37	950	87	253
Service not specified.....	21				21		21		
<i>Other Vacation Periods</i>	100			100				100	
Total.....	57,373	1,793	11,504	19,823	2,893	21,360	36,113	13,251	8,009
Maximum Vacation									
<i>Two Weeks With Pay After:</i>	31,703	120	3,319	9,076	1,833	17,355	21,228	7,003	3,472
Less than 5 years.....	3,846	120		1,911	1,485	330	1,569	1,469	808
5 years.....	26,233		3,319	5,563	348	17,003	19,096	5,179	1,958
Other.....	1,624			1,602		22	563	355	706
<i>Three Weeks With Pay After:</i>	1,883		685	1,015		183	1,011	586	289
Less than 15 years.....	155			71		84	137	18	
15 years.....	752		567	86		99	534	50	168
25 years.....	773			773			340	433	
Other.....	203		118	85				85	118
<i>Other Vacation Periods:</i>	388		160	210		18	288	100	
<i>Initial Vacation Maintained:</i>	23,399	1,673	7,340	9,522	1,060	3,804	13,586	5,562	4,251
One week with pay.....	22,270	1,654	7,334	8,848	646	3,788	12,720	5,493	4,057
Two weeks with pay.....	1,129	19	6	674	414	16	866	69	194
Total.....	57,373	1,793	11,504	19,823	2,893	21,360	36,113	13,251	8,009

Rest and Wash-up Periods.—About two-thirds of the workers in the Wood Products Industry were allowed regular rest periods each day. Of these, 68 per cent were permitted two 10-minute periods and 18 per cent were allowed two periods of 15 minutes' duration.

Regular wash-up periods were granted to 22 per cent of the plant workers in the industry. Of this group of workers, 40 per cent were permitted two 5-minute periods, 17 per cent two 10-minute periods and about 12 per cent were allowed a single wash-up period of 5 minutes.

The following table contains in more detail, information, as reported, on rest and wash-up periods for plant workers in the Wood Products Industry:—

Number and Duration of Periods	Number of Workers	
	Rest Periods	Wash-up Periods
<i>One period of:</i>		
5 minutes.....		1,537
10 minutes.....	1,742	223
15 minutes.....	274	53
Other.....	55	31
<i>Two periods of:</i>		
Less than 5 minutes.....		2,241
5 minutes.....	826	5,256
10 minutes.....	24,803	958
15 minutes.....	6,451	
Other.....	1,216	1,010
<i>More than two periods.....</i>	879	225
<i>Informally permitted.....</i>	310	1,523
Total.....	36,556	13,057
<i>Part of plant only permitted.....</i>	1,680	204
<i>Not allowed or no information.....</i>	21,416	46,391
Total.....	59,652	59,652

TABLE III.—STATUTORY HOLIDAYS IN THE WOOD PRODUCTS INDUSTRY, OCTOBER 1950 PLANT WORKERS BY REGION AND INDUSTRY

Number of Statutory Holidays Observed	Wood Products Industry	By Region					By Industry		
		Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Saw and Planing Mills	Furniture	Miscellaneous Wood Products
None.....	641	371	211	59			605	15	21
1.....	423	35		357	31		423		
2.....	693	322	29	199	143		624	8	61
3.....	471	119		284	52	16	471		
4.....	1,520	419	500	575	26		1,102	386	32
5.....	1,553	216	191	883	84	179	1,246	108	199
6.....	4,800	357	925	1,932	93	1,493	3,645	502	653
7.....	12,773	398	2,262	2,707	467	6,939	9,020	2,068	1,685
8.....	17,900	1,053	1,215	9,542	922	5,158	8,052	6,487	3,361
9.....	14,092	495	2,967	3,149	566	6,825	9,959	2,293	1,750
10.....	2,721	97	1,513	182	411	518	1,217	1,097	407
More than 10.....	2,436	18	2,052		232	134	1,634	469	333
Other.....	67					67		67	
No Information.....	200	147	27	5		21	200		
Total.....	60,200	4,047	11,892	19,784	3,027	21,360	38,198	13,500	8,502
Number of Statutory Holidays Paid For When Not Worked									
None.....	35,600	2,730	5,469	7,392	922	19,037	26,456	5,519	3,625
1.....	1,375	223	164	967		21	1,010	194	171
2.....	3,245	219	1,887	839	120	180	1,833	539	873
3.....	1,959	63	1,133	636	127		1,203	138	618
4.....	2,990	206	623	1,825	118	218	1,490	927	573
5.....	2,595		1,037	1,391	68	99	1,391	1,350	295
6.....	3,845	65	869	2,382	529		766	2,029	1,050
7.....	3,179		242	2,359	487	91	1,215	1,540	424
8.....	2,429		22	1,891	363	153	839	1,077	513
More than 8.....	779	60	139	139	172	269	464	65	250
Other.....	321				64	257	204	67	50
No information.....	1,883	431	307	53	57	1,035	1,768	55	60
Total.....	60,200	4,047	11,892	19,874	3,027	21,360	38,198	13,500	8,502

Shift Differential.—Ten per cent of the employees in the Wood Products Industry were reported on a 2nd (afternoon) shift and about 2 per cent were reported on a 3rd (night) shift at the time of the 1950 survey. About 87 per cent of the workers on the afternoon shift and just over 95 per cent of those on the night shift were paid a wage differential.

Of those employees paid a shift differential for work on the afternoon shift, 86 per cent were paid an extra 6 cents per hour and 11 per cent were paid an extra 5 cents or less. Just under 90 per cent of

the workers receiving a wage differential for work on the night shift, were paid an extra 6 cents per hour.

More detailed information on shift differential is given in the following table:—

Shift Differential	Number of Workers	
	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
Less than 5 cents.....	211	47
5 cents.....	353	52
6 cents.....	4,413	944
More than 6 cents.....	140	13
Total.....	5,117	1,056
No differential paid.....	768	52
Total on Shift.....	5,885	1,108

PRICES AND THE COST OF LIVING*

City Cost-of-Living Indexes, August, 1951

Montreal was the only city for which the cost-of-living index did not move up between July 3 and August 1. While other regional city indexes increased, the Montreal composite index declined 0.3 per cent, mainly as a result of sharp seasonal reductions for fresh vegetables, which lowered the food index there by 2.2 points.

Higher food prices, coupled with advances in other major groups, were mainly responsible for the total index increases in other centres, which ranged from 0.3 per cent for Winnipeg to 1.2 per cent for Edmonton. Clothing, home furnishings and services, and miscellaneous indexes were generally higher. Fuel costs were up for Toronto, Montreal, Saint John and Winnipeg. Rents were not surveyed in August and the rental indexes remained the same.

Composite city indexes for August 1 and July 3, 1951, and August 1, 1950, are shown in Table F-2. The indexes show changes in retail prices and services in each city. They do not indicate whether it costs more or less to live in one city than in another.

Cost-of-Living Index, September 1, 1951

(Preliminary)

The Dominion Bureau of Statistics cost-of-living index rose 0.5 per cent from 188.9 to 189.8 between August 1 and September 1. All groups, except food, registered increases.

* See Tables F-1 to F-6 at end of book.

A decline in the food index from 251.4 to 251.1 reflected sharp seasonal decreases for fresh vegetables, coupled with declines for pork shoulder, lamb, and vegetable shortening. These outweighed strength for most beef cuts, bacon, butter, cheese, eggs, cocoa, oranges and canned vegetables.

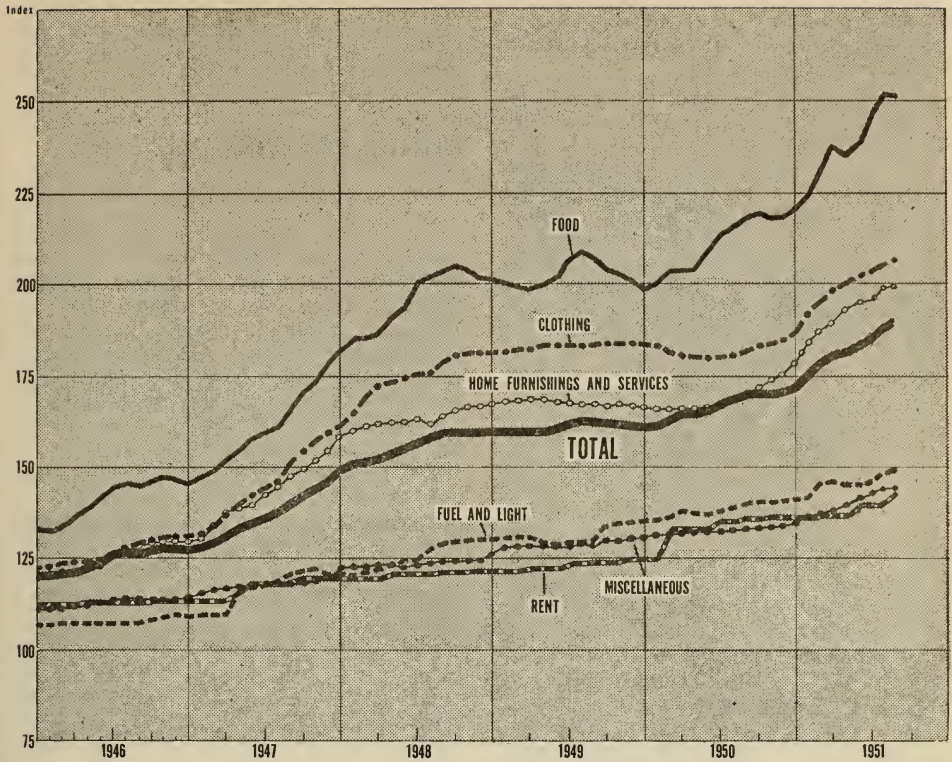
Clothing rose from 204.6 to 206.9 due largely to sharp advances for footwear and woollen wear. Upturns for hardware items, floor coverings and dishes moved the home furnishings and services group from 199.0 to 199.1.

Fuel and light rose 1.3 points to 149.5 due to scattered increases for coal and coke, while the miscellaneous items series changed from 143.7 to 144.0 on advances in transportation and recreation costs. The index for rents, reflecting the results of the August quarterly survey, moved from 139.8 to 142.7.

From August, 1939, to September, 1951, the increase in the cost-of-living index was 88.3 per cent.

New Index for Newfoundland

A new cost-of-living index for St. John's, Newfoundland, essentially comparable to those for other large Canadian cities, has been compiled by the Dominion Bureau of Statistics. The new index has been designed to measure the influence of changes in retail prices upon the cost of a constant quantity of goods and services representing the typical family budget in that city. Accordingly, the index does not



take into account changes in levels of living. Rather, it is a consumer price index which measures price changes in a fixed amount of goods and services.

Price changes measured by the new index commencing July 3, 1951, on the base June 1951=100, provide continuity with the Newfoundland Department of Supply cost-of-living index previously published on the October 1938 base. The latter index has been discontinued with the publication of the June index number which stood at 185.4. The new index number for July 3 at 101.3 may be converted to the previous base of October 1938 by multiplying it by 185.4.

The budget for the new index has been divided into the same six main expenditure groups used for cost-of-living indexes for other Canadian cities.

Wholesale Prices, July, 1951

Increases in five of the eight major commodity groups combined to advance the General Wholesale Price Index 0.6 per cent to 244.2 in July, 1951. Wood Products led the upward tendency with a 3.5 per cent increase to 303.7. This was due entirely to a 10 per cent advance in the price of newsprint; lumber prices were unchanged with the exception of a small

decline for western cedar shingles, and export prices of woodpulp were down slightly in response to lower rates for the United States dollar. Animal Products rose 2.1 per cent to 315.5 as higher prices for new pack British Columbia salmon combined with increases in hogs, steers, eggs and meats to outweigh lower quotations for hides, leather, raw furs, oils and fats. General increases in rolling mill products prices as well as increases for pig iron, galvanized steel sheets and steel pipe moved Iron and its Products up 1.9 per cent to 210.8. The Chemical Products index climbed 0.6 per cent to 190.2, chiefly as a result of increases in cyanamid and creosote oil. Non-metallic Minerals moved up 0.1 per cent to 169.5 in response to higher prices for western bituminous coal and imported anthracite. The Textile Products index continued downward for the fourth consecutive month. A drop of 4.1 per cent to 294.1 was attributable, as in preceding months, to lower prices for woollen cloth, worsted yarns and raw wool. Vegetable Products receded 0.7 per cent to 216.1 as declines in vegetable oils, raw rubber, cocoa, coffee and raw sugar outweighed advances in potatoes, onions, feeds and western bread. Non-ferrous Metals

dropped 0.5 per cent to 184.2, mainly in response to lower prices for tin ingots, solder, lead pipe and zinc.

Among important commodity price increases recorded in July were the following: onions, Toronto, 78.5 per cent, potatoes, No. 1, Saint John, 75.6 per cent, lump alum 41.2 per cent, blue pickerel, Toronto, 28.0 per cent, lamb carcass, Winnipeg, 20.7 per cent, canned Sockeye salmon 16.0 per cent, cyanamid 12.6 per cent, eggs, Grade A large, Halifax, 12.0 per cent, pig iron, foundry, 11.8 per cent; copper sheet 10.2 per cent, newsprint 10.0 per cent. Commodity price declines recorded in the same period were as follows: tallow 27.0 per cent, worsted yarn, 2-ply 18s, 50s, 26.4 per cent, calf skins 23.1 per cent, Australian raw wool 19.3 per cent, wool cloth, 13-14 oz., 14.5 per cent, lamb-skins 13.8 per cent, soya bean oil 13.6 per cent, tin ingots 13.4 per cent, cocoa butter 13.3 per cent, linseed oil 12.9 per cent.

The index of Canadian Farm Products prices at terminal markets rose 1.7 per cent to 268.3 in July, 1951. The Field Products index, at 177.8, was up 1.9 per cent from the previous month, largely as a result of seasonal increases in potatoes which outweighed declines in hay and eastern grains. Animal Products prices

rose 1.6 per cent to 358.9 as increases in steers, hogs, poultry, eggs and milk for cheese manufacture outweighed lower prices for raw wool.

Wholesale Price Indexes, August, 1951

(Preliminary)

The index number for 30 industrial material prices at wholesale, on the base 1935-39=100, declined from 287.3 to 285.3 between August 31 and September 28. Weakness occurred mainly in primary farm product prices. Among commodity decreases were hogs, raw wool, wheat, zinc and copper. Offsetting these were advances for western oats, raw rubber, raw cotton, tin, cottonseed oil, and scrap steel.

Canadian farm product prices at terminal markets recorded a further sharp drop in September, the composite index receding from 256.8 to 249.3. Most of the loss was concentrated in animal products, notably hogs and raw wool. Eggs were down slightly.

The index for animal products dropped from 348.2 to 329.8 between August 31 and September 28. Field product prices were firmer during the same period, the index rising from 165.3 to 168.8, due to higher quotations for potatoes and grains.

Strikes and Lockouts

Canada, August, 1951*

Strike idleness increased sharply during August. With the exception of August, 1950, when the railway strike caused a loss of a million days, time lost was greater than in any month since October, 1947.

The demand for increased wages was one of the important factors in 24 of the 38 stoppages in existence during the month, causing more than 80 per cent of the total loss. Of the other stoppages, four arose out of alleged discrimination, three over the employment or dismissals of workers, three were inter-union disputes or refusal to work with non-union workers, and four were over other causes affecting wages and working conditions. About 75 per cent of the total idleness was caused by four stoppages: coal miners in Nova Scotia, gold miners and millworkers at Timmins, Ont.,

sewing machine factory workers at St. Johns, P.Q., and tobacco factory workers at Hamilton, Ont., and Montreal and Granby, P.Q.

Preliminary figures for August, 1951, show 38 strikes and lockouts in existence, involving 25,272 workers, with a time loss of 219,473 man-working days, as compared with 32 strikes and lockouts in July, 1951, with 9,470 workers involved and a loss of 119,413 days. In August, 1950, there were 27 strikes and lockouts, involving 133,392 workers and a loss of 1,054,013 days.

For the first eight months of 1951 preliminary figures show 176 strikes and lockouts, involving 61,304 workers, and a time loss of 562,387 days. In the same period in 1950 there were 116 strikes and lockouts, with 154,034 workers involved, and a loss of 1,262,828 days.

* See Tables G-1, G-2 at end of book.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in August, 1951, was 0.25 per cent of the estimated working time, as compared with 0.14 per cent in July, 1951; 1.22 per cent in August, 1950; 0.08 per cent for the first eight months of 1951; and 0.18 per cent for the first eight months of 1950.

Of the 38 strikes and lockouts in existence during the month, seven were settled in favour of the workers, six in favour of the employers, 11 were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month eight stoppages were recorded as unterminated.

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, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June, 1951, was 159 and 25 were still in progress from the previous month, making a total of 184 during the month. In all stoppages of work in progress in the period there were 84,800 workers involved and a time loss of 304,000 working days was caused.

Twelve of the 159 disputes leading to stoppages of work which began in June, directly involving 700 workers, arose out of demands for advances in wages, and 73, directly involving 7,000 workers, on other

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 15, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951.

wage questions; six, directly involving 200 workers, on questions as to working hours; 17, directly involving 15,600 workers, on questions respecting the employment of particular classes or persons; 46, directly involving 7,700 workers, on other questions respecting working arrangements; three, directly involving 600 workers, on questions of trade union principle; and two, directly involving 11,200 workers, were in support of workers involved in other disputes.

New Zealand

For the first quarter of 1951, figures show 31 strikes, involving, directly and indirectly, 9,902 workers, and causing a time loss of 56,451 man-days.

United States

Preliminary figures for July, 1951, show 425 strikes and lockouts beginning in the month, in which 250,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,750,000 man-days. Corresponding figures for June, 1951, are 375 strikes and lockouts, involving 190,000 workers with a time loss of 1,600,000 days.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951		1950	1949	1944	1939
	August	July	July	July	July	July
Total Population*..... 000			13,845	13,549	11,975	11,267
Labour Force—						
Civilian Labour force(1)..... 000		5,332	4,933	5,121	†	†
Persons with jobs(1)..... 000		5,247	4,793	5,018	†	†
Male(1)..... 000		4,078	3,750	3,918	†	†
Female(1)..... 000		1,169	1,043	1,100	†	†
Paid Workers(1)..... 000		3,802	3,386	3,496	†	†
Persons without jobs and seeking work..... 000		85	140	103	†	†
Index of employment (1939=100).....		183.4	170.8	168.1	†	†
Immigration..... No.	17,236	19,636	6,724	10,616	916	1,979
Adult males..... No.	9,040	9,759	3,053	4,455	183	518
Earnings and Hours—						
Total labour income..... \$000,000			704	664	†	†
Per capita weekly earnings..... \$	50.14	50.16	45.04	42.90	†	†
Average hourly earnings, manufacturing..... ¢	119.1	118.3	103.9	99.1	†	†
Average hours worked per week, manufacturing.....	41.3	41.7	42.5	41.8	†	†
Real weekly earnings, manufacturing (2).....	107.8	108.7	109.1	105.8	†	†
National Employment Service—						
Live applications for employment (1st of month) (3)..... 000	130.0	139.8	204.6	147.5	66.8	†
Unfilled vacancies, (1st of month)(3)..... 000	54.5	62.0	39.9	42.5	207.0	†
Placements, weekly average..... 000			17.4	14.5	†	†
Unemployment Insurance—						
Ordinary live claims (1st of month)..... 000	83.9	86.5	109.4	80.4	4.7	†
Balance in fund..... \$000,000		708.7	593.3	552.6	216.2	†
Price Indexes—						
General wholesale (4).....	241.5	244.2	212.0	197.0	130.6(5)	99.2(5)
Cost of living index (4).....	188.9	187.6	167.5	162.1	119.0	100.8
Residential building materials (4).....	290.4	289.8	245.2	227.1	146.6(5)	102.3(5)
Production—						
Industrial production index(4).....		213.2	198.5	178.7	197.3	107.3
Mineral Production index (4).....			146.1	133.4	102.0	126.3
Manufacturing index(4).....		219.3	206.9	186.2	218.6	103.8
Electric power..... 000,000 k.w.h.	4,596	4,629	4,201	3,730	3,149	2,206
Construction						
Contracts awarded..... \$000,000	187.6	326.8	151.0	129.3	32.2	22.1
Dwelling units, started..... 000	7.5	6.1	10.2	9.1	†	†
completed..... 000	7.2	4.9	6.9	6.6	†	†
under construction..... 000	59.8	58.6	63.6	56.8	†	†
Steel iron..... 000 tons		210.3	194.0	175.4	166.0	59.6
Steel ingots and castings..... 000 tons			264.2	238.8	234.4	111.1
Inspected slaughtering, cattle..... 000	99.8	97.4	105.1	115.6	95.2	64.5
hogs..... 000	299.8	285.4	260.9	223.2	529.6	217.0
Flour production..... 000,000 bbls.		1.41	1.28	1.48	1.74	1.11
Newsprint(3)..... 000 tons			439.3	421.5	244.4	227.6
Cement producers' shipments..... 000,000 bbls.			1.68	1.52	0.98(6)	0.74(6)
Automobiles and trucks..... 000		30.3	40.1	25.4	12.1	9.1
Gold..... 000 fine oz.			368.4	327.2	236.4	439.9
Copper..... 000 tons		22.5	21.3	21.5	22.5	25.2
Lead..... 000 tons		10.9	16.8	11.0	12.3	15.9
Nickel..... 000 tons		11.8	9.3	9.7	11.7	9.8
Zinc..... 000 tons		27.6	25.9	28.3	21.3	26.5
Coal..... 000 tons	1,230	1,084	1,138	1,131	1,171	1,094
Crude petroleum..... 000,000 bbls.			2.61	1.78	0.81	0.90
Distribution—						
Wholesale sales index, unadjusted(4).....		335.5	314.1	285.5	179.3	103.3
Retail trade..... \$000,000		828.0	789.6	728.2	†	†
Imports, excluding gold..... \$000,000	358.8	370.6	259.5	230.9	148.5	58.0
Exports, excluding gold..... \$000,000	349.8	374.5	253.7	241.3	278.7	75.8
Railways—						
Revenue freight, ton miles..... \$000,000			4,640	3,919	5,640	2,446
Car loadings, revenue freight..... 000		350.2	274.9	306.6	298.0	196.4
Banking and Finance—						
Common stocks, index (4).....	169.7	162.0	124.3	104.2	87.5	88.7
Preferred stocks, index (4).....	165.2	163.1	154.6	138.6	124.7	100.1
Bond yields, Dominion, index(4).....	104.9	104.7	91.0	93.8	97.0	96.0
Cheques cashed, individual accounts..... \$000,000	9,072	9,032	8,102	7,017	4,733	2,377
Bank loans, current public..... \$000,000	2,912	2,890	2,287	2,082	1,024	814
Money supply..... \$000,000	4,719	4,750	4,549	4,173	3,153(5)	1,370(5)
Circulating media in hands of public..... \$000,000	1,262	1,225	1,169	1,184	913	281(5)
Deposits..... \$000,000	3,457	3,525	3,380	2,989	2,163(5)	1,089(5)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics. *Population figures given are as at June 1 for 1950, 1949, 1944 and 1939. † Comparable statistics are not available.

(1) Labour force survey figures given are as at June 2, 1951, June 3, 1950, June 4, 1949. Detailed figures for June 1951 will be found in table A4-A8 of the September issue of the Labour Gazette. (2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100. (3) Newfoundland is included after April 1, 1949. (4) Average 1935-39=100. (5) Year end figures. (6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
January*	643	966	707	210	124	140	194	254	3,238
February	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418

*Statistics by occupation available for male immigrants only, prior to January, 1951.

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Population Class	June 2, 1951			March 3, 1951		June 3, 1950 ⁽¹⁾	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population.....	4,958	4,896	9,854	4,931	9,800	4,606	9,135
A. Labour Force.....	4,145	1,187	5,332	4,051	5,172	3,869	4,933
1. Persons with jobs.....	4,078	1,169	5,247	3,902	5,000	3,750	4,793
(1) Agricultural.....	915	101	1,016	808	849	901	977
Paid workers.....	105	(a)	114	66	69	109	114
Employers.....	49	(a)	50	29	30	47	49
Own account workers.....	564	10	574	539	546	539	546
Unpaid workers.....	197	81	278	174	204	206	268
(2) Non-Agricultural.....	3,163	1,068	4,231	3,094	4,151	2,849	3,816
Paid workers.....	2,709	979	3,688	2,631	3,596	2,394	3,272
Employers.....	135	(a)	142	125	131	120	127
Own account workers.....	303	45	348	317	371	316	369
Unpaid workers.....	16	37	53	21	53	19	48
2. Persons without jobs and seeking work.....	67	18	85	149	172	119	140
B. Not in the Labour Force.....	813	3,709	4,522	880	4,628	737	4,202
1. Permanently unable or too old to work.....	149	90	239	175	275	156	247
2. Keeping house.....	(a)	3,168	3,169	(a)	3,204	(a)	2,954
3. Going to school.....	325	327	652	344	674	309	610
4. Retired or voluntarily idle.....	329	119	448	353	463	266	380
5. Other.....	(a)	(a)	14	(a)	12	(a)	11

(a) Fewer than 10,000.

(1) Excluding Manitoba which was not covered due to flood conditions.

TABLE A-5.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Industry	June 2, 1951			March 3, 1951		June 3, 1950 ⁽¹⁾	
	Male	Female	Total	Male	Total	Male	Total
Agriculture.....	915	101	1,016	808	849	901	977
Forestry.....	92	(a)	93	157	158	59	60
Fishing and Trapping.....	38	(a)	39	20	21	50	50
Mining, Quarrying and Oil Wells.....	87	(a)	88	79	80	72	74
Manufacturing.....	1,100	274	1,374	1,112	1,396	1,013	1,276
Public Utilities.....	42	(a)	48	44	49	38	43
Construction.....	352	(a)	357	296	302	289	294
Transportation and Communications.....	351	52	403	340	398	304	351
Trade.....	486	229	715	469	690	415	604
Finance and Real Estate.....	88	70	158	83	147	76	136
Service.....	527	429	956	494	910	533	928
Total.....	4,078	1,169	5,247	3,902	5,000	3,750	4,793

(a) Fewer than 10,000.

⁽¹⁾ Excluding Manitoba which was not covered due to flood conditions.**TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS**

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	June 2, 1951		March 3, 1951	
	Number	Per cent	Number	Per cent
Newfoundland.....	105	2.0	89	1.8
Maritime Provinces.....	431	8.2	415	8.3
Quebec.....	1,452	27.7	1,392	27.8
Ontario.....	1,856	35.4	1,777	35.5
Prairie Provinces.....	972	18.5	920	18.4
British Columbia.....	431	8.2	407	8.2
CANADA.....	5,247	100.0	5,000	100.0

TABLE A-7.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	June 2, 1951	March 3, 1951	June 2, 1951	March 3, 1951
0.....	0.6	3.5	2.1	4.4
1-14.....	5.1	3.6	1.5	1.9
15-24.....	4.6	9.1	2.4	3.1
25-34.....	2.9	8.1	3.8	3.8
35-44.....	5.3	16.4	49.8	45.8
45-54.....	15.4	27.6	29.7	32.4
55 hours and over.....	66.1	31.7	10.7	8.6
Total.....	100.0	100.0	100.0	100.0

TABLE A-8.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

Source: D.B.S. Labour Force Survey

Region	June 2, 1951		March 3, 1951	
	Number	Per cent	Number	Per cent
Newfoundland.....	(a)	(a)	14	8.1
Maritime Provinces.....	10	11.8	19	11.1
Quebec.....	30	35.3	60	34.9
Ontario.....	20	23.5	36	20.9
Prairie Provinces.....	10	11.8	22	12.8
British Columbia.....	(a)	(a)	21	12.2
CANADA.....	85	100.0	172	100.0

(a) Fewer than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

Source: Dominion Bureau of Statistics

Year and Month	Agriculture Forestry, Fishing Trapping Mining	Manu- facturing	Construc- tion	Utilities Trans- portation, Communi- cation, Storage, Trade	Finance Services (including Government)	Supple- mentary Income Labour	Total
1938—Average.....	22	60	15	58	57	5	216
1939—Average.....	23	62	16	61	57	5	224
1940—Average.....	25	78	11	66	59	6	245
1941—Average.....	28	107	16	76	64	8	297
1942—Average.....	33	142	19	83	71	10	357
1943—Average.....	34	167	22	89	77	11	400
1944—Average.....	37	171	17	98	81	12	417
1945—Average.....	38	156	19	105	89	13	418
1946—Average.....	46	147	25	118	99	14	448
1947—Average.....	52	176	34	138	111	21	532
1948—Average.....	58	204	41	160	128	19	610
1949—January.....	54	214	37	165	137	20	626
February.....	52	215	36	165	137	21	627
March.....	46	216	37	166	140	20	626
April.....	44	216	41	169	139	20	628
May.....	50	212	44	171	141	20	638
June.....	55	218	49	175	142	21	661
July.....	55	217	53	177	141	21	664
August.....	58	220	55	178	139	21	672
September.....	55	223	55	179	141	21	674
October.....	55	222	54	181	143	21	677
November.....	55	222	52	183	145	21	677
December.....	50	207	38	181	145	20	642
1950—January.....	45	215	38	171	146	21	637
February.....	46	219	39	173	147	20	643
March.....	44	221	40	174	149	21	650
April.....	42	223	43	177	148	21	655
May.....	47	225	50	181	148	21	672
June.....	52	233	54	185	149	22	695
July.....	55	234	56	188	148	23	704
August.....	57	237	58	177	147	23	699
September.....	60	245	58	192	150	24	729
October.....	63	249	57	195	152	24	740
November.....	65	252	55	200	154	25	750
December.....	62	238	44	199	154	24	721
1951—January.....	61	257	46	194	157	26	741
February.....	61	259	45	195	157	24	741
March.....	58	264	45	198	168	25	759
April.....	57	270	53	203	161	27	771
May.....	63	273	58	208	163	26	791
June.....	69	280	63	216	170	27	825

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At July 1, employers in the principal non-agricultural industries reported a total employment of 2,382,227.

Year and Month	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Jan. 1, 1950	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951	183.4	186.9	149.3	176.2	170.7	194.7	177.5	155.4	208.3	196.3
Percentage Distribution of Employees of Reporting Establishments at July 1, 1951.....	100.0	0.2	3.5	2.6	28.9	43.2	5.2	2.4	4.7	9.3

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)
 SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
			\$				\$	
1939—Average.....	100-0	100-0	100-0	23-44	100-0	100-0	100-0	22-79
1947—Average.....	158-3	245-2	154-4	36-19	171-0	272-7	159-5	36-34
1948—Average.....	165-0	282-9	170-9	40-06	176-0	314-1	178-5	40-67
1949—Average.....	165-5	303-7	183-3	42-96	175-9	339-2	192-9	43-97
1950—Average.....	168-0	321-8	191-3	44-84	177-5	360-2	202-8	46-21
Jan. 1, 1950.....	163-8	295-9	180-6	42-33	171-0	324-3	189-8	43-26
Feb. 1, 1950.....	158-3	296-4	187-2	43-87	170-4	337-4	198-1	45-15
Mar. 1, 1950.....	157-9	300-5	190-3	44-61	171-5	342-8	199-9	45-55
Apr. 1, 1950.....	159-0	303-8	191-0	44-77	172-0	346-6	201-4	45-91
May 1, 1950.....	159-7	305-8	191-5	44-88	172-5	348-4	202-0	46-03
June 1, 1950.....	166-0	315-3	189-9	44-51	175-3	352-3	201-1	45-82
July 1, 1950.....	170-8	328-3	192-2	45-04	178-6	364-1	203-9	46-46
Aug. 1, 1950.....	172-5	332-5	192-6	45-15	179-6	366-7	204-0	46-49
Sept. 1, 1950.....	174-1	328-0	188-4	44-17	182-5	369-9	202-7	46-19
Oct. 1, 1950.....	177-1	346-6	195-7	45-88	185-6	385-1	207-4	47-27
Nov. 1, 1950.....	178-1	351-7	197-5	46-29	185-4	389-7	210-2	47-90
Dec. 1, 1950.....	179-2	356-2	198-8	46-63	185-3	394-6	212-9	48-51
Jan. 1, 1951.....	175-3	338-2	193-1	45-27	182-4	373-1	204-5	46-60
Feb. 1, 1951.....	172-3	351-5	204-2	47-87	184-5	402-1	217-8	49-64
Mar. 1, 1951.....	172-3	353-8	205-6	48-19	186-3	405-3	217-5	49-56
Apr. 1, 1951.....	173-3	357-8	206-6	48-43	188-8	414-6	219-5	50-03
May 1, 1951.....	175-6	367-9	209-8	49-17	189-9	423-7	223-1	50-84
June 1, 1951.....	183-3	379-0	210-5	49-34	192-0	429-0	223-3	50-90
July 1, 1951.....	183-4	391-7	213-8	50-11	193-7	438-8	226-5	51-62

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			July 1 1951	June 1 1951	July 1 1950
	July 1 1951	June 1 1951	July 1 1950	July 1 1951	June 1 1951	July 1 1950			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	186.9	178.1	179.0	353.5	338.9	316.7	37.63	37.87	34.98
Nova Scotia.....	149.3	149.4	147.0	303.1	293.7	272.6	43.53	42.15	39.72
New Brunswick.....	176.2	171.6	180.2	378.6	357.2	339.6	43.44	42.09	38.09
Quebec.....	170.7	167.9	156.4	381.4	372.0	316.6	47.56	47.16	43.03
Ontario.....	194.7	191.9	179.6	415.8	402.3	343.9	52.29	51.34	46.81
Manitoba.....	177.5	172.6	171.1	338.7	324.7	293.5	49.12	48.42	44.08
Saskatchewan.....	155.4	149.8	146.2	298.3	288.1	259.5	46.52	46.62	42.92
Alberta.....	208.3	202.5	195.6	415.9	395.9	351.7	50.79	49.74	45.66
British Columbia.....	196.3	192.3	186.2	405.1	380.9	345.2	53.63	52.82	48.21
CANADA.....	183.4	180.3	170.8	391.7	379.0	328.3	50.11	49.34	45.04
(b) METROPOLITAN AREAS									
Sydney.....	108.5	107.6	.....	262.0	251.7	.....	53.98	52.29	.....
Halifax.....	201.3	198.6	184.3	343.6	329.6	287.0	39.98	38.87	36.40
Saint John.....	163.9	163.3	150.2	297.2	289.6	261.6	38.89	38.03	37.13
Quebec.....	154.6	152.0	151.8	338.2	333.0	301.9	40.72	40.77	37.04
Sherbrooke.....	174.4	180.4	160.8	371.8	383.6	308.1	41.38	41.26	37.16
Three Rivers.....	195.8	184.6	174.9	470.7	454.5	367.1	48.63	49.30	42.55
Drummondville.....	214.2	210.7	.....	524.5	504.4	.....	46.88	45.75	.....
Montreal.....	176.1	174.6	165.8	367.5	361.5	318.2	47.70	47.31	43.81
Ottawa—Hull.....	193.5	190.4	184.4	384.2	372.6	327.5	45.99	45.32	41.15
Peterborough.....	207.4	204.8	.....	531.4	517.7	.....	53.92	53.21	.....
Oshawa.....	273.8	276.2	.....	696.2	702.6	.....	60.17	60.18	.....
Niagara Falls.....	249.8	240.6	.....	575.9	525.8	.....	55.55	52.64	.....
St. Catharines—Welland.....	252.6	248.7	216.7	644.6	624.0	485.5	61.07	60.03	53.37
Toronto.....	197.5	196.2	183.9	410.9	401.8	342.9	52.20	51.37	46.69
Hamilton.....	211.7	208.6	190.3	482.4	468.8	385.5	55.19	54.45	48.94
Brantford.....	206.5	207.8	208.1	510.5	503.2	448.9	51.39	50.34	44.81
Galt—Preston.....	157.7	157.4	.....	363.8	351.2	.....	47.23	45.67	.....
Kitchener—Waterloo.....	184.7	183.3	174.7	417.1	409.4	355.4	47.96	47.42	43.14
Sudbury.....	172.5	165.2	.....	358.6	325.0	.....	62.57	59.23	.....
London.....	199.9	197.2	185.2	415.7	404.8	343.1	49.24	48.59	43.95
Sarnia.....	314.1	307.0	.....	642.6	645.1	.....	65.37	67.65	.....
Windsor.....	236.2	237.3	225.2	478.8	493.1	461.8	56.53	57.97	57.00
Sault Ste. Marie.....	223.6	217.1	.....	459.9	462.0	.....	54.72	56.63	.....
Fort William—Port Arthur.....	218.5	207.7	195.6	457.0	419.7	358.8	53.16	51.36	46.65
Winnipeg.....	175.2	172.5	169.8	332.7	319.4	287.7	46.33	45.18	41.18
Regina.....	168.2	165.7	164.5	327.1	322.3	294.5	43.94	43.96	40.4.1
Saskatoon.....	193.5	188.6	186.4	370.2	360.6	323.4	42.45	42.44	38.48
Edmonton.....	264.1	258.2	240.7	541.7	518.2	435.6	48.22	47.17	42.52
Calgary.....	213.6	208.9	199.7	399.4	384.1	336.5	48.25	47.45	43.4.2
Vancouver.....	208.0	204.8	201.8	422.2	403.9	373.5	50.87	49.41	46.3.1
Victoria.....	230.1	222.2	210.6	478.2	452.1	394.3	49.86	48.80	44.84
(c) INDUSTRIES									
Forestry (chiefly logging).....	197.4	188.6	147.2	589.5	539.8	350.2	51.69	49.54	41.32
Mining.....	117.6	116.4	114.8	247.2	238.3	216.2	60.30	58.74	54.03
Manufacturing.....	193.7	192.0	178.6	438.8	429.0	364.1	51.62	50.90	46.4.0
Durable Goods ¹	242.5	240.9	213.4	550.1	537.6	437.7	55.09	54.20	49.8.1
Non-Durable Goods.....	161.9	160.2	155.9	358.0	350.1	310.6	48.22	47.67	43.4.6
Construction.....	190.0	182.7	184.7	492.9	459.3	423.0	48.65	47.15	43.1.1
Transportation, storage and communication.....	183.3	176.5	171.5	346.4	331.2	296.5	54.12	53.72	49.59
Public utility operation.....	193.7	190.9	188.9	368.0	359.2	326.7	56.10	55.57	51.0.0
Trade.....	173.6	172.8	165.3	346.1	338.4	296.7	43.54	42.77	39.15
Finance.....	172.0	171.0	155.6	273.6	272.0	235.5	46.23	46.23	44.09
Service².....	188.5	180.9	186.3	363.7	350.4	332.4	31.65	31.77	29.26
Industrial composite.....	183.4	180.3	170.8	391.7	379.0	328.3	50.11	49.34	45.04

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-1 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
July 1, 1945	44.3	45.0	43.3	70.1	77.0	61.2
July 1, 1946	42.4	42.8	42.1	70.0	75.7	64.1
July 1, 1947	42.0	42.5	41.6	80.8	86.8	74.7
July 1, 1948	42.0	42.3	41.6	92.3	99.2	85.2
July 1, 1949	41.8	42.4	41.2	99.1	106.7	91.3
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951	41.7	42.0	41.4	118.2	126.7	108.9

* These averages were affected by loss of working time at the year-end holidays in the case of Jan. 1 and by the Easter holidays in the case of April 1, 1951

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Province and City	Average Hours Worked			Average Hourly Earnings (in cents)		
	July 1, 1951	June 1, 1951	July 1, 1950	July 1, 1951	June 1, 1951	July 1, 1950
	Newfoundland	44.8	45.7	44.5	118.7	107.2	106.1
Nova Scotia	44.0	43.2	43.6	100.6	100.2	91.3
New Brunswick	44.2	43.5	45.2	104.8	101.5	89.0
Quebec	42.6	43.6	43.8	106.4	103.4	93.3
Ontario	41.4	41.2	42.2	124.8	123.6	109.5
Manitoba	40.9	41.8	42.7	116.2	110.6	98.6
Saskatchewan	41.0	41.7	41.7	116.8	117.1	105.0
Alberta	40.7	41.7	42.6	118.8	114.9	103.6
British Columbia	38.5	37.4	38.0	138.8	138.0	125.5
Montreal	40.8	41.6	42.3	111.1	108.1	98.0
Toronto	40.6	40.2	41.1	123.5	122.0	107.6
Hamilton	40.9	40.8	40.5	136.3	136.1	121.6
Windsor	38.3	39.8	43.3	142.1	144.4	132.7
Winnipeg	40.5	41.4	42.4	115.4	109.1	97.8
Vancouver	38.4	36.8	37.8	137.8	135.3	123.7

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	July 1 1951	June 1 1951	July 1 1950	July 1 1951	June 1 1951	July 1 1950	July 1 1951	June 1 1951	July 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43-5	43-0	43-2	132-9	131-6	120-4	57-81	56-59	52-01
Metal mining.....	44-0	44-3	44-7	133-5	132-0	120-5	58-74	58-48	53-86
Gold.....	45-7	46-2	.....	122-9	121-3	.....	56-17	56-04	.....
Other metal.....	42-6	42-8	.....	142-1	140-9	.....	60-53	60-31	.....
Fuels.....	41-2	38-9	.....	140-3	138-7	.....	57-80	53-95	.....
Coal.....	40-6	38-0	39-3	138-7	137-3	129-3	56-31	52-17	50-81
Oil and natural gas.....	43-9	42-8	.....	146-5	144-2	.....	64-31	61-72	.....
Non-metal.....	46-7	47-0	.....	116-1	116-7	.....	54-22	54-83	.....
Manufacturing	41-7	41-9	42-5	118-2	115-9	103-9	49-29	48-56	44-16
Food and beverages.....	42-5	42-3	43-0	99-8	100-4	89-2	42-42	42-47	38-36
Meat products.....	41-7	41-9	43-2	127-9	128-0	109-2	53-33	53-63	47-17
Canned and preserved fruits and vegetables.....	38-4	38-2	37-7	85-2	85-2	74-9	32-72	32-55	28-24
Grain mill products.....	46-7	45-3	45-1	108-1	109-3	97-0	50-48	49-51	43-75
Bread and other bakery products.....	44-5	45-0	45-3	89-2	89-5	81-0	39-69	40-28	36-69
Distilled and malt liquors.....	42-7	41-4	43-7	119-6	118-9	108-5	51-07	49-22	47-41
Tobacco and tobacco products.....	41-2	40-9	42-6	114-6	110-5	96-2	47-22	45-19	40-98
Rubber products.....	40-8	41-4	41-1	122-7	123-5	112-2	50-06	51-13	46-11
Leather products.....	37-0	37-7	38-6	86-1	86-2	78-5	31-86	32-50	30-30
Boots and shoes (except rubber).....	35-8	37-6	37-8	83-0	83-2	76-1	29-71	31-28	28-77
Textile products (except clothing).....	41-1	41-8	42-3	97-3	96-3	85-8	39-99	40-25	36-29
Cotton yarn and broad woven goods.....	39-9	41-2	42-0	99-9	100-8	86-6	39-86	41-53	36-37
Woolen goods.....	41-8	41-7	42-2	91-6	90-6	82-3	38-29	37-78	34-73
Rayon, nylon and silk textiles.....	42-6	44-2	42-8	98-9	95-5	87-8	42-13	42-21	37-58
Clothing (textile and fur).....	35-8	37-1	37-9	86-9	85-8	78-8	31-11	31-83	29-87
Men's clothing.....	35-3	37-1	37-8	85-7	85-1	78-5	30-25	31-57	29-67
Women's clothing.....	31-8	33-8	35-1	88-2	87-2	81-2	28-05	29-47	28-50
Knit goods.....	38-9	39-3	39-3	86-5	84-8	76-1	33-65	33-33	29-91
*Wood products.....	42-2	41-0	42-3	105-8	105-0	94-6	44-65	43-05	40-02
Saw and planing mills.....	41-8	40-4	41-8	112-5	112-0	99-7	47-03	45-25	42-09
Furniture.....	42-4	41-6	42-8	97-2	96-8	88-7	41-21	40-27	37-96
Other wood products.....	43-9	43-0	43-5	88-7	87-5	81-8	38-94	37-63	35-58
Paper products.....	47-2	46-7	47-3	133-4	128-2	112-4	62-96	59-87	53-17
Pulp and paper mills.....	48-8	48-4	48-8	142-5	136-7	119-9	69-54	66-16	58-51
Other paper products.....	42-6	41-9	43-3	102-2	100-3	90-8	43-54	42-03	39-32
Printing, publishing and allied industries.....	40-3	40-2	40-8	133-2	132-9	122-6	53-68	53-43	50-02
*Iron and steel products.....	42-4	42-2	42-5	130-8	128-8	115-2	55-46	54-35	48-96
Agricultural implements.....	41-8	41-0	38-9	149-5	146-5	126-0	62-49	60-07	49-01
Fabricated and structural steel.....	41-3	41-0	43-0	133-5	130-5	119-9	55-14	53-51	51-56
Hardware and tools.....	42-7	42-2	42-3	116-9	114-3	101-9	49-92	48-23	43-10
Heating and cooling appliances.....	41-8	40-3	41-4	119-0	118-3	106-1	49-74	47-67	43-93
Iron castings.....	43-8	43-4	43-6	131-3	129-6	116-9	57-51	56-25	50-97
Machinery mfg.....	43-2	42-8	43-3	125-4	121-7	108-5	54-17	52-09	46-98
Primary iron and steel.....	41-8	43-1	42-9	138-6	137-7	126-5	57-93	59-35	54-27
Sheet metal products.....	41-7	40-6	43-2	121-9	120-5	106-0	50-83	48-92	45-79
*Transportation equipment.....	40-9	42-4	43-5	136-6	130-0	121-3	55-87	55-12	52-77
Aircraft and parts.....	42-3	40-7	43-7	128-9	126-1	115-5	54-52	51-32	50-47
Motor vehicles.....	39-1	41-1	44-6	147-0	146-9	136-8	57-48	60-38	61-01
Motor vehicle parts and accessories.....	41-5	42-3	43-4	137-0	134-0	120-5	56-56	56-68	52-30
Railroad and rolling stock equipment.....	40-5	44-4	43-4	138-9	121-9	113-7	56-25	54-12	49-35
Shipbuilding and repairing.....	43-2	41-7	41-6	122-6	120-4	110-9	52-96	50-21	46-13
*Non-ferrous metal products.....	42-6	42-7	43-0	126-3	122-3	112-3	53-80	52-22	48-29
Aluminum products.....	42-5	42-5	43-0	120-1	110-8	100-2	51-04	47-09	43-09
Brass and copper products.....	42-3	42-9	43-7	121-2	121-1	106-3	51-27	51-95	46-45
Smelting and refining.....	43-3	43-6	43-4	135-7	130-7	123-7	58-76	56-99	53-69
*Electrical apparatus and supplies.....	40-9	40-8	41-3	129-9	128-2	115-4	53-13	52-31	47-66
Heavy electrical machinery.....	41-6	41-1	41-1	147-0	147-9	131-5	61-15	60-79	54-05
*Non-metallic mineral products.....	44-9	44-9	45-9	116-3	114-7	102-2	52-22	51-50	46-91
Clay products.....	45-3	45-4	47-0	109-3	109-6	98-6	49-51	49-76	46-34
Glass and glass products.....	45-3	44-7	45-9	112-5	111-6	99-6	50-96	49-89	45-72
Products of petroleum and coal.....	40-6	41-0	41-5	149-6	152-0	129-5	60-74	62-32	53-74
Chemical products.....	42-5	43-0	43-2	118-0	116-9	103-7	50-15	50-27	44-80
Medicinal and pharmaceutical preparations.....	41-6	41-5	42-4	96-2	95-3	85-7	40-02	39-55	36-34
Acids, alkalis and salts.....	44-1	44-5	45-1	134-1	131-4	115-2	59-14	58-47	51-96
Miscellaneous manufacturing industries.....	41-9	41-0	42-0	98-4	97-6	87-4	41-23	40-02	36-71
Durable goods.....	42-0	42-1	42-9	126-7	123-8	111-8	53-21	52-12	47-96
Non-durable goods.....	41-4	41-6	42-2	108-9	107-2	95-7	45-08	44-60	40-39
Construction.....	40-6	39-6	40-5	117-5	116-2	103-9	47-71	46-02	42-08
Buildings and structures.....	39-8	38-7	40-5	127-7	125-9	112-2	50-82	48-72	45-44
Highways, bridges and street construction.....	41-8	41-2	40-5	95-6	95-4	86-3	39-96	39-30	34-95
Electric and motor transportation.....	45-4	44-4	.....	117-9	116-5	.....	53-53	51-73	.....
Service.....	42-9	42-5	42-7	69-4	69-3	65-3	29-77	29-45	27-88
Hotels and restaurants.....	43-8	43-4	43-9	68-8	68-8	63-9	30-13	29-86	28-05
Laundries, dyeing, pressing and cleaning.....	41-4	41-1	41-0	67-4	67-3	64-7	27-90	27-66	26-53

*Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGES EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

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.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Averages 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
July 1, 1950.....	42.5	103.9	44.16	147.8	135.5	109.1
August 1, 1950.....	42.5	104.2	44.29	148.3	136.3	108.8
September 1, 1950.....	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950.....	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950.....	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951 ⁽¹⁾	41.7	118.2	49.29	165.0	151.8	108.7

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 indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours, \$43.71; April 1, 1951, 42.2 hours, \$47.60.

⁽¹⁾ Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 57

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1945.....	114,670	44,886	159,556	71,170	25,157	96,327
September 1, 1946.....	70,870	46,366	117,236	113,959	30,886	144,845
September 1, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
September 1, 1948.....	39,341	24,349	63,690	58,611	29,734	88,345
September 1, 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
September 1, 1950.....	29,631	16,559	46,190	97,634	53,969	151,603
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950.....	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951 ⁽¹⁾	43,519	15,966	59,485	79,619	47,509	127,128

⁽¹⁾ Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
AUGUST 2, 1951⁽¹⁾**

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Absolute Change From	
				June 28, 1951	August 3, 1950
Agriculture, fishing, trapping.....	1,757	322	2,079	-1,117	+135
Logging.....	14,012	8	14,020	-473	+8,047
Pulpwood.....	13,145	4	13,149	-324	+8,384
Lumber.....	787	3	790	-157	-387
Other logging.....	80	1	81	+8	+50
Mining.....	2,530	36	2,566	+383	+1,739
Coal.....	565	6	571	+331	+415
Metallic ores—					
Iron.....	383	4	387	+48	+342
Gold.....	526	7	533	+35	+311
Nickel.....	771	1	772	+31	+505
Other metallic ores and non-metallic minerals.....	213	5	218	-63	+107
Prospecting and oil producing.....	72	13	85	+1	+59
Manufacturing.....	7,487	3,562	11,049	-746	+2,404
Food and kindred products.....	668	445	1,113	-385	+80
Textiles, apparel, etc.....	286	1,721	2,007	+392	-229
Lumber and finished lumber products.....	950	52	1,002	+7	-66
Pulp and paper products and printing.....	799	159	958	+255	+385
Chemicals and allied products.....	177	98	275	-29	+16
Products of petroleum and coal.....	28	8	36	-14	-7
Rubber products.....	44	14	58	-32	-32
Leather and products.....	94	219	313	+80	+11
Stone, clay and glass products.....	150	40	190	-81	-12
Iron and steel and products.....	1,119	43	1,162	-387	+590
Non-ferrous metals and products.....	352	49	401	-650	-61
Machinery.....	887	37	924	-129	+396
Electrical equipment and products.....	270	71	341	-80	+6
Transportation equipment and other manufacturing.....	1,663	606	2,269	+307	+1,327
Construction.....	4,994	63	5,057	+51	+827
Transportation and storage.....	1,741	142	1,883	-499	-382
Communications, and other public utilities....	423	179	602	+28	+94
Trade.....	2,171	1,760	3,931	-1,359	-248
Wholesale.....	756	449	1,205	-223	-11
Retail.....	1,415	1,311	2,726	-1,136	-237
Finance, insurance, real estate.....	868	683	1,551	-289	-210
Service.....	4,002	7,814	11,816	-3,383	+2,194
Public.....	1,082	430	1,512	-890	+276
Domestic.....	71	2,338	2,409	-1,042	-153
Personal.....	1,752	4,620	6,372	-1,356	+1,816
Other service.....	1,097	426	1,523	-95	+225
All industries.....	39,985	14,569	54,554	-7,404	+14,600

(1) Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT AUGUST 2, 1951⁽¹⁾

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,363	1,056	2,419	3,131	771	3,902
Clerical workers.....	1,549	3,064	4,613	4,804	11,102	15,906
Sales workers.....	1,345	783	2,128	2,637	6,381	9,013
Personal and domestic service workers.....	1,531	6,034	7,565	8,392	7,883	16,275
Seamen.....	46	.....	46	570	4	574
Agriculture and fishing.....	1,716	33	1,749	772	543	1,315
Skilled and semiskilled workers.....	24,910	2,285	27,195	28,487	12,009	40,496
Food and kindred products.....	141	32	173	469	358	827
Textiles, clothing, etc.....	170	1,676	1,846	2,095	7,897	9,992
Lumber and wood products.....	14,207	.....	14,207	4,269	82	4,351
Pulp, paper and printing.....	70	13	83	368	233	601
Leather and products.....	62	156	218	828	749	1,577
Stone, clay and glass products.....	31	5	36	79	56	135
Metalworking.....	5,140	19	3,159	2,706	404	3,110
Electrical.....	131	7	138	701	370	1,071
Transportation equipment, n.e.c.....	150	.....	150	122	54	176
Mining.....	797	.....	797	480	.....	480
Construction.....	2,301	.....	2,301	5,119	2	5,121
Transportation (except seamen).....	1,132	15	1,147	3,890	25	3,915
Communications and public utility.....	50	.....	50	148	3	151
Trade and service.....	299	282	581	946	715	1,661
Other skilled and semiskilled.....	1,958	61	2,019	4,259	830	5,089
Foremen.....	70	13	83	796	157	953
Apprentices.....	201	6	207	1,212	74	1,286
Unskilled workers.....	7,491	1,315	8,806	31,663	10,818	42,481
Food and tobacco.....	97	323	420	487	1,700	2,187
Lumber and lumber products.....	720	6	726	2,416	215	2,631
Metalworking.....	342	10	352	1,086	310	1,396
Construction.....	2,223	.....	2,223	3,826	3	3,829
Other unskilled workers.....	4,109	976	5,085	23,848	8,590	32,438
Total.....	39,951	14,570	54,521	80,456	49,511	129,967

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JULY, 1951.

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, fishing, trapping.....	1,467	1,498	1,264
Logging.....	1,902	696	562
Mining.....	645	525	394
Manufacturing.....	5,806	5,551	4,065
Food and kindred products.....	1,143	1,169	833
Textiles, apparel, etc.....	803	724	514
Lumber and finished lumber products.....	794	754	610
Pulp and paper products and printing.....	522	468	330
Chemicals and allied products.....	170	196	124
Products of petroleum and coal.....	29	36	21
Rubber products.....	116	122	102
Leather and products.....	197	198	154
Stone, clay and glass products.....	170	200	136
Iron and steel and products.....	483	443	337
Non-ferrous metals and products.....	257	195	155
Machinery.....	320	330	223
Electrical equipment and products.....	134	148	90
Transportation equipment and other manufacturing.....	668	568	426
Construction.....	4,826	4,693	3,780
Transportation and storage.....	1,586	1,531	1,246
Communications, and other public utilities.....	296	266	183
Trade.....	2,796	3,285	2,151
Finance, insurance, real estate.....	390	436	261
Service.....	7,192	7,088	5,356
All Industries.....	26,906	25,569	19,262

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS JUNE 29, TO AUGUST 2, 1951; UNPLACED APPLICANTS AS AT AUGUST 23, 1951

(SOURCE: UIC 751)

Office	Vacancies		Applicants					Unplaced as at Aug. 23, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Newfoundland.....	299	581	1,795	903	164	92	2,605	2,344
Corner Brook.....	47	520	293	211	43	16	538	403
Grand Falls.....	7	.....	105	39	.....	7	272	180
St. John's.....	245	61	1,397	653	121	69	1,795	1,761
Prince Edward Island.....	729	174	994	796	441	240	796	601
Charlottetown.....	567	156	637	571	318	167	520	376
Summerside.....	162	18	357	225	123	73	276	225
Nova Scotia.....	3,702	1,702	6,439	4,363	2,373	612	7,285	6,819
Amherst.....	164	1	273	187	132	33	149	137
Bridgewater.....	85	47	205	135	55	7	247	228
Halifax.....	1,957	1,315	2,839	2,071	1,118	380	2,715	2,467
Inverness.....	11	9	27	6	2	.....	91	98
Kentville.....	120	92	255	110	47	3	455	408
Liverpool.....	67	20	106	48	35	.....	107	83
New Glasgow.....	417	100	941	543	336	41	877	815
Springhill.....	43	.....	68	56	45	.....	91	102
Sydney.....	560	67	1,172	709	458	93	2,076	2,021
Truro.....	185	48	352	251	106	7	242	252
Yarmouth-Shelburne.....	93	3	201	247	39	48	235	208
New Brunswick.....	4,128	2,231	5,199	3,456	2,546	404	5,093	4,535
Bathurst.....	137	105	273	195	46	69	293	269
Campbellton.....	276	305	224	155	85	19	215	204
Edmundston.....	392	251	226	177	119	33	134	155
Fredericton.....	416	287	413	340	235	69	240	204
Minto.....	246	137	182	158	134	.....	242	200
Moncton.....	1,477	551	1,996	1,392	1,126	141	1,442	1,264
Newcastle.....	69	89	117	77	62	.....	200	142
Saint John.....	618	202	1,446	714	549	69	1,994	1,792
St. Stephen.....	97	72	109	99	37	3	199	159
Sussex.....	119	92	117	85	88	1	66	69
Woodstock.....	251	140	96	64	65	.....	68	77
Quebec.....	36,500	16,725	43,485	32,929	23,081	1,393	35,594	35,686
Asbestos.....	42	92	178	33	29	.....	203	206
Beauharnois.....	141	56	242	151	66	2	255	224
Buckingham.....	133	18	270	149	117	1	181	163
Causapsal.....	39	61	57	32	24	.....	113	106
Chandler.....	363	55	382	513	190	114	58	63
Chicoutimi.....	414	1,071	704	469	229	38	407	307
Dolbeau.....	116	43	97	42	18	.....	64	59
Drummondville.....	144	29	543	183	102	2	873	1,192
Farnham.....	109	27	119	61	46	.....	171	207
Gaspé.....	2	226	53	16	.....	.....	85	44
Granby.....	185	18	565	216	140	33	715	751
Hull.....	665	170	811	483	298	2	801	873
Joliette.....	530	341	531	374	227	2	452	444
Jonquiere.....	314	87	626	448	232	3	399	365
Lachute.....	90	24	172	74	39	10	162	156
La Malbaie.....	56	27	111	57	48	.....	125	106
La Tuque.....	1,681	1,212	749	282	416	.....	134	204
Levis.....	482	79	863	476	386	4	681	630
Matane.....	208	160	104	121	51	15	158	117
Megantic.....	280	165	354	277	258	1	118	118
Mont-Laurier.....	62	12	80	67	33	.....	92	78
Montmagny.....	698	108	92	640	622	6	228	253
Montreal.....	16,890	5,214	19,410	16,507	12,005	667	14,928	14,520
New Richmond.....	1,152	1,016	261	259	210	.....	216	177
Port Alfred.....	170	28	136	87	100	.....	140	130
Quebec.....	2,841	1,640	4,283	3,213	1,343	152	4,388	4,224
Rimouski.....	298	337	223	246	225	.....	162	163
Riviere du Loup.....	189	16	176	84	75	1	237	225
Roberval.....	36	24	71	13	5	.....	104	91
Rouyn.....	726	202	664	516	462	96	316	298
Ste. Agathe.....	290	61	201	243	183	1	42	36
Ste. Anne de Bellevue.....	106	17	264	109	80	.....	149	122
Ste. Therese.....	162	51	236	175	127	1	243	249
St. Georges de Beauce.....	655	731	537	561	390	25	375	320
St. Hyacinthe.....	661	229	738	650	794	3	488	560
St. Jean.....	295	150	625	253	125	.....	411	599
St. Jerome.....	221	37	496	238	165	9	545	612
St. Joseph d'Alma.....	1,365	291	1,022	887	1,010	7	273	240
Shawinigan Falls.....	186	30	793	401	136	4	927	984
Sherbrooke.....	1,203	634	1,337	1,112	703	124	1,120	1,181
Sorel.....	470	535	289	135	94	.....	312	274
Thetford Mines.....	152	63	382	233	131	9	452	476

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS JUNE 29, TO AUGUST 2, 1951; UNPLACED APPLICANTS AS AT AUGUST 23, 1951

(SOURCE: UIC 751)

Office	Vacancies		Applicants					Unplaced as at Aug. 23, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Quebec—Con.								
Three Rivers.....	549	431	1,121	878	374	42	1,661	1,643
Barrie.....	515	437	462	339	327	11	193	189
Valleyfield.....	344	205	804	365	243	1	970	1,237
Victoriaville.....	270	265	422	261	203	7	517	570
Ontario.....	49,194	21,612	61,662	44,671	28,992	5,302	36,815	38,585
Arnprior.....	98	59	87	81	92	2	26	34
Bellefleur.....	794	277	943	752	507	19	328	349
Bellefleur.....	386	82	526	444	211	65	363	336
Bracebridge.....	274	95	218	228	197	3	67	86
Brampton.....	201	98	178	152	171	2	82	91
Brantford.....	749	118	1,308	767	550	101	1,048	966
Brockville.....	198	42	228	165	123	32	87	106
Carleton Place.....	62	26	85	53	43	1	147	102
Chatham.....	561	103	771	816	332	118	433	347
Cobourg.....	293	21	305	310	245	22	127	158
Collingwood.....	160	42	172	113	94	14	216	165
Cornwall.....	611	67	730	570	485	28	412	554
Fort Erie.....	67	22	66	54	34	.....	62	50
Fort Frances.....	61	38	120	90	66	.....	42	57
Fort William.....	1,113	644	987	856	655	44	335	295
Galt.....	385	181	450	274	175	15	282	361
Gananoque.....	65	17	75	57	37	11	27	36
Goderich.....	123	87	114	112	85	4	58	63
Guelpf.....	296	97	373	201	87	108	322	359
Hamilton.....	2,995	1,009	5,399	3,407	1,736	641	2,784	4,057
Hawkesbury.....	106	160	147	81	58	2	102	135
Ingersoll.....	420	109	436	421	364	11	94	102
Kapuskasing.....	1,304	1,218	166	154	116	12	90	70
Kenora.....	65	176	83	42	43	4	93	84
Kingston.....	860	205	997	917	614	46	499	434
Kirkland Lake.....	358	424	365	342	200	24	205	206
Kitchener-Waterloo.....	644	167	1,031	788	483	83	518	488
Leamington.....	645	253	663	561	187	182	315	209
Lindsay.....	145	54	164	146	86	15	91	87
Listowel.....	104	43	118	74	99	1	109	141
London.....	2,169	850	2,898	2,218	1,277	378	1,242	1,419
Midland.....	173	49	176	170	129	12	89	177
Napanee.....	95	30	86	79	60	1	38	47
New Toronto.....	996	142	1,115	963	730	17	652	633
Niagara Falls.....	780	187	986	814	531	30	351	380
North Bay.....	864	235	885	841	477	121	171	157
Orillia.....	269	41	272	308	206	49	112	142
Oshawa.....	763	126	1,411	786	556	72	1,350	1,551
Ottawa.....	2,338	805	2,658	2,422	1,243	297	1,491	1,470
Owen Sound.....	209	60	437	243	145	20	411	462
Parry Sound.....	74	28	62	35	32	.....	20	23
Pembroke.....	309	384	382	243	172	7	261	147
Perth.....	120	21	159	114	121	5	122	123
Peterborough.....	342	114	560	371	278	2	517	713
Pictou.....	41	15	74	40	29	.....	30	33
Port Arthur.....	1,732	3,179	962	817	727	8	392	340
Port Colborne.....	121	24	223	80	74	2	227	238
Prescott.....	53	21	252	60	49	.....	240	126
Renfrew.....	170	59	217	161	181	11	126	145
St. Catharines.....	1,072	158	1,353	906	652	147	740	754
St. Thomas.....	306	121	366	359	204	25	202	213
Sarnia.....	615	125	890	721	502	6	360	395
Sault Ste. Marie.....	826	386	488	478	507	48	292	281
Simcoe.....	968	207	861	807	723	1	182	190
Sioux Lookout.....	125	48	137	127	88	2	29	43
Smith Falls.....	154	57	190	124	87	5	149	170
Stratford.....	313	69	358	308	182	87	197	201
Sturgeon Falls.....	96	4	150	126	82	17	100	132
Sudbury.....	2,105	1,361	1,515	1,217	1,056	176	565	570
Timmins.....	604	411	726	651	418	60	538	473
Toronto.....	13,268	4,840	18,106	12,222	7,457	1,692	11,595	11,421
Trenton.....	246	37	395	299	233	2	166	173
Walkerton.....	83	17	108	82	68	.....	83	122
Wallaceburg.....	587	11	394	294	126	154	157	151
Welland.....	475	111	768	506	364	3	537	509
Weston.....	351	964	490	295	221	4	354	322
Windsor.....	1,069	283	3,077	1,210	603	219	3,245	3,509
Woodstock.....	170	98	170	146	137	7	118	102

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS JUNE 29, TO AUGUST 2, 1951; UNPLACED APPLICANTS AS AT AUGUST 23, 1951

(SOURCE: UIC 751)

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at Aug. 23, 1951
					Regular	Casual		
Manitoba	8,465	2,883	12,170	8,526	4,389	2,139	7,381	6,971
Brandon.....	1,064	388	1,047	916	427	315	389	317
Dauphin.....	140	79	175	151	94	13	94	87
Flin Flon.....	169	73	177	183	101	14	38	34
Portage la Prairie.....	355	92	360	276	198	49	224	218
The Pas.....	346	311	67	35	204	.....	38	29
Winnipeg.....	6,391	1,940	10,344	6,965	3,365	1,748	6,598	6,286
Saskatchewan	5,339	2,515	6,704	5,345	2,584	1,163	3,062	2,514
Estevan.....	138	37	124	150	91	9	51	58
Moose Jaw.....	678	386	903	682	404	114	415	370
North Battleford.....	160	116	141	119	65	1	124	153
Prince Albert.....	217	80	580	409	157	33	515	447
Regina.....	1,727	385	2,318	1,889	928	454	545	444
Saskatoon.....	1,399	376	1,966	1,380	553	466	1,035	744
*Teachers' Office.....	439	864	53	185	48	.....	64	18
Swift Current.....	150	92	161	144	105	3	99	103
Weyburn.....	179	58	177	156	114	42	54	34
Yorkton.....	252	121	281	231	119	41	160	143
Alberta	13,085	3,547	14,836	13,275	7,277	2,843	5,176	4,599
Blairmore.....	553	376	331	242	253	.....	118	124
Calgary.....	5,788	970	6,629	6,345	3,720	1,167	2,101	1,883
Drumheller.....	159	56	116	94	87	.....	112	95
Edmonton.....	5,077	1,398	6,313	5,388	2,311	1,644	2,130	1,812
Edson.....	231	143	100	106	163	.....	25	30
Lethbridge.....	826	345	833	744	545	31	304	281
Medicine Hat.....	179	96	263	183	99	1	178	185
Red Deer.....	262	163	251	173	99	.....	208	189
British Columbia	13,090	3,027	29,046	13,579	8,789	1,485	27,009	26,890
Chilliwack.....	260	37	1,012	351	217	77	877	969
Courtenay.....	146	44	692	136	108	18	1,055	1,046
Cranbrook.....	96	37	75	88	43	2	81	78
Dawson Creek.....	115	32	157	155	137	2	30	28
Duncan.....	256	35	968	236	89	109	1,212	1,490
Kamloops.....	331	99	350	300	262	.....	135	95
Kelowna.....	471	20	925	459	311	128	880	888
Nanaimo.....	205	20	1,205	218	123	51	2,105	2,039
Nelson.....	262	63	226	232	176	20	63	67
New Westminster.....	588	70	2,997	727	467	109	3,433	3,218
Penticton.....	142	27	212	158	116	2	172	244
Port Alberni.....	242	15	816	276	202	12	576	636
Prince George.....	1,311	179	1,185	1,140	1,095	7	147	150
Prince Rupert.....	306	75	306	342	197	11	116	194
Princeton.....	147	2	151	163	145	.....	5	5
Trail.....	322	60	426	341	283	4	196	185
Vancouver.....	5,988	1,468	14,287	6,453	3,560	771	13,496	13,101
Vernon.....	494	142	448	351	314	2	162	156
Victoria.....	1,110	401	2,419	1,285	765	160	2,293	2,272
Whitehorse.....	298	201	189	168	179	.....	55	29
Canada	134,531	54,997	182,330	127,843	80,636	15,673	130,816	129,544
Males.....	97,737	40,340	126,730	90,282	61,268	9,578	80,995	80,459
Females.....	36,794	14,657	55,600	37,561	19,368	6,095	49,821	49,085

*Statistics for Province of Saskatchewan.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form UIC 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
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
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (31 weeks).....	881,917	351,448	1,233,365	384,474	153,201	537,675

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month*	Month of July, 1951		
		Number Com-mencing Benefit	Number of days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	612	325	17,593	44,245
Prince Edward Island.....	295	111	6,832	15,510
Nova Scotia.....	3,286	1,837	80,331	202,544
New Brunswick.....	2,559	1,116	60,319	152,558
Quebec.....	18,547	10,684	508,160	1,167,736
Ontario.....	17,262	16,351	410,750	991,655
Manitoba.....	2,612	1,015	67,536	156,494
Saskatchewan.....	827	343	21,823	50,340
Alberta.....	1,635	639	41,648	105,171
British Columbia.....	9,834	6,705	201,707	541,581
Total, Canada, July, 1951.....	57,469	39,126	1,416,699	3,427,834
Total, Canada, June, 1951.....	57,079	31,284	1,480,733	3,513,723
Total, Canada, July, 1950.....	76,840	30,945	2,053,009	4,726,614

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF JULY 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland ¹	1,088	214	65	122	290	202	195
Male.....	983	195	55	107	267	178	181
Female.....	105	19	10	15	23	24	1
Prince Edward Island.....	340	66	24	44	59	39	108
Male.....	230	47	18	31	34	19	81
Female.....	110	19	6	13	25	20	27
Nova Scotia.....	4,786	876	373	743	1,182	564	1,048
Male.....	3,909	727	302	618	1,035	461	766
Female.....	877	149	71	125	147	103	282
New Brunswick.....	3,504	664	379	420	718	486	837
Male.....	2,606	490	254	317	568	395	582
Female.....	898	174	125	103	150	91	255
Quebec.....	33,669	8,062	4,325	5,943	5,472	3,458	6,409
Male.....	18,071	4,738	2,333	3,092	2,567	1,747	3,594
Female.....	15,598	3,324	1,992	2,851	2,905	1,711	2,815
Ontario.....	32,885	9,654	5,782	6,084	3,953	2,263	5,149
Male.....	20,424	6,326	4,340	3,871	1,744	1,136	3,007
Female.....	12,461	3,328	1,442	2,213	2,209	1,127	2,142
Manitoba.....	3,367	692	231	370	487	366	1,221
Male.....	1,664	321	108	182	209	151	693
Female.....	1,703	371	123	188	278	215	528
Saskatchewan.....	1,089	189	87	144	159	107	403
Male.....	529	78	34	51	79	55	232
Female.....	560	111	53	93	80	52	171
Alberta.....	2,743	843	289	345	328	210	728
Male.....	2,006	674	237	248	216	131	500
Female.....	737	169	52	97	112	79	228
British Columbia.....	16,560	5,196	2,239	2,897	2,967	1,049	2,212
Male.....	13,369	4,372	1,898	2,460	2,448	707	1,484
Female.....	3,191	824	341	437	519	342	728
TOTAL.....	100,031	26,456	13,794	17,112	15,615	8,744	18,310
MALE.....	63,791	17,968	9,579	10,977	9,167	4,980	11,120
FEMALE.....	36,240	8,488	4,215	6,135	6,448	3,764	7,190

¹ Includes 30 supplementary benefit claimants.

INITIAL AND RENEWAL CLAIMS FOR BENEFIT

(This Table will now appear quarterly—March, June, September, December—instead of monthly, as formerly.)

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	581	509	72	502	257	245	227
Prince Edward Island.....	151	88	63	153	117	36	39
Nova Scotia.....	1,994	1,199	795	2,049	1,498	551	531
New Brunswick.....	1,504	976	528	1,551	1,188	363	397
Quebec.....	18,458	12,924	5,534	18,093	13,740	4,353	4,656
Ontario.....	22,126	11,798	10,328	26,471	21,302	5,169	4,228
Manitoba.....	1,507	977	530	1,497	1,112	385	339
Saskatchewan.....	518	350	168	508	354	154	92
Alberta.....	974	630	344	1,002	712	290	259
British Columbia.....	11,168	5,875	5,295	9,433	7,816	1,617	3,851
Total Canada, July, 1951.....	58,981 ¹	35,326	23,655	61,259 ²	48,096	13,163	14,619
Total Canada, June, 1950.....	58,233	35,075	23,158	55,253	43,891	11,362	16,897
Total Canada, July, 1950.....	43,929	25,451	18,478	45,564	34,608	10,956	9,890

¹ In addition, revised claims received numbered 8,721. ² In addition, 8,609 revised claims were disposed of. Of these, 476 were special requests not granted, and 604 were appeals by claimants. There were 1,471 revised claims pending at the end of the month.

TABLE E-4.—CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of July 1951 ¹	Month of July 1950 ²	Cumulative Total Current Fiscal Year
Claims Disallowed.....	4,750	4,225	35,324
Claimants Disqualified ¹			
Not unemployed.....	4,985	2,335	14,132
Not capable of and not available for work.....	1,028	1,267	5,088
Loss of work due to a labour dispute.....	242	120	687
Refused offer of work and neglected opportunity to work.....	1,129	1,461	6,032
Discharged for misconduct.....	422	587	1,929
Voluntarily left employment without just cause.....	2,827	3,493	14,097
Other reasons ³	1,459	628	6,905
Total.....	16,842	14,116	84,194

¹ Includes 3,679 revised and supplementary claims, disqualified.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT.

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants ¹
1950—June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800
1951—January.....	2,911,000	2,720,900	190,100 ²
February.....	2,917,000	2,669,400	247,600 ²
March.....	2,905,000	2,661,200	243,800 ²
April.....	2,899,000	2,672,500	226,500 ²
May.....	2,827,000	2,690,200	136,800
June.....	2,843,000	2,754,100	88,900

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1951

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS				Total Revenue	DISBURSEMENTS			Balance in fund
	CONTRIBUTIONS (Gross less refunds)		Fines	Interest on Investments and Profit on sale of Securities		BENEFIT PAYMENTS			
	Employer and Employee	Government				Ordinary	Supplementary	Total	
1942.....	36,435,609 05	7,287,121 81	.....	269,298 74	43,991,999 60	27,752 92	.....	27,752 92	43,964,246 68
1943.....	47,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	.....	716,012 75	114,011,029 93
1944.....	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	.....	1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	.....	4,966,483 51	268,034,459 86
1946.....	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 84	.....	31,993,240 84	317,240,660 84
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	.....	43,114,329 18	372,878,625 64
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	.....	34,947,020 32	447,734,939 21
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	.....	49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	138,935,737 27	85,006,136 24	818,065 89	818,065 89	582,646,972 52
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	171,945,945 56	83,082,101 75	6,930,439 54	90,012,541 29	664,580,376 79
April.....	12,766,464 04	2,554,175 40	2,940 50	1,395,726 42	16,719,306 36	7,835,188 13	703,592 27	8,538,780 40	672,760,902 75
May.....	12,813,439 84	2,565,469 04	2,920 00	1,473,147 56	16,854,976 44	5,655,192 59	17,490 63	5,672,683 22	683,943,195 97
June.....	11,676,138 56	2,385,280 26	3,865 86	1,441,346 24	15,456,630 92	3,509,335 48	5,222 50	3,514,557 98	695,885,268 91
July.....	*12,160,180 78	2,429,023 02	2,310 18	1,636,114 72	16,227,628 70	3,423,857 51	277 50	3,423,865 01	708,689,032 60
SUB-TOTAL.....	49,416,223 22	9,833,947 72	12,036 54	5,946,334 94	65,258,542 42	20,423,303 71	726,582 90	21,149,886 61	708,689,032 60
TOTAL.....	822,946,803 94	*166,386,904 48	88,223 03	83,566,978 63	1,072,988,920 10	355,824,799 17	8,475,088 33	364,299,887 50	708,689,032 60

*Stamps \$5,442,460.14

Meter \$1,515,121.71

Bulk \$5,128,956.74

Arm. Serv. \$69,028.91

Sp. Force \$4,613.28

Total \$1,160,180.78

*Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.30.

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		
1929.....		121.7	134.7	119.7	112.6	134.8		105.0		
1933.....		94.4	84.9	98.6	102.5	93.3		98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
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	
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4	
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8	
1949										
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5	
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3	
March.....	57.9	150.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5	
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6	
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0	
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6	
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3	
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9	
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9	
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5	
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7	
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0	
1950										
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8	
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7	
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8	
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2	
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1	
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3	
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0	
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4	
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3	
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5	
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1	
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6	
1951										
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3	
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4	
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9	
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2	
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3	
June.....	82.6	182.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0	
July.....	86.1	187.6	249.7	139.8	147.2	202.9	197.4	142.2	219.6	
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1	
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6	

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1951

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Aug. 1, 1950	July 3, 1951	Aug. 1, 1951						
Halifax.....	158.9	176.3	177.9	244.9	122.4	144.5	218.4	182.5	135.1
St. John.....	164.9	182.5	184.2	241.9	124.4	138.4	225.7	192.6	142.6
Montreal.....	172.3	195.3	194.8	267.2	139.6	144.5	194.1	207.1	138.1
Toronto.....	164.4	183.5	184.5	240.7	144.1	171.1	203.3	194.6	143.0
Winnipeg.....	163.1	181.8	182.4	255.7	130.9	125.8	198.2	199.5	135.1
Saskatoon.....	167.2	184.4	186.0	257.4	128.6	145.9	208.0	203.8	133.6
Edmonton.....	165.0	179.6	181.7	259.2	123.0	114.6	211.5	189.7	137.4
Vancouver.....	169.6	188.8	189.8	255.2	129.4	162.6	215.7	192.1	146.5

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

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Aug. 1946	Aug. 1947	Aug. 1948	Aug. 1949	July 1951	Aug. 1951	Price Aug. 1951
Beef, sirloin steak.....	lb.	120.7	163.1	177.1	250.5	260.6	385.5	386.6	108.7
Beef, round steak.....	lb.	125.7	177.2	193.2	275.9	289.9	427.6	428.0	102.3
Beef, rolled rib roast, prime.....	lb.	125.5	185.7	202.2	275.2	290.9	419.8	418.1	96.3
Beef, blade roast, blade removed.....	lb.	132.7	168.6	188.7	287.4	311.9	484.5	487.6	79.0
Beef, stewing, boneless.....	lb.	136.7	173.5	196.2	305.2	347.8	557.6	562.0	76.7
Veal, front roll, boneless.....	lb.	139.3	174.0	175.7	263.9	317.2	472.8	482.1	83.7
Lamb, leg roast.....	lb.	109.9	171.1	170.1	238.7	268.7	361.0	365.6	104.4
Pork, fresh loins, centre cut.....	lb.	125.3	162.6	173.3	231.4	247.9	283.7	302.5	80.2
Pork, fresh shoulder, hock off.....	lb.	127.0	164.8	177.4	247.8	279.8	346.9	354.8	67.4
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	162.4	180.9	225.5	236.4	223.7	229.7	86.9
Lard, pure, package.....	lb.	151.3	178.1	242.1	250.9	192.1	273.8	264.8	29.5
Shortening, package.....	lb.	134.7	140.3	216.0	223.6	219.4	273.5	263.8	38.2
Eggs, grade A, Large, carton.....	doz.	156.4	176.3	157.1	219.7	241.2	257.9	265.5	53.0
Milk.....	qt.	111.0	114.7	130.4	159.6	164.2	178.9	179.8	19.5
Butter, creamery, prints.....	lb.	140.5	164.1	206.6	266.3	226.7	251.0	252.5	68.7
Cheese, plain, mild $\frac{1}{2}$ lb.....	pkg.	174.6	168.3	181.1	220.8	226.7	249.1	252.1	33.8
Bread, plain, white, wrapped.....	lb.	106.5	106.3	107.9	150.8	165.1	185.5	188.6	120.0
Flour, all purpose.....	lb.	127.3	124.2	127.3	187.9	221.2	227.2	227.2	7.6
Rolled Oats, package.....	lb.	112.0	114.0	134.6	150.4	155.2	199.2	199.2	13.2
Corn flakes, 8 oz.....	pkg.	101.1	100.0	106.5	150.8	163.0	183.6	183.6	17.1
Tomatoes, canned, 2 $\frac{1}{2}$ lbs.....	tin	129.9	139.6	171.7	253.8	191.5	237.2	242.7	26.1
Peas, 20 oz.....	tin	117.5	124.2	134.2	151.7	146.7	150.4	161.0	20.6
Corn, Cream, choice, 20 oz.....	tin	128.3	133.6	149.6	200.0	187.6	177.5	177.5	19.6
Beans, dry.....	lb.	129.4	137.3	182.4	296.1	262.7	305.4	305.4	15.2
Onions, cooking.....	lb.	108.2	153.1	179.6	210.2	179.6	202.1	185.1	9.8
Potatoes, No. 1, table.....	10 lbs.	89.9	180.8	207.6	197.6	203.5	180.1	180.5	40.6
Fruites, bulk or in bag.....	lb.	115.8	142.1	176.3	174.6	188.6	250.3	251.2	28.9
Raisins, seedless, bulk or in bag.....	lb.	104.0	126.5	140.4	141.1	128.5	167.9	172.6	26.0
Oranges, California.....	doz.	132.5	151.9	124.6	116.4	143.8	133.7	130.4	36.0
Lemons.....	$\frac{1}{2}$ doz.	111.3	144.3	144.9	140.0	144.6	174.7	174.7	28.5
Jam, strawberry, 16 oz.....	jar	111.3	132.1	151.6	151.6	146.1	166.6	166.6	29.3
Peaches, 15 oz.....	tin	101.5	107.1	132.5	154.8	142.6	154.0	154.7	23.5
Marmalade, Orange, 16 oz.....	jar	118.3	132.6	139.9	148.0	142.1	155.5	156.2	21.3
Corn Syrup, 2 lb.....	tin	138.0	168.8	177.5	191.5	178.7	201.9	203.1	35.2
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	147.7	149.2	150.8	202.6	204.2	13.1
Sugar, yellow, in branded package.....	lb.	131.3	134.9	152.4	154.0	155.6	210.5	213.6	13.8
Coffee, medium quality, in bag.....	lb.	141.6	132.8	147.6	183.7	189.1	313.2	313.8	108.3
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	150.3	174.1	176.5	185.4	185.8	54.0

* Descriptions and Units of Sale Apply to August 1951 prices.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Price Index, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug., 1939	1938	1936-39 = 1000	1st Quarter of 1949 = 1000
1913	(a) 79.1	(b) 70.7		(g) 130	(f) 100				(c) 100			(d)	
1914	79.1	70.8		(h) 123	100				100		81.4		
1915	80.7	72.5		(i) 140	100						85.5		
1916	87.0	77.9		(j) 176	100						90.8		
1917	102.4	91.6		(k) 203	100				204		93.6		
1918	115.6	107.5		(l) 215	100				222		106.4		
1919	120.5	123.8		(m) 249	100				224		117.7		
1920	145.4	143.0		(n) 226	100				200		145.8		
1921	129.9	127.7		(o) 183	100				164		132.0		
1922	120.4	119.7		(p) 172	185				162		110.1		
1923	121.8	126.4		(q) 164	176				161		106.3		
1924	121.7	122.5		(r) 140	151				131		98.2		
1925	94.4	92.4		(s) 158	175				138		93.9		
1926	101.5	99.4	100.0	(t) 184	205	108			131		98.2		
1927	105.6	100.2	100.7	(u) 199	205	129			133		93.9		
1928	111.7	105.2	100.7	(v) 201	226	150			174		103.4		
1929	118.9	125.5	104.4	(w) 203	205	174			174		108.2		
1930	119.5	128.4	190.1	(x) 203	205	285			207		128.8		
1931	123.6	139.3	213.5	(y) 203	291	393			209		132.2		
1932	135.5	159.2	260.7	(z) 203	99	645			208		134.1		
1933	155.0	171.2	300.3	(aa) 108	99	1030			217		127.8		
1934	160.8	169.1	318.9	(ab) 111	101	1632			217		139.7		
1935	166.5	(n) 171.9	336.0	(ac) 111	101	1815			222		147.8		
1936	169.8	(n) 174.6	352.1	(ad) 114	101	1945			222		153.2		
1937	170.7	(n) 175.6	364.0	(ae) 115	102	2007			160.0		150.3		
1938	170.7	(n) 176.4	366.2	(af) 116	102	2043			160.9		150.0		
1939	171.1	(n) 178.3	368.0	(ag) 116	102	2055			160.9		162.0		
1940	172.5	(n) 181.5	369.5	(ah) 117	103	2075			160.3		165.2		
1941	175.2	(n) 183.8	375.0	(ai) 118	103	2103			162.8		158.3		
1942	179.7	(n) 188.3		(aj) 119	109	2141			162.8		166.4		
1943	181.8	184.6		(ak) 121	109	2179			164.5		166.4		
1944	182.0	185.4		(al) 124	109	2215			164.5		166.1		
1945	184.1	185.2		(am) 125	109	2258			166.4		166.4		
1946	187.6	185.5											
1947	188.9												
1948													
1949													
1950													
September													
October													
November													
December													
1951—January													
February													
March													
April													
May													
June													
July													
August													

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914 = 100. (j) Yearly averages are for first half of year. (k) New series on June, 1947 base. (l) Revised index. (m) Average June-December. (n) Annual averages 1936-46 are on base July, 1914 = 100. (o) Adjusted series.

TABLE F-4.—RETAIL PRICES OF STAPLE
SOURCE: Dominion

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 (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast), per lb.	Fresh Shoulder, hook- off, per lb.	Bacon, side, fancy, sliced, rind off, per lb.
	cts.	cts.	cts. b	cts. a	cts. a	cts.	cts.	cts.	cts. e	cts.
Newfoundland—										
1—St. Johns.....	121.5		89.8	76.6				83.8	78.8	79.0
P.E.I.—			a	a	a					
2—Charlottetown.....	107.5	95.0	86.8	73.5	67.3			76.0	66.2	
Nova Scotia—			a	a					c	
3—Halifax.....	112.0	104.5	96.6	79.9	81.3		104.3	81.2	68.7	88.9
4—Sydney.....	125.0	111.2	95.0	85.0	80.6		107.5	87.6		92.0
New Brunswick—			a	a						
5—Moncton.....	107.8	101.6	93.6	77.6	75.6		98.2	83.3	70.7	85.3
6—Saint John.....	112.6	103.5	93.7	80.5	79.2	73.7	102.8	80.9	69.1	86.2
Quebec—										
7—Chicoutimi.....	131.7	124.2	100.0	78.4	70.2		110.0	75.6	68.2	89.7
8—Montreal.....	117.4	110.8	98.3	76.8	74.9	79.9	58.1	76.8	66.6	80.2
9—Quebec.....	116.0	112.0	92.4	75.6	70.9	83.9	91.0	67.6	59.5	79.1
10—Sherbrooke.....	109.4	106.7	94.8	74.4	74.1	80.6		74.3	65.5	84.0
11—Sorel.....	114.2	105.8	100.5	80.6	69.3			73.1	61.8	81.5
12—Three Rivers.....	125.1	110.9	90.2	72.2	63.8			72.6	62.0	82.8
Ontario—										
13—Cornwall.....	99.3	99.3	95.8	78.5	80.3			80.8	68.9	83.9
14—Fort William.....	102.0	98.6	94.3	78.8	79.6			81.0		85.1
15—Hamilton.....	107.2	102.5	99.5	82.8	80.0	84.2	110.7	86.0	62.1	85.8
16—London.....	110.6	105.9	97.0	82.1	79.5		109.1	86.3	63.5	86.6
17—North Bay.....	102.7	101.0	96.6	82.3	79.0		98.0	82.1	65.6	83.8
18—Ottawa.....	112.4	106.6	100.8	86.5	79.3		105.8	83.9	66.2	85.3
19—Sault Ste. Marie.....	106.4	105.3	87.6	77.1	82.6			83.1	70.7	85.1
20—Sudbury.....	98.8	98.3	92.8	79.3	78.9			81.6	74.4	83.8
21—Timmins.....	109.1	106.3	97.6	80.9	79.6	88.2	107.3	86.8	68.5	88.2
22—Toronto.....	108.5	101.8	102.0	83.5	78.7	84.3	104.8	83.0	62.5	84.9
23—Windsor.....	103.7	99.3	94.5	80.4	80.7		100.0	83.2	62.2	82.5
Manitoba—										
24—Brandon.....			100.0		73.5			79.5		86.6
25—Winnipeg.....	101.1	95.5	98.8	78.1	76.6	84.0	104.1	80.7	71.5	86.0
Saskatchewan—										
26—Moose Jaw.....	97.3	92.0	91.0	77.4	75.6	78.3	99.6	77.8	66.3	84.4
27—Regina.....	96.8	92.3	90.4	76.1	74.0	85.3		76.0	66.2	89.6
28—Saskatoon.....	96.0	93.1	93.0	73.9	77.4	78.0		76.6	69.9	90.9
Alberta—									d	
29—Calgary.....	103.3	97.7	100.4	83.9	77.3	97.8	105.5	75.6	72.2	92.3
30—Drumheller.....	95.6	95.0	93.8	76.0	71.2			81.5	69.3	88.6
31—Edmonton.....	99.1	93.4	94.2	70.0	73.1	84.0	98.4	74.9	64.0	92.3
British Columbia—										
32—Prince Rupert.....	123.3	115.0	115.0	79.0	80.0		121.7	86.7	81.7	98.3
33—Trail.....	114.6	103.2	102.3	81.0	81.8		116.2	85.4	78.0	100.4
34—Vancouver.....	116.8	103.1	107.8	86.3	81.5	87.8	108.4	87.6	70.8	92.8
35—Victoria.....	119.1	107.2	107.4	80.1	84.6	82.7	111.8	84.3	69.4	92.8

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, 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, all purpose, per lb.	Roiled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts. f	cts. h	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns.....		42.4	95.0	29.0		34.1	11.3	8.7	15.5	20.1
P.E.I.—			g							
2—Charlottetown.....	28.5	38.8	79.3	16.0	69.6	34.4	11.3	8.3	12.2	18.5
Nova Scotia—			g							
3—Halifax.....	30.5	37.1	84.0	19.0	71.1	34.5	12.0	7.9	14.3	17.6
4—Sydney.....	28.0	37.2	80.3	20.0	73.2	35.9	12.8	8.2	13.5	18.5
New Brunswick—			g							
5—Moncton.....	28.2	37.7	85.5	19.0	70.2	34.6	12.0	8.3	14.3	17.9
6—Saint John.....	29.6	37.8	85.9	20.0	71.0	34.6	12.7	8.0	13.7	17.6
Quebec—										
7—Chicoutimi.....	32.4	40.6	93.2	19.0	68.2	36.1	13.6	8.2		18.3
8—Montreal.....	29.1	37.5	85.4	19.0	67.2	33.2	11.3	7.3	13.3	16.3
9—Quebec.....	28.2	38.0	84.9	19.0	67.5	34.2	11.0	7.2	13.5	17.1
10—Sherbrooke.....	32.4	37.3	87.0	19.0	66.6	33.9	11.6	7.8	13.5	17.0
11—Sorel.....	27.5	37.4	81.9	18.0	66.3	32.1	11.3	7.6	13.4	16.7
12—Three Rivers.....	29.2	36.8	85.6	18.0	65.6	32.8	10.0	7.3	13.7	16.5
Ontario—			g							
13—Cornwall.....	28.2	37.1	83.8	19.0	68.1	33.0	10.0	7.3	13.4	17.0
14—Fort William.....	29.8	36.9	85.7	20.0	68.4	34.8	12.0	7.3	12.9	17.6
15—Hamilton.....	27.5	37.0	83.5	20.0	69.4	32.9	11.3	7.6	13.2	16.3
16—London.....	28.8	37.2	80.2	19.0	69.3	32.8	11.3	7.6	13.3	16.5
17—North Bay.....	28.2	36.0	88.7	19.0	70.4	33.4	12.0	7.9	14.0	17.2
18—Ottawa.....	27.2	37.6	86.1	19.0	69.4	33.7	11.3	7.6	13.2	16.1
19—Sault Ste. Marie.....	28.9	37.1	87.2	21.0	69.1	33.0	12.0	7.6	13.5	17.5
20—Sudbury.....	29.4	36.2	86.3	21.0	69.8	33.2	12.0	8.0	14.1	17.6
21—Timmins.....	28.9	36.4	87.4	21.0	68.5	33.5	12.0	7.9	13.3	17.3
22—Toronto.....	28.3	36.6	84.0	21.0	69.3	32.3	11.3	7.4	12.8	16.4
23—Windsor.....	26.8	36.6	81.9	21.0	68.7	33.1	11.3	7.8	13.8	16.3
Manitoba—										
24—Brandon.....	29.9	40.1	79.6	19.0	67.9	34.1	12.4	7.6	13.1	17.2
25—Winnipeg.....	28.8	37.1	79.6	20.0	67.3	34.5	14.0	7.2	12.5	17.0
Saskatchewan—			g							
26—Moose Jaw.....	28.6	38.7	73.0	20.0	66.8	33.5	12.8	7.2	12.0	17.0
27—Regina.....	29.2	38.7	73.6	19.0	66.2	34.6	12.8	7.3	12.5	17.7
28—Saskatoon.....	29.5	40.5	71.0	19.0	67.0	33.7	12.0	7.1	12.7	16.3
Alberta—										
29—Calgary.....	30.7	40.8	79.4	19.0	68.0	33.0	12.8	7.3	12.5	17.0
30—Drumheller.....	33.3	41.9	76.3	20.0	69.0	34.7	12.8	7.8	13.5	17.8
31—Edmonton.....	30.5	41.4	76.0	18.0	68.8	33.9	12.0	7.2	12.7	16.8
British Columbia—										
32—Prince Rupert.....	33.9	43.0	88.3	27.0	73.2	34.6	15.0	8.5	13.4	17.4
33—Trail.....	34.2	43.5	86.9	22.0	69.0	34.4	16.0	7.6	12.6	17.1
34—Vancouver.....	32.6	38.3	82.8	19.0	70.9	33.2	14.9	7.4	12.5	16.1
35—Victoria.....	32.0	39.2	85.6	21.0	70.5	34.4	14.9	7.7	12.8	16.9

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's, per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.), per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. Johns.....	26.1	23.2	24.0	14.3	12.0	56.5	28.1	33.0	49.5	.....	62.6
P.E.I.—											
2—Charlottetown.....	24.3	21.5	22.0	15.2	9.1	42.3	k 30.7	k 26.6	45.6	35.9	55.7
Nova Scotia—											
3—Halifax.....	24.6	21.0	20.0	15.9	9.0	36.8	28.4	26.7	36.6	28.7	54.7
4—Sydney.....	25.1	20.3	20.5	14.3	8.5	40.5	32.3	28.4	36.0	31.6	54.7
New Brunswick—											
5—Moncton.....	24.8	20.3	18.8	14.5	9.7	31.4	30.1	k 24.5	37.2	29.6	52.9
6—Saint John.....	24.2	20.2	19.2	15.3	8.6	30.5	28.7	k 26.5	36.9	28.5	54.8
Quebec—											
7—Chicoutimi.....	25.3	23.1	18.7	15.3	11.6	43.8	26.5	31.6	40.5	28.7	60.9
8—Montreal.....	23.6	18.9	18.1	15.1	9.9	27.2	29.2	k 23.7	35.4	25.4	53.4
9—Quebec.....	24.3	21.0	17.4	14.6	10.2	30.3	27.6	27.1	35.7	27.4	56.0
10—Sherbrooke.....	24.8	22.7	18.9	15.8	9.4	32.2	30.1	n 27.8	39.0	28.2	55.1
11—Sorel.....	21.0	19.4	17.1	14.4	11.8	33.0	26.8	21.7	37.5	27.0	51.5
12—Three Rivers.....	23.7	20.4	19.0	14.2	9.2	28.4	27.1	23.5	36.6	26.4	53.1
Ontario—											
13—Cornwall.....	25.7	20.5	18.4	13.2	10.0	34.2	k 29.8	22.0	34.2	27.6	50.9
14—Fort William.....	27.2	20.6	19.0	16.1	9.4	47.1	k 28.5	n 28.8	36.6	30.8	55.3
15—Hamilton.....	25.5	19.7	18.0	16.2	8.5	36.0	k 31.2	n 23.1	34.8	28.2	50.0
16—London.....	24.0	20.1	19.3	14.7	7.2	31.5	k 28.6	22.6	33.3	26.1	49.3
17—North Bay.....	24.2	20.8	19.4	15.1	8.4	40.8	.....	k 28.0	36.0	27.4	54.0
18—Ottawa.....	26.1	21.0	18.2	14.4	9.2	35.4	k 30.3	n 28.6	31.2	26.0	48.9
19—Sault Ste. Marie.....	26.0	.....	.....	13.5	9.5	38.9	i 32.8	22.9	34.2	29.1	51.5
20—Sudbury.....	27.4	20.8	18.8	14.1	10.9	38.3	28.3	k 26.8	35.1	27.9	51.5
21—Timmins.....	24.5	21.2	19.6	15.1	9.8	50.3	27.5	25.5	37.8	32.5	53.8
22—Toronto.....	23.7	19.9	17.7	15.7	8.1	38.6	k 28.4	k 22.2	32.7	25.3	47.6
23—Windsor.....	23.2	20.2	19.8	14.9	7.4	29.8	i 30.5	22.6	34.8	27.0	50.3
Manitoba—											
24—Brandon.....	28.3	20.8	20.8	15.4	11.6	53.8	28.1	29.2	42.9	26.2	t 69.2
25—Winnipeg.....	26.1	21.0	20.3	14.8	9.7	36.6	k 28.4	27.4	36.6	p 25.6	t 67.4
Saskatchewan—											
26—Moose Jaw.....	29.2	20.0	21.2	14.7	10.2	50.6	k 29.1	27.3	37.2	28.8	t 69.5
27—Regina.....	31.6	19.6	21.8	15.8	11.3	44.1	k 28.4	28.2	36.3	29.5	t 72.9
28—Saskatoon.....	30.8	19.1	21.2	17.1	13.0	55.8	k 30.7	k 27.9	37.8	34.8	t 69.0
Alberta—											
29—Calgary.....	31.4	18.0	20.2	16.0	10.9	54.2	k 28.6	26.6	34.5	29.8	t 70.0
30—Drumheller.....	32.5	18.4	21.2	16.0	11.8	46.8	k 25.5	27.2	36.0	31.7	t 74.4
31—Edmonton.....	31.6	19.3	21.2	16.0	11.7	58.6	k 29.5	27.8	37.2	27.3	t 70.1
British Columbia—											
32—Prince Rupert.....	29.9	m 19.8	m 16.9	17.7	10.0	58.4	29.0	24.7	41.7	27.7	t 69.5
33—Trail.....	27.7	20.2	22.5	17.2	12.0	47.5	k 29.8	n 28.6	37.2	31.8	t 71.5
34—Vancouver.....	25.8	m 18.5	m 14.2	15.4	8.4	45.0	k 26.8	24.9	32.7	p 20.6	t 63.4
35—Victoria.....	24.7	m 17.2	m 16.0	16.6	8.9	48.0	27.1	24.7	32.4	p 22.6	t 69.0

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) Including cuts with bone in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

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Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts. s	cts.	cts.	cts.	cts.	cts. v	cts. w	cts.	cts.
Newfoundland—									
1—St. John's.....	48-1	49-8	40-7	13-0	.....	116-1	59-3	.....	21-17
P.E.I.—									
2—Charlottetown.....	23-6	44-8	38-2	13-1	13-0	v 120-4	50-8	.....	15-75
Nova Scotia—									
3—Halifax.....	23-8	43-3	36-2	12-4	13-2	v 114-3	50-1	.....	17-75
4—Sydney.....	23-4	49-1	36-0	12-9	13-5	v 112-8	50-7	.....	12-35
New Brunswick—									
5—Moncton.....	24-2	41-7	36-3	13-2	13-4	v 112-4	49-9	.....	17-50
6—Saint John.....	23-7	44-1	36-7	12-5	12-9	v 112-2	50-6	.....	18-00
Quebec—									
7—Chicoutimi.....	.....	52-6	38-4	13-1	13-0	v 119-6	59-6	27-30	.....
8—Montreal.....	21-8	42-4	33-1	11-9	12-3	110-0	56-4	28-90	.....
9—Quebec.....	22-4	46-7	34-6	12-4	12-3	114-0	56-9	26-00	.....
10—Sherbrooke.....	23-4	41-4	33-8	12-1	12-8	112-2	58-4	27-00	.....
11—Sorel.....	21-7	42-6	33-5	12-0	11-6	110-2	54-6	25-75	.....
12—Three Rivers.....	24-0	43-9	34-8	12-5	12-4	111-2	56-1	26-50	.....
Ontario—									
13—Cornwall.....	22-2	40-1	32-8	12-7	12-6	114-3	55-8	28-00	.....
14—Fort William.....	22-8	41-9	36-2	13-6	13-8	106-1	53-7	26-75	.....
15—Hamilton.....	22-9	36-4	32-8	12-5	13-6	v 105-5	55-6	25-00	.....
16—London.....	22-1	39-7	32-8	12-8	13-2	106-7	55-6	25-50	.....
17—North Bay.....	24-3	.....	33-8	13-6	14-3	v 119-6	55-5	27-50	.....
18—Ottawa.....	22-3	41-5	33-0	12-5	13-1	109-0	54-8	26-50	.....
19—Sault Ste. Marie.....	22-8	38-2	35-1	13-1	13-5	104-0	56-6	25-50	.....
20—Sudbury.....	23-4	38-1	35-0	13-2	13-3	102-6	55-2	27-45	.....
21—Timmins.....	23-3	43-2	35-2	13-5	14-2	108-4	55-0	29-00	.....
22—Toronto.....	22-1	39-5	31-9	12-0	12-9	104-9	54-6	24-95	.....
23—Windsor.....	22-0	40-1	32-8	12-6	13-8	102-4	54-8	25-50	.....
Manitoba—									
24—Brandon.....	25-4	45-8	36-8	15-1	15-7	108-1	53-4	.....	17-00
25—Winnipeg.....	24-1	43-7	35-1	15-0	15-8	100-5	53-0	.....	18-70
Saskatchewan—									
26—Moose Jaw.....	26-7	43-6	38-0	14-0	15-1	101-6	52-2	.....	15-62
27—Regina.....	25-0	43-9	38-7	14-5	15-4	105-7	53-4	.....	16-50
28—Saskatoon.....	23-4	48-4	36-5	14-8	15-6	101-9	51-5	.....	15-65
Alberta—									
29—Calgary.....	24-6	41-7	37-9	13-7	14-6	103-0	53-0	.....	13-00
30—Drumheller.....	25-1	44-7	39-1	14-1	15-4	105-0	53-3	.....	.....
31—Edmonton.....	25-0	43-6	36-5	13-7	15-1	108-9	52-1	.....	8-20
British Columbia—									
32—Prince Rupert.....	25-0	42-8	37-6	13-5	14-6	105-9	54-6	.....	19-75
33—Trail.....	25-1	43-8	35-1	13-5	14-9	103-0	52-8	.....	17-50
34—Vancouver.....	23-0	36-3	33-2	11-8	13-6	98-8	52-4	.....	18-22
35—Victoria.....	23-1	39-5	32-9	12-5	14-1	103-7	52-9	.....	19-38

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk, 18.0 per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 oz. tin. (n) Mixed-Californian and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe. *These and previously listed prices are quotations on milk as delivered to householders by dairies.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1925-1929=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	July 1950	June 1951	July 1951
All Commodities										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	132.1	211.2	212.0	242.7	244.2
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	202.5	217.6	216.1
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.6	251.3	259.1	309.1	315.5
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	130.8	246.7	233.3	306.6	294.1
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	154.9	258.3	262.4	293.3	303.7
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	163.3	206.8	210.8
VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	107.6	159.5	163.6	185.1	184.2
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	164.7	169.3	169.5
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	151.9	189.1	190.2
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.1	126.1	79.3	94.9	136.2	212.8	218.8	242.9	242.5
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	209.3	243.7	246.6
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	255.3	290.2	289.8
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	148.3	242.7	245.2	289.2	289.8
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	166.4	233.0	246.8	263.8	268.3
Field.....	.....	.....	137.2	69.3	83.7	162.5	184.6	197.2	174.4	177.8
Animal.....	.....	.....	144.4	69.2	101.5	170.2	281.4	296.4	353.1	358.9

†Gold is included from 1935 to date.

*Arithmetically converted from base 1926=100.
The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1950-1951†

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
1951*						
January.....	17‡	17	6,253‡	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	4,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,500	34,902	0.04
June.....	40	52	12,993	13,641	128,150	0.15
July.....	15	32	5,652	9,470	119,413	0.14
August.....	22	38	19,405	25,272	219,473	0.25
Cumulative totals.....	176		61,304		562,387	0.08
1950						
January.....	9‡	9	2,381‡	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	15,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
June.....	18	27	1,699	2,767	29,692	0.03
July.....	19	34	4,941	6,394	50,880	0.06
August.....	14	27	131,526	133,392	1,054,013	1.22
Cumulative totals.....	116		154,034		1,262,828	0.18

*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, AUGUST, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1951				
MINING— Gold miners and millworkers Timmins, Ont.	1	(3) 1,675	45,000	Commenced July 9; for a union agreement providing for increased wages and check-off; terminated August 31; conciliation; compromise, increase in wages granted.
MANUFACTURING— <i>Textiles, Clothing, etc.</i> — Dress factory workers, Louiseville, P.Q.	1	25	75	Commenced July 19; for increased wages, piece rates; terminated August 3; return of workers pending further negotiations; indefinite.
<i>Pulp, Paper and Paper Products</i> — Paper bag factory workers, Morrisburg, Ont.	1	35	800	Commenced June 29; for a union agreement providing for increased wages and other changes following reference to conciliation board; unterninated.
<i>Miscellaneous Wood Products</i> — Plywood factory workers, Vancouver, B.C.	1	25	75	Commenced June 19; for a union agreement providing for increased wages following reference to conciliation board; terminated August 3; conciliation; in favour of workers.
Lumber mill workers, Bathurst, N.B.	2	125	500	Commenced July 30; alleged discrimination in lay-offs and promotions, for dismissal of a foreman and reinstatement of a worker to former job; terminated August 4; return of workers; in favour of employer.
Plywood factory workers, Quesnel, B.C.	1	130	1,700	Commenced July 23; for a union agreement providing for increased wages following reference to conciliation board; terminated August 31; negotiations; in favour of workers.
<i>Metal Products</i> — Dry battery factory workers, Toronto, Ont.	1	110	200	Commenced April 24; for increased wages and cost-of-living bonus; deemed terminated by UIC Court of Referees August 3; indefinite.
Foundry and machine shop workers, Toronto, Ont.	1	50	200	Commenced May 1; for a new agreement providing for increased wages; terminated August 6; negotiations; compromise.
Radiator factory workers, Plessisville, P.Q.	1	20	350	Commenced May 11; for payment of time and one-half for hour between 6 and 7 a.m. following reference to arbitration; terminated August 22; conciliation; compromise, increase in wages and cost-of-living bonus.
Sewing machine factory workers, St. Johns, P.Q.	1	2,100	48,000	Commenced June 6; for a new agreement providing for increased wages, improved seniority and revision of job timing following reference to conciliation and arbitration; terminated August 31; conciliation; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1951—Concluded				
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Plastic products factory workers, London, Ont.	1	42	900	Commenced July 25; alleged discrimination in dismissal of 4 workers during negotiations for a union agreement; unterninated.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Sydney, Glace Bay, New Waterford and North Side, N.S.	.....	250	3,250	Commenced June 1; for a new agreement providing for increased wages; terminated August 17; negotiations; in favour of workers.
Plumbers, pipefitters, steamfitters, etc., New Westminster and Vancouver, B.C.	2	20	20	Commenced July 10; dispute re city boundaries and paid travelling time following reference to conciliation board; terminated August 1; negotiations; compromise.
Carpenters, Kamloops, Kelowna, Penticton, Vernon, B.C.	.....	200	1,600	Commenced July 16; for a new agreement providing for increased wages following reference to conciliation board; terminated August 13; conciliation and negotiations; in favour of workers.
Electricians, apprentices and helpers, Toronto, Ont.	58	1,000	12,000	Commenced July 16; for a new agreement providing for increased wages and pay by the week following reference to conciliation board; terminated August 17; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Other Local and Highway—</i> Bus drivers, Hull, P.Q.	1	60	125	Commenced July 27; for a new agreement providing for increased wages retroactive to Feb. 15, 1951 (expiry date of agreement), over time rates after 9 hours, and union shop following reference to conciliation board; terminated August 3; conciliation; compromise.

Strikes and Lockouts Commencing During August, 1951

MINING— Coal miners, Drumheller, Alta.	1	100	100	Commenced August 15; protest against hiring new motorman instead of promoting driver; terminated August 15; return of workers; in favour of employer.
Coal miners, Thorburn, N.S.	1	200	350	Commenced August 24; protesting dismissal of a miner for allegedly assaulting official; terminated August 27; return of workers pending negotiations; indefinite.
Coal miners, Nova Scotia.	.....	10,000	25,000	Commenced August 27 and 30; dispute over working conditions; terminated August 31; return of workers; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1951⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Iron ore miners, Bell Island, Nfld.	3	1,650	13,000	Commenced August 7, 14 and 21; for increased wages; terminated August 7, 14 and 29; return of workers following 5-day-penalty suspension; indefinite.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Flour mill workers, Saskatoon, Sask.	1	(4) 87	45	Commenced August 6; for increased wages; terminated August 6; conciliation; compromise, cost-of-living bonus.
<i>Tobacco and Liquors—</i> Tobacco factory workers, Hamilton, Ont. Granby and Montreal, P.Q.	4	(5) 3,690	(5) 48,100	Commenced August 14; for a new agreement providing for increased wages, 40-hour week with same take-home pay as for 42 hours, pay for 12 statutory holidays, 3 weeks' vacation after 15 years and pension fund following reference to conciliation board; un-terminated.
<i>Fur, Leather and Other Animal Products—</i> Handbag factory workers, Montreal, P.Q.	1	20	40	Commenced August 30; for a union agreement providing for increased wages following reference to conciliation and arbitration; un-terminated.
<i>Textiles, Clothing, etc.—</i> Shirt factory workers, Montreal, P.Q.	1	55	385	Commenced August 23; alleged discrimination in dismissal of 5 workers during dispute over union recognition; un-terminated.
<i>Printing and Publishing—</i> Printers, pressmen, etc., Truro, N.S.	1	39	780	Commenced August 7; for a new agreement providing for increased wages, union shop, vacation with pay, and pay for 3 statutory holidays; un-terminated.
<i>Miscellaneous Wood Products—</i> Wood veneer factory workers, St. Leonard d'Aston, P.Q.	1	96	850	Commenced August 8; for a union agreement providing for increased wages retroactive to April 30, 1951 time and one-half after 50 hours per week, and other changes; terminated August 18; negotiations; compromise, increase in wages.
Plywood factory workers, Scotstown, P.Q.	1	169	775	Commenced August 13; for increased wages; terminated August 18; partial return of workers; in favour of employer.
<i>Metal Products—</i> Aluminum plant workers, Shawinigan Falls, P.Q.	1	950	6,600	Commenced August 24; dispute re grievance procedure, job evaluation and seniority rights in new agreement under negotiations following reference to arbitration board; un-terminated.
Steel mill maintenance men, Sault Ste. Marie, Ont.	1	1,300	6,500	Commenced August 27; dispute re job evaluation; terminated August 31; negotiations; in favour of workers.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, AUGUST, 1951⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During August, 1951—Concluded				
CONSTRUCTION— <i>Buildings and Structures—</i> Construction workers, Froomfield, Ont.	1	566	1,100	Commenced August 16; alleged discrimination in lay-off of 8 union truckers; terminated August 17; negotiations; compromise.
Sheet metal workers, Windsor, Ont.	1	20	10	Commenced August 22; refusal to work on job with non-union spray-paint equipment installers; terminated August 22; spray-paint equipment installation suspended until completion of sheet metal work; indefinite.
<i>Miscellaneous—</i> Operating engineers, power plant, Windsor, Ont.	1	(⁶) 60	60	Commenced August 9; refusal to work with 8 non-union dredging employees of sub-contractor; terminated August 9; negotiations; in favour of workers, 8 men joined union.
TRANSPORTATION— <i>Other Local and Highway—</i> Bus drivers, Vancouver, B.C.	1	205	75	Commenced August 2; for a new agreement providing for increased wages following reference to conciliation board; terminated August 2; negotiations; compromise.
Truck drivers, Toronto, Ont.	1	15	18	Commenced August 29; for union recognition and agreement providing for increased wages; terminated August 30; negotiations; in favour of workers.
TRADE— Ice plant workers, Flin Flon, Man.	1	6	30	Commenced August 16; for a union agreement providing for increased wages; terminated August 21; replacement; in favour of employer.
Dairy route salesmen, Montreal, P.Q.	1	130	260	Commenced August 23; for repudiation of agreement signed with one union and for affiliation with another; terminated August 24; reference to Quebec Labour Relations Board; in favour of employer, work resumed under terms of signed contract.
SERVICE— <i>Public Administration—</i> Civic labourers, Welland, Ont.	1	20	40	Commenced August 22; for dismissal of a foreman and protesting dismissal of a worker for cause; terminated August 23; return of workers; in favour of employer.
<i>Business and Personal—</i> Garage mechanics, bus and taxi drivers, Yarmouth, N.S.	2	(⁷) 27	560	Commenced August 15; for a union agreement providing for increased wages and union shop following reference to conciliation; un-terminated.

(1) Preliminary data based where possible on 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) 391 indirectly affected; (4) 99 indirectly affected; (5) 540 indirectly affected; (7) 10 indirectly affected.

(6) One establishment in Ontario, 378 workers, time loss 5,200 days; Quebec, 3 establishments, 3,312 workers, time loss 42,900 days.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

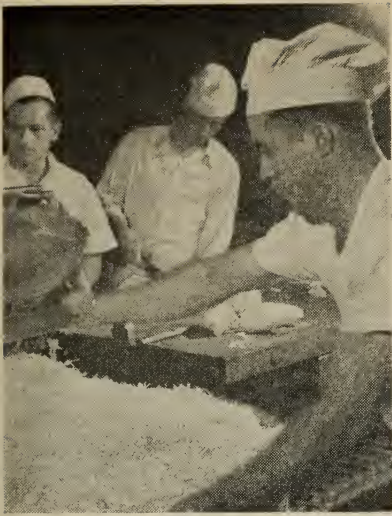
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (November 14)

*By Economics and Research Branch,
Department of Labour*

LATEST information on employment reflects the continuation of divergent demand conditions. Several factors are exerting an upward pressure on employment in a number of industries. During the past year the number of workers with jobs has increased by 122,000, bringing the total to 5,343,000 at August, 1951, according to recent estimates of the Dominion Bureau of Statistics. The basic forces underlying this expansion are defence expenditures, a high level of business and government investment in new plant capacity, the development of material and power resources, and the increasing output of the major export industries. Government expenditure on defence, now running at about \$70 million per month, has generated a considerable expansion of employment in aircraft, electronics, shipbuilding and ordnance. The high level of investment expenditures, including an estimated total of \$690 million in 1951 for the development of strategic resources, has greatly increased the labour requirements of the construction industry.

The world demand for both civilian goods and key raw materials is another important source of labour demand. In the first nine months of this year, exports increased by 25 per cent in value and 10 per cent in volume. The commodities showing the most notable increases were wood pulp, base metal, food products, lumber, newsprint, farm machinery and automobiles.

For the past few months a decline in demand in many lines of consumer goods, combined with high inventories, has resulted in further lay-offs and a continuation of the short work week. Consumer demand, as reflected in retail sales and the level of manufacturers' inventories, is low in comparison with last year, partly as a result of government taxes and credit regulations and partly because of resistance to higher prices. The comparison also suffers because of the particularly high volume of sales which occurred last fall. At that time, the economy was recovering from the recession of the previous spring, and the announcement of the defence program was followed by some buying and production in anticipation of shortages.

The reduction in consumer demand has been reflected in lower levels of employment in automobile, clothing, tobacco, leather, furniture and household appliance firms. In many instances manufacturers have resorted to a policy of short-time and temporary lay-offs, maintaining their staffs in order that a rapid expansion in production can be achieved when needed.

The effects of the slackening in consumer goods industries have been concentrated in the southern industrial areas of the central provinces, where the number of workers seeking employment has been increasing since August. Some indication of the employment outlook for manufacturing in these areas is contained in a recent statement by the Rt. Hon. C. D. Howe, Minister of Defence Production. He pointed out that the defence program is now emerging from the tooling-up stage and, referring to the actual rate of expenditure on defence, said: "The rate of disbursements . . . has been increasing rapidly during recent months. Expenditures during the first quarter of the present fiscal year averaged \$25 million per month, but during the second quarter rose to about \$70 million per month. Disbursements will be greatly accelerated over the next 12 months, and may approach an average of \$125 million a month or an annual rate of \$1,500,000,000. The peak rate of expenditure will probably be reached early in 1953."

The effect of seasonal influences on employment was clearly evident during October, notably the end of harvesting operations, and some slackening in construction, transportation and related activities. At November 1, total job applications with the National Employment Service had reached 155,500, and, on the basis of past experience, the number will continue to rise until February. This year, however, higher levels of employment in lumber and pulp and paper industries may moderate the degree of seasonal unemployment. Labour requirements for logging operations in British Columbia, Northern Ontario and Quebec are greater than ever before.

A continued decline in agricultural employment, as shown in the latest labour force estimates of the Dominion Bureau of Statistics (August 18), reflects the growing industrialization of the economy and the mechanization of agriculture. During the year the number of workers in agriculture dropped from 1,153,000 to 1,090,000. The most notable employment increases were in trade (from 643,000 to 733,000) and in transportation (from 388,000 to 416,000).

The total civilian labour force increased from 5,324,000 to 5,421,000, chiefly as a result of natural increase and the heavy volume of immigration. This increase occurred almost entirely in Ontario and Quebec.

Employment in Windsor showed some signs of improvement following the recall of 950 workers by the Ford Motor Co. during the month. An additional 523 workers, however, were laid off in supplier plants. In addition to continued efforts by government and industry to bring further work to Windsor, the National Employment Service has been successful in arranging the transfer of over 400 workers to other areas in the past two months. On October 25, the number of job applications on file at the NES office had fallen to 5,500, a decline of 1,500 from the peak reached on October 11.

Higher wage advances in the collective agreements signed in the more recent months of 1951 than in the earlier part of the year are reflected in those agreements received by the Department of Labour. During the first six months of the year the largest group showed increases varying from 10 to 15 cents an hour. In those received more recently, wage advances of 15 cents or more are the most common.

The certification vote of the first large group of retail workers is being watched with interest. Under a recent order of the Ontario Labour Relations Board, workers in the Toronto establishment of the T. Eaton Co. are deciding by ballot whether or not they wish to be represented by the Retail, Wholesale and Department Store Union (CIO-CCL). Although some retail workers in smaller establishments throughout the country are now under collective agreements, this is the first large group of such workers making a decision on unionization.

Man-days lost through strike action declined during October, according to preliminary estimates of the Department of Labour. Statistics recently compiled also show that the number of workers covered by collective agreements during 1950 increased to 1,282,000, or approximately 5 per cent above the 1949 figure.

CURRENT LABOUR STATISTICS

(Latest available statistics as of November 10, 1951)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
Manpower—				
Total civilian labour force (a).....	Aug. 18	5,421,000	—	+1.8
Persons with jobs (a).....	Aug. 18	5,343,000	—	+2.3
Persons without jobs and seeking work(a).....	Aug. 18	78,000	—	-24.3
Registered for work, N.E.S.				
Atlantic Region.....	Nov. 1	16,865	+14.7	-16.9
Quebec Region.....	Nov. 1	43,194	+23.8	-4.8
Ontario Region.....	Nov. 1	53,798	+21.8	+40.4
Prairie Region.....	Nov. 1	19,194	+41.7	-6.8
Pacific Region.....	Nov. 1	22,457	-5.0	+0.1
Total, all regions.....	Nov. 1	155,508	+18.7	+5.8
Ordinary claims for Unemployment Insurance				
Benefit.....	Oct. 1	83,140	+2.8	+4.9
Amount of benefit payments.....	Sept.	\$3,456,965	-5.9	-10.1
Index of employment (1939=100).....	Sept. 1	185.0	+0.4	+6.3
Immigration.....	August	17,236	-12.2	+137.0(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	October	49,318	—	-46.1(b)
No. of workers involved.....	October	6,388	—	-61.7(b)
No. of strikes.....	October	28	—	+46.6(b)
Earnings and Income—				
Average weekly wages and salaries.....	Sept. 1	\$50.50	+0.7	+14.3
Average hourly earnings (mfg.).....	Sept. 1	\$1.21	+1.3	+15.5
Average hours worked per week (mfg.).....	Sept. 1	41.5	+0.2	-1.0
Average weekly earnings (mfg.).....	Sept. 1	\$50.05	+1.5	+14.4
Cost of living index (av. 1935-39=100).....	October	190.4	+0.3	+11.5
Real weekly earnings (mfg. av. 1946=100).....	Sept.	109.1	+1.0	+2.3
Total labour income.....	July	\$832,000,000	+0.8	+18.2
Industrial Production—				
Total (av. 1935-39=100).....	August	204.3	-1.8	+7.2
Manufacturing.....	August	209.2	-2.0	+5.1
Non-durables.....	August	190.4	-0.6	+3.7
Durables.....	August	241.4	-3.8	+7.0
Trade—				
Retail trade.....	August	\$863,800,000	+4.3	+6.6
Exports.....	Sept.	\$320,100,000	-8.5	+14.7
Imports.....	Sept.	\$311,800,000	-12.8	+11.5

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

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

Data in this table are preliminary figures from regular reports compiled by various government agencies including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economic and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.

Notes of Current Interest

Ontario Passes New Old Age Pension Bill

In a special four-day Fall session, the Ontario legislature quickly approved legislation to extend old age pensions to needy persons between 65 and 69 years of age. Ontario is the first province to do so. Approximately 40,000 persons are expected to benefit.

The bill also raises allowable income before pension by \$120 a year. In addition, the legislation abolishes recoveries from the estates of deceased pensioners and extends medical services to all needy persons over 70 not now receiving a pension and to the new 65 to 69 age group.

Cost of the program is to be shared equally between the federal and the provincial governments.

A companion bill introduced by the province's welfare minister, W. A. Goodfellow, increases by \$120 a year the allowable income before pension of blind pensioners.

Pension Applications Pass Half-Way Mark

Registrations for federal old age pensions have already passed the half-way mark, with more than 228,000 applications already received out of an anticipated total of about 400,000.

Hon. Paul Martin, Minister of National Health and Welfare, has announced that 228,900 applications for old age security pensions have been received at the regional offices in the provincial capitals. Latest registration figures by provinces are: Newfoundland 1,300; Prince Edward Island 2,400; Nova Scotia 10,000; New Brunswick 5,700; Quebec 49,600; Ontario 94,600; Manitoba 12,900; Saskatchewan 12,700; Alberta 12,300; British Columbia 27,400.

Considering the fact that application forms have been available in the post

offices only since the end of July, the registration in the last six weeks has been excellent, Mr. Martin said.

Mr. Martin stated that if the present rate of the receipt of applications is maintained, and if there is no delay by remaining applicants to get in their application for pensions, then most persons over 70 in Canada who meet residential qualifications will receive pension payments in January, 1952.

In addition to approximately 400,000 who are expected to apply for old age pensions for the first time, there are about 315,000 others who are now receiving old age pensions who do not need to apply for the new pensions. They are being transferred to old age security pensions in January next without any action on their part.

305,000 Now Receiving Old Age Pensions

The number of persons receiving old age pensions in Canada increased from 302,173 at March 31, 1951 to 305,176 as at the end of the quarter June 30, 1951.

The Federal Government's contributions under the Federal-Provincial scheme totalled \$25,479,438.84 for the quarter ended June 30, 1951, as compared with \$25,366,213.11 in the preceding quarter. Since the inception of the Act, the Federal Government has contributed \$759,486,499.81.

The average monthly pension in the provinces ranged between \$34.40 and \$38.24. In the Yukon Territory and the Northwest Territories the average was slightly higher.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition, pensions were being paid to 11,242 blind persons as at June 30, 1951, as compared with 11,198 at March 31, 1951.

The cost to the Federal Government of pensions to the blind was \$992,615.17 for the quarter ended June 30, 1951 and \$995,702.78 for the quarter ended March 31, 1951. Since the inception of the Act, Federal payments have totalled \$23,918,588.58. The average monthly pension in the provinces was between \$38.03 and \$39.38. With only three blind pensioners in the Yukon Territory and the Northwest Territories, the average was \$40.

Unions Ask Railways To Consider Wage Boosts

Eighteen international unions, composed of some 125,000 operating and non-operating employees, have approached the Canadian railways asking for consideration of wage increases in the light of the economic condition of the employees brought about by the continued rise in the cost of living, it has been announced by F. H. Hall, chairman of the General Conference Committee representing these groups of workers.

In view of the fact that last year's arbitration settlement has another year to run, Mr. Hall stated that no formal request for a specific amount of increase had been presented. It was anticipated, he said, that the railways would give sympathetic consideration to the matter as being a common problem, and that there would be discussions between them and the unions on the subject in the near future.

He stated further that the last increase for the majority of the railway workers was effective September 1, 1950, under the arbitration award of Mr. Justice R. L. Kellock, in amount of seven cents an hour. This was the actual amount requested by the unions on June 16, 1949, but during the interval and the prolonged negotiations the amount then fell short by 3.2 cents of maintaining the 1948 wage-cost of living relationship. Since September 1950, the cost of living index has risen by more than nineteen points, he pointed out.

Unions Concerned

The unions concerned are: Brotherhood of Locomotive Firemen and Enginemen; Order of Railway Conductors; Brotherhood of Railroad Trainmen; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Order of Railroad Telegraphers; Division No. 4, Railway Employees' Department, AF of L; International Association of Machinists; United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada; International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America; International Brotherhood of Blacksmiths, Drop Forgers and Helpers; Brotherhood Railway Carmen of America; International Moulders and Foundry Workers Union of North America; International Brotherhood of Electrical Workers; Sheet Metal Workers International Association; Brotherhood of Rail-

road Signalmen of America; International Brotherhood Firemen and Oilers, Helpers, Power Plant Operators, Round House and Railway Shop Labourers; Commercial Telegraphers Union; Hotel and Restaurant Employees' and Bartenders' International Union; and Brotherhood of Maintenance of Way Employees.

Story Of ILO Is Told In Recent Book

The story of the International Labour Organization since its beginning in 1919, told in simple style, is contained in a 130-page book recently published by the ILO, *Lasting Peace the ILO Way*.

The pocket-sized book explains how the ILO came into existence, its structure and scope, what it seeks to accomplish. It tells how the ILO operates as a tripartite body composed of workers, employers, and governments to improve working and living conditions throughout the world and thus provide a foundation for peace.

In an introductory chapter, ILO Director-General David A. Morse points out that the ILO was "conceived as a means through which a struggle against hardship and privation could be waged by international action."

Single copies of *Lasting Peace the ILO Way* will be supplied at 25 cents a copy on application to the Canadian Branch, International Labour Office, 95 Rideau St., Ottawa. For orders of 11 copies or more the price is 15 cents a copy.

Few Calls For Arbitration In Quebec Last Year

Only five per cent of wage disputes in Quebec reached arbitration boards last year, said provincial Labour Minister Antonio Barrette in a recent speech to the Quebec Chambre de Commerce.

Eighty per cent of 1,500 labour contracts were signed after direct negotiations between representatives of employers and employees; 15 per cent were concluded with the help of provincial conciliators.

Only 8,000 of the 400,000 employees covered by Quebec labour laws went on strike during 1950 to enforce grievance demands, the minister said.

Quebec Labour Council Re-organized, Enlarged

Re-organization of the Superior Council of Labour of the Province of Quebec has been announced by Premier Maurice Duplessis. The council, originally set up with 24 members in 1941, now has 30 members as a result of the addition of six officers of government departments.

Main function of the council is to study labour conditions, advise the Provincial Government and discuss proposed legislation.

Of the 30 members, eight represent labour organizations, eight represent employers, eight are experts on special questions and six are officers in the provincial Civil Service.

The members are:—

Employers: Harry McDonald Sparks, director of services, Northern Electric Company Ltd., Montreal; W. Mortimer Baker, director of industrial relations, Dominion Engineering Company Ltd., Lachine; C. N. Moisan, president, Standard Paper Box Company Ltd., Montreal; Abel Ratte, president, Quebec Constructors' Association; J. A. Juneau, president, Retail Merchants' Association of the Province of Quebec; J. R. Latter, director of personnel, Anglo-Canadian Pulp and Paper Company, Ltd.; W. Girouard, president, Volcano Limited, Montreal; J. A. Archambault, president, Chamber of Commerce of Sherbrooke and the Chamber of Commerce of the Province of Quebec.

Labour Members

Organized Labour: Roger Provost, president, Quebec Federation of Labour, Montreal, and Roger D. Dabrie, vice-president, QFL, Cap-de-la-Madeleine, representing American Federation of Labour and the Trades and Labour Congress of Canada; Gérard Picard, president, Canadian and Catholic Confederation of Labour, Outremont and Quebec City; Jean Marchand, general secretary, CCCL, Quebec City; Jacques Chalout and Philippe Vaillancourt, Montreal, legal adviser and regional director, Canadian Congress of Labour; J. A. St. Pierre, president, and A. Vincent, vice-president, of the Brotherhoods of Railway Employees, Montreal.

Experts: Leon Girard, Montreal, professor of social science, Laval University; J. B. Fontaine, Joliette; H. D. Woods, director of industrial relations, McGill University; Robert J. Clark, newspaperman, Three Rivers; Paul Lebel, K.C.,

professor of civil law, Superior School for Commerce, Quebec City; P. H. Guimond, professor of political economy, Laval University, Quebec; Henri Ferron, accountant, Three Rivers; Jean Delage, engineer and economist, Montreal.

Civil Service: Arthur Foster, vice-president, Quebec Compensation Board; Gérard Tremblay, Provincial Deputy Minister of Labour; Donat Quimper, assistant to Mr. Tremblay; J. L. Doucet, K.C., Deputy Minister of Municipal Affairs; Louis Coderre, Deputy Minister of Industry and Commerce; and Fortunat Fournier, Montreal.

U.S. Cost-of-Living Index Remains Stationary

The United States cost-of-living index remained unchanged between July 15 and August 15. According to the Department of Labour's Bureau of Labour Standards, the index at August 15 was 185.5 (1935-39=100).

The retail food price index declined 0.3 per cent and the house furnishings group index was 0.8 per cent lower than in July but small off-setting increases were reported for the other major groups.

The index for August 15 was 9.0 per cent higher than the index for June, 1950 (pre-Korea) and 7.0 per cent higher than the index for August 1950.

British Civil Service, TUC Campaign For Equal Pay

The issue of equal pay for women in the British Civil Service was raised again this year at the annual convention of the Trades Union Congress. The delegates adopted a resolution which regretted the Government's further postponement of the application of the principle of equal pay in the Civil Service.

The *New York Times* reported that the General Council promised the Congress it would "press the matter further (with the Government) and that its next action would be to raise it with the Prime Minister."

The Civil Service Clerical Association announced at the same time that it would launch an intensive national campaign for immediate application of a graduated system of equal pay for women in Government service.

Revision Recommended In UK Cost-of-Living Index

Britain will likely have a new cost-of-living index within the next two or three years. In the meantime, the present index may be modified to give a better picture of how much and in what ways people are spending their money.

In an interim report made public in August, the Cost-of-Living Advisory Committee recommended that a new family budget inquiry be held as soon as possible. Such an inquiry would provide up-to-date information on the pattern of expenditure which will serve as a basis for the new index.

Emphasizing the need for a new index, the Committee pointed out that changes in the distribution of income, the introduction of social security schemes and changes in ways of living are likely to have affected permanently the pre-war pattern of spending.

Home Affairs Survey on August 21 stated that the Advisory Committee was appointed on August 8, 1946, to advise the Minister of Labour and National Services on the basis of the official cost-of-living index and on related matters.

In June 1947, on the recommendation of the Committee, a new index (Interim Index of Retail Prices) was introduced. The new system showed changes in the level of retail prices weighted according to the pattern of consumption as shown by the Labour Ministry's inquiry into working class expenditure in 1937-38.

Most Paint and Varnish Workers On 5-day Week

About 95 per cent of workers in the paint and varnish industry in Canada work a 5-day, 45-hour week.

Moreover, a three-week vacation for long service, almost unknown to the industry in 1945, is now in effect in plants which together employ more than three-quarters of paint and varnish workers.

These observations were made by John L. Mainwaring at the 39th annual meeting of the Canadian Paint, Varnish and Lacquer Association held in Toronto on September 25. Mr. Mainwaring is chief of the Labour-Management Division, Economics and Research Branch, Department of Labour.

In October 1950, he pointed out, wage rates in the industry averaged \$1.06 an hour for mixers, \$1.08 for grinders, \$1.17 for tinters, and \$1.18 for varnish makers. Maintenance men averaged \$1.20. Since that time, wage increases ranging from five to 10 or 15 cents an hour had taken place.

The Department of Labour has a record of 31 collective agreements in 1950, affecting over 2,600 workers, half of them in Quebec and about one-third in Ontario, Mr. Mainwaring said. The International Chemical Workers' Union or District 50 of the United Mine Workers of America represented the majority of employees covered.

In the last 20 years only one strike had occurred in the industry, Mr. Mainwaring stated.

Physically Handicapped Are Efficient Workers

The great majority of physically handicapped workers equal or better the plant production records of the physically fit, it was shown in a recent survey by the Special Placements Division of the National Employment Service. Their attendance and accident records are generally better, too.

The survey included 467 firms in 48 centres across Canada employing a total of 2,315 handicapped persons.

Of this number, 2,002 (86.5 per cent) equalled or bettered the production records of the physically fit, 2,123 (91.7 per cent) had an equal or better attendance record, and 2,273 (98.2 per cent) had an equal, or lower, accident rate.

Only 313 (13.5 per cent) of the 2,315 physically handicapped workers produced a lower output than their physically fit fellow-workers, only 192 (8.3 per cent) had a higher absenteeism record and only 42 (1.8 per cent) a higher accident rate.

The survey indicated conclusively, according to the Special Placements Division, that physically handicapped workers, generally speaking, are: efficient from the employer's standpoint; have a sound attitude towards their jobs; have high morale; have, on the whole, an excellent record in such matters as output, attendance and accidents; and are highly regarded by their employers.

All the various disability types were noted in the survey, including hearing, heart, orthopaedic, chest, visual, multiple handicaps, stomach and other disabilities.

Guaranteed Annual Wage UAW's Next Objective

A guaranteed annual wage will be the next big objective of the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO), President Walter Reuther has announced.

In an address to the convention of the Oil Workers' International Union at Denver, Mr. Reuther said the union would submit its demands to the automobile corporations a full year before present contracts expire.

U.S. Defence Plants Told To Work 40-Hour Week

Charles E. Wilson, Director of Defence Mobilization, recently announced a United States Government policy of a 40-hour work week with premium pay for overtime throughout the emergency mobilization period.

The announcement is based on findings of the Labour Department's Bureau of Labour Standards that an 8-hour day and 40-hour week is best in terms of efficiency of production.

Regarded as Maximum

The statement indicated that while a limited extension of hours, varying with occupations, plants, and industries, will increase output to a certain extent, a 48-hour week is regarded as the maximum number of hours that can be worked with sustained efficiency.

Acknowledging that hours in excess of eight a day and 48 a week may be necessary to expedite critically needed defence production, the Director of Defence Mobilization advised no continuance of those excessive hours beyond the time required to cope with the specific need. He strongly recommended that plants which extend their work week beyond 40 hours carry on a continuous analysis of their situation with respect to output and time lost because of absenteeism, accidents, illness, and fatigue so as to determine the effectiveness of the increased hours of work. They should examine, he said, the possibilities of training additional workers in order to increase the number of skilled employees who will be available and to lessen the need for excessive overtime during the long pull ahead.

The policy urgently recommends at least 1 day of rest for the individual every

seven days. A 7-day work week slows down production because the cumulative effects of fatigue, when unbroken by a period of rest and relaxation, lead to absenteeism, and are injurious to health and to morale.

Experience shows that the day of rest should be Sunday, if possible, to accord with workers' customs and habits. In World War II it was found that scheduling Sunday as a day of rest was effective in curbing absenteeism and promoting a more even flow of work through limiting Sunday work to repair and overhaul of machinery and the breakup of production bottlenecks.

N.Y. State Determines Wage Needs Of Women

A field survey of the cost of living of working women in New York State shows that in September, 1950, a working woman living at home required \$2,156 a year, or an average of \$41.46 a week, to live at a standard providing minimum adequate maintenance and protection of health.

A report on the survey, made by the New York State Department of Labour to determine a base for the setting of minimum wage rates, is contained in the Department's publication, *Industrial Bulletin*, September issue.

Eight communities, with populations ranging from 1,800 to the nearly eight millions in New York City, were selected for the survey as being representative of living conditions in the state as a whole. The cost of a comparable standard of living was found to be only slightly lower in the smaller cities and towns.

The weekly average of \$41.46 for the state as a whole is apportioned as follows:—

Housing, food at home, and other household expenses.....	\$12.18
Lunches	3.20
Clothing	6.53
Clothing upkeep.....	.47
Personal care.....	1.04
Medical care.....	1.74
Insurance	1.35
Leisure-time activities.....	3.16
Other living essentials (including transportation)	2.81
Savings	4.15
Taxes	4.83

Truman Announces Dates For Safety Conference

The 1952 session of President Truman's Conference on Industrial Safety will be held in Washington June 2 to 4, it was announced in *Safety Standards*, a new publication of the United States Department of Labour, in the magazine's first issue. Maurice J. Tobin, Secretary of Labour, is general chairman of the conference.

The need for drastic reductions in work accidents to conserve manpower for defence production will figure large in the 1952 American safety campaign, the magazine states.

Prime Concern

At the 1951 session, conference members heard reports of a reversal in the downward trend of accidents experienced during 1948, 1949 and the early months of 1950. In the immediate future, therefore, the conference will be primarily concerned in co-operating with the States in stemming this adverse trend.

The Committee on Education has undergone a complete reorganization within the past year, the magazine states, with emphasis placed upon the work of 10 newly-formed regional committees. The latter have the task of surveying needs for stepped-up safety training and education within their regions and of reporting to the national committee with recommendations for plans to meet those needs.

Fewer Federal Workers Hurt On Job In U.S.

Nearly 5,000 fewer United States federal employees suffered disabling work injuries in 1950 than in 1949, according to an article in the August issue of *Safety Standards*. This was an 11.4 per cent decrease from the preceding year's record.

Reports received by the Bureau of Employees' Compensation also disclosed that the accident rate during 1950 stood at 1,784.9 per 100,000 employees, a drop of 200.7, or 10 per cent, from the previous year.

The 1950 decline, states the article, continues a downward trend in the federal accident rate, interrupted in 1949 for the first time in 10 years.

Federal safety work was especially effective in preventing certain types of accidents. This was evidenced in the drops in rates for injuries resulting from employees striking against materials and equipment, and from flying particles.

However, despite the over-all reductions, there is a "need for stepped-up safety activity in many phases of federal operations . . .", the article comments.

Women's Council Seeks Equality Of Opportunity

Foremost among the subjects considered by the International Council of Women at its Triennial Meeting at Athens, Greece, this year was the principle of equal pay for equal work.

In a resolution expressing support for an ILO Convention, reports the September issue of *Labour and Industry*, an ILO publication, the Council "strongly emphasized that the convention should enunciate the principle that equal opportunities of access and promotion to all posts and in all occupations should be open to both men and women."

A resolution referring to the prevailing shortage of teachers urged that every possible means be taken to raise the status of the teaching profession, increase salaries, and in particular, to remove the marriage bar.

Other resolutions concerned such questions as discrimination based on sex as regards political and civil rights, international co-operation in the building industry, improvement of living conditions in rural areas, film production for children, educational facilities and training for homemaking.

The Canadian delegation was headed by Mrs. R. J. Marshall, President of the National Council of Women of Canada. Mrs. Marshall is also a member of the National Advisory Council on Manpower.

3 Men To 1 Woman Worker

Approximately 40 per cent of Ontario's total population form the working population of the province, according to figures recently released by the Ontario Department of Labour. The total population is approximately 4,512,000; the working population numbers about 1,821,000. There are about three men to every woman in the labour force.

Describes Functions Of British Industrial Court

"It is an essential tenet of British industrial relations policy that industrial disputes should as far as possible be settled by the parties themselves and that Government intervention should be at a minimum," states an article on Britain's new arbitration policy appearing in *Home Affairs Survey*, September 4th issue. The bulletin is published by the Central Office of Information.

In carrying out this policy, until 1940 the Ministry of Labour would make provision for arbitration in industrial disputes only at the request of both parties; the Ministry had no power to enforce arbitration upon an unwilling employer.

During the war this policy was discontinued and compulsory arbitration of disputes was introduced. This was continued into the post-war period until August this year, when the Order providing for compulsory arbitration was repealed. (See L.G., Sept., 1951, p. 1196; Oct., 1951, p. 1335.)

Considerably Modified

The new procedure still utilizes the institutions previously resorted to; these however, have been considerably modified in their scope and power. Tribunals and boards may be convoked to settle a dispute but their powers have been restricted and they will be appointed only when there is no hope of an agreement being reached by the parties to the dispute.

Industrial tribunals may be set up by an agreement between the employers and the trade unions in a particular industry, either on a permanent basis or for the settlement of a particular dispute, but in other cases the parties may agree to ask the Minister of Labour and National Service to refer the dispute to arbitration. The Minister, may decide to refer it to the Industrial Court, and *ad hoc* board of arbitration or to a single arbitrator.

The Industrial Court was established under the terms of the Industrial Courts Act of 1919 following a recommendation that there should be a standing arbitration council "to which differences of general principles, and differences affecting whole industries or large sections of industries, may be referred in cases where the parties have failed to come to an agreement through their ordinary procedure and wish to refer the differences to arbitration."

The Court is an independent and permanent tribunal free from any Government or departmental control or influence. It is not a part of the judicial system nor are its decisions enforceable but once its decisions have been accepted they become a term or condition of the contract of employment.

The Industrial Court consists of persons appointed by the Minister of Labour and National Service, of whom some are independent members, some representatives of employers and employees. Further, one or more women members have to be appointed. Usually the president of the Court and two full-time members, one from each of the panels representing employers and employees, have handled all the cases referred to the Court. The president is empowered to decide whether or not a dispute shall be arbitrated by a single member or by several members of the Court. The Court is also empowered to render interpretations of awards at the request of either of the parties to the dispute or at the request of the Minister.

"Ad Hoc" Boards

The Act provides that *ad hoc* boards of arbitration, consisting of representatives of employers and employees and an independent member, may be established to handle industrial disputes. The independent member, who also acts as chairman, is appointed by the Minister while the other two members are nominated by the parties concerned. *Ad hoc* arbitration boards are usually of a temporary character and are appointed to settle a particular dispute. Single arbitrators may be appointed by the Minister to settle disputes under the provisions of the Industrial Courts Act. The Conciliation Act of 1896 also provided for the appointment of single arbitrators.

Third Of Women Workers In Japan Are Unionists

The status of women workers in Japan has been greatly improved as a result of post-war legislation and constitutional changes.

Although still handicapped by tradition and custom, about 38 per cent of all women in paid employment are members of a trade union, Miss Gladys Dickason, vice-president and director of research, Amalgamated Clothing Workers of America

(CIO), reports. Miss Dickason recently concluded a tour of industrial establishments in Japan, made at the invitation of SCAP, to obtain first-hand information on wages, working and living conditions, and union activities of Japanese women.

Among the changes brought about, Miss Dickason reports, are the right to vote, first exercised in April, 1946; the outlawing of discrimination because of sex in political, economic and social relations; and provision for equal educational opportunities.

Under the Labour Standards Law—applicable to both men and women—working hours at straight time are limited to eight hours a day, 48 hours a week, in manufacturing and other industries. Overtime for women is restricted, and they are barred from dangerous and harmful jobs.

The right to organize and to strike is guaranteed to workers, both men and women, under the Trade Union Law, approved in December, 1945.

12 Million Women

At February, 1951, the latest date for which employment figures were available, out of a total labour force of 33 million, 12 million were women. Nearly half of these were employed in agriculture, 2.5 million in manufacturing, over two million in trade, finance and real estate, a million in service industries, and about 210,000 in government service.

Women's earnings were found, on the average, to be less than half of those paid to men, and only around 15 per cent of paid women workers are married.

The large number of unpaid workers in Japan constitutes a serious union problem, Miss Dickason says. Over seven million men and women are in this group, engaged in home and family enterprises. Nearly three million women, or 43 per cent of all women workers in factories and shops, are unpaid and only slightly more than 1.5 of the 2.5 million women employed in manufacturing receive pay.

Greek Act Bars Dismissal Of Trade Union Officials

On April 26, 1951 the Greek Government promulgated an Act concerning the protection of trade union officials against unwarranted dismissal.

Under the Act, the chairman and secretary-general of a workers' industrial

organization with over 100 members cannot be dismissed from their work except for a serious reason and in accordance with a special procedure prescribed by the Act.

Justifiable Dismissal

The Act recognizes the following as serious reasons justifying the dismissal of workers:—

(a) submission, at the time of conclusion of the work contract, of false documents liable to mislead the employer;

(b) divulging of industrial or trade secrets; advantages obtained illicitly from a third party at the expense of the employer;

(c) acts of violence, injuries or serious threats to the employer or members of his family;

(d) repeated refusal to carry out work or to obey reasonable orders of the employer; negligence endangering other persons or liable to cause material damage; drunkenness during work despite repeated warnings;

(e) inaptitude for carrying out work; breaches of essential obligations or even of minor obligations to which the attention of the person concerned has been drawn several times;

(f) unauthorized absence from work for a relatively long period.

Trade union activities carried on by workers outside the workplaces and within the limits permitted by the Act may not under any circumstances be considered as a serious reason justifying dismissal; however, such activities do not free the worker of his obligation to work during the prescribed working hours.

Special Committee

The existence of a serious reason must be established beforehand by a special committee set up within the framework of every Court of First Instance. Notice of termination of the work contract without the committee having previously established that a serious reason does exist is null and void.

The committees established by the Act consist of three members: the president of the competent Court of First Instance or a judge of that Court appointed by him, a representative of the General Confederation of Greek Workers and a representative of the Chamber of Commerce and Industry concerned or, failing that, of the Association of Tradesmen or of the Federation of Craftsmen.

Work Stoppages Decline In Britain In 1950

The annual report of the *British Ministry of Labour* for 1950 points out the continued progress in the conciliation of disputes between employers and employees that has been achieved by the Ministry's conciliation officers. During 1950, these officers successfully conciliated some 300 disputes and promoted agreement between the parties to refer their differences to voluntary arbitration or to the Industrial Court.

Governmental conciliation machinery in labour disputes has been in operation for nearly 60 years in Britain.

During 1950, fewer working days were lost through labour disputes than in any year since 1941, the average loss of time for workers involved in such stoppages being six days. A total of 1,388,000 working days were lost involving about 300,000 employees. This is approximately one day lost for every 4,000 worked. The 1950 figure is also well below the average for the period 1933 to 1950, totalling half a million working days less than the average for the latter period of 1,860,000 days lost.

NLRB Upholds Shutdown If Strike Impends

The National Labour Relations Board has ruled that members of an employers association facing an indefinite threat of a strike might shut down operations to avoid economic loss or disruption of business.

The board held unanimously that employers might protect themselves by closing down so long as the action was not in reprisal against a strike and was taken because of "economic uncertainty" resulting from a threat to strike without notice.

The board adopted in full the findings of a trial examiner, Charles W. Schneider, in a case involving a local of the International Association of Machinists (AFL) and the Automobile Dealers Association of Des Moines. Paul M. Herzog, chairman of the board, did not participate.

The board dismissed the union's charges that the company had locked it out illegally. Mr. Schneider had summed up his recommendation to the board this way: "The pedestrian need not wait to be struck before leaping to the curb."

He said the union's apparent strategy in the deadlocked wage negotiations with the association was to keep the company

"off balance with the threat of a momentary strike hanging over their heads at all times."

Mr. Schneider also held that the union was entitled to follow this policy of producing an "uncertain operating situation," but he added that the machinists "cannot complain now because it succeeded."

The examiner found that the union had called a strike at the repair shop of two of the twenty-one dealers in the association, after negotiations had broken down. The remaining nineteen promptly shut down after a union representative could not tell them how widespread the walkout would be. In some shops union members told their bosses that no strike notice would be given.

Proof Lacking

Mr. Schneider concluded that the union had failed to prove that the employers' shutdown had been "motivated by other than economic considerations."

He asserted, however: "Manifestly, where there is no real strike threat, or when the union has given reasonable assurances against strikes, or assurances of notice sufficient to avoid disruption, there is no objective need for protective measures."

The board adopted Mr. Schneider's findings that the dealers had been justified in closing down.

Free Teachers' Unions Form New International

Free teachers' unions outside the iron curtain joined together, in Paris, France, August 6 and 7, to form a new international organization called "The International Federation of Free Teachers' Unions," to be affiliated with the International Confederation of Free Trade Unions.

Present membership of teachers' organizations represented is estimated at 700,000.

A major objective will be marshalling the strength of the 53,000,000 members of ICFTU behind public education as the basis of democratic government. Every child in the free world, the organization asserted, has the right to secure a full education in terms of his own ability and his interests. A second objective will be rendering concrete the educational goals of the United Nations and its Educational, Social, and Cultural Organization.

Represented at the Paris meeting were France, Switzerland, Germany, Austria, Belgium, United States, Spanish Teachers in Exile, and Polish Teachers in Exile.

Annual Conventions of Major Canadian Labour Congresses

The Trades and Labour Congress of Canada holds its 66th annual convention in Halifax, with 400 delegates present. Convention keynoted by vigorous debates on the cost of living, labour unity, the expulsion of a Vancouver union. Communism is not predominant issue, as in previous years, although convention refuses to accept the credentials of one delegate and denies press facilities to a newspaper. Congress ends co-operation with other trade union groups, strongly favours price control and an excess profits tax.

Canadian Congress of Labour's 11th annual convention in Vancouver is climaxed by the resignation of the national secretary-treasurer and two vice-presidents. Among other things, the convention expels one Communist-led union, gives the executive continued power to expel such unions, urges one single organization for all Canadian workers, demands that prices be frozen at the January, 1951, level and urges local unions to seek substantial wage boosts. The convention also calls for federal action on housing.

Statement of principles which will become first article of a new constitution is adopted at annual convention of the Canadian and Catholic Confederation of Labour, held in Quebec. More than 400 delegates are present at the meeting. Labour Minister Gregg explains Government policy for fighting inflation. CCCL convention also calls for rollback of prices to January 1st level and suggests the establishment of a Prices Arbitration Board; deplores withdrawal of TLC from joint committee on price control.

Trades and Labour Congress of Canada

With approximately 400 delegates from affiliated trade union groups in attendance, the 66th annual convention of the Trades and Labour Congress met in Halifax from September 10 to 15. During the week-long meetings, the delegates heard reports from the executive council and passed resolutions establishing congress policy for the next year.

The convention was keynoted by vigorous debates on the cost of living, labour unity, the expulsion of Civic Employees Local Union No. 28 from Vancouver, and certain constitutional changes making the powers of the president more definitive.

Communism was not the predominant issue it had been at conventions in previous years. The convention, however, sustained the executive council's action in refusing to accept the credentials of Alex Gordon, President of the United Fishermen and Allied Workers' Union of British Columbia and a former congress vice-president. The executive council also refused to extend press facilities to a representative of the *Canadian Tribune* because "the *Canadian Tribune* took advantage of the privileges extended by the congress to make attacks upon its officers, their own colleagues at the press table, as well as to erroneously report convention proceedings for apparent political purposes."

Among the key decisions made during the week were:—

1. A decision to revert "to the policy in effect prior to the 1950 convention" in regard to co-operation with other Canadian trade union centres in matters of joint interest;
2. Confirmation of the expulsion of Civic Employees Local Union 28 of Vancouver;
3. Confirmation of the barring of Alex Gordon;
4. Adoption of a strongly worded resolution favouring price control and an excess profits tax;
5. An increase in per capita tax;
6. Amendment of the constitution giving the executive more clearly defined powers;
7. Recommended extensive reorganization of the Workers' Education Association.

The convention agenda contained nearly 150 resolutions dealing with matters of social, economic, legislative and international interest, as well as problems of internal interest to the congress.

Opening Proceedings

The formal opening was presided over by George A. Smith, President of the Halifax Trades and Labour Council, and Percy R. Bengough, TLC President. Mr. Smith welcomed the delegates on behalf of the Halifax Trades and Labour Council, and introduced Mayor Gordon S. Kinley and Premier Angus L. MacDonald, who welcomed the delegates on behalf of the City of Halifax and the Province of Nova Scotia, respectively.

In his opening address, President Bengough, on behalf of the congress, expressed the convention's pleasure at meeting in Halifax for the third time. He recalled that at the last convention in Halifax in 1935, the Congress' Platform of Principles had been revised and the desire for "social changes and improvements" was given expression. Mr. Bengough also drew the attention of the delegates to the importance of Halifax as a great seaport and naval base and described it as "a city with a glorious past and a great future."

Reviewing world history since 1935, he quoted from a speech by Paddy Draper, then president of the congress, who said, "one of the first objects of attack under dictatorship is the free trade unions." Drawing a parallel to present world conditions, Mr. Bengough noted that these words were completely applicable to the situation today.

Supporting Canada's stand in international affairs, President Bengough said:—

There are some who may say that because this congress has disarmament within its Platform of Principles we should not support the Atlantic Pact or the Defence Program of our Government. To those we say we believe in disarmament and are opposed to war but we cannot overlook the gigantic war machine that has been built and is still being built in the land of Stalin. Profiting by the sad experience of others, we will not



The re-elected officers of the Trades and Labour Congress of Canada: (left to right) Carl E. Berg, MBE, Prairie vice-president; Birt Showler, MBE, British Columbia vice-president; President Percy R. Bengough, CBE; Claude Jodoin, Quebec vice-president; William Jenoves, Ontario vice-president; Gordon G. Cushing, secretary-treasurer; and James A. Whitebone, MBE, Maritime vice-president.

leave ourselves to the mercies of potential aggressors, and with the world situation as it is we seek protection. We, therefore, support our Government to the utmost in strengthening our defences. We look forward to the day when armaments of all description will have been consigned to peace—more than the workers; but again we want peace with freedom, not the type of peace which has been imposed on Czechoslovakia.

Commenting on the "potent" threats to freedom which exist in the world today, Mr. Bengough strongly denounced the slave tactics of Communism and said "there is conclusive evidence that at least 175 penal colonies and concentration camps are now in operation within the sphere of Russian Communist influence." He also charged that there was proof of a systematic attempt to liquidate "the officers and members of the Trade Union Movement in every country that has come under the heel of dictatorships."

He warned against any manifestations of smugness in the free world when he said:—

In the face of such widespread and wholesale destruction of even the elementary vestiges of freedom we cannot remain smug and expect to continue in the even tenor of our full democratic ways and procedure. We look for full employment but not in slave camps. The members of this Trades and Labour Congress of Canada have full realization of their responsibilities to their country and people and understand the real and potent threats to their cherished freedoms that are existing throughout the world today and are prepared to fight and work to safeguard and protect their valued freedom and democratic institutions.

Speaking of the ICFTU, Mr. Bengough said that the TLC has been actively participating with trade unions from the rest of the free world "for the purpose of building up their freedoms and of protecting themselves from debasing dictatorships and as well to improve the living standards of all workers."

Reviewing the situation in Canada with regard to inflation, President Bengough said "the skyrocketing costs of food and household commodities is the immediate worst." He reviewed for the delegates the work of the executive council in carrying out the instructions of the Montreal convention regarding price control in these words:—

With the complete support of the entire labour movement, and at least 75 per cent of the public, we officially asked the Government of Canada, in a jointly prepared brief, to immediately impose price controls. The Government's reaction to our requests was that the Government asked Parliament for the power to institute price controls. The powers so far have not been used, however, and the delegates here assembled, like most Canadians, have realized the unfortunate results.

It is true that the Government has sought to restrict credit buying but this is comparable to mopping up the floor without stopping the leak and at best is class legislation restricting only the buying of the poor unless they, as many have been forced to do, borrow the required down payment which brings with it a substantial addition of interest and misery.

Mr. Bengough went on to review legislative and social improvements which had been introduced since the last convention. He told the delegates of further improvements to be made in unemployment insurance regulations, and spoke at some length on the new Old Age Pension Regulations (L.G., June, 1951, p. 768). He warned, however, that even with the improvements in pensions, "any improvement in the position of the pensioner has been almost eliminated by increased costs, and the qualifying age is yet too high." Despite his feeling that these things represented a deficiency in the scheme, Mr. Bengough said, "the new regulations are a definite step forward."

In conclusion, Mr. Bengough drew attention to the TLC stand favouring "a nationwide comprehensive scheme of social security." He expressed regret that so far Canada is "far short of our objective," and urged the delegates to continue their efforts to secure such a plan. "Sickness and poor health still remain as a greater cause of lost time (than any other)," he said, and "illness is by far the greatest impediment to production, not to mention the misery caused to the sufferers and the financial worries to them and their families."

Minister of Labour's Address

Mr. Gregg, who was introduced by President Bengough, explained to the delegates that he had come to the convention to "give some account of stewardship," for

the Department of Labour which, he said, had originally been formed "to ensure that the interests of Labour are not—to put it mildly—overlooked."

Recalling the first occasion on which he had had an opportunity to address a TLC convention, Mr. Gregg said:—

Just a year ago, I had my first chance to speak to an annual convention of the Trades and Labour Congress of Canada. Then I was a very new Minister of Labour; but, as I came to you in Montreal, I was aware of the type of men and women I would meet.

Most of you, I knew, had grown up in the labour movement, and had helped to gain for Canadian Labour the respect it now enjoys both at home and abroad. In short, you were old hands at tasks in which I had just become involved.

In view of this I was grateful for the reception you gave me then and I am pleased that your executive invited me to come back.

Mr. Gregg said that when he assumed the portfolio of Minister of Labour he had found a capably-run, smoothly-functioning department with which he hoped labour was satisfied and whose actions they approved.

Speaking of the foreboding sense of urgency which characterized the past year, the Minister of Labour said:—

War—in the ugly 20th Century sense of the word—has not yet come; and we earnestly pray that it will not come. And yet Canadian troops have once again gone into action; we have set in motion the largest preparedness program in our peacetime history; workers and industrialists across Canada are applying their skills to the large-scale production of defence materials; and we in the Department of Labour have turned our thoughts to planning ways and means for enabling our working force to make its maximum contribution in this type of emergency.

In developing a manpower policy for the emergency, the Government was anxious to have the advice of men and women representing virtually all walks of Canadian life.

Accordingly, in February of this year, it established the National Advisory Council on Manpower.

By including in the council's membership four representatives of organized labour, the Government re-affirmed its policy of seeking the advice of Labour in government bodies which deal with matters affecting Labour.

Out of the deliberations of the council have come several important recommendations, and these have been acted upon.

A plan has been inaugurated to step up the training of skilled workers for the armed forces and for defence production.

The advanced planning for a national registration is going forward rapidly so that one might be completed at short notice if the situation should demand it.

The records of Canadian scientists and engineers, which were first assembled during World War II, are being brought up to date.

An interdepartmental committee is working out a plan whereby employers engaged in essential activities will be given preference when the men and women who apply for work at the National Employment Service are referred to jobs.

I can assure you, too, that in other Departments of the Government, similar efforts are being made to make certain that nothing will obstruct the fulfillment of Canada's program of preparedness.

I wish to make one thing clear, the Government is giving, and will continue to give, top priority to the measures necessary for survival. I know that you, and the men and women you represent, will support that policy.

Despite the urgency of defence measures, Mr. Gregg said that Canadians must not "lose sight of more lasting goals." He told the delegates that they represented "one of the most influential organizations devoted to social betterment in this country," and reminded them that they had a responsibility in making "provision for a better life for all Canadians."

Tracing recent developments in federal legislation of interest to the convention, Mr. Gregg drew specific attention to the Old Age Assistance Act, and the Old Age Security Act. "When these two measures . . . go into effect on January 1, we will have one of the best old age security programs in the world," he said.

Mr. Gregg also reviewed the extensive changes made in the Unemployment Insurance Act during 1950 providing supplementary benefits, increased weekly benefits, and expanded coverage. The work of improvement has continued during this past year, and an examination of a proposal to bring employees of hospitals and charitable institutions under the Act is under way, the Minister said.

Speaking on the Massey Commission recommendations, Mr. Gregg said:—

In the field of education, the Government has made a start in implementing the recommendations of the Royal Commission on National Development in the Arts, Letters and Sciences by making a grant of \$7,100,000 to the provinces for aid to the universities.

A more comprehensive program in line with the Commission's recommendations is now under consideration.

As advocated by the commission, the Government plans to maintain and improve the services rendered by the Canadian Broadcasting Corporation and the National Film Board.

Mr. Gregg told the delegates of the progress made in the programs to promote rehabilitation work among civilians (L.G., April, 1951, p. 454); further the employment of older workers; and increase production through the use of Labour-Management Production Committees.

Outlining proposed federal legislative projects, Mr. Gregg said:—

Some of the provisions of the Industrial Relations and Disputes Investigation Act are being studied in the light of the representations of your congress this year.

The Government proposes to take advantage of the first opportunity to introduce legislation amending the Canadian Government Annuities Act. The effect of the amendments will be to liberalize the contract conditions which now prevail in Government annuities.

In addition, the approval of Parliament will be sought for another amendment to the Unemployment Insurance Act to shorten the so-called "waiting period".

We have been making progress then in many fields of federal action, and organized labour can take a goodly share of the credit for this progress. As a matter of fact, the working men and women of this country can be very proud of the contribution they have been making to the present state of the Canadian nation.

The Minister of Labour expressed his confidence in the ability of Canadians to face both present and future problems. One of the greatest of these problems is that of inflation, he said. He explained the Government's position on this matter, and the reasons why a policy of controls was not favoured at this time. He said:—

Inflation is a world-wide problem, in large part created and constantly aggravated by the aggressive pressures of Soviet foreign policy.

We have been forced to set ourselves to the task of building, in company with our free partners, a military force which may prevent war, or at least may help us to survive war as free men.

Re-arming the democracies has brought about an unnatural demand for goods and materials, and in the wake of this demand has come a strong inflationary pressure which must be resisted.

The Government is convinced that the threat of inflation is second only to the threat of war. And I am sure that you feel the same way about it.

Well, what are we doing to meet this threat? For several months now, the Government has been bringing pressure to bear on the factors which have been pushing up the cost of living. We have been doing this by means of indirect measures designed to curb credit and restrain competition for scarce goods. There is some encouraging evidence that these controls are making themselves felt.

At the last session of Parliament, the Government received powers which included authority to impose direct controls on prices and wages. So far, we have not used this authority.

So far, we have refrained from tampering directly with the prices an employer may ask for his products, or the wages an employee may through collective bargaining demand.

It is still our belief that inflation can be stopped without a maze of government orders, an army of government officials and the resultant imposition of restrictions which bind and chafe the individual citizen, and thwart the exercise of his democratic rights and freedom.

These beliefs are based on the assumption that most Canadians will play their full part in the struggle. I believe they will do that.

What is needed above all else is *individual restraint and greater production.*

Restraint on the part of the consumers when tempted to buy non-essentials regardless of price.

Restraint on the part of businessmen, so they may be slow in translating a market opportunity into an increased price for their goods.

Restraint on the part of Labour in its collective bargaining proceedings that it may not seek and impose all that the traffic will bear.

In the midst of this restraint there is the need for greater efforts for more production on the part of us all.

What I am really suggesting is an individual approach to this problem of inflation; for it is at the level of the individual that the seeds of inflation are sown. It is perhaps not the easiest approach for it involves some sacrifice; but I think it is the best approach.

Our struggle against the twin threats of Communism and inflation may last a very long time. If it does there is no telling what circumstances we will have to face before we're out of the woods.

In this the first phase of the struggle, however, I believe we should do our best to maintain as many of the rights and freedoms of the individual citizen as we can. Let us not discard those rights and freedoms—any of them—until there is a clear-cut case for doing so. You and I have seen at what price they have been maintained against threats from outside.

Individual endurance and sacrifice are the qualities upon which the greatness of this country has been built. It is the Government's belief that those qualities will adequately cope with the present situation.

Earlier I said that the major cause of this inflation was the robust demand for goods and materials. It follows that the inflation could be stopped if the demand were met. And it can be met if we can increase our production to the point where the needs of preparedness and the needs of everyday life are satisfied. Perhaps it cannot be done.

I think it can be done, and I'll tell you why I think that way—we have accomplished miracles of production before. In World War II, this country did more than anyone dreamed it could. There is

no reason why we cannot do it again even though there does not exist the patriotic fervour of all-out war.

I ask you to encourage every effort towards greater production. I ask you to do your utmost to retain good relations with employers. Nothing can retard increased production like a work stoppage. I ask you, as I have asked employers of Canada, to co-operate in bringing about a rapidly growing rate of production through the use of LMPCs and in all those other ways that are open to you.

I have every confidence that you will do these things. Canadian Labour will always carry its share of the load.

Suspension of Vancouver Union

Early in the convention proceedings, an appeal from suspension by Civic Employees' Federal Union No. 28, Vancouver, was heard. (L.G., Jan., 1951, p. 11; Feb., 1951, p. 154; June, 1951, p. 771.) The union was specifically charged with "failure to live up to Section 5 of Article 5 of the Constitution". (L.G., Nov., 1950, p. 1801.) This section of the constitution, amended at the 1950 convention, provides that "no organization officered or controlled by the communists or members of the Labour Progressive Party . . . shall be allowed representation in this congress or any organization chartered by it".

The suspension issue had been referred to the Committee on Officer's Reports for consideration and recommendation to the convention. The executive council had prepared a complete report of the events resulting in the local's suspension. In reviewing the situation, the committee contended that the action of the 65th Convention in amending Section 5 of Article 5 "was in effect tantamount to serving notice on the local that in order to retain affiliation with the congress" certain men, whose credentials as delegates had been refused at the last convention, must be removed from office.

Summary of Events

In its report presenting its recommendation, the committee summarized the events leading to the suspension as follows:—

"However, Local 28 refused to heed the warning and continued to retain Secretary Jack Phillips and Donald Guise, Business Agent, in office, perhaps hoping that the incident would blow over and nothing more would be heard of the matter. It was not until September that cognizance was taken of the fact that nothing had transpired to bring about a change of heart in the Local and a petition containing some fifty signatures asked President Bengough to start an investigation.

"Following the ruling of the executive council suspending Local 28, the officials of Local 28 appealed against the ruling of the council and asked permission to present a brief giving reasons for the appeal.

"Brother Ed. Smith, President of Local 28, appeared before the committee and read the brief submitted by the Local.

"Following this, your Committee reviewed the officers' report on this question clause by clause and Brother Smith was asked to comment on each section. He agreed that only in two paragraphs were the statements not exactly according to the facts and in these two paragraphs he was unable to substantiate his contentions or refute the statements contained therein.

"In the circumstances, your committee, having thoroughly examined the report and the contents of the appeal presented by Brother Smith on behalf of Local 28, is unanimously of the opinion that the executive council had no alternative but to suspend Local 28 and its officers.

"Your committee therefore recommends that the action of the executive council be approved and the suspension sustained."

Local's Brief

Following the committee report, permission was granted Edward Smith, president of the Local to read a prepared brief to the convention. In this statement, the Local said "we are appealing this suspension because we want to stay in the congress . . . we want to stay because we believe in labour unity." The brief charged that the anti-communist clause of the constitution had been "railroaded through the Montreal convention of 1950," and represented "wholesale interference in the internal affairs of unions and councils across the country." The brief rejected the right of the congress to tell the union who its officers or delegates should or should not be.

The brief also gave the Local's version of a series of incidents which had occurred including the suspension of several Local officers by TLC vice-president Carl Berg. The brief said that the issue at stake was not Communism but "the right to elect our own officers and run our own internal business free of outside interference."

Several speakers from the convention floor spoke both for and against the suspension of Local 28. Delegate Charles Stewart of Division 101, Amalgamated Association of Street, Electric Railway and Motor Coach Employees' Union of America, supported Local 28. He said that his local favoured the repeal of the suspension and that the action of the executive council amounted to "thought control."

In supporting the stand of the executive council, Delegate Joseph Barry of the International Chemical Workers Union Toronto, said, "we have found out that there is no compromise which can be made with people who follow Communistic philosophy." He said that it was necessary to abide by the constitution. "Communism means the destruction of trade unions," he said, and using his own union as an example, he pointed out that it had been able to do more for the workers once it had rid itself of Communists.

Delegate Archie Johnston, of the Hotel and Restaurant Employees and Bartenders' International Union, said that the actions of Local 28 left the executive council no choice but to suspend the union. The Local's attitude in defying the congress was that it was not subject to the constitution, he said. The fact that the Local had not, in the first instance, appealed to the congress typified this attitude, in his opinion.

The debate continued at some length, with the supporters of Local 28 maintaining that the only issue before the Convention was one of local autonomy and democracy; not Communism. A motion by D. Janzen, of Vancouver Local 452, United Brotherhood of Carpenters and Joiners of America, suggesting that the matter be referred to the incoming executive, with instructions to bring about a reconciliation, was ruled out of order.

Report on Investigation

Speaking on behalf of the executive council, Carl Berg, TLC Vice-President, said he had been sent to Vancouver by President Bengough to investigate affairs in Local 28. He said that as a result of his investigations he was convinced that the Local was Communist-dominated. In his statement, Mr. Berg made the following points:—

1. He had sufficient evidence to contradict the false charges of Local 28;

2. Former President Sam Lindsay was ousted from office in Local 28 by Communist plotting;

3. Business Agent Donald Guise of Local 28 had attempted to withdraw \$1,200 from the union's bank account without proper authority;

4. That contrary to the TLC constitution, the officials of Local 28 refused him permission to examine the union's books;



Lee W. Minton
AFL Fraternal Delegate

5. That he had attempted conciliation, but that Donald Guise and Jack Phillips, on direct orders from the Communist party, had recanted an agreement to mediate the dispute;

6. That former President Sam Lindsay had abided by the agreement he had made and did not follow Guise and Phillips.

Following this statement, a standing vote was taken on the committee's recommendation. By an overwhelming majority the suspension was carried, with only five delegates voting in favour of Local 28.

Fraternal Delegates

In addition to the traditional delegates from the British Trades Union Congress and the American Federation of Labour, the International Confederation of Free Trade Unions also sent a fraternal delegate. H. L. Bullock, immediate past president, represented the TUC; Lee W. Minton, International President of the Glass Bottle Blowers' Association represented the AFL; and Paul Finet, General Secretary-Treasurer of the Belgium Steelworkers' Union, and immediate past president of the ICFTU, represented that organization.

AFL Delegate

Speaking on behalf of President William Green and the AFL executive council, Mr. Minton conveyed fraternal greetings to the TLC. He drew particular attention to the

long-existing close friendship between the two organizations, and the unity of purpose shown by the TLC in its fight against Communism. This fight, he said had been carried on not only internally, but on the international front, where the TLC had made outstanding contributions to the work of the ICFTU.

The democratic actions of unions on the North American continent will help to preserve the ideals of free trade unions throughout the world, Mr. Minton told the convention. He paid tribute to the work done by early trade unionists in helping to achieve Labour's objectives, but he warned that Labour "must never feel secure so long as lust and greed are rampant in the minds of men."

Warning against this feeling of security, Mr. Minton urged the delegates to remain alert to every threat from our enemies. Describing at some length what he called "the dying gasp" of the free trade union movement in Argentina, the speaker said that since 1946 "government stooges" were in complete control of the CGT in that country. Argentina labour was now completely under "dictatorial domination."

Mr. Minton outlined three ways in which he felt freedom could be guaranteed:—

1. Employers must realize that free Labour has made them great, and they must be progressive in their attitude towards Labour. Those employers who attempt to destroy free trade unions only contribute to their own downfall.

2. The free world governments should attempt to give the masses those things to which they are entitled.

3. The free trade union movement must have leaders of moral courage to represent its people and live up to its ideals. Therefore, Labour must be careful of its approaches and ultimate gains.

In concluding his remarks, Mr. Minton said: "The greatest force on earth that will insure freedom is a strong trade union movement, dedicated to the ideal that all men are equal in the eyes of God."

TUC Delegate

Mr. Bullock extended fraternal greetings from the Trades Union Congress to the Trades and Labour Congress. He said that many of the problems confronting free Labour today were caused "by the overhanging menace of totalitarian aggression." This menace was forcing the free nations to rearm quickly, he said, and as a result world reconstruction has been retarded.

In common with free Labour throughout the world, British Labour has not hesitated

ICFTU Delegate

to undertake the duties imposed on it in the defence effort, the speaker said. Great Britain was committed to an immediate increase in defence expenditures of £500 million, Mr. Bullock said, and this would unquestionably mean a lower standard of living for the British worker. One of the things which would be needed to help in offsetting inflationary prices would be a system of standardized prices, he said.

One result of the rearmament drive would be a large scale diversion of labour and materials from more peaceful pursuits. Any plan for increasing productivity would have to consider manpower as a prime factor, he continued. No opportunity to see that industry was operating in the most efficient manner could be neglected, he said. British workers have been taken into close consultation in the effort to increase productivity, and considerable progress had been made along these lines. The TUC was sponsoring and assisting in educational work of this type. Mr. Bullock emphasized that none of the more traditional trade union functions have been neglected because of this. As an example, he pointed out that TUC membership has not only been maintained but increased.

Speaking of the underdeveloped countries, Mr. Bullock said that the best antidote to Communism is aid to the trade union movement in these countries. Labour in the free world must help in the organization and reorganization of the movement in those countries.

Turning once again to Great Britain, he said that the existence of a Labour Government has been of great aid in the work of the labour movement. While the TUC and the Labour Party does not see eye to eye in all things, the fundamental aims and philosophy of both are the same.

He spoke of the heavy demands which will be made on the endurance of the British people, and especially the workers in the factories. Mr. Bullock was firm in his conviction that the British people would win through in their traditional manner. He felt that the problem was at least half-solved, and said that the next two or three years will see Britain once again well back on the road to recovery. Wages and working conditions will once more be bettered, he said.

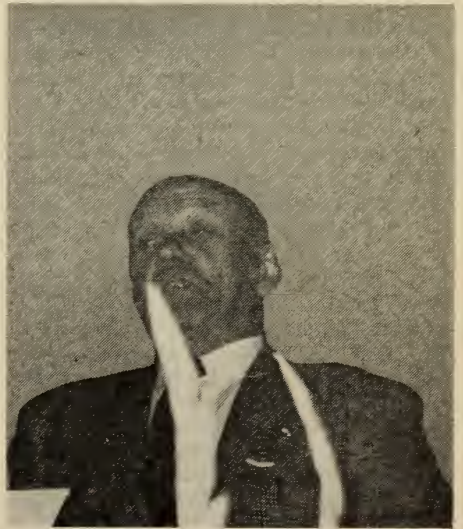
Concluding his remarks, Mr. Bullock said it is a sacred trust for Labour leaders to do more organizing of the unorganized. It is easier for organized groups to obtain benefits than for individuals, he said.

The convention listened with great interest to the remarks of Paul Finet. Speaking in both French and English, he expressed on behalf of the ICFTU the feeling of solidarity existing between the TLC and the world free labour movement. Mr. Finet said that it was his first opportunity to visit a labour convention in North America, and said that he was impressed by the frank and free discussion he had listened to.

He spoke of the recently-concluded Milan Congress of the ICFTU (L.G., Sept., 1951, p. 1200), and said that many urgent international problems had been examined and many important decisions made. The objective of the confederation was the maintenance of peace and the raising of the workers' standard of living. In line with this, he said that aid to the underdeveloped countries was of first importance, both in maintaining peace and improving conditions in the socially-underdeveloped countries. We must, he said, alleviate poverty and misery, particularly in Asia.

Mr. Finet severely condemned Soviet Russian imperialism but at the same time he said that the ICFTU rejects the argument that defence preparedness would necessarily retard the social and economic development of the underdeveloped countries. The free world can do both, he said.

He described the regional organization of the ICFTU and explained that the free trade unions were very important in teaching the methods and institutions of free



H. L. Bullock
TUC Fraternal Delegate

labour to the underdeveloped countries. The ICFTU must and will meet the challenge which has been presented to it, Mr. Finet said.

In closing, he stressed the importance of the individual as opposed to the totalitarian view of the importance of the state. The people of the free world are rising to meet the challenge of totalitarian authoritarianism behind their motto of peace and social justice.

President Bengough thanked the fraternal delegates on behalf of the delegates, who registered their appreciation by according each a standing ovation.

Other Speakers

Among the other speakers addressing the Convention during its meetings were J. H. Henderson, Dominion Council, Canadian Legion; Dr. M. M. Cody, St. Francis Xavier University; and R. J. Tallon, Unemployment Insurance Commissioner.

Price Control and Cost of Living

The anxiety of the delegates over continued rises in the cost of living was expressed both in a series of resolutions and in a long debate on that issue and price controls. The Resolutions Committee presented a substitute resolution on price control designed to consolidate the ideas expressed by the other resolutions. This resolution said:—

“Whereas the Government of Canada has not seen fit to heed the representations made by Labour in regard to price controls;

“And whereas an enormous increase in the cost of living has resulted because of the Government’s indifference and has seriously lowered the standard of living of thousands of Canadian citizens;

“And whereas the 65th Convention of The Trades and Labour Congress of Canada went on record as favouring:—

- (a) Reinstitution of the policy of granting subsidies on basic food commodities and enforcement of reduction in consumer prices;
- (b) That the 100 per cent excess profits tax be reimposed; and
- (c) That no further price increases on necessities of life be allowed and that the Canadian Government establish a Price Control Board to which all applications for price changes shall be made, Labour having representation on this Board;

“Therefore be it further resolved,—That this Convention go on record condemning the Federal Government for its callous attitude

in relation to price control and the program suggested by The Trades and Labour Congress of Canada;

“And be it further resolved,—That the incoming Executive Council continue their campaign to arouse public opinion, and to continue to urge upon the Canadian Government the necessity of such legislation for the control of prices and the reduction in the cost of living in the interest of all Canadians.”

The convention also requested “that the Dominion Government immediately start an investigation as to the cause of the exorbitant prices of meat charged the people of Canada.” Both of these resolutions received unanimous approval of the delegates.

Debate on Resolution

In the discussion which preceded the passage of these resolutions, many different viewpoints and opinions were expressed. One delegate said that “inflation is not caused by workers’ wages . . . (and it was) . . . driving us back to the 19th century.” High prices were due to a lack of restraint on the part of businessmen, he said. Delegate George Wilkinson of Vancouver said that the cost of living in some United States cities was now lower than in comparable Canadian cities, and American wages were higher.

“Labour will sacrifice for justifiable reasons, but sacrifices must be made by every strata of society,” Delegate Joe Barry said. He deplored the low quality of certain goods on sale, and said that in addition to poor quality, prices were inflated. He urged the delegates to bring “all possible pressure” on the Government for price controls. In his opinion the two greatest dangers in the world today were “Communism and unrestricted, unrestrained Capitalism.”

Other delegates criticized the recent increases in taxes and said that excess profits taxes and capital gains taxes were more equitable means of raising the money necessary for the defence program; in addition they urged control of “commodity speculation.”

As a corollary to the campaign for price control, the delegates passed a resolution which urged all TLC affiliates “to make a determined and unremitting effort to secure increases in wages to compensate for the exorbitant increase in the cost of living and thereby protect the standard of living of their members.”

Constitutional Amendments

One of the more vigorously debated issues to come before the convention was a proposed amendment to the constitution giving the president broader disciplinary powers with regard to provincial Federations of Labour, Trades and Labour Councils, Joint Councils and Federations, and Federal Unions chartered by the congress. Explaining the amendment, Chairman George Schollie, of the Committee on Constitution and Law, told the delegates that there was no intent to give the president dictatorial powers. The resolution was designed to give the congress certain legal rights in the eyes of the law, he said.

The amendment reads as follows:—

The President shall be authorized and empowered to discipline Provincial Federations of Labour, Trades and Labour Councils, Joint Councils and Federations and Federal Unions chartered by the Congress, including authority to suspend and/or expel any officer or member thereof, and/or to suspend and/or revoke their charter subject first to an appeal to the Executive Council and thereafter to the next regular Convention immediately following. The President, with the approval of the Executive Council, shall likewise have authority personally, or through his properly designated representative, and be empowered to safeguard and protect and if necessary take immediate charge of all equities and properties, tangible, or intangible, acquired and/or possessed, whenever or however such equities and/or properties may be jeopardized through disobedience to the Constitution, laws, rules and requirements of The Trades and Labour Congress of Canada or for any other reason or cause deemed imperative by the President and the Executive Council.

If appeal is taken to the Annual Convention the suspended members, officers, or unions shall have the right to appear before the Convention Committee dealing with the appeal and the Convention to present their case but without the right to vote.

Opening the debate on the amendment, Charles Stewart of Vancouver said that he felt the powers vested in the president by the amendment were much too sweeping. Delegate Ted Foort, of the United Fishermen and Allied Workers' Union of British Columbia, supported this stand when he said, "we affiliated to the congress because we felt it was absolutely essential to belong to a large labour group (but), the UFAWU has a constitution of its own," and would remain in the congress only so long as no effort was made to control the internal workings of local unions. Speaking

on behalf of the Toronto Branch, Canadian Postal Employees' Association, Delegate Les Hood said, "I am opposed to dictatorship in this congress."

Among those favouring the amendment were Delegates Joe Barry, of the Chemical Workers, and Frank Hall, President of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. Mr. Barry said that he could see nothing in the amendment to cause worry. There was no question of infringement of local autonomy and there were adequate safeguards against the arbitrary use of power by the president or the executive council. Mr. Hall told the Convention there was "no question of the infringement of anybody's rights."

The amendment was declared carried on a voice vote.

The other constitutional amendments provided for changes in the per capita taxes paid by affiliated organizations. Under the new provisions, per capita taxes are as follows:—

International, National or Provincial trade unions or organizations, 3½ cents per member per month;

Trades and Labour Councils, 3 cents per delegate per month;

Provincial Federations of Labour and Joint Councils, \$10 per year;

Federal Labour Unions chartered by the TLC, 3 cents per delegate per month for Class A unions; 15 cents per member per month for Class B (Civic Employees);

One dollar (instead of 50 cents) of each initiation fee of all members admitted to be paid the Congress.

In addition, an amendment to Article XI, Section 5, provides that: "Any organization not paying its per capita tax for a period of six months after it is due shall become suspended from membership and can be reinstated only when such arrearages are paid in full and reinstatement is approved by vote of the Executive Council."

Labour Unity

A report by the Committee on Officers' Reports dealing with congress relations and "co-operation with other labour organizations (with particular reference to the CCL)," occasioned two of the most spirited debates of the convention. The committee recommended that in this matter "the congress should adhere to the policy in effect prior to the 1950 convention," and revert to its original position of presenting its views to the Government unilaterally. This

report was first adopted on a very close voice vote, but at a later session, a motion to reconsider was adopted by a vote of 117-116. However, the original decision was sustained.

The committee report reviewed the actions of the executive council in carrying out the instructions of the 1950 convention to co-operate with other trade union centres. (L.G., Nov., 1950, p. 1806; April, 1951, p. 449.) Expressing its opinion as to the results of this co-operation, the committee said: "there has been no noticeable improvement in the relations presently existing between the rank and file of these groups [TLC-CCL], and whilst in some localities conditions may have improved, in others it must be reported that they have deteriorated."

In an analysis of the results of coalition, the report said: "In analysing the results achieved by coalition with other major labour bodies it would appear that whilst each of them has gained considerably by association with us, we on the other hand have gained little. It is quite understandable that in order to satisfy four labour groups each would be required to weaken some points which might be of particular interest to them in order to attain joint agreement."

The report went on to say that in the Committee's opinion, "the Congress should be left free to express the actual policy of the Congress without consideration of the thinking of any outside group." In an expression of the traditional TLC policy of no political affiliation, the report said "that little could be gained through joint presentation of briefs, etc., where another organization was affiliated with a particular political party."

Summarizing its findings the committee told the convention:—

We are reluctantly forced to the conclusion that the experiment has not been successful and would respectfully submit that the Executive Council should be relieved of the responsibility of continuing it in its present form. We would suggest that the Executive Council should be given discretionary powers to make presentations jointly or otherwise and that until such times as the AF of L and TLC formulate a definite policy of joint action between AFL-TLC, CIO-CCL, the Congress should adhere to the policy in effect prior to the 1950 convention.

A lengthy debate on the committee's report followed, with considerable discussion both for and against the recommendation. The recommendation of the

committee was similar to a stand adopted by the executive council of the American Federation of Labour late in August, withdrawing AFL support from the United Labour Policy Committee in the United States. (The ULPC (L.G., Feb., 1951, p. 158) was formed by the AFL, CIO, and the International Association of Machinists (AFL). The TLC is affiliated to the AFL, and the CCL to the CIO.)

At a later session of the convention, the issue of co-operation was again brought up for discussion. In a statement on the question, President Bengough outlined the executive council's position on unity.

Mr. Bengough said that there could be no question of the fact that the executive council and all affiliates were in favour of full and complete unity of labour in Canada. He pointed out, however, that for the present this did not seem feasible. He noted that in the convention itself opinion on the topic was about equally divided both geographically and otherwise. In the final analysis the matter would have to be left in the hands of the executive. He said further that he could see where policy decisions made in TLC Conventions might be incompatible with the action of other trade union centres.

Following Mr. Bengough's statement, the question was put to a vote. Considerable confusion developed over procedure as to whether or not a debate was in order. The chairman ruled that a vote sustaining the original decision should stand.

Racial Discrimination and Bill of Rights

The report of the Standing Committee on Racial Discrimination, presented by Chairman Claude Jodoin, TLC Vice-President, was unanimously adopted by the convention. The report reviewed the activities of the committee during the year, and documented progress made in the fight against discrimination. The report said:—

... while much remains to be done, it can be said with fairness and in truth that human relations in Canada are better today than they were when we met a year ago. This has been a constructive year. Gains have been made within our labour ranks. Gains have been made in the field of improved legislation governing relations between racial and religious groups. The Supreme Court of Canada issued important judgments upholding the rights of minorities.

The report discussed in detail the passage of the Ontario Fair Employment Practices Act, and said: "while the Ontario law lacks some of the important features contained

in most of these statutes in neighbouring states, people of all races and creeds in the province are hopeful that it will meet their needs."

The convention adopted three resolutions dealing with racial discrimination and a Canadian Bill of Rights. These resolutions called for:—

1. Continued efforts by the executive council to obtain a Canadian Bill of Rights;

2. A Canadian Fair Employment Practice Act "along the same line as the Fair Employment Practices Act in the United States";

3. Action by "all Provincial Federations and Executive Committees to press for such laws in all provinces other than Ontario, where they already exist."

4. Legislation by the Parliament of Canada and Provincial Legislatures barring the use of restrictive covenants.

Concluding its report, the committee said:—

Looking back, it is quite apparent that the last five years have been a period of real progress in human relations. During those years, men and women in our Trade Unions have heard a great deal about brotherhood and the need for improving their understanding of other people—other people with whom they associate in the shop, the mill, the plant, on the street, the street-car, the bus, around the neighbourhood, the city and the country. The response to that almost continuous educational appeal has been most favourable. Today many of our members not only are talking about brotherhood, they are practicing it.

Having reached these first objectives, we cannot rest on our laurels believing that sufficient has been accomplished. In dealing with human relations it is necessary to be ever on the alert, for situations and attitudes change bringing entirely new conditions to the fore. Quick, determined and decisive action on all incidents of discrimination is the correct practice if this ugly activity is to be reduced to a minimum and kept from spreading. Prevention of discrimination in all cases may be impossible; keeping it within very "small" bounds, by nipping it in the bud on all occasions, is possible.

At a later session of the convention, Section 12 of the Platform of Principles was deleted from the constitution. This section, which had urged "exclusion of all races that cannot be properly assimilated into the national life of Canada", was considered to be no longer in accord with the spirit of congress policy.

Social Security

Several resolutions on social security, health, health insurance, and old age pensions were submitted to the convention. The resolutions dealing with health insurance were consolidated into one which instructed the executive to continue pressing for "a Government-subsidized contributory national health insurance scheme covering every citizen in Canada which will include medical, surgical, dental and optical care, hospitalization and artificial limbs where necessary, psychiatric treatment, as well as competently supervised mental homes." The executive was also instructed "to initiate a campaign by the congress affiliates and Canadian citizens in general to bring the legislation into being."

In the field of old age security, the convention requested that the Government provide "necessary food, clothing and adequate shelter," as well as medical treatment for pensioners, free of charge. The resolution urged the provision of these things "until such time as these needs are covered by a national health insurance plan."

Another resolution recorded the congress "as wholeheartedly in support of the establishment and maintenance of clinics for the victims of arthritis and rheumatism and that the affiliates of this congress do everything in their power to promote this program financially and in every other way."

The convention also recommended lowering the eligible age for old age pensions to 65 without a means test, and a minimum monthly pension of \$65. The convention also asked that the TLC through its provincial executive officers "make representations to the respective Provincial Governments requesting they give consideration to take whatever steps necessary to facilitate the application of the provisions of any legislation which provides for old age security to Provincial Government employees."

Unemployment Insurance

Twenty-two resolutions on the Unemployment Insurance Act were submitted to the convention. Of these resolutions, the delegates, on the recommendation of the Resolutions Committee, adopted 12. In several cases, recommendations contained in one resolution were duplicated in one or more of the others. The major proposals regarding the Act were:—

An increase of "at least 50 per cent" in benefits;

That all categories of industries and occupations be covered;

That benefits be paid for all holidays except Sundays;

Immediate payment of benefits;

Clearer definition of the term "suitable employment;"

An increase in the period of registering for benefits;

Repeal of the regulations governing married women;

Inclusion of farm labourers, domestic servants and all wage-earners under the Act;

A time limit for the handing down of the Umpire's decision;

Reduction in the waiting period for benefits;

Amendment of the Act to cover employees of hospitals and charitable institutions.

Legislative Activities

A report of the Legislative Activities Committee, adopted by the convention, drew attention to those legislative proposals of the congress which were adopted during the year. Opposition to certain other legislative provisions was expressed in the report.

The committee concurred in the action of the executive council "in commending the Government for taking an active part in international affairs. The recruiting of a special defence and reserve force. The support given to the International Labour Organization and for the support given to underdeveloped areas."

Discussing the use of injunctions in labour disputes, the report said:—

The request for the barring of injunctions in labour disputes is in the opinion of this Committee a most vital request. This Committee have noted that for the first time in the history of Canada, the Supreme Court has brought down a decision which establishes the right of labour to set up and maintain a picket line to convey factual information to the public. This is an important step in that the rights of labour in this regard have now been adjudicated at the highest level of law and precedent established thereby.

Concluding its analysis of legislative progress, the committee said: "comparatively few of the things asked for have been granted, but we feel that we can say with confidence that the Government has considered some of the measures that Labour has sought for some years which in our opinion indicates clearly the value of continually pressing the Government for the

things we feel and know we require to assist us in our daily living. This has been the policy of this Congress for many years. We urge the Officers of this Congress to continue their efforts in line with the instructions issued them by convention action."

Workmen's Compensation

The convention adopted a resolution on workmen's compensation which contained the congress' views on the subject. The resolution urged all affiliated organizations to press for the following amendments to provincial Workmen's Compensation Acts:—

1. Compensation based on 100 per cent of normal earnings of injured workmen;
2. Increased pensions for widows bringing these "up to the level of current pensions";
3. Addition of a cost-of-living bonus to all pensions;
4. Increase in the amount paid for funerals;
5. Compensation based on a minimum wage of "not less than 85 cents an hour or \$35 a week";
6. Increase in the ceiling wage for compensation to \$4,000 a year;
7. Compensation "for all days lost as the result of an accidental injury at work";
8. Minimum payment of \$30 a month for each dependent child.

Housing

In a resolution on housing, the convention urged the federal Government to co-operate with provincial and municipal authorities in launching "a nation-wide low rental home building program" which would be financed by national credit, and would be designed primarily for "our ex-service personnel and those in the low income brackets." Large scale low rental and slum clearance programs in every community in the country were also recommended.

The resolution asked for strict rent control as a part of these programs, and that immediate priorities and subsidizing of low rental homes be introduced. Several delegates spoke on the housing problem and deplored the situation they said existed in large cities where rents were too high.

Taxation

The convention asked the Government to raise income tax exemptions to \$3,000 a year for married persons and \$1,500 for single persons and to establish a minimum exemption of \$400 a year for each child.

One resolution asked that the sales tax be repealed, and another that "the Income Tax Act be amended to permit reasonable deductions from workers' incomes covering purchase and maintenance of tools . . ." The resolve asked for exemptions for certain transportation expenses necessitated by employment.

Opposition to the taxation of family allowances was also recorded by the convention when a resolution established the congress "as being unalterably opposed to the taxation of family allowances, irrespective of the income of the recipients."

Immigration

The convention adopted two resolutions on immigration which reaffirmed congress policy as previously established. In addition, sections of the officers' reports and the Report on Racial Discrimination and Bill of Rights, outlining steps taken to effect greater integration of new immigrants into Canadian life, were adopted.

The resolutions adopted:—

1. Reaffirmed the congress position "of being in favour of a planned immigration policy," but recorded the TLC as "unalterably opposed to the present policy which brings immigrants into Canada without any consideration for their welfare or for the welfare of our present Canadian citizens."

2. Asked the Departments of Labour and Citizenship and Immigration to co-operate in producing "suitable films and other visual aids" to further the work of integrating immigrants as Canadian citizens.

Foreign Trade

The convention supported a stand taken by representatives of the United Garment Workers of America that "certain large department stores . . . have embarked upon a policy of importing mass quantities of all apparel . . ." to the detriment of the Canadian industry. The resolution said in part:—

Therefore be it resolved,—That Canadian labour who are the largest group of consumers who patronize these department stores, make it known publicly through this Convention of The Trades and Labour Congress of Canada, that Organized Labour is concerned about and looks with disfavour upon the wearing apparel importation policy of these large department stores;

And be it further resolved,—That President Bengough be commended for the fine efforts he has thus far made on behalf of the unions affected, and the Congress

Executive be requested to continue to do all in its power to protect the jobs of workers in the women's apparel trades in Canada or any other goods to which this principle applies by making representations to department stores concerned and to the Federal Government.

The Canadian Government was asked to "take the initiative in calling a trade conference of all Commonwealth countries with a view to working out inter-commonwealth agreements for increasing trade with these countries."

Peace and the Japanese Treaty

The convention established Trades and Labour Congress policy regarding Canada and world peace in a resolution which said:—

"Whereas workers in Canada like workers throughout the free world have a genuine desire for world peace, and

"Whereas there is a world organization set up by the nations of the world for that purpose

"Therefore be it resolved: That the Trades and Labour Congress of Canada continue to urge the Government of Canada to work through the United Nations Organization towards world peace, and

"Be it further resolved: That this convention urge the executive council to continue to strive for world peace through the medium of the International Confederation of Free Trade Unions, and the ILO."

The resolution on the Japanese Peace Treaty and the provision of the treaty allowing for new fishing agreements between Canada, the United States, and Japan asked the Government "to vigorously protect the interests of the Canadian fishermen in all waters and in particular on the West Coast."

Wages, Hours and Working Conditions

A large number of resolutions dealing with the working conditions of Government employees (particularly postal and prevailing rate employees) was adopted.

These resolutions asked for a 40-hour, 5-day week for postal employees; check-off of association dues; extension of the provisions of the Industrial Relations and Disputes Investigation Act to all Government employees; and sick leave with pay for prevailing rate employees.

The convention also recommended "to all affiliated organizations that they press for inclusion of closed shop or union shop and check-off of union dues in their next and succeeding agreements."

The affiliated organizations were further urged to press for guaranteed "two weeks vacation with pay after one year of employment; proportionate pay in lieu of holiday upon separation from employment (and), . . . paid vacations for those who do part time work all year round. . ."

The convention adopted a policy favouring payment for all statutory holidays, and double time for working on these days.

Other Resolutions

Among the proposals contained in other resolutions were:—

Public ownership of all utilities, and a policy of opposition to recent increases in telephone rates;

Public ownership of the CBC and opposition to "any development of private radio or television networks";

A thorough study by the executive of workers' education and establishment of "a national workers' education policy";

Increased use of union labels and an intensified campaign by the congress in this matter;

Closer study by congress affiliates of the co-operative movement;

An increase from \$1,200 to \$1,800 in the maximum amount payable under the Annuities Act;

Continued action to obtain more federal public works projects;

Tighter control of labelling practices of manufacturers;

Approval of the executive action in accepting the Seafarers' International Union as an affiliate;

Increases in the amount paid for jury duty.

Election of Officers

The election of officers resulted in acclamations for President Percy Bengough; General Secretary-Treasurer Gordon G. Cushing; and Vice-Presidents Claude Jodoin (Quebec); James A. Whitebone (Maritimes); William Jenoves (Ontario); and Carl Berg (Prairies). It was Mr. Bengough's ninth successive election to the presidency.

Contests were held to determine the British Columbia vice-presidency, and the TLC fraternal delegate to the British Trades Union Congress in 1952. Bert Showler, retiring British Columbia Vice-President, defeated Ted Foort of the United Fishermen and Allied Workers' Union, 261-84, for British Columbia vice-president. Ken Green, of Halifax District Federal Union No. 273, defeated S. S. Stephens of Kapuskasing, Ont., representative of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers, 175-150, for fraternal delegate. Several candidates were nominated for this position, and Mr. Green won on the third ballot.

Annual Conventions—2

Canadian Congress of Labour

Attended by 636 delegates, representing a membership of 360,000, the Canadian Congress of Labour in its eleventh annual convention held in Vancouver from September 17 to 22, concentrated its greatest emphasis on the following:—

(1) Inflation—calling upon the government to re-impose price controls with subsidies, a roll-back of prices, plus an excess profits tax.

(2) Wage Increases—urging a national drive by all its affiliates for "substantial wage increases" to "maintain their standard of living".

(3) Housing—declaring the housing situation throughout Canada to be "a national scandal and a disgrace" and endorsing federal action to "earnestly tackle" the problem.

In addition to these major measures, convention action was pronounced in resolutions that credit controls be relaxed "so as to halt the marked trend toward mass unemployment"; urging initiation of works projects by federal and provincial governments in areas affected by production cut-backs; calling upon T. Eaton Company to discard its policy in regard to delaying certification of its employees; rapping the Canadian Press, national news gathering agency, in its dealings with the American Newspaper Guild; scoring the British Columbia Labour Relations Board in its relations with the Marine Workers and Boilermakers' Union and calling upon the provincial government to investigate its activities.



Evidence that there is no discrimination at a Canadian labour convention is provided by this representative group of delegates to the CCL annual convention at Vancouver: (left to right), Ranjit Singh, Kalmen Kaplansky, Fred Soon, Eamon Park, Emmitt Holmes.

Another feature was the impassioned appeal of Mr. Paul Finet, general secretary of the Belgian General Federation of Labour and former president of the International Confederation of Free Trade Unions, supported by Ranjit Singh, editor and Sikh delegate of the International Woodworkers Association, for Congress financial support of the South-East Asia Project to combat the march of Communism in that depressed area.

Two other matters focussed nation-wide attention upon the convention. The first of these was its forthright action in upholding its executive in expelling the Communist-dominated International Union of Fur and Leather Workers.

The second was the resignation of Mr. Pat Conroy, Congress secretary-treasurer, climaxing the closing hour of the convention.

Felicitations of Minister of Labour

The Minister of Labour, Hon. Milton F. Gregg, sent the following message of felicitation:—

Ottawa 4,
September 15, 1951.

Dear Mr. MOSHER:

As Minister of Labour for Canada, I wish to extend to all officers and delegates attending your Convention greetings and best wishes.

I regret that by the time your cordial invitation arrived I had made other arrangements for this week, in the knowledge that you were to have my Cabinet Colleague, the Hon. Paul Martin, as guest speaker at your Convention. His interest in all things that affect the workers of Canada is well-known to the wide constituency represented at your gathering.

I wish your Congress and your Convention every success and I am sure that your discussions will be fruitful and constructive.

Again expressing my regrets for not being able to be with you, I am,

Yours sincerely,

MILTON F. GREGG.

Ousting of Red Union

The final ousting of the Fur and Leather Workers' Union marked the last of the Communist-led units to follow the out-trail since the Congress commenced its drive three years ago to rid itself of "Red" camp followers.

At previous conventions the 25,000-member United Electrical Workers and the 20,000-member United Mine, Mill and Smelter Workers had been expelled for the Communist-line policies of their leaders. Only remaining group thus tinged was the 5,000-member Fur and Leather Workers. They had been expelled by the executive in the previous April by power vested in it by a constitutional amendment adopted at the 1950 Winnipeg convention for "following the principles and policies of Communism".

The expelled union had the right of appeal as the first order of business at the Vancouver convention. Under the constitution, the appellants had 40 minutes to state their case and the Congress' executive similar time in rebuttal prior to the convention vote.

About 30 leftists, mostly from the United Auto Workers union from Windsor and other cities in the East, attempted to stage a demonstration prior to the hearing of an appeal by Robert Haddow, Canadian director of the union.

This group demanded a chance to debate the issue from the floor after the appeal had been heard and replied to. President Mosher ruled their persistent demands out of order.

"What kind of democracy is this," shouted one of the "comrades".

"Not the Stalin kind", retorted Mr. Mosher amid a roar of applause, punctuated with boos.

The president also threatened to post guards at the microphones and to eject persistent hecklers. The outburst then subsided.

The appeal was carried by Robert Haddow of Montreal, Canadian director of the Fur Workers, who accused the CCL leadership of "Red-baiting" and "union splitting."

Pat Conroy, national secretary-treasurer of the CCL, in turn charged the fur union leaders with following the straight Communist line.

Despite a demonstration from the left-wing faction, the Communists were able to muster only about 30 votes against an

almost solid convention of 600 voting delegates determined to clean out this last out-post of Red unionists.

This left only a small heckling group of about a dozen party liners from the United Automobile Workers from Windsor, reported to have slipped into the anti-Communist UAW 100-member delegation as a result of a local internal squabble. Throughout the convention, this group pounced on every opportunity to intrude and one of their number was ejected.

The Conroy Resignation

The other episode that caused a furore on the floor of the convention occurred in its last hours. This was the resignation of Mr. Pat Conroy, Congress' secretary-treasurer.

(In an official publication such as the *LABOUR GAZETTE*, whose function is the objective recording of facts, there can be no speculation upon factors which may, or may not, enter into the internal organizational differences of a labour body. That such differences do occur, and are openly debated, is a part of the tradition of the democratic development of our concept of government. Accordingly, this report records only the fact of the sudden resignation tendered by Mr. Conroy to the assembled delegates.)



Pat Conroy
Surprise Resignation

Mr. Conroy, secretary-treasurer of the Canadian Congress of Labour, resigned following an executive difference over support, or non-support, of one candidate, Sam Baron, vice-president of the Textile Workers' Union of America, for election to the Executive Committee.

Following Mr. Baron's defeat in the election and Mr. Conroy's immediate resignation, the delegates united in a vocal demand for Mr. Conroy's re-consideration and return. President Mosher then immediately appointed a committee to interview Mr. Conroy.

With the committee's announcement of its failure to alter Mr. Conroy's decision, the convention (having run its customary five-day course), decided to adjourn, "with all unfinished business including the resignation of Brother Conroy left to the incoming executive".

In view of the importance of the matter, the text of President Mosher's official statement a few days later is carried herewith.

President Mosher's Statement

Mr. A. R. Mosher, President of the Canadian Congress of Labour, on October 1 issued the following statement:—

"The differences of opinion which were evident at the recent convention of the Congress at Vancouver, and which led to the resignation of Secretary-Treasurer Pat Conroy have been greatly exaggerated, apparently in an effort to weaken the Congress. I should like to state in the most positive manner that the structure of the Congress has not been weakened in any way by these differences of opinion, and that fact itself indicates the democratic nature of our organization.

"The Canadian Congress of Labour, representing 350,000 workers, has become firmly established as a strong and responsible Canadian institution. The feeling of regret of the membership at the resignation of Secretary-Treasurer Conroy was made abundantly clear by delegates to the Vancouver convention. We are still hopeful that Mr. Conroy will reconsider his resignation, but in any event there is not the slightest doubt that the Congress will continue to make progress and to function in the service of Canadian labour. Plans for future expansion of the Congress will be included in the agenda of the Executive meetings to be held in Ottawa on October 29 and 30."

Presidential Address

Employers who give aid to Communist unions by signing cheap contracts with them came under sharp criticism from A. R. Mosher, President of the Canadian Congress of Labour in his opening address.

"It is especially regrettable that certain employers are so short-sighted as to be willing to make agreements with Communist-dominated unions, simply because in many cases they can make a better bargain with a union which is on the defensive and trying at all costs to maintain its existence," Mr. Mosher said.

"Without the collaboration of such employers, Communist-dominated unions would have a much harder struggle to survive, but there can be no question as to the outcome. Communism will inevitably be undermined as far as the labour movement in Canada is concerned. It is becoming more and more difficult for Communist groups to obtain adherents, because Communism has been so clearly exposed as a conspiracy of disloyal citizens acting in the interests of a foreign power."

Turning to another phase of the battle against Communism, Mr. Mosher emphasized the importance of aid to the people of countries less fortunate than Canada. The Canadian Congress of Labour was, he said, working closely in this regard with the International Confederation of Free Trade Unions, particularly in establishing an organizational and leadership training program in South-East Asia.

The federal Government was charged with disregarding the interests of the Canadian people in the "indecent haste" with which it had abandoned price control, resulting in "the present outrageously high price level, with no assurance that it will not climb still higher."

In dealing with price controls, Mr. Mosher said if a political party responsive to the wishes of labour had been in power, the present serious situation would not have been created. Several times throughout his address he emphasized the necessity for labour taking political as well as economic action. He also stressed the importance of unions continuing to extend their organizations, giving protection to workers presently unorganized.

Political Action

Dealing with other domestic affairs Mr. Mosher said:—

"During the past summer the cost of living reached a higher level than ever



H. A. Chappell, who has been appointed acting secretary-treasurer since the resignation of Pat Conroy, addressing the convention. President A. R. Mosher is seen at right.

before in Canada, offsetting wage increases which had been obtained only with enormous effort, and, in many cases, costly strikes. It should be unnecessary to point out that, if what they obtain from employers is nullified by the unwillingness of their governments to provide protection of their interests, the workers have no alternative but to elect their own representatives to Parliament and legislatures, and thus obtain direct representation of their interests."

The CCL President said that labour's concern about high prices had resulted in a united effort by the central labour bodies of the country and the establishment of a

joint consultative committee. He hoped for continued co-operation between these groups.

A considerable part of Mr. Mosher's address was devoted to legislative matters. He renewed labour's demands for a national labour code, particularly covering such industries as steel and packinghouses. He objected to the unnecessary use of interim injunctions in labour disputes and discussed implications of the recent decision of Hon. Justice Gale in the Ontario Supreme Court throwing the courts open to prolonged appeals against decisions of the labour board.

On the defence program he had this to say:—

"We have offered to co-operate with the federal Government in its defence projects, and are prepared to do everything we can in the interests of our members and the Canadian people to meet aggression and to protect the principles in which we believe. I am convinced that labour, if given adequate representation on planning and policy-making bodies, could make a valuable contribution toward the defence effort, but we shall nevertheless continue to make our services available whenever they are called upon."

At the same time it was important "that our country should not become so dependent upon war-production that peace will come as a calamity instead of a blessing."

Labour Unity

President Mosher departed from his prepared address to comment on the labour unity set-up with the Trades and Labour Congress, that body, in a close debate at its Halifax convention a few days earlier, having indicated a less definite relationship.

The CCL president, noting that there had been "some opposition from the Trades and Labour Congress" to continuing in support of the Joint Consultation Committee,¹ said: "I am not too worried by what happened last week in Halifax and I am sure that this Congress will work to overcome any barriers or hesitancy to consolidate and develop this trend (toward unity)."

The position of the CCL was reaffirmed by adoption of a subsequent resolution. This resolution, after stating that "the maximum efficiency and fullest effectiveness of organized labour in advancing the welfare of all Canadian workers can only be accomplished by bringing into being one unified central body," declared "that this convention instruct the incoming executive council to continue its efforts toward full unity with all *bona fide* central labour organizations into one body throughout Canada" and "to initiate a plan to meet with representatives of other central labour bodies" for this purpose.

President Mosher, the only speaker on the resolution, received delegates' acclaim

¹Others on the Committee include the Canadian and Catholic Confederation of Labour and the Railway Brotherhoods, representing in all approximately 1,000,000 members.

as he concluded: "For God's sake let us forget some of the things on which we differ and concentrate on some of the things on which we agree."

B.C. Labour Relations Board

Following the rejection of the Fur and Leather Workers' appeal against its ousting, the convention unanimously carried an emergency resolution calling upon the British Columbia Labour Relations Board to restore certification to the Marine Workers' and Boilermakers' Industrial Union in certain Vancouver shipyards; pledging support in fighting this decision as well as urging amendments to the British Columbia Industrial Conciliation and Arbitration Act; and "demanding that the British Columbia Government conduct an investigation into the activities of the Labour Relations Board."

Spear-heading the attack on the provincial board, Mr. Conroy charged that it was in "tacit collusion with the employers and with political parties to break the CCL in British Columbia, and in collusion with a Communist union (the Mine, Mill and Smelter Workers' Union at Trail) against a CCL union.

"While its impact is felt more in British Columbia, it is being imitated in other provinces so that it has become a national issue in trade union terms, and I would like to ask this board if they think they are operating in Canada or in Russia."

Inflation and Cost of Living

Three convention debates—those on the resolutions on price control, housing and credit curbs—all brought demands for political action.

There were eleven resolutions—varying in critical intensity—calling upon the federal Government to institute price controls to curb inflation. These were amalgamated into one substitute resolution which, after declaring that the cost-of-living index had jumped 20 points in the past year "depressing the workers' standard of living," urged the Government to "re-impose price controls immediately with subsidies on essential goods, a roll-back of prices to the lowest possible level and an excess profits tax to discourage profiteering and black markets".

Speaking in support of the resolution, Mr. Conroy considered this matter to be the No. 1 problem before Canadian labour, and declared: "We are now facing a world-wide emergency and the same staff of

government economists who made price controls effective in World War II now say we are crazy and that they cannot make it work again."

Advocating political action, he said labour leaders cannot be expected to do a good job when "workers scab at the ballot boxes."

An Oshawa delegate, Mr. Fenwick, of the United Automobile Workers, stated: "The Government has come up with a formula—'work harder and produce more'. Hundreds of Oshawa workers have been laid off because we have produced so efficiently and too much."

Delegate Freeman Jenkins, of the United Mine Workers, believed that "the Government's refusal of price controls has given aid and comfort to the Communists."

Delegate George Burt, Canadian director of the United Automobile Workers of America, asserted that the "Government won't listen to the pleas of organized labour. It is useless for us to make representations on your behalf unless we have people in Ottawa who will listen to us".

Other speakers pointed up the call to support the CCL's Political Action Committee, the body set up by the Congress to further the Canadian Commonwealth Federation Party.²

Resolution on Wage Drive

In a resolution substituting for seven others, the National Wage Co-ordinating Committee³ of the Congress, urged all affiliated unions "to take immediate steps, consistent with their own needs and responsibilities, to secure much needed and substantial wage increases." The preamble described such action as a "must" to enable workers to offset "unwarranted and unnecessary price rises and maintain their standard of living." To further this objective, the establishing of regional wage committees to work with the National Committee was advocated.

However, the resolutions which the committee discarded in recommending its own substitute pin-pointed the issue more sharply. These called for: a straight 25 per cent increase; a 25 cent-an-hour in-

²For several years the CCL has designated the CCF as "the political arm of Labour."

³A committee set up about a month before the convention to launch a wage drive, composed of the heads of major CCL unions.

crease; a general re-opening of wage contracts; and a high level policy of strike action to enforce demands.

Several critics spoke against the adopted resolution, claiming it lacked a cut and dried wage policy. However, when put to the vote, it met negligible opposition.

Housing

Dissatisfaction with the housing situation across Canada was the key-note of an entire session of the Congress. In a strong resolution, submitted by the Saskatchewan Federation of Labour and selected from several others as epitomizing the major recommendations, the convention expressed "emphatic dissatisfaction with the announcement of the federal Government that Dominion-Provincial-Municipal home-building schemes are to be indefinitely postponed due to the military preparedness program, inasmuch as social unrest due to poor housing accommodation is creating many more problems than the relatively small amounts of basic materials saved for armaments can justify.

The Government of Canada was then urged "to earnestly tackle the question of new and needed homes for hundreds and thousands of Canadians, in citizens' organizations in this country."

Delegate Elroy Robson, of Ottawa, Canadian Brotherhood of Railway Employees, termed housing "a national calamity".

Again delegate George Burt regarded the only solution to this problem as being for Canadian labour to concentrate its strength behind the CCF.

"That's the trouble," he emphasized. "We split our votes among Tories, Liberals, CCF and LPP. Our Government has proved to us it is not prepared to carry out even part of what labour wants," he continued.

"While Ottawa brags about what it has done in the field of housing, the fact is it has not built a single house. The housing problem is a national scandal and disgrace just the same as price controls."

The housing debate provided another flare-up between left and right wing delegates.

Delegate W. Stewart, a Vancouver shipyard worker, seized on the housing issue to decry the defence program.

"You cannot have an armament and a social program at the same time," he shouted.

Delegate Richard Henham, a railway worker of Motsqui, B.C., promptly called him for following the Communist party line.

Emergency Resolution on Lay-Offs

Concentrating attention on lay-offs, and on what was termed "the prevalence of mass unemployment in Windsor and other Canadian centres", the executive council submitted an emergency resolution which urged that the federal and provincial Governments "institute work projects immediately in areas affected by production cut-backs" and that the federal Government increase unemployment insurance benefits.

The resolution charged that "the federal Government has consistently refused to consider proposals advanced by the Canadian Congress of Labour since March of this year which would have prevented or lessened the effect of impending lay-offs in the automotive industry."

Before adopting the resolution, the convention heard delegate George Burt, of Windsor, and Canadian head of the United Automobile Workers, predict that this 60,000-member union would be going after a guaranteed annual wage in future negotiations with the automobile companies.

He considered the solution to periodic unemployment is the annual wage guaranteed by the company. However, after his speech he told newsmen the UAW probably would not launch the move for at least several years.

Constitutional Amendments

The debate on amendments to the constitution was featured by some sharp skirmishing between the vocal group of leftists and executive spokesmen. Again it resulted in the left-wingers taking another decisive defeat.

The verbal sparring started with the first proposed amendment, submitted by Local 439 United Automobile Workers of Toronto, to give the executive power only to "suspend" and not to "expel" Communist-dominated unions.

This power of expulsion was written into the constitution only last year and was invoked last April when the executive expelled the International Union of Fur and Leather Workers.

Left-wing supporters of the amendment demanded the denuding of such executive power but its protagonists, notably executive member Sam Baron, demanded its retention as a weapon against any outcropping of Communism within the Congress. "Communist-dominated unions", he declared, "have no place in the free trade union movement."

After rejecting this move, the convention turned thumbs down on another amendment that would have removed from the constitution entirely the section conferring executive authority to expel. That proposal originated with Division No. 67, Canadian Brotherhood of Railway Employees, Winnipeg.

An amendment proposed by President A. R. Mosher that "no local may call a strike without prior authority from the president or secretary-treasurer of the Congress, was coldly received by the delegates and rejected.

President Mosher explained it was not a dictatorial move but only designed to aid CCL unions in a dead-lock dispute.

Other adopted amendments provided for four vice-presidents instead of three, and eight executive committee members instead of nine.

Credit Curbs

Government credit curbs came under the fire of the convention in three resolutions merged into a substitute resolution brought in by the Resolutions Committee.

It asserted that the credit restrictions imposed on consumer purchases by the Government "has resulted in the automobile plants, the needle trades, furniture and other industries becoming involved in mass lay-offs, and long periods of unemployment and short-time work."

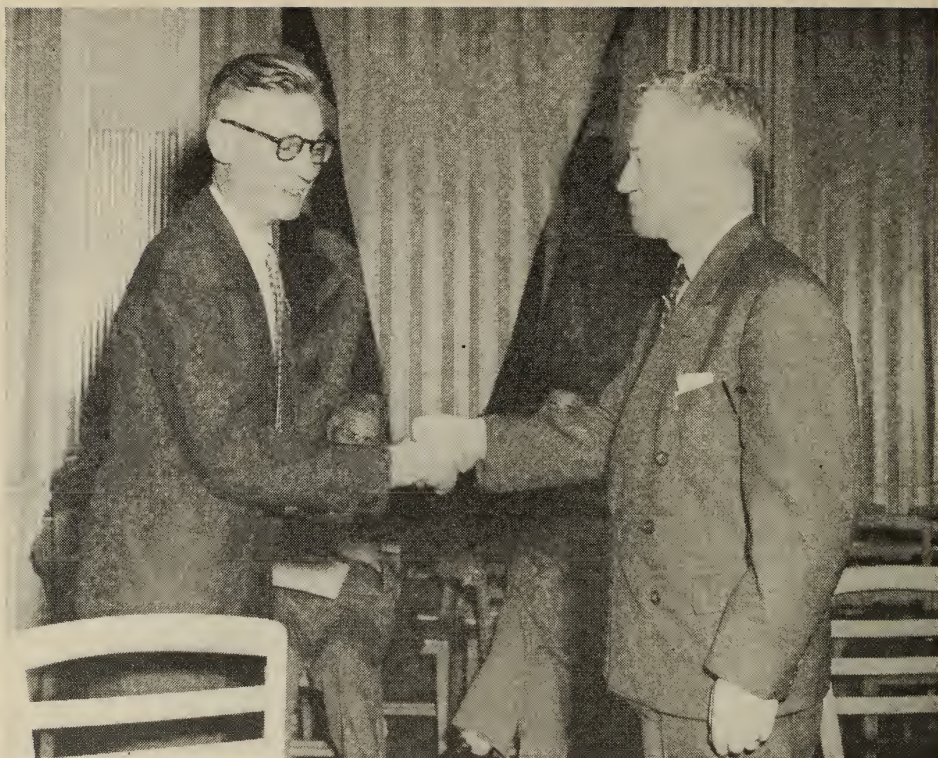
It requested the Government "to relax, to a great extent, the strictness of its credit regulations so as to halt the marked trend toward mass unemployment."

A Windsor delegate from the United Automobile Workers found the resolution too anaemic. "Our people are laid off because they cannot buy the products they produce," he asserted.

Delegate George Burt, the Canadian chief of this union, agreed that the restrictions were affecting the workers' purchasing power. "In their mad scramble for unusual profits these companies have over-produced," he declared, and suggested that the credit barriers had been used to some extent by automobile companies as a bargaining weapon against the unions.

Communist Uproar On Aid For Asia

When Paul Finet, general secretary of the Belgian General Federation of Labour and past president of the International Confederation of Free Trade Unions, addressed the convention in a passionate appeal for support to the South-East Asia



Secretary-treasurer Pat Conroy (right) welcomes Paul Finet, former ICFTU president.

project of the international body to develop free trade unionism and keep Communism from exploiting the workers, he touched off a floor brawl that displayed all the techniques of Communist disruptive tactics.

Speaking with power and purpose, Mr. Finet sounded this call: "In order to preserve peace, we must first of all strive to rob Communist totalitarianism of its best trump card—the misery, poverty and complete destitution in which millions of men, women and children live, sometimes throughout whole continents, and which truly constitute an insult to human dignity. I am thinking particularly of Asia, that immense population reservoir, where the Kremlin is hoping to find the best conditions for the expansion of its ideology, and the consequent triumph of Soviet imperialism."

That brought an unruly band of hecklers to their feet, shouting.

Mr. Finet had no sooner finished to a standing ovation, when up jumped delegate Lyle Dotsert, styled as the "Boy Communist" from Windsor. Getting the microphone, he launched into a bitter

denunciation about "Wall Street democracy", as he pictured the peoples of Asia being exploited by imperialism and not by Communism.

Then his colleague, James Speal, entered the fray in a heckling demonstration against his own Local president, delegate Jack Taylor, who had taken on his mavericks and had declared emphatically to the convention "not to think of these men as being truly representatives of the auto industry of Windsor or elsewhere in Canada."

Speal became abusive and defied the chair. Then President Mosher called upon the sergeant-at-arms—"to take this man out." He did.

With order restored, delegate Taylor concluded: "It is regrettable that these men were sent here at the expense of our union because they are Communists intent on disrupting this convention. Their presence here is due entirely to the lack of legislation at Ottawa which brought about mass lay-offs in the auto industry. It is this lack of corrective legislation that breeds Communism. We see the results of it here."

• Old Age Security Program

Another delegate who won the approval of the convention was Ranjit Singh, of the International Woodworkers. The grave Sikh delegate, speaking directly at the turbulent group, said: "The Communists are trying to overthrow every government in the world by the same methods as they are trying to do in this convention now."

The vote of support to the South-East Asia fund carried with applause.

Address of the Hon. Paul Martin

The Minister of National Health and Welfare was guest speaker at the annual dinner.

Mr. Martin's address to the delegates, in essence, was a compact summary of Canada's social security aids, which he described as bringing Canadians closer to "mankind's age-old dream of a decent life than any other people in any other country."

The existence of a social security program and welfare legislation in Canada today, he said, is largely due to the efforts of organized labour. "Labour has long been interested in progressive programs. No group in Canada has more consistently encouraged social reform."

As an indication of what the federal Government has done in the field of social security, Mr. Martin enumerated the following: old age and blind pensions, unemployment insurance; National Employment Service; National Housing Act; family allowances; veterans charter; national health program; and the plan for old age security.

Nearly 2,000,000 Canadian families, Mr. Martin said in a brief reference to some of the measures, receive a monthly allowance out of the federal treasury to assist in the maintenance and training of their children. Nearly \$900,000 is spent each day for this purpose on behalf of 4,400,000 children.

Health Project

As part of the national health program, much has been done, the minister said, in the way of studying and correcting conditions injurious to the health of the industrial worker. Approval, he said, had just been given to the setting-up of a two-year health project for 50 small industries in Ontario, "to demonstrate to management, organized labour and the community the importance of proper health care for industrial workers".

Canada's most recent social achievement, the old age security program, is made up of two parts, he explained—the *Old Age Assistance Act*, under which the provinces, working with the federal Government, can provide help for those aged 65 to 69 years needing it, and the *Old Age Security Act* which, commencing January 1 next, will provide a pension of \$40 a month for life to Canadians 70 years of age and over, without means test.

One of the most important aspects of the new security program, the minister declared, "is the encouragement it will give to industry and labour to co-operate in the development of more adequate retirement pension plans, which now cover more than 1,000,000 Canadian employees.

"My colleague, the Minister of Labour, advises me that the Government Annuities Branch, which in April of this year had 900 group pension plans in effect covering 128,000 employees, is preparing legislation for a special scheme for employers and employees to provide for the double-level retirement plan outlined. Similar offers are being prepared for individuals."

Canada's Answer to Communism

"What we are doing in Canada, within the limits of our resources, to care for social need is one of the surest ways I know to avoid the curse of Communism," Mr. Martin stated. "Communism can happen to any country that neglects social need—or that neglects its defences against aggression. In democratic countries like Canada, where the people control their own affairs, their insistence on correcting evident injustices in our society has logically led to reform measures like that for old age security."

On Unemployment Insurance

Covering a wide range of recommendations were 22 resolutions dealing with unemployment insurance. These were referred to the Unemployment Insurance Committee of the Congress. The report of this committee, presented by George Burt, contained such a comprehensive analysis, together with recommendations, that it is herewith given in full:—

REPORT OF COMMITTEE ON UNEMPLOYMENT INSURANCE

During the 10 years in which the Unemployment Insurance Act has been in existence, Canada has enjoyed, almost without exception, high or full employment. Yet these same 10 years have proved beyond a

doubt the need for such an Act. Even in times when jobs are more plentiful than workers, there are always some workers looking for work, and the dual function of the Unemployment Insurance Act—to maintain an employment service and to provide benefits—forms an important social security measure. During 1950, for example, more than one million claims for benefit were filed. The Unemployment Insurance Act remains the major piece of social security legislation in Canada of particular concern to workers as such. It is also the only piece of legislation which gives organized labour the kind of representation it seeks.

Since July 1, 1941, when the Act first took effect, Parliament has seen fit to amend it several times. A large number of regulations have been passed and the Empire has made many important decisions which are as important as the terms of the Act themselves. The Act has been extended in several respects, but the fact is that there remain provisions in it which are still objectionable to organized labour and others which are inadequate. In the opinion of your Committee the Congress should seek changes in the Act on the following matters:—

(1) *Statutory Condition (Section 28)*.—This section of the Act which was amended in February, 1950, has placed obstacles in the way of unemployed workers which did not exist before. It requires proof of reency of attachment to the labour market by insisting on a certain number of the basic 180 contributions within a year or six months of the establishment of the benefit year. Your Committee believes that this requirement is unwarranted, and unjustifiable. We recommend that the Congress seek to have this section suitably amended.

(2) *Rates of Benefit (Section 31)*.—There can no longer be any doubt as to the inadequacy of benefit rates. These rates are completely out of line with present living costs. Moreover, since a growing number of workers find themselves in the highest unemployment insurance class, the proportion of benefit to previous earnings is becoming constantly smaller. We believe that the benefit rates should be increased forthwith and we are further of the opinion that this might be possible, in view of the present size of the unemployment insurance fund, without any increase in contributions. We strongly urge the Congress to make representations to the Government in this regard.

(3) *The Waiting Period and Non-compensable Days (Section 35)*.—This section of the Act as it now reads purports to require a waiting period of eight days. But the actual effect of the section is to provide the same nine-day waiting period which existed before the section was amended in 1950. The Congress has strongly objected to this amendment and believes that a fresh amendment should be enacted in order to remove the anomaly. But the position of the Congress should be and has been much more basic. We believe the Congress should continue its strong opposition to the present waiting period and should request its immediate reduction by at least three days and its ultimate elimination. We believe, furthermore, that the Congress should con-

tinue its efforts to obtain the complete elimination of non-compensable days since they are not merely an administrative nuisance but act against the very workers who need unemployment insurance benefits most: those workers whose work is irregular.

(4) *Married Women (Section 38) (1) (d)*.—The Unemployment Insurance Commission, following the enactment of this section of the Act, introduced regulations discriminating against married women as such by imposing special conditions over and above all the other conditions required under the Act, before they can qualify for benefit. Your Committee is proud of the fact that the Congress, together with other labour organizations, made very strong representations to the Government, to the Unemployment Insurance Commission and to the Unemployment Insurance Advisory Committee in this regard. The Congress can justly claim some credit for the fact that the regulations were recently amended so as to modify slightly the restrictions imposed. However, we believe that the section of the Act and the regulations are discriminatory, restrictive and inconsistent with the general purpose of the Act. We urge the Congress to continue its opposition to the section of the Act and to seek its deletion.

(5) *Supplementary Benefits (Sections 87A to 87F)*.—The introduction of supplementary benefit payments undoubtedly serves a very useful purpose and is a step in the right direction. It has strengthened the Act as a protective device for workers who are involuntarily unemployed. On the other hand, we believe that the value of the supplementary benefits is limited by the fact that the availability of benefits is confined to only the first three months of the year. We believe that supplementary benefits should be available all year round. We also feel that the rate of benefit, at 80 per cent of the normal benefit rates, is too low for reasons we have given above. We believe therefore that the Congress should seek to have the Act amended so that supplementary benefits become available throughout the year and at the regular benefit rates. We are also of the opinion that supplementary benefits should be paid for out of the general revenues of the Government and should not come out of the unemployment insurance fund. The rates of contribution should thus be reduced by one cent per day or this one cent per day should be used towards making larger benefit payments available.

(6) *Excerpted Employments (First Schedule Part II)*.—During the last 10 years various amendments to the Act have brought increasing numbers of workers under its protection. This is all to the good. The fact remains, however, that hundreds of thousands of workers are still excerpted from the Act. We have in mind workers engaged in agriculture, domestic service, forestry, teaching, hospitals and charitable institutions and other employments. With regard to workers employed by non-profit-making hospitals and charitable institutions, the Congress and other labour organizations have repeatedly made efforts to obtain coverage for these employees but without success. Whatever reasons may exist for the continued exclusion of other categories

of workers, there is no reason known to this Committee why this group should be excluded other than the short-sighted selfishness and narrow-mindedness of the employers and their success as a pressure group. Your Committee cannot condone the attitude of the Government in failing to resist this pressure. Representations must be continued to be made and we strongly recommend accordingly.

(7) *The Five-day Week.*—Special regulations exist to deal with absences during a five-day work-week. Under these regulations a worker who is absent for a single day is penalized to the extent of two days by having only four contributions recorded in his unemployment insurance book. If, for example, a holiday occurs during a work week in which a worker is absent for a day, he stands to lose three contributions. Your Committee can see no reason why the contribution for the sixth day should be entered into the unemployment insurance book when a worker is present throughout the whole five-day week but should be taken from him if he misses a day's work during the week. The regulation is inconsistent with the provisions of the Act and we recommend that the Congress seek to have it suitably amended.

(8) *The Period of Disqualification.*—The Committee wishes again to state its objection to the policy of unemployment insurance officers in imposing the maximum disqualification of six weeks without regard to the nature of the action for which disqualification has been imposed. Insurance officers are simply taking the easiest way out and as a result many claimants for benefit are being unnecessarily penalized. Your Committee recommends that the Congress continue to register its objections with the Unemployment Insurance Commission against this practice.

(9) *Sickness Disability Insurance.*—Several states in the United States now provide for insurance against loss of income through sickness, and a number of other states are contemplating the enactment of such legislation. In Great Britain this forms part of the overall social security program. Your Committee believes that a scheme of sickness disability insurance could easily be set up to tie in with the present Unemployment Insurance Act. We believe that such a scheme is both practical and necessary since loss of income through illness is a serious factor in the worker's life. Your Committee therefore recommends that the Congress seek to have this type of legislation enacted by Parliament at the earliest opportunity.

(10) *Unpaid Vacations.*—Under the present Act, workers who are employed in a plant that has a general shut-down for vacation purposes may suffer what is in effect a lay-off if they have insufficient seniority to entitle them to vacation pay. The Congress has consistently taken the position that an unpaid vacation is not a vacation at all, but simply a form of involuntary unemployment. We believe that workers who find themselves in this position should, other requirements of the act being met, be entitled to unemployment insurance benefits for any days during the vacation shut-down during

which they are not in receipt of pay and recommend that the Congress seek an amendment to this section to that effect.

(11) *Casual Days of Sickness.*—In order to obtain entitlement to benefit, the unemployed worker must, be "capable of and available for work". This means that during the benefit year the claimant is subject to loss of benefit on any day on which he is ill, that is, not capable nor available. We believe that the act as it is at present being administered, militates against the honest claimant who reports such days of illness during his benefit year. We believe that it would be equitable to recognize a certain number of days of illness in each year, for which benefit would be payable, notwithstanding this section of the Act. We therefore, recommend that the Congress seek either an amendment to the Act or a regulation whereby an unemployed worker who has established a benefit year would be allowed up to 18 days of illness during each year.

(12) *Leave of Absence for Members of Courts of Referees (Resolution No. 75).*—We agree with the Thunder Bay District Labour Council that an employee of a Court of Referees should encounter no difficulty in seeking to perform his duties as a member of a Court. We, therefore, recommend concurrence in this resolution and urge the Congress to make representation in this regard.

(13) *Preservation of Union Rights (Section 40 (2) (a) & 43).*—The Act as at present constituted affords protection to the union member against being required to scab or to accept employment which would endanger his union status. The Act, however, does not protect the worker who may lose his job by virtue of his refusal to cross a picket line, for example, or to handle "hot goods". We believe that protection should be afforded to the workers on the job in such circumstances and that loss of employment for such reasons should not be subject to disqualification. We believe the Congress should seek an amendment to that effect and recommend accordingly.*

(14) *Decisions of the Umpire.*—The Congress has no complaint to make about the present Umpire. He has been eminently fair in his hearings. On the other hand, unions and claimants which have submitted appeals to him have had to wait a considerable length of time for a decision. We recommend, therefore, that the Congress respectfully draw this observation to the Umpire's attention with a view to more expeditious treatment of appeal cases.

(15) *Resolutions 73 & 80.*—These resolutions deal with changes in the Act which are complex and require far more careful consideration than your Committee is able to give at this time. We, therefore, recom-

*In thus advocating payment of insurance to workers who find themselves unemployed because of their refusal to cross a picket line, the Canadian Congress of Labour differed from the Trades and Labour Congress, which rejected a similar resolution at its 1951 convention in Halifax. The TLC considered that payment of unemployment insurance under such conditions could drain the fund.

mend that these resolutions be referred to the standing committee on Unemployment Insurance.

(16) *The Unemployment Insurance Fund.*

—At the end of the last fiscal year of the Unemployment Insurance Commission (March 31/51) the unemployment insurance fund had a net balance of over \$664,000,000. This balance has continued to grow and there is no reason in the immediate future to feel that it will be seriously diminished. Your Committee is pleased that the Unemployment Insurance fund should be in so solvent a condition, but it can see no purpose in the accumulation of funds as an end in itself. Your Committee believes that the Commission should follow the practice of budgeting its unemployment insurance needs with a review of such needs at regular intervals of, say, 10 years. Such a policy would make for a more flexible arrangement in the administration of the Act, especially with regard to contribution rates. This policy is supported by eminent authorities in the field of social insurance and we recommend that the Congress promote this point of view before the Government.

Apart from the foregoing recommendations, your Committee has some general observations to make. Your Committee believes that unions must pay greater attention to the Unemployment Insurance Act and to the assistance which they can render to unemployed members. Special attention should be given to the provisions of the Act, to the regulations, and more particularly to the decisions rendered by the Umpire in cases involving matters of principle. In this regard, attention is drawn to a handbook on the Act—*The UIA-Its Rights and Obligations*—available from the Congress, which described the major provisions of the Act and how to comply with them. The more important Umpire's decisions are available each month in the *LABOUR GAZETTE* and should be carefully studied. Your Committee believes that a Congress standing Committee on Unemployment Insurance should meet during the year to keep close watch on the Act and its observances so that the Congress, its officers and its unions may be kept informed of anything which may threaten the well-being of Canadian wage-earners and the rights of organized labour under the Act. Your Committee has in mind an objectionable feature of unemployment insurance legislation such as merit rating which in the United States has served to deprive many workers of insurance. It is only by the most careful scrutiny of the Act and prompt representations to the Government and to the authorities created under the Act that attacks on the Act may be repelled.

Canadian Press Resolution

Backed by several speakers, a resolution critical of the Canadian Press, national news-gathering agency, in its relations with the American Newspaper Guild was adopted by the convention.

(The guild, recently affiliated to the Congress, was certified by the Canada Labour Relations Board last year as collective bargaining agent for a unit of

employees in CP's editorial department in Canada. It has been in negotiations with the company ever since, without a contract having been signed.)

The resolution said: "Resolved this convention make known to the Canadian public its alarm at the deterioration in national and international news in the Canadian newspapers, as a direct result of the anti-labour practices of the Canadian Press."

Speaking critically of the action of the Canadian Press were Messrs. Pat Conroy, Eamon Park, Steve Ripley (International Representative of the Guild) and M. J. Fenwick, Oshawa Trades and Labour Council.

Mr. Conroy, in the course of his remarks, declared: "When it comes to a semi-public organization such as the Canadian Press, on which a majority of the papers depend for reliable information, and when it refuses to apply a proper interpretation of freedom of the press, then the cry of freedom of the press is sheer hypocrisy.

"Freedom of the press must not only be for editors to write as they please, but also that the working newspaperman must be as free as the man in overalls to join a union and bargain collectively."

Labour Code, Certification, Taxation

There were a number of resolutions relating to a national labour code, certification of unions and kindred subjects under the heading of "Government Labour Policy". Most of these, as well as others on taxation, were referred to the Committee on Legislation.

One of the few resolutions adopted without discussion was a motion directing Congress "to press the federal Government for action to have the British North America Act amended, so that a National Labour Code covering all industries and a National Minimum Wage Act may be possible."

In four separate resolutions the convention also urged the Government "to recognize the right of Government employees to organize and bargain collectively"; to appoint, on Boards affecting the welfare of labour, adequate and approved labour representation; and "to remove any legal restrictions on the industrial freedom of employees of Canadian Arsenals and the Dale Estate to join a trade union of their own choosing"; and that "certification be granted by Labour Relations Boards without delay, when a union can

show that a majority of employees in the bargaining unit have authorized that union to act as their collective bargaining agency”.

Taxation

On taxation, the delegates sought: (a) repeal of the increases in sales and excise taxes because they “hit directly at the working class”; (b) re-imposition of an excess profits tax on industry, “such tax not to be refundable”; (c) exemptions from income tax for married persons earning less than \$3,000 per year, for single persons earning less than \$1,500, raising of exemptions for children to \$500 per year, full exemptions for payments to hospitalization funds and for medical care, plus exemption for transportation expenses to and from work.

The Legislation Committee, however, refused to recommend four resolutions that asked for other income tax exemptions. The first of these wanted all moneys paid for holidays exempted; the second called for exemption on unemployment insurance deductions; the third asked “to allow the Canadian Red Cross to issue to blood donors a receipt equivalent to \$25 to be used as deductions for income tax”; and the fourth wanted exempted all payments made under the British Columbia Hospital Insurance Plan. The convention voted non-concurrence in all four.

Old Age Pensions

Amalgamating five resolutions, the Committee’s substitute was adopted. It requested the following changes in federal old age pension legislation: (a) a monthly pension of \$65 at 65 years of age without a means test; (b) an escalator clause “to provide additional compensation to pensioners for rises in living costs”.

Organization At Eaton’s

Following an address by Miss E. Tallman, the convention adopted a resolution pledging “continued support, moral and financial, to Eaton employees until they are finally successful in winning their bargaining rights” and to “make known to the T. Eaton Company that we resent their obvious attempts to delay and obstruct Local 1000’s certification proceedings, and urge T. Eaton Company to discard this policy and co-operate in a speedy settlement of the case”.

Other Resolutions

National Health Plan

The convention endorsed a resolution, submitted by the British Columbia Federation of Labour, seeking federal enactment of a national health plan “that will provide adequate free medical, surgical, dental, optical and hospital treatment,” joint action to be decided at a Dominion-provincial conference.

Inter-provincial Transportation

An adopted resolution that escaped particular notice from either the delegates or the press dealt with inter-provincial transportation. It read:—

Resolved that inter-provincial highway revenue passenger and freight traffic be controlled by the Board of Transport Commissioners for Canada in the interests of safety, protection of highways, fairer competition as between rail and highway transport, and in order to protect the general public and the workers engaged in both forms of transportation.

Canadian Broadcasting Corporation

The CBC was supported in two adopted resolutions. The first heartily commended the Corporation for “its high standards of quality in the presentation of the ‘Cross-section’ documentary broadcasts dealing with labour questions”. The second, an emergency resolution, was referred for action to the incoming executive (which passed on it favourably after the convention).

Pointing out that the Royal Commission for the Advancement of the Arts and Sciences had upheld the CBC “against the attacks of private broadcasters,” and noting that “private broadcasters have renewed their attacks with a campaign of innuendo and misrepresentation against the Commission’s report,” the resolution reaffirmed “unwavering support of the national radio system” and called upon the Government and the CBC to strengthen it.

On the larger board, recommended in the Massey report, the CCL asked for more adequate representation of labour.

Massey Report

In two other emergency resolutions submitted by the Executive Council (also referred to the incoming executive and adopted subsequently), the convention endorsed the recommendations of the Royal Commission for the Advancement of the

Arts and Sciences in two respects, viz: (1) Congratulating the Government on its prompt acceptance of the recommendation for Dominion aid to universities, and calling upon the Government and its various agencies "to carry out, at once, the remaining recommendations (of the Royal Commission), particularly those for national scholarships and bursaries." (2) Commending the Commission for rebuffing attempts to scuttle the National Film Board and endorsing its recommendations, to maintain and strengthen the Board.

Committee Reports

Committee on Education

The convention Committee on Education, reporting to the convention, lauded the educational activities of the Congress under the guidance of a standing committee of the Congress headed by Director H. Conquergood. It commended the close working relationship with the Political Action Committee.

It emphasized the importance of providing an adequate budget for the educational activities of the Congress, and recommended concurrence in a resolution regarding the desirability of promoting educational broadcasts and films "dealing with the contribution of labour to the national welfare."

Committee on Officers' Report

The report of this committee dealt with the different departments of the Congress. It drew attention to the report of the National Committee for Racial Tolerance and its progress on the legislation front, particularly evidenced by the passage of the Fair Employment Practices Act in Ontario.

Election of Officers

In the election of officers, the leftists put up "token" candidates for all the chief officers. However, these were defeated decisively, the results being as follows:—

President: A. R. Mosher, Canadian Brotherhood of Railway Employees.

Secretary-Treasurer: Pat Conroy, United Mine Workers. (H. A. Chappell is now acting secretary-treasurer since the resignation of Mr. Conroy.)

Vice-presidents (four): Silby Barrett, District 50, United Mine Workers; Alex McAuslane, Oil Workers (since resigned); George Burt, United Automobile Workers; Sol Spivak, Amalgamated Clothing Workers.



C. H. Millard
Did not choose to run

Executive Committee (eight): Stewart Alsbury, International Woodworkers; Fred Dowling, Packinghouse Workers; H. A. Chappell, Canadian Brotherhood of Railway Employees; Raoul LeClerc, Municipal Employees, Montreal; Freeman Jenkins, United Mine Workers; W. Mahoney, United Steel Workers; J. E. McGuire, Canadian Brotherhood of Railway Employees; and P. Baskin, United Steel Workers.

Executive Council Meeting

Approximately 60 resolutions were left to the incoming executive for action. The new Executive Council met in Ottawa on October 31 and after a two-day session issued the following news release:—

At the conclusion of a two-day session of the Council, A. R. Mosher, CCL President, issued a statement in which he said the harmony prevailing at the Ottawa meetings was a complete denial of newspaper reports alleging a split within the organization.

"The fact that, apart from minor differences of opinion on some incidental matters, there was complete unanimity in the meetings is a clear indication of the continued strength of the Congress," Mr. Mosher said. "The executive meetings just concluded were very largely attended with practically all of the major unions in our organization represented. At no time in the history of the Congress has the executive shown more harmony and determination to co-operate in the interests of the Congress and of the Canadian Labour movement."

Announcement was made by the executive that an agreement has been reached between the United Steelworkers of America and the Congress in relation to unions representing shipyard workers in Collingwood, Midland and Port Arthur, Ont. These workers now belong to local unions which are directly chartered by the CCL, and application for the jurisdiction had been made by the Steel Union. H. A. Chappell, CCL acting secretary-treasurer, reported to the executive that this application had now been withdrawn.

Supporting a resolution on foreign policy, the CCL executive endorsed the policy of the United Nations "to fight aggression wherever it may arise." The resolution further urged adoption of foreign and trade policies which were designed to promote the welfare of the peoples of all countries. Emphasis was placed on encouraging and assisting the improvement of living standards and widening of political freedom.

As this edition goes to press, announcement was made by the Canadian Congress of Labour of the appointment of Mr. Donald MacDonald as secretary-treasurer to succeed Mr. Pat Conroy.

Annual Conventions—3

Canadian and Catholic Confederation of Labour

On the occasion of the 30th anniversary of the founding of the Canadian and Catholic Confederation of Labour, the organization's leaders decided to draft a new statement of principles in the light of the social doctrine of the Catholic Church. The draft was approved by the 30th annual convention of the CCCL, held in Quebec from September 15 to 20. It was the major decision made by the more than 400 delegates who attended.

The new statement of principles will form the first article of a new constitution.

Most important of the other decisions of the convention concerned price control, housing, the creation of a strike fund and the re-election of the entire executive.

Guest speakers included Hon. Milton F. Gregg, Minister of Labour, and His Excellency Mgr. Maurice Roy, Archbishop of Quebec.

Delegates attended from Quebec, New Brunswick and Ontario. The convention met in the CCCL's new million-dollar building, inaugurated earlier in the month.

The other resolutions adopted sought:—

Outlawing of injunctions in labour disputes.

Inclusion of non-discrimination clauses on religious or racial lines in all government contracts.

A ban on discriminatory clauses in rental agreements and restrictive covenants in property deeds.

Observance of public holidays on Mondays, with the exception of Christmas Day, Boxing Day, Good Friday, and New Year's Day.

Restoration of postal services and re-employment of postmen recently laid off.

Government action to implement assurance given in the 1950 railway strike that there would be no discrimination against hotel and waterway employees in the final settlement.

Adoption of a Disabled Persons Act similar to that in effect in Great Britain.

Opening Proceedings

A welcome to the delegates by Mayor Lucien Borne at a reception at the city hall marked the opening of the convention. After the reception, delegates attended mass in the chapel of the Quebec Seminary; the mass was said by the Rev. Canon Henri Pichette, CCCL General Chaplain. The sermon was preached by His Excellency Mgr. Charles Omer Garant, Auxiliary Bishop of Quebec. Mgr. Garant emphasized that the episcopate of the province of Quebec advocates labour-management co-operation, undertaken in a spirit of Christian justice and charity, as being conducive to a greater degree of well-being for the people.

Inaugural Banquet

"Participation by the workers in the management of the concern would contribute to prosperity, if it were practised in accordance with the principles set forth in the collective letter of the bishops of the province on labour problems," said His

Excellency Mgr. Maurice Roy, Archbishop of Quebec, at the inaugural banquet. Close to 700 persons attended the banquet.

"Often this subject is not properly understood, especially by employers," the Archbishop continued.* "Our Popes, however, have nevertheless given precise definitions of the way in which we are to practise this co-operation, the absence of which frequently leads to social conflict."

Mgr. Roy declared that Catholic trade unionism is essentially a human institution. By laying the foundations for labour-management co-operation, he added, we will succeed in solving those new problems which arise with changing times.

"It is important," he said, "always to foster within your syndicates, through the Christian spirit which should form the basis of your actions under all circumstances, the growth of that ever-increasing knowledge of economic and social affairs which every union leader must possess in our modern age."

General President Gérard Picard also spoke at the banquet, giving a general outline of the convention's agenda.

Labour Minister Gregg was represented at the banquet by Paul Emile Coté, Member of Parliament for Verdun-La Salle and Parliamentary Assistant to the Minister of Labour. Mr. Coté commented on the part played by the Catholic syndicates in the development of the country and on their "valuable" co-operation and "judicious" suggestions concerning labour legislation in Canada.

The Hon. H. Delisle, Minister without Portfolio in the Quebec Legislature, brought the delegates a message from the provincial Department of Labour, while Henri Beaupré, alderman and Acting Mayor of Quebec, presented a message from the city of Quebec.

Joseph Parent, President of the Central Council of the Catholic Syndicates of Quebec, presided at the banquet. Head table guests were Mgr. Roy, Mr. Picard, Mgr. Garant, Mr. Coté, Gérard Tremblay, provincial Deputy Minister of Labour, and the Hon. Mr. Delisle.

The official opening of the convention took place Sunday evening in the audi-

torium of the CCCL's new building. Gaston Ledoux, CCCL Vice-President, presided at the first session.

President's Report

CCCL General President Gérard Picard presented his annual report at the convention's opening session. He first referred to the 30th anniversary of the founding of the CCCL and to the 60th anniversary of the encyclical *Rerum Novarum*. Then he turned to a discussion on the reform of enterprise, which he described as "a question which we find in the forefront of present-day interest."

A labour organization, he said, cannot always be acting without a definite plan, contenting itself with living on opportunism or devising new techniques for the rapid solution of problems which are multiplying and accumulating and which tend to relegate the individual to the background.

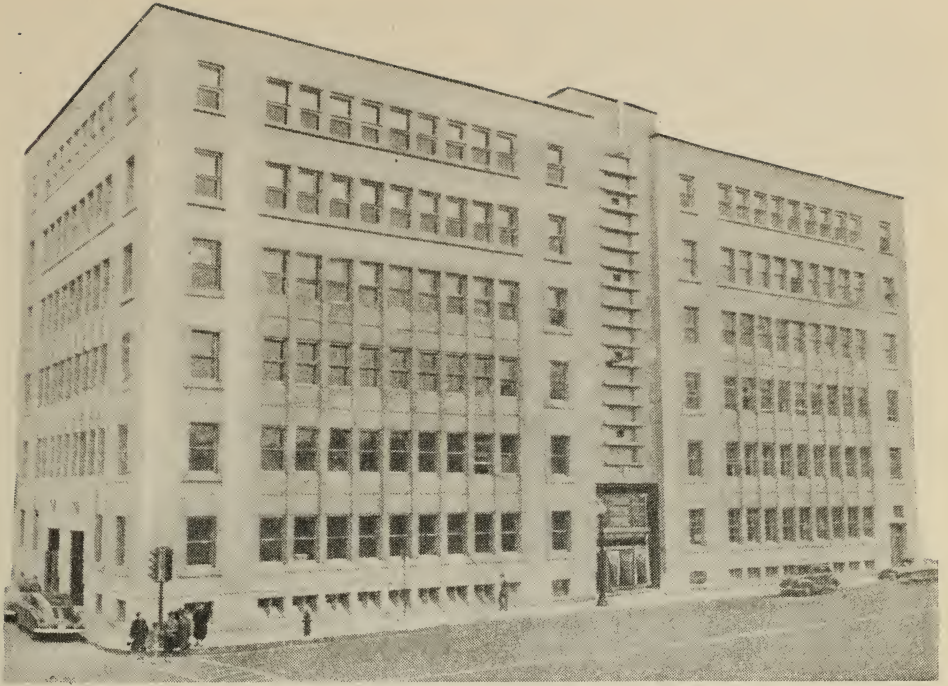
It is not enough to agree on the idea, he pointed out; the important social significance of this reform must also be realized.

"Unjust Conclusion"

The General President of the CCCL said that to speak of the reform of enterprise is to ask oneself plainly whether there is any good reason to want to go beyond capitalism and the wage-earning classes. More specifically he pointed out that in North America, an apparently impregnable fortress of capitalism, it is an all the more delicate matter to consider the question from these two points of view, since there is a tendency to classify instinctively among the opponents of the established order, which is democracy, all who are not satisfied with the present economic system and do not let themselves be taken in by the fashionable expressions "private enterprise" and "free enterprise". Too many people imagine that to want to get away from capitalism is to want to enter the path of Socialism or Communism. This is an over-simplified conclusion, Mr. Picard declared, and an extremely unjust one.

Mr. Picard stressed the importance of understanding clearly that, under the capitalist system, one thing, capital, takes first place and dominates the individual. This, said Mr. Picard, is inadmissible. In North America, he pointed out, this fundamental point is generally forgotten when the present economic system is under discussion, and the discussion is based on a conscious or unconscious confusion, the words capitalism, democracy, free enterprise and private ownership being taken as synonyms.

* Addressing the annual banquet of the Professional Association of Industrialists of the Province of Quebec two days later in Montreal, His Excellency Mgr. Paul Emile Leger, Archbishop of Montreal, denounced those manufacturers who, while quoting Christian social doctrine as their authority, do not hesitate to do all they can to harm the workers' trade-union associations.



The million-dollar headquarters of the CCCL at Quebec, scene of the 1951 convention.

According to the CCCL General President, there is a stereotyped speech which employers, politicians and the leaders of the large American union organizations are constantly repeating: "Our Number One Enemy is Communism. It is threatening our democratic system which is based on free enterprise (the word capitalism is being used less and less, as if they were ashamed of it), and we must leave no stone unturned to defend our way of life. We must not forget that labour unions are making great progress under the present regime. After all, in countries which are not democratic, there is no such thing as free trade-unionism."

It is very clear, however, Mr. Picard continued, that the struggle against Communism can be carried on energetically without thinking that the capitalist system must be maintained. It is time to put an end to the confusion with regard to enterprise. Under a more human system, labour unions can continue to make progress. Furthermore, instead of retaining an almost exclusively demanding character imposed upon them by the wage-earners, he explained, they could prepare to assume tasks and to share responsibilities at the level of the concern and of the industry,

as well as at the level of the country's economy and even on an international scale.

In action, Mr. Picard stated, capitalism first of all entrenches itself in a joint-stock company which we call "company" in the United States and Canada. This fictitious being becomes the real owner of the concern, he added. It is time we knew that neither shareholders nor managers, in this case, have any right of ownership. "In a limited-liability company, the law does not make a distinction between the personal property of the shareholders and the assets of the company alone; it also makes a distinction between the company, its managers and its shareholders."

Under the capitalist system, Mr. Picard said, capital assumes a risk and becomes one of the agents of production; but should we conclude from this that the other agent, labour, must remain a stranger to the concern and be left indefinitely under the domination of capital? Should we also conclude, Mr. Picard continued, that capital alone has a right to the profits and to ownership and management? Capitalist mentality in the United States and Canada does not easily adapt itself to these ideas, said Mr. Picard.

President Picard said he was surprised that there had been no reaction in labour circles in the United States and Canada when, in 1945, the President of the American Federation of Labour and the President of the Congress of Industrial Organizations signed an agreement with the employers, one paragraph of which read as follows:—

... the rights of private ownership and freedom of action within the framework of a capitalist system of private competition must remain the basis for the peaceful and prosperous expansion of the nation's economy.

"The reform of enterprise," Mr. Picard added, "can gradually bring about the disappearance of capitalism, without, on that account, doing away with capital, management, ownership or labour."

The CCCL President then pointed out that capitalism has undergone changes in the last few years which may lead to a drastic reform of enterprise, and that various countries are on the way towards joint social management, joint technical management and joint economic management.

"In Canada and in the province of Quebec," he stated, "we are not very far advanced in any of these three fields of co-administration. The workers are only beginning to study these questions and the employers are violently opposed. The textile strike in 1947, the asbestos strike in 1949 and the aluminum strike this year have lifted a corner of the veil over the employers' opposition to the reform of enterprise in any form."

In conclusion, Mr. Picard stated that, with regard to the structural reform of enterprise, the 1951 Convention of the CCCL must above all point the way, and that it is not so much a question of offering immediate concrete solutions as of setting forth the problem in all its aspects.

"Here as elsewhere, no doubt, capitalism does not exist in a pure state," he said. "It has already undergone changes since the workers set up unions and negotiated collective agreements; since the co-operative movement began to develop in the fields of agricultural production, retail trade, credit and housing; since certain social security measures have been put into effect and also since nationalization has been carried out in certain cases.

"The results obtained so far through collective agreements may be examined in detail, in due course, to see whether they

fit in well with the general plan. This point is all the more important since the reform of enterprise will probably make gradual progress in our country through an extension of the scope of collective bargaining. Legislative measures will not come until later.

"All who are interested in social questions must first of all make a serious study of modern enterprise and take a right view of it," said Mr. Picard. "They must also help to uproot capitalist conceptions from people's minds, to give first place to the human being and to create a social atmosphere favourable to future achievements."

Statement of Principles

At the beginning of his presidential report, Mr. Picard had stated that the 1951 session of the CCCL convention would show the degree of maturity reached by this Catholic labour movement "with regard to the principles which must guide it and the attitude to be adopted concerning the economic and social problems of our day." He pointed out that the 30th anniversary of the CCCL offered a splendid opportunity for taking one's bearings. He then went on to say that the Draft Statement of Principles of the CCCL will make it possible to state definitely the aims of the CCCL, which it proposes to attain "gradually." This draft statement was studied in plenary session and unanimously adopted on second reading, with a few changes.

The statement is a 16-point document based on the social doctrine of the Catholic Church. It states, among other principles, that "the workers should participate in the administration and in the profits of the concern" and that the management of an undertaking "should cease to represent the interests of capitalism alone."

The statement, which is to become the first article of the new CCCL constitution, deals with private ownership, co-operation between the agents of production, working conditions, social security, the State, democracy and the common good. The complete text of this document follows:—

NATURE AND PURPOSE OF THE CCCL

The Canadian and Catholic Confederation of Labour is a free and democratic trade-union organization. National in character, it derives inspiration for its principles and its activities from the social doctrine of the Church, which it recognizes as being the only doctrine capable of ensuring the social order.

Its purpose is to promote the professional, economic, social and moral interests of Canadian workers.

It aims at ensuring the individual and collective promotion of the workers by favouring their physical, intellectual and moral development and by creating for all conditions such as will enable them to live in a human and Christian way. It tries to contribute towards the establishment of orderly relations between employers and employees, in accordance with truth, justice and charity; among other immediate objectives in this domain, it aims at ensuring full use of the natural right of association and advocates collective agreements, social security measures and sound labour legislation.

STRUCTURE OF THE CCCL

No workers' Syndicate may be admitted to membership in the CCCL unless it is first of all affiliated with its professional federation and with the central Council in its district or locality. Affiliation is not compulsory with any other labour organization set up by the affiliated bodies.

As long as its charter of affiliation is maintained, every affiliated body adheres to the present statement of principles and is bound to observe the rules and regulations of the CCCL.

THE INDIVIDUAL AND THE COMMON GOOD

The economic system now prevailing in our country underrates human and spiritual values. According to this régime, the search for the individual's interests would automatically ensure the general good. There follows scorn for human dignity and for the legitimate aspirations of the human being and the general good.

The accumulation of riches and the concentration of economic power in the hands of a few, to the detriment of the common good, has been the result of a system which has taken profit as its prime motive.

It is the duty of every citizen to contribute towards the common good in accordance with the requirements of social justice. On the other hand, society is made for the human being. Thus the production of material goods must be ordered to the satisfaction of legitimate human needs, and all material, social and cultural conditions must favour the development of the individual worker and his family in security and freedom.

The CCCL believes in the prime dignity of the individual and in the fundamental equality of all human beings. It does not admit of any unjust treatment because of language, nationality, race, sex or religion.

DEMOCRACY

The CCCL believes in real political democracy, as this system is the best guarantee of freedom for the people and of their participation in civil responsibilities. It is of the opinion that our democratic régime should not be at the mercy of a few privileged persons who use this power for the protection of their privileges and their selfish interests. The CCCL believes that real political democracy cannot be conceived without democratization of the economic system. It is opposed to any form of totalitarianism or State control.

THE STATE

The State should promote the common good, and the CCCL believes that it should, through its laws and the sound application of the same, safeguard the rights of the individual and favour the development of intermediate autonomous groups whose active contribution is necessary for the maintenance of social peace.

PROFESSIONAL ASSOCIATION

The Syndicate is the most effective means the workers have of defending and promoting their professional interests. Therefore the natural right of association of all workers should be recognized, without distinction, and the putting into practice of this right should be facilitated, if necessary, by union security measures. The professional association is the worker's normal organization for bargaining, representation, participation and co-operation at all levels of the concern, of the profession and of the country's economy.

PRIVATE OWNERSHIP

The exercise of the right of ownership should be regulated according to the nature of the object concerned, depending on whether it is for personal use or for production.

The ownership of the goods of production, more than any other, involves particular social charges arising from the nature of these goods, from their subordination to the common good of society and from the community nature of the enterprise.

On the level of the enterprise also, the CCCL believes that private ownership should remain the general rule. It is careful, however, not to identify private ownership with capitalism. It repudiates free capitalism as well as Marxism in all forms.

The State should supervise all economic activity in order to make sure that the general interest shall take precedence over individual interests. Some enterprises, because of their great importance to the welfare of the people, or because of their tendency to abuses, need to be watched over more closely and kept within fair limits by appropriate intervention from time to time.

If leaving the control of certain services or means of production in the hands of private interests presents any danger to the common good, the community should assume this control. The management of these concerns should be entrusted, as far as possible, to autonomous bodies representing all concerned: consumers, workers, management and public authorities.

CO-OPERATION AMONG THE AGENTS OF PRODUCTION

Economic life must also be organized in such a way as to ensure close co-operation between the principal agents of the production and the distribution of goods. This co-operation should be established at the levels of the concern, of the profession and of the economy in general.

In the concern, the workers should be considered as co-operators participating in a common task. They must feel that they are part of the concern and must participate in its management and in its profits. Hence

structural reforms gradually lead those concerned to set up a community of interests and of activities.

With this in view, the management of concerns must cease to represent the interests of capital exclusively.

The CCCL favours the development of joint committees made up of representatives of the trade-unionists, of management, of the technical staff and of the capital which ensures the proper running of the concern.

The workers and the employers, through their trade-union organizations, should meet again on the level of the profession by setting up parity committees for the purpose of regulating their professional life so that it may best serve the interests of its members and of society.

On the provincial or national scale, according to whatever jurisdiction is established, the CCCL suggests the creation of appropriate bodies to which the professional organizations set up would appoint the workers' and employers' representatives; the role of these bodies would be to co-ordinate economic life and to give guidance to it.

Finally, the CCCL believes that Canada, together with the other nations, should carry out an international organization of economy, in order to ensure a better distribution of wealth and at the same time to guarantee, through security and economic stability in the world, peace and harmony among nations.

THE FAMILY

The family is of such great importance that nothing should be left undone to preserve its integrity, to guarantee its rights and to ensure its full development.

The family came before civil society and is its first cell, and it cannot in any way sacrifice to civil society its role, its functions or its essential prerogatives: the right of husband and wife to a normal married life; the right of fathers to provide for the maintenance of their families; the right of mothers to carry out their task in their homes as housewives and as guardians and educators of their children; the right of parents to bring up their children and to ensure them of instruction and education in accordance with their beliefs and over which they themselves have control; the right to a healthy and sufficiently large place to live, owned, in so far as possible, by the occupants.

THE RIGHT TO WORK

Society must make sure that everyone who is able to work can obtain steady employment in conformity with his tastes and his ability.

WORKING CONDITIONS

Working conditions should be healthy from the moral as well as from the physical point of view. They should leave the worker sufficient leisure time to carry out his religious duties, to enjoy his home life, to take part in social life, to cultivate his mind and to rest.

REMUNERATION

Remuneration for work should, in the first place, be sufficient to satisfy the normal needs of an average family.

In addition to the nature of the work, professional skill, output, the situation of

the concern and the requirements of the common good should be taken into account.

The CCCL considers that there should be equal remuneration for men and women workers for work of equal value.

SOCIAL SECURITY

Insecurity is one of the characteristics of the present condition of workers and their families. This insecurity is the result of insufficient income, uncertainty of employment and a lack of adequate protection against the risks inherent in living and in working.

In order to remedy this situation, the CCCL believes in the first place in ordering the production of material goods to the satisfaction of legitimate human needs and in promoting social security measures such as a policy of full employment and substitute and supplementary incomes. These measures should respect the rights, the initiative and the prerogatives of the individual.

In the co-operative movement the CCCL sees an excellent means of economic and social reorganization; it considers the activities of this movement a necessary complement to trade-union activities in reducing the cost of living and in humanizing and democratizing the economic system.

SAVINGS

The CCCL will contribute towards the disappearance of the proletarian class by asking that the worker be given an opportunity to save and by bringing into play all necessary means.

It considers the "Caisses Populaires" (credit unions) and certain other organizations as available sources of credit and as institutions fitted to make use of the workers' money for their own good. Most of the large financial institutions at present are draining away the greater part of the people's savings and contributing towards the maintenance of an economic dictatorship.

EDUCATION AND CULTURE

The economic conditions under which working-class families live are too often an obstacle to their technical, economic, social and political training and to their participation in the cultural life of the nation. Education at all levels, and culture, should be accessible to the workers.

Cost of Living

The CCCL convention strongly criticized the federal authorities for "not checking inflation" and repeated a request, made at a previous convention, for arbitration of prices. The delegates insisted on a formula requiring producers to justify before an arbitration court any price increases they intended making. According to the proposed formula, the recommendations of such an arbitration court would not be binding but would be sufficient to check inflation to a considerable extent.

Mr. Picard pointed out that "the wage increases gained by the workers in the past few years did not succeed in raising their

standard of living but merely contributed to its maintenance without correcting certain abnormal conditions."

He drew attention to the fact that inflation seemed to answer the purpose of the Government, "whose revenue and surplus are increasing as a result of this inflation," and he added that the Government, just as certain profiteers, was displaying "disastrous selfishness" in this respect.

The convention then adopted the following resolution.—

THAT THE CCCL CONVENTION:

(a) maintains, as a general rule, its favourable attitude towards the arbitration of prices, according to the terms of a resolution adopted at the 1948 convention;

(b) in view of the urgency of the situation and the sharp price increases, demands the immediate establishment of price controls in Canada;

(c) demands that price control agencies be established on a tripartite basis: State representatives; producers' representatives appointed by the employers' organizations; and trade unions representing consumers and appointed by the consumers' co-operatives and associations;

(d) demands that such agencies be empowered to maintain, adjust or reduce prices, fixing for this purpose a retroactive date which they consider fair;

(e) demands that prices in force at the beginning of January 1951 be considered as basic prices;

(f) decides that messages be addressed to the Prime Minister of Canada and to the Minister of Labour setting forth the general policy of the convention regarding prices; and stating that the workers have already lost all hope of improving their standard of living, many of them no longer being able to recover the successive reductions of their purchasing power.

Telegrams echoing this decision of the convention were immediately addressed to the Prime Minister and to the Minister of Labour. The telegrams concluded as follows: "The workers urge your Government to safeguard their purchasing power which is decreasing every day in an alarming way".

The Minister of Labour

The federal Minister of Labour, the Hon. Milton F. Gregg, was given a hearty welcome on Tuesday afternoon. He was accompanied by his Parliamentary Assistant, Paul Emile Coté, Member of Parliament for Verdun-La Salle. Mr. Picard welcomed the Minister and introduced him to the meeting. At the beginning and at the end of his address, Mr. Gregg spoke in French; the members of the convention showed their appreciation of this gesture by prolonged applause.

Mr. Gregg read the telegrams which he had received that very morning and answered it in person, as follows:—

"Your representations are always closely studied and you may be assured that they are considered as a guide and a valuable help in the administration of the affairs of the country.

"Although it may not always be possible for us to act as quickly as you may wish, you can be assured that we try to proceed as hastily as possible.

"Were it absolutely sure that price controls would immediately check inflation, without giving rise to other problems equally serious, the Government would adopt such a policy at once, for it fully realizes the seriousness of the situation. As a matter of fact, the Government has already done something, having imposed restrictions on credit. Furthermore, Parliament has conferred extensive powers upon the Government, including the authority to impose price controls. So far, this authority has not been used, but the problem is being studied as carefully as circumstances require."

Mr. Gregg added, however, that before a rigid system of price controls is adopted, which would restrict the freedom of the individual citizen, the matter must be thought over carefully.

The minister reaffirmed the opinion that efforts should first be made to increase production to meet the needs of consumers.

Minister's Congratulations

Mr. Gregg congratulated the CCCL on the organization of the convention and on the new building. Referring to the occupation of a section of the building by the regional offices of the Unemployment Insurance Commission and the National Employment Service for the district of Quebec, two organizations coming under his jurisdiction, he said: "We shall have excellent neighbours."

The Minister of Labour then reminded the meeting that the brief submitted each year by the CCCL to the Government "contains suggestions of particular interest and the views expressed by the Confederation have always been studied by the federal Government and have even guided the policy of the federal Cabinet on certain occasions. The resolutions passed at your annual conventions have a profound influence on public thinking as well as on Government policy," he added.

However, Mr. Gregg went on, numerous representations are addressed to the Government by labour bodies and other



The Hon. Milton F. Gregg, Minister of Labour, addressing the CCCL annual convention.

national organizations and it is obvious that every one cannot be favourably carried out, the Government often being compelled to abide by a happy medium.

Referring to the war in Korea, he said that the hostilities and the ensuing responsibilities for Canada have complicated the economic situation; but, he added, the Government realizes the danger of inflation brought about by our preparedness program and will do its utmost to overcome this threat. In the present state of emergency confronting our country, the Government must give priority to defence problems, but once these are solved it will immediately consider the serious questions mentioned in the telegram sent by the CCCL, the minister said.

Manpower Policy

"In developing a manpower policy for the emergency," Mr. Gregg continued, "the Government was anxious to have the advice of men and women representing virtually all walks of Canadian life. Accordingly, in February of this year, it established the National Advisory Council on Manpower, which includes representatives of the CCCL.

"By including in the Council's membership four representatives of organized

labour, the Government re-affirmed its policy of seeking the advice of Labour in government bodies which deal with matters affecting Labour," he said.

"Out of the deliberations of the Council have come several important recommendations, and these have been acted upon. A plan has been inaugurated to step up the training of skilled workers for the armed forces and for defence production," the minister stated.

"The advanced planning for a national registration is going forward rapidly," Mr. Gregg said, "so that one might be completed at short notice if the situation should demand it. The records of Canadian scientists and engineers, which were first assembled during World War II, are being brought up to date.

"An interdepartmental committee is working out a plan whereby employers engaged in essential activities will be given preference when the men and women who apply for work at the National Employment Service are referred to jobs," the minister reported.

"I can assure you too," he said, "that in other departments of the Government, similar efforts are being made to make certain that nothing will obstruct the fulfilment of Canada's program of preparedness. I wish to make one thing

clear: the Government is giving, and will continue to give, top priority to the measures necessary for survival. I know that you, and the men and women you represent, will support that policy.

"We should not, however, lose sight of more lasting goals. As far as conditions permit, we must make provision for a better life for all Canadians. I need not remind you of the responsibility you carry in this regard. You are one of the most influential organizations devoted to social betterment in this country," Mr. Gregg declared.

Federal Legislation

The minister then gave a rapid outline of some of the recent developments in federal legislation in which trade unions are interested. "The government's plans for an expanded social security program remain unchanged," he said. "The proposals made a year ago by the Parliamentary Committee on Old Age Security are now becoming a reality.

"The Old Age Security Act, to be introduced at the Fall Session of Parliament, will provide for the payment of a federal pension of \$40 a month to all Canadians aged 70 and over. The registration of these elderly Canadians is now being carried out, and it is intended that the Act will come into force and pensions begin next January.

The second phase of the scheme has already received the approval of Parliament. The Old Age Assistance Act, passed at the last session, provides for the payment of assistance at the rate of \$40 a month to needy Canadians between the ages of 65 and 69. The operation of the assistance program is dependent upon the passage of legislation in and agreements with the Provinces. It will be financed on a fifty-fifty basis by the federal and provincial governments.

"When these two measures—The Old Age Assistance Act and The Old Age Security Act—go into effect on January 1, we will have one of the best old age security programs in the world.

"The Government has undertaken that a Parliamentary Committee will be established at the next regular winter Session of Parliament to study plans for national health insurance.

Unemployment Insurance

"Efforts are constantly being made to improve the usefulness of our Unemployment Insurance Act. You will remember that extensive amendments were made in

1950. A system of supplementary benefits was provided for, designed to protect workers who became unemployed during the winter months and who had exhausted their right to ordinary benefit. The rates of contribution and the maximum weekly benefit were revised upward. In 1950 the application of the Act was extended to cover persons earning as high as \$4,800 a year and logging and lumbering workers in all parts of Canada.

"The work of improvement continued during this past year. Hearings were held to examine the proposal to bring the employees of hospitals and charitable institutions under the coverage of the Act. The regulations concerning seasonal workers were amended so as to remove certain anomalies. New regulations were passed to deal with the vexing problem created by some married women who had been collecting unemployment insurance benefit although not seriously seeking employment."

Inflation

Concerning the threat of inflation, the minister said:—

"What are we doing to meet this threat? For several months now, the Government has been bringing pressure to bear on the factors which have been pushing up the cost of living. We have been doing this by means of indirect measures designed to curb credit and restrain competition for scarce goods. There is some encouraging evidence that these controls are making themselves felt.

"At the last session of Parliament, the Government received powers which included authority to impose direct controls on prices and wages. So far, we have not used this authority.

"So far, we have refrained from tampering directly with the prices an employer may ask for his products, or the wages an employee may through collective bargaining demand.

"It is still our belief that inflation can be stopped without a maze of government orders, an army of government officials and the resultant imposition of restrictions which bind and chafe the individual citizen, and thwart the exercise of his democratic rights and freedom.

"These beliefs are based on the assumption that most Canadians will play their full part in the struggle. I believe they will do that.



Convention conversation between Rev. Father Aurèle Ouellet, chaplain of the Quebec syndicates (left), General Secretary Jean Marchand (centre), and René Roque.

"Restraint Needed"

"What is needed above all else is individual restraint and greater production.

"Restraint on the part of the consumers when tempted to buy non-essentials regardless of price. Restraint on the part of businessmen, so they may be slow in translating a market opportunity into an increased price for their goods. Restraint on the part of Labour in its collective bargaining proceedings that it may not seek and impose all that the traffic will bear.

"In the midst of this restraint there is the need for greater efforts for more production on the part of us all.

"What I am really suggesting is an individual approach to this problem of inflation; for it is at the level of the individual that the seeds of inflation are sown. It is perhaps not the easiest approach, for it involves some sacrifice; but I think it is the best approach.

"Individual endurance and sacrifice are the qualities upon which the greatness of this country has been built. It is the Government's belief that those qualities will adequately cope with the present situation," concluded the minister.

The Convention's Answer

Jean Marchand, General Secretary of the CCCL, answered the Minister of Labour on behalf of the convention.

Having thanked him for the honour of his visit, Mr. Marchand described the part that the CCCL is assuming, on the national level, in the economic and social fields.

Our organization, he said, with a membership of almost 100,000 workers, aims at promoting greater social justice and at securing better living conditions for our people. He acknowledged the spirit of goodwill which guides the Government at Ottawa in its discussions on social legislation, regretting however that a certain section of economy, that of prices, although of prime importance to the working people, is being overlooked by the Government.

"This is the reason why, in its telegram sent to Ottawa on Monday, the present convention of the CCCL again strongly insisted on the establishment of price controls. The lack of balance between prices and wages is evident. Many families must find \$200 every month when they have only \$150 to live on," said Mr. Marchand.

"Their patience and spirit of sacrifice have reached a climax," Mr. Marchand added. "We can assure you that we dislike controls and that we prize liberty highly. However, choosing between price control and the lack of balance between purchasing power and prices, we prefer the former," Mr. Marchand concluded.

Secretary's Report

In his general survey of the year's activities, Jean Marchand, General Secretary of the CCCL, dealt with the rising cost of living, the briefs submitted to the federal and provincial Governments, the Superior Labour Council, the CCCL in the international labour movement, inter-union alliances and the imprisonment of René

Rocque of the newspaper *Le Travail*. He announced an increase of some 5,000 in the membership of the CCCL since May 31, 1950. This substantial increase brings the total membership to 88,000.

In his report, Mr. Marchand pointed out that the increase in the cost of living over the past year has brought "the workers and their families face to face with a very alarming problem." He drew attention to the united efforts of the Catholic syndicates and other labour organizations in Canada.

"For the first time in the history of the Canadian labour movement, the most important labour groups acted together. Unfortunately, this historic action on their part did not have any more effect than the pressure which had previously been exerted.

"The recent statement made by the Prime Minister (September 5) has killed any lingering hope that the Canadian Government would possibly change its policy. What amount of sacrifices and privations will be needed to offset the strength of those who are interested in seeing disorder prevail in our economy? The CCCL is not optimistic. Meanwhile, the purchasing power of the masses is being reduced, our dollar is falling in value, savings are disappearing, pensions and allowances are now worth only half of what they were worth in 1939. Taxes are rising at an increased rate while the ceiling on exemptions is at the same level as it was when the cost of living was much lower.

Rent Control

"It was a pleasant surprise for tenants in the province of Quebec to find that their Government had taken over rent control, which the federal Government was giving up. The CCCL has expressed its satisfaction at the action of the Government in this instance. It must be added that it had repeatedly urged that such action be taken. The time is not ripe to express an opinion as to the efficiency of provincial control, but it is not too early to say that the duration of such control is by far too restricted. Because of a lack of adequate publicity, a large number of tenants have been deprived of the benefits provided by the law. In any case, the CCCL will continue to follow closely the application of the law in order to protect the workers' against any infringement of their rights."

In bringing to a close his report on the cost of living, Mr. Marchand denounced "a prejudice that is being entertained concerning labour organization. It is believed that wage increases which have been

granted following strike action," he stated, "are the cause of the inflation which is driving us to chaos. Let it be enough for us to mention the two following facts: first, in most cases, wage increases are granted to offset rises in the cost of living that have already been officially registered, these rises being themselves the result of abuses made under cover of a rearmament policy which completely disregards the interests of the people; and second, during the confederal year 1950-51, no strike of any importance was called or upheld by an affiliated syndicate on questions relating to wages."

Mr. Marchand then went on to say that during the year there were only three strikes, which were of secondary importance and which involved at the most three hundred workers, and that the strike in the aluminum industry in Shawinigan Falls was not related to a wage problem.

In connection with the Superior Labour Council of the province of Quebec, the report asks that representation of other labour organizations on this council be not granted to the prejudice of the CCCL.

International Labour Set-up

The report then turned to the position of the Confederation in the international labour set up.*

Mr. Marchand drew attention to the established relationship between the CCCL and the ICCTU, saying:—

"For warlike purposes, official propaganda is trying to convince us that it is no longer possible for us to isolate ourselves and that we must take part in all conflicts, however remote they may be. If we follow the same process of thought we come to the conclusion that our happiness, to a large extent, is dependent upon that of others. We cannot peacefully enjoy prosperity if our neighbours are struggling against hardships. We cannot think seriously of security and stability if a large part of the world is in a state of anxiety and agitation.

"Whether we like it or not, the lot of our workers is tied up with that of the workers of other countries. And that is all the more true since economic activity on the international level is increasing from day to day. With the development of communications and transport, and the great increase in the number of interna-

* Since October 1947, the CCCL has been affiliated to the International Confederation of Christian Trade Unions (ICCTU), the headquarters of which are located in Utrecht, Holland.

tional agencies of all types, nations have become truly dependent upon one another, and this fact cannot be disregarded.

"Therefore, a labour organization must adapt itself to this new situation which exists on the international level. However, it must not forget other realities which continue to exist and which characterize the different groups. That is why the CCCL is against a levelling international organization which would completely disregard all national, racial and religious differences. We must have regard for the integrity of national organizations if we do not want to fall into an internationalism, both weakening and dehumanizing."

Inter-union Alliances

In his report Mr. Marchand specified that the CCCL will continue, as long as its convention does not decide otherwise, to co-operate, with regard for the common good, with other free trade unions of the country, as long and as often as the interests of the workers require it to do so.

In connection with this part of the report, President Picard criticized the stand taken by the Trades and Labour Congress of Canada, at its convention in Halifax, in withdrawing from the joint committee made up of the four largest labour groups in the country.

"If the TLC wanted to withdraw from the alliance, it could have done so without comment," the CCCL president stated. "But the TLC chose to say that it was withdrawing because other groups had derived more benefit from the alliance than it had itself. I believe that such a claim is not in accordance with the facts and I think that those who have benefited by the alliance are the workers in general," added Mr. Picard.

Mr. Marchand then remarked that the labour alliance had never been formally constituted. It had been established by an absolutely informal agreement to the effect that, in certain circumstances, the action of the labour groups could be co-ordinated, with a view to settling certain national problems of a more urgent nature. "Refusal to co-operate with other labour groups reflects a very reactionary state of mind," said Mr. Marchand.

Le Travail, Newspaper

The report pointed out the great progress made by the newspaper *Le Travail*, the official organ of the syndicates, the circulation of which has increased during the year from 17,000 to 30,000.

The report recalled the sentence of six months' imprisonment given René Rocque,

CCCL organizer, following the asbestos strike in the spring of 1949. The report noted the steps taken to have the "political prisoner" released. It pointed out that the International Confederation of Christian Trade Unions had interceded with the Canadian Government in favour of Mr. Rocque, and that the International Labour Conference in Geneva, had also intervened in this matter.

"All those requests, all intervention was coldly received by a Minister of Justice whose only answer was to direct us to the Attorney-General of the province," Mr. Marchand declared.

René Rocque

Mr. René Rocque, a CCCL organizer who was imprisoned for six months because of his activities during the asbestos strike in the spring of 1949, and who was released from prison during the summer, was applauded at length when Mr. Picard asked him to address the delegates.

After promising to bring to light certain scandals and to write his memoirs, Mr. Rocque said: "Let us march towards the ditch that has been dug by the leaders of the economic liberalism system, and let us build a bridge, a sound one, which will allow us to catch up with the other classes of society, thus giving the workers a better life in a better world."

Mgr. Pelletier

His Excellency Mgr. Georges Léon Pelletier, Bishop of Three Rivers, paid a short visit to the delegates, in the course of which he expressed "the deep gratitude which is due the CCCL for its social work". He added: "Let us continue to be among those wonderful revolutionists of the Christian fraternity."

Political Independence

A fairly violent debate was brought about by a telegram addressed to the president of the CCCL by Gabriel Lacasse, Secretary of the Resolutions Committee, during the recent convention of the *Union des Electeurs* (Social Credit). The leaders and the convention of the CCCL reaffirmed their independence of political parties.

The telegram expressed the protests of the members of the Social Credit party against "strikes which paralyse production and punish the consumers" and against "efforts to obtain ever-increasing wages which cause prices to rise."

A few delegates asked that a resolution be adopted acknowledging the recommendations of the telegram. General Secretary

Marchand said that if some delegates were ready to approve the contents of the message, they "did not deserve to be present at the convention."

Following a discussion, the convention, with the exception of two delegates, voted in favour of a resolution recommending that a telegram be sent in answer to that received from the Social Credit leaders. Main parts of the message were as follows:

"Your telegram was prompted by interests not in accordance with those of the workers. Even if the workers are accused to being told by profiteers that they are the cause of the ills afflicting society, they are indignant when they find that so-called friends make the same false accusations. All people of good faith are aware that the inflationary increase in prices is due to causes other than increases in wages, which increases are granted as a belated compensation for the increase in the cost of living. Those who are not ready to grant this cannot call themselves friends of the workers."

Strike Fund

The establishment of a strike fund of some \$100,000 through a monthly contribution of ten cents per member of the Canadian and Catholic Confederation of Labour was voted during one of the last sessions of the convention. The principle of a professional defence fund, or strike fund, of a million dollars had already been approved at an earlier convention.

Denominational Nature of the CCCL

The denominational nature of the Catholic syndicates was one of the questions discussed on the last day of the convention.

This point was brought up by the Ottawa Central Council in connection with the province of Ontario's Fair Employment Practices Act, by which trade unions are prohibited from discriminating in any way against their members, or non-members applying for admission, because of their religious faith.

Maurice Vassard, Secretary of the Ottawa Central Council, finding that the CCCL constitution is quite vague on this point, asked that it be made explicit by stating definitely that all workers are eligible.

The General Chaplain of the CCCL, Rev. Canon Henri Pichette, pointed out that there is nothing in the new statement of principles of the CCCL to the effect that only Catholics can become members of

Catholic syndicates. General Secretary Jean Marchand added that anyone can become a member if he is willing to accept our principles.

"If we say that we are not 'denominational'," he went on, "some people will say that we have become 'neutral.'" A resolution was passed referring the problem for study to the committee for the revision of the constitution, which is to carry on its work during the coming year in the light of the new statement of principles.

Telephone Rates

The convention was asked to express an opinion concerning the nationalization of the telephone services of the Bell Telephone Company and its subsidiaries. A resolution was passed asking the executive to inquire into the advisability of nationalization by the federal Government of this public service, and it was instructed to make a vigorous protest against the increased rates asked by the Bell Telephone Company.

Shawinigan Falls Aluminum Strike

The convention decided unanimously to give unlimited support to the strikers at Shawinigan. The members of the convention were asked to subscribe "until it hurt". Their contributions amounted to \$2,975.

The members of the convention expressed indignation with regard to "the inhuman attitude shown by the Aluminum Company of Canada towards its employees at Shawinigan".

Resolutions Adopted

Some 170 resolutions were on the order paper for study, these resolutions having already been considered, accepted or revised by a Resolutions Committee. The most important resolutions passed by the 1951 convention were as follows:—

Right to Strike

A resolution was passed calling for a reduction in the time allowed for arbitration; for this purpose, a clause similar to the one contained in the Federal Labour Code "should be inserted in the Trade Disputes Act of the province of Quebec."

Secretary Jean Marchand said that it was really a question "of restoring the right to strike, even in public services". He added that the strike will then become the legal means of insisting on one's rights "because the machinery of arbitration has not worked".

The resolution reads as follows:—

That the time allowed for arbitration be reduced by amending the Trades Disputes Act so that:

(a) The parties have only three days in which to nominate an arbitrator;

(b) The chairman be appointed within seven days following the nomination of the arbitrators;

(c) If, within 20 days following the conciliation officer's report or the request made to the Minister of Labour by either party for the appointment of an Arbitration Board, said Board has not been appointed, the parties may resort to strike or lockout action, notwithstanding any other provision of the Act;

(d) The Arbitration Board be granted a period of not more than 14 days following the appointment of its chairman in which to inform the Department of Labour of its decision or recommendations, unless the parties have agreed to grant a longer period.

Civil Servants

The delegates suggested the appointment of an international commission to inquire into the problems of civil servants and civic employees. A resolution adopted by the convention requests the Federal Government, the International Confederation of Christian Trade Unions and the International Labour Office to appoint such a commission at the next International Labour Conference.

Cost of Newsprint

The delegates adopted a resolution strongly protesting to the provincial Government the hardships imposed upon newspaper publishing, and requesting that the price of newsprint be fixed in Quebec in order to give the province's newspapers a chance to subsist. The convention considered that newsprint prices had become prohibitive.

Old Age Pensions

Another resolution adopted urges the federal and provincial Governments to introduce old age pensions at age 65 for everyone and that the amount be set at \$60 monthly, which amount could be increased according to rises in the cost of living. This resolution also asks that old age pensions for women be paid at age 60.

Cost-of-Living Index

The following resolution was adopted with regard to the cost-of-living index:—

Whereas the federal Government has announced its intention to revise the system for calculating the official cost-of-living index in the near future;

Whereas it is important that this revision should give much more consideration to the normal needs of an average family;

Whereas also, this index plays a more and more important part in negotiating collective agreements and determining wage scales;

And whereas the consumer and the wage-earner should have their say in determining the cost-of-living index which is of utmost interest to them;

The 30th Convention of the CCCL requests the federal Government to grant participation in the revision of the system for calculating the official cost-of-living index to delegates from all the Canadian labour organizations, who represent the working class and the great majority of consumers.

Minimum Wage Act

A resolution proposes that the present wage rates provided in the Minimum Wage Act be increased in accordance with the present cost of living.

Labour Relations Board

The CCCL in another resolution requests that no certification be granted by the Board to company or shop unions, that the Board itself take action against employers who dismiss one or more employees for union activity, and that such cases be given widespread publicity by the CCCL; that the Board make negotiations, arbitration and conciliation more expeditious; that in its regulations, or under the Act itself, the Board provide that any application for union recognition be given effect within a minimum of three weeks.

The Lord's Day

A convention resolution requests stricter observance of the Lord's Day Act in the industries of the province of Quebec.

Other Resolutions

Among other resolutions adopted were the following: that the provincial Government be requested to impose controls on industrial home-work; that the federal Government be asked to exempt single men and women from income tax on income up to \$1,500 and married persons up to \$3,000; that the Income Tax Act be amended so as to allow a worker to deduct from his taxable income the equivalent of 10 per cent of the value of his tools, as well as contributions paid for unemployment insurance and to health insurance companies; that capital paid to the widow of a worker be exempt from taxation when the worker dies before retirement and does not profit by his pension; that the Government or the proper authorities be asked to abolish taxes on medicaments; and that the CCCL urge both Governments to reduce the taxes on essential products by 50 per cent.

A resolution bearing on the code of civil procedure requests the payment of full wages to a worker called as a witness, less publicity concerning accused persons until a thorough preliminary investigation has been held, and that no names be published. The provincial Government is urged to take action in the matter.

Another resolution asks for the appointment of a Canadian to succeed Viscount Alexander as Governor-General of Canada, "now that Canada has become a major economic power capable of self-rule". Another requests that all federal Government publications be printed in both official languages.

Aid to Housing

At its last meeting, the convention adopted a recommendation requesting the establishment of a provincial housing aid service.

Jean Marchand, CCCL General Secretary, said that federal and provincial legislation

on housing aid was deficient in the case of workers who generally do not have the \$1,000 or \$2,000 capital required before being able to obtain a loan. There should be a housing loan fund, he added, which would guarantee the reimbursement of the money loaned for that purpose.

Propaganda and Education

The Committee on Propaganda and Publicity, under the chairmanship of André Roy, President of the Quebec Journalists' Union, having suggested as a CCCL program for 1951-52 a study of the elements of enterprise and of the structural reforms called for at that level, as mentioned in the General President's opening address, decided that "the study of those parts of the collective pastoral letter on the labour problem which deal with structural reforms at company level" should also be incorporated in the program. The committee wished to have its name changed to that of "Committee on Propaganda and Education".

CCCL Statistics

The following statistics, giving the number of members and syndicates in each professional federation for the year 1950-51, and the figures for the preceding year, were published in the report:—

Federations	May 31, 1950		May 31, 1951	
	Syndicates	Member-ship	Syndicates	Member-ship
Barbers-Hairdressers	14	682	14	752
Full-Fashioned and seamless hosiery.....	17	2,517	19	2,788
Building	64	13,839	66	16,482
Woodworking	17	3,848	18	3,630
Trade	14	2,848	15	2,945
Leather-Shoes	14	3,257	17	3,571
Municipal employees	27	4,034	30	4,810
Glove workers	8	656	8	850
Printing	22	2,765	25	3,175
Mining Industry	8	3,786	9	4,128
Metal Trades	28	6,000	31	8,433
Furniture	9	817	6	663
Pulp and Paper.....	30	9,290	31	9,630
Services (Hospital)	17	3,428	18	4,167
Textiles	30	10,264	31	11,867
Clothing	15	3,751	12	3,795
	334	71,782	350	81,686
Syndicates directly affiliated with the CCCL	65	11,330*	60	6,395
	390	83,112	410	88,081

* This total includes the syndicates of unemployed persons, the members of which are now included with their respective federations.

The convention also adopted the report of the Committee on Political Guidance, which recommends taking up the political education of the working classes while abstaining from participating in party politics.

Elections

The re-election of the whole executive body, without opposition except in the case of two vice-presidents, marked the close of the convention.

Gérard Picard was re-elected general president of the CCCL for the fifth consecutive year. Jean Marchand remains general secretary, and Roméo Ethier, treasurer.

The first vice-president is Gaston Ledoux; second vice-president, Horace Laverdure; third vice-president, Lucien Dorion; fourth vice-president, Philippe Boily; fifth vice-president, F. X. Legaré; and sixth vice-president, Rodolphe Hamel.

At the beginning of the session a message was read from the Vatican, sent by His Eminence, Cardinal Montini, which

extended the blessings of His Holiness Pius XII to all the delegates and to the secretary of the convention.

Addressing the delegates, Canon Henri Pichette, General Chaplain of the CCCL, proposed two main objectives for the Catholic labour movement: to exercise an influence upon institutions and upon men. In the first place, he said, the social structure must be rebuilt and corrected. "I am not asking for a revolution, but for foresightedness, in order to adapt these structures to a progressive labour life."

Following the introduction of the incoming CCCL executive to the convention, the General President said: "With your mandate, we shall seek the best means of effectively applying the general principles stated in the declaration adopted by this convention."

"We are clearly opposed to the present economic system which has failed to build up a social structure adapted to present-day needs. We intend to see established in our province a social structure patterned on the social doctrine of the Church.



The CCCL executive, all members of which won re-election at the annual convention. Seated, left to right: Jean Marchand, General Secretary; Rev. Canon Henri Pichette, General Chaplain; Gérard Picard, President; Gaston Ledoux, first vice-president; Horace Laverdure, second vice-president. Standing, left to right: Rev. Father Roland Frigon, Assistant General Chaplain; Roméo Ethier, General Treasurer; Rodolphe Hamel, sixth vice-president; F. X. Légaré, fifth vice-president; Lucien Dorion, third vice-president; Philippe Boily, fourth vice-president.

70th Annual Convention of the American Federation of Labour

Delegates warned to be on guard against totalitarian tyranny. Meeting demands adequate price controls, maps out political action campaign

Delegates representing some 8,000,000 members of the American Federation of Labour were warned by the Federation's executive council at the 70th annual convention in San Francisco to be on guard against "any form of totalitarian tyranny or aggression whether it be the Communist brand in China or Russia or the Falangist brand in Spain or the Peronist stripe in Argentina." In addition to noting the danger of aggression in the world, the convention made demands for adequate price controls, amended its constitution, and made further suggestions concerning "organic" unity with the CIO.

Report of Executive Council

In a 219-page report the executive council referred to world economic, social and political conditions. It stated that there were "multiplying signs of growing conflict and discord behind the Iron Curtain" and hailed the situation as "offering a great opportunity for the free nations to unmask and expose the Soviet dictatorship as an enemy of the Russian people as well as every other nation under its sway and as a foe of all human decency, liberty and world peace."

It advocated full sovereignty for the German people, with "democratic Germany" being treated "as Japan has been treated."

The convention was told of plans the Federation was preparing for the 1952 federal elections. It was expected that a \$1 voluntary contribution would be sought from each of the 8,000,000 AFL members. The fund will be used to support "labour's friends" regardless of party.

James K. Devitt, president since 1939 of the Pennsylvania State Federation of Labour, was appointed to head the campaign drive. Mr. Devitt stated that the 107 presidents of AFL unions would be summoned to Washington during the second week of November to plan the drive for voluntary funds.

The proposed contribution of \$1 per member will be used entirely for the national campaign in which the AFL hopes

to unseat "anti-labour" Senators and to make some gains in the House. Previously a portion of such funds had been used in state election campaigns.

Voluntary contributions for political campaigns are made necessary by the Taft-Hartley Act which forbids trade unions to spend their funds on federal primary or general elections.

It is reported that when the union presidents meet in Washington they will formulate plans to have nearly all the 5,000 local unions set up registration committees and see that union members are eligible to vote in the federal election. Spot checks have revealed that in some areas only 10 per cent of the members were registered as voters.

Address of President William Green

William Green, president of the AFL, called upon the ranks of free labour to do battle with Communist Russia "until that nation is decisively defeated".

Referring to rising living costs, the president called upon Congress to "protect the consumers of America" with adequate price controls before it adjourns this Fall. If Congress refuses to enact such legislation, "then we have got to unite our votes politically at the ballot box and vote to keep those Congressmen who refuse to act for us at home," stated Mr. Green. He pictured Labour as responding patriotically to the nation's needs by accepting wage stabilization yet being penalized with "prices uncontrolled because Congress refuses to pass a law that will control prices."

Mr. Green pointed out that the worker had to buy his family's needs with a 53-cent dollar. He stated that a dollar is worth scarcely more than half what it was 12 years ago while living costs were more than double those of 12 years ago.

President Truman's Message

President Harry S. Truman sent the convention a message, being unable to attend in person. He warned that the nation was threatened as never before by

a triple danger of Communist aggression, inflation and reaction at home in the United States. He urged the trade unions of the nation to strengthen free trade unions throughout the world. Mr. Truman pointed out that, "if we have learned one thing in the last few years, it is this: where free trade unions are strong, democracy is strong."

The president praised American trade unionism as being world-minded. Exhorting it to intensify its efforts he asserted: "Now is the time for action by all organizations and all individuals who believe in this country, in our democracy, in people and their rights and future. Now is the time to work harder than we have ever worked before to safeguard our country and its institutions, for they are threatened as they have never been before."

"They are threatened by the danger of Communist aggression.

"They are threatened by the danger of inflation with all its terrible burdens on the great body of our citizens.

"They are threatened by reaction here at home; threatened by people who want to turn the clock back, who want to strike all the economic and social progress we have made, and by people who are using the threat of Communism as a screen for their attacks on the very foundations of our civil liberties."

Other Speakers

Convention delegates heard Christian Fette, president of the German Trade Union Federation, refer to the Federation's 6,000,000 members as being a membership total greater than that in all Germany during the Weimar Republic.

Mr. Fette stated that the Communist party in Western Germany had lost all political influence of importance and declared the same would be true in Soviet-dominated East Germany if free elections were possible there.

Secretary of Labour—Maurice Tobin—addressed the first day's session of the convention and called for a substitute for the Taft-Hartley Act. He stated that the atmosphere of "Taft-Hartleyism" had brought about a record of resistance to unionism and collective bargaining across the nation. He told the delegates that he would like to see the emergency strike procedure of the present Act changed in order to keep both unions and employers guessing as to what next step the Government might take when intervening in a major dispute. Mr. Tobin felt that this type of "mystery" procedure

would therefore remove any possibility that either group could count on Government support in advance.

Eric Johnston, Economic Stabilization Administrator, called upon delegates at the convention to help the Government by contributing trained leaders for emergency work on the "defence team." Pointing out that management had allowed its top officials to leave their positions and work for the Government, he urged Labour to do the same, as their skills and talents were "desperately required."

He hoped to see the development of a permanent labour-management council "where areas of agreement could be constantly widened and areas of disagreement narrowed."

Manly Fleischmann, Defence Production Administrator, and Michael V. DiSalle, Price Stabilizer, both addressed the convention. Mr. Fleischmann urged the AFL to do all it could to prevent work stoppages during the present emergency. Mr. DiSalle referred to the introduction of price controls in the United States at the beginning of 1951 and stated that as the cost of living had risen only nine-tenths of one per cent since February 15, the period from February "may go down as the most stable price period the United States has ever enjoyed in times when inflationary pressures threatened at every turn," he said.

Labour Unity

The AFL convention issued an invitation to the CIO and all other "free" labour groups to join the Federation and attain "labour unity." The statement continued: "Today there is no reason whatsoever for any *bona fide* free trade union organization remaining outside the ranks of the AFL."

The convention empowered the executive council to implement a declaration of policy "to the end that organic unification of American Labour may soon be realized." It disclaimed any responsibility for the cessation more than a year ago of organic unity conversations with the CIO. The convention stated that all trade unionists saw the need for a united labour movement. The emphasis was on "organic" unity as opposed to "functional" unity. "Functional unity, as frequently proposed by the CIO representatives, is no substitute for organic unity and cannot be accepted by the AFL," the convention asserted.

"We, therefore, urge a revival of negotiations with the CIO, looking for an early consummation of organic unity between these two organizations."

Other Resolutions

Without discussion and without a negative vote, the convention amended the AFL constitution, increasing the per capita tax by one cent a person a month. Henceforth, international unions and national unions will pay four cents a member a month and federal labour unions will contribute 38 cents a month.

The amendment was made necessary in view of the fact that the executive had undertaken to underwrite the "educational" activities of the Federation's League for Political Education. Previously, a voluntary assessment of ten cents a member had been asked of each union to cover the expenses of the League, but when several unions failed to contribute the required amount, the executive council felt obliged to underwrite the League's activities itself.

Another resolution adopted by the convention recommended that all Communist party members be barred from teaching in public schools and that "all 'fellow travellers' who advocate the principles of Communism in their classrooms" be dismissed also.

The delegates passed a resolution concerning the Mexican "wetback" situation. "Wetbacks" are Mexican nationals who are in the United States illegally, so called because many of them wade or swim the Rio Grande to enter the USA.

The delegates recommended that the federal Government arrange conferences between representatives of the free trade unions of Mexico and the United States to map out a program affecting migrant workers from Mexico and asked for a tripartite board with labour representatives to determine any need for the importation of labour.

President Green and his entire executive council went on record as seeking a statutory minimum wage of \$1.10 per hour.

Election of Officers

William Green was unanimously re-elected president of the AFL for his 28th consecutive term. The 14-member executive council and all AFL vice-presidents were also returned unanimously.

1952 AFL Convention to be in New York

The AFL has picked New York city as the site of its 71st annual convention, to be held beginning the third Monday in September, 1952.

It will be the first AFL convention there in 57 years—since 1895.

Britain's Trades Union Congress Holds 83rd Annual Conference

Chancellor of the Exchequer urges 900 delegates representing 8 million workers to practise moderation in seeking wage increases at this time

British workers were urged to practise moderation in seeking further wage increases in view of the threat of inflation, when Hugh Gaitskell, Chancellor of the Exchequer, delivered the principal address at the 83rd annual meeting of Britain's Trades Union Congress in September. Almost 900 delegates, representing approximately 8,000,000 members, attended.

The delegates rejected resolutions condemning Britain's rearmament program, condemning German and Japanese rearmament, criticizing "American interference" with British trade and urging more commerce with Eastern Europe, and demanding pay raises for all. Explaining

the rejection of this last resolution, a general council spokesman said that union leaders were not opposed to wage demands but the resolution did not in any way give a lead or guidance to the unions.

Approved by the meeting were resolutions upholding the Government's decision to impose a partial charge on false teeth and spectacles under the national health service, condemning the Government for exchanging ambassadors with Spain, and urging on the Government a five-point plan to halt the rising cost of living.

Final action of the meeting was to elect a new slate of officers.

Presidential Address.—Alfred Roberts, president of the Trades Union Congress, opened the conference by asking the delegates to reject the argument that rearmament at the present scale would injure the living standards of British workers. "To try to convince our people that our rearmament is excessive and more than our economy can sustain," he said, "is to play right into the hands of the Soviet propagandists." He was followed by Alice Bacon, chairman of the Labour Party, who told the delegates that "the political and industrial sections of our movement must be united by a common purpose."

Chancellor's Address.—Mr. Gaitskell told the delegates that to obtain higher wages they would have to produce more. He said the government would make sure that price controls kept profits at a reasonable level, at least in those industries where controls were in effect. He also referred to the possibility of co-partnership arrangements in some industries. He noted that this development had increased by 25 per cent over 1947. Allowing for a large amount of stabilization, Mr. Gaitskell felt that more money might be paid out by the government as subsidies for food and other necessities.

Speaking specifically on the threat posed by inflation, the Chancellor said there were signs of a fall in world prices. He warned the delegates that if they persisted in pushing up wages there would be further price rises in Britain in 1952. Calling for moderation in the coming months, he said: "There are some signs of world inflation tailing off. Raw materials have recently fallen quite a bit.

"It's possible—one can't be more definite than that—that externally things will settle down. Yet internally we could easily set off a new inflationary process.

"The cost of living will go on rising here in 1952 even with stable world prices, if we go on pushing up our own costs through further substantial rises in wages and salaries."

Referring to direct taxation as a means of government finance, Mr. Gaitskell said that this form of taxation had just about reached its limit. This meant there could be no further increases in subsidies to keep down the price of food and that home consumption would have to be cut. He noted that the prices of British imports had risen by about 40 per cent during the year while her export prices had not increased to the same degree.

Mr. Gaitskell concluded by observing: "I do not think this year we shall be able

to carry all this extra load. We shall possibly have a foreign trade deficit considerably exceeding the amount of stockpiling we do."

Results of Voting

Rearmament Supported.—By a two to one majority the Congress defeated a motion calling on the Government to abandon its policy of supporting the rearmament of Japan and Germany. The Congress also pledged its support to the Government's rearmament program. On the motion calling for a withdrawal of support for the rearmament of Germany and Japan, 2,608,000 workers were registered as in favour and 4,482,000 as opposed.

When a vote at a TUC meeting is taken, the chairman of each delegation holds up a card bearing the number of trade unionists he represents.

By a narrow majority the Congress upheld the decision of the Government to impose a partial charge on false teeth and spectacles issued under the national health service.

To deal with the rising cost of living the Congress passed a resolution demanding a five-point program to be implemented by the Government. The resolution called for a wider and more effective control of the prices of home-produced goods, a reconsideration of Government policy that at present limits food subsidies to an annual expenditure of £410,000, an investigation into the methods and costs of distribution, a more effective control of profits and bonus issues and the removal of the sales tax on household necessities. Only one delegate voted against this resolution. A subsequent resolution, passed unanimously, declared that one practicable step to cut living costs was state control of the marketing and distribution of essential goods. It was reported that union spokesmen were referring to such items as meat, milk, vegetables, fruit, fish, boots and shoes.

The conference turned down by a vote of 5,284,000 to 2,199,000, another resolution demanding pay raises for all. It is reported, however, that although the cost-of-living resolutions have not seriously embarrassed the Government, they do indicate the deep feeling of unionists about rising living costs. The Trades Union Congress has already told individual unions that they can go ahead and ask for more pay.

Other Resolutions.—The Congress turned down an attempt to blame the United States for interference with British trade.

By 5,213,000 votes to 1,795,000, delegates representing 186 unions rejected a resolution urging more trade with Communist-dominated countries. Arthur Deakin, leader of the powerful Transport and General Workers Union, stated that Britain desired trade with the world on the basis of complete equality and, with reference to the suggestion of American interference in British trade, said that the British Government maintained a sturdy independence in its foreign relationships.

The Congress did go on record as opposing Government policy with respect to Spain. A resolution was passed unanimously protesting the arrival of an ambassador from that country. It said that diplomatic relations with Spain were "not only an

insult to the British people but a betrayal of the pledges made by the Labour Government."

Election of Officers

Arthur Deakin was elected chairman of the Congress to succeed Alfred Roberts, secretary-general of the Amalgamated Association of Blowing and Ring Room Operators.

Mr. Deakin is general-secretary of the largest trade union in the world outside the Soviet Union, the Transport and General Workers Union, claiming 1,200,000 members. He led the British withdrawal from the Communist-dominated World Federation of Trade Unions and was British representative at the 1949 London Conference which formed the new International Confederation of Free Trade Unions.

Rest and Wash-up Periods in the Canadian Manufacturing Industries, October 1950*

Many firms now accept daily rest and wash-up periods as a necessary part of their working conditions. Latest survey shows more than 60 per cent of plant workers in manufacturing are given regular rest periods

Daily rest and wash-up periods have become an accepted part of the working conditions for a large proportion of employees in the Canadian manufacturing industries. Regular daily rest periods are received by more than 60 per cent of plant workers in manufacturing establishments; wash-up periods by about 45 per cent.

The majority of workers who receive these established rest periods are given two 10-minute periods daily, with another fairly large group being given two 15-minute periods. These rest periods are designed to let the worker relax from his job about mid-morning and mid-afternoon. They are usually long enough to allow the worker

to refresh himself with a smoke or a cup of coffee and return to his job with increased vigour and efficiency.

In the case of wash-up periods, the largest group of plant employees receive two 5-minute periods and the next largest group receive one 5-minute period a day. These periods for cleaning up are generally taken just before lunch, where two are received, and at the end of the day's work. The wash-up time, as may be expected, is usually less than the time allowed for rest periods.

A small number of workers are employed in plants which report that they informally permit rest and wash-up periods, and an additional few are employed in plants which give these periods to certain groups of workers only.

This information was obtained from the Department of Labour's annual survey of the manufacturing industries. This survey

*Information on rest and wash-up periods in five major Canadian cities has been presented in the article, "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1950", *LABOUR GAZETTE*, July 1951, p. 940.

covered about 6,300 manufacturing establishments employing almost 725,000 plant workers during the last normal pay period preceding October 1, 1950.

Rest Periods in Manufacturing

Almost 61 per cent of the plant workers in the manufacturing industries were employed in establishments which reported giving daily rest periods in 1950. A further 2 per cent were in those which reported giving rest periods to part of their plants only, without specifying the proportions entitled to them.

Most of the workers who were entitled to receive these regular rest periods were given two such periods daily. About 65 per cent of the workers eligible for such work-breaks were given two 10-minute periods and 16 per cent, two 15-minute periods a day. An additional 9 per cent of the workers received one 10- or 15-minute period, and a very small proportion received three rest periods a day.

Rest Periods by Industry (Table I).—The proportion of workers entitled to daily rest periods ranged between 40 and 63 per cent in most of the manufacturing industries, with four of the industrial groups having a larger proportion of workers in this group. Seventy-one per cent of the workers in the Clothing Industry, 84 per

cent in the Food and Beverages Industry, 89 per cent in the Rubber Products Industry and 97 per cent in the Tobacco and Tobacco Products Industry were reported in plants which had established rest periods in 1950. In the Products of Petroleum and Coal group, only 17 per cent of the plant workers received regular rest periods.

In all of the major manufacturing industries, except the Tobacco and Tobacco Products Industry, the majority of workers entitled to rest periods were reported receiving two 10-minute periods daily. The proportion of employees manufacturing Tobacco and Tobacco Products who received informal rest periods, their duration not being specified, was slightly greater than the proportion who received the more common two 10-minute periods.

Two 15-minute rest periods were received by large groups of workers in the Food and Beverages, Textile Products, Clothing, Wood Products, Iron and Steel Products, Transportation Equipment and Non-metallic Mineral Products Industries. The Rubber Products Industry had the largest proportion of workers receiving one 10-minute rest period, and the Clothing Industry had the largest proportion receiving one 15-minute period. Small numbers of workers in some manufacturing industries received three rest periods daily.

TABLE I.—REST PERIODS IN THE MANUFACTURING INDUSTRIES

Number and Length of Rest Periods	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)
<i>One Period of:</i>							
10 minutes.....	25,696	1,209	.....	3,319	807	1,146	3,254
15 minutes.....	15,377	1,558	.....	.....	485	853	4,746
Other.....	3,276	1,510	25	.....	4	31	99
<i>Two periods of:</i>							
5 minutes.....	3,737	166	197	.....	153	60	319
10 minutes.....	281,573	48,629	2,813	8,114	6,439	22,664	22,060
15 minutes.....	70,477	20,860	509	94	1,430	7,927	8,583
Other.....	15,298	2,125	1,559	1,953	901	657	753
<i>Three periods of:</i>							
10 minutes.....	1,062	.....	.....	.....	.....	537	.....
15 minutes.....	202	9	.....	.....	.....	89	.....
Other.....	787	6	.....	.....	.....	.....	14
<i>Other periods.....</i>	9,953	1,362	.....	.....	5	1,947	823
<i>Informally permitted.....</i>	12,508	1,016	2,862	677	833	766	2,175
Total.....	439,946	78,450	7,965	14,157	11,057	36,677	42,826
<i>Part of Plant only.....</i>	13,847	1,461	.....	452	.....	.....	.....
<i>Not allowed or information not reported.....</i>	270,943	13,661	229	1,253	7,826	26,251	17,377
Total.....	724,736	93,572	8,194	15,862	18,883	62,928	60,203

Rest Periods by Province.—Formal rest periods in manufacturing industries were most common in the Prairie Provinces, the proportion in this group being 74 per cent in Alberta, 78 per cent in Saskatchewan and 81 per cent in Manitoba (Table II). Sixty-seven per cent of the workers in Ontario, 55 per cent in British Columbia and 54 per cent in Quebec were also reported to be receiving established rest periods in 1950. The corresponding proportions in the four Maritime Provinces were somewhat smaller, ranging from 19 per cent in Nova Scotia and 21 per cent in Newfoundland to 46 per cent in Prince Edward Island. Establishments in New Brunswick reported 37 per cent of their plant workers receiving these daily rest periods.

Of the workers entitled to receive regular rest periods in 1950, the largest proportion in each of the provinces was given two 10-minute periods daily. The next largest proportion in most of the provinces received two 15-minute rest periods each day. Most of the workers who received one rest period, generally of 10 or 15 minutes duration, and most of those who received three such periods a day, were located in Quebec or Ontario.

Wash-up Periods in Manufacturing

A much smaller proportion of plant workers in Canadian manufacturing indus-

tries were entitled to wash-up periods than were entitled to rest periods in 1950, 45 per cent and 61 per cent respectively. In addition, just over 1 per cent of the workers were employed in plants which reported limiting their regular wash-up periods to certain groups of workers.

About 59 per cent of the workers who could take these recognized wash-up periods were given periods of 5 minutes' duration, 44 per cent being given two a day and 15 per cent one. A further large group of workers, one-tenth of those eligible for wash-up time, were given two 10-minute periods a day.

Wash-up Periods by Industry.—In all major industrial groups wash-up periods were allowed. The proportion of workers granted such periods range from 22 per cent in Rubber Products to 90 per cent in Tobacco and Tobacco Products. In most of the other industries, from 50 to 60 per cent of the plant employees were entitled to stipulated clean-up periods.

Much variation existed between industries in the proportion of workers who received time for washing up, but the largest group of workers in all but one of the major industries received two such periods daily of 5 minutes each. In this excepted industry, Electrical Apparatus and Supplies, the largest group was entitled to one 5-minute period a day. Fairly large

OF CANADA, OCTOBER 1950: PLANT WORKERS BY INDUSTRY

Wood Products	Paper Products	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
1,742	255	638	7,807	1,053	987	2,679	157	615	28	
274	1,132	330	1,498	1,111	1,007	211	973	364	115	720
55	458	310	282	156	39	.....	253	54	.....	.....
826	107	125	1,091	408	24	.....	61	167	33	
24,438	20,610	6,504	36,111	36,490	6,426	17,211	4,581	913	12,287	5,283
6,277	4,552	2,441	5,674	5,185	938	878	2,319	222	2,073	515
1,192	951	291	1,166	26	538	713	225	1,583	665	.....
.....	110	.....	81	.....	.....	74	260	.....	.....	.....
270	.....	.....	104	.....	.....	.....	140	.....	22	.....
609	1,294	329	2,114	163	477	.....	722	51	2	55
310	401	83	2,352	479	155	24	107	51	82	135
35,993	29,870	11,051	58,280	45,085	10,912	21,790	9,798	1,601	17,000	7,434
1,680	559	1,019	1,045	112	5,076	130	.....	.....	528	1,785
20,680	29,699	12,871	54,742	32,122	11,267	12,928	8,520	7,730	10,856	2,931
58,353	60,128	24,941	114,067	77,319	27,255	34,848	18,318	9,331	28,384	12,150

**TABLE II.—REST PERIODS IN THE MANUFACTURING INDUSTRIES OF CANADA,
OCTOBER 1950: PLANT WORKERS BY PROVINCES**

Number and Length of Rest Periods	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
<i>One period of:</i>											
10 minutes.....	25,696	26		47		4,262	19,073	895	212	335	846
15 minutes.....	15,377			71	70	7,270	6,872	490	43	135	426
Other.....	3,276				22	974	1,491	204	32	156	397
<i>Two periods of:</i>											
5 minutes.....	3,737		26	45	65	814	2,225	119			443
10 minutes.....	281,573	919	129	2,798	3,266	71,317	161,934	10,329	2,736	6,268	21,877
15 minutes.....	70,477	85	34	232	1,018	24,802	32,594	3,671	856	1,661	5,524
Other.....	15,298	26		72	183	4,851	8,911	100	9	632	514
<i>Three periods of:</i>											
10 minutes.....	1,062					534	268			260	
15 minutes.....	202					104	9	89			
Other.....	787					284	461	14	6		22
<i>Other periods.....</i>	9,953	218	14	68	238	2,538	6,195	96	72	12	502
<i>Informally permitted.....</i>	12,508	22		144	132	4,820	7,090	170	18	89	23
Total.....	439,946	1,296	203	3,477	4,994	122,570	247,123	16,177	3,984	9,548	30,574
<i>Part of plant only.....</i>	13,847					6,854	5,049	154			1,790
<i>Not allowed or information not reported.....</i>	270,943	4,779	240	14,525	8,394	95,865	115,743	3,690	1,141	3,307	23,236
Total.....	724,736	6,075	443	18,002	13,388	225,289	367,915	20,021	5,125	12,855	55,600

(1) Includes 23 employees in the Northwest Territories.

TABLE III.—WASH-UP PERIODS IN THE MANUFACTURING INDUSTRY

Number and Length of Wash-up Periods	All Manufacturing Industries	Food and Beverages	Tobacco and Tobacco Products	Rubber Products	Leather Products	Textile Products (except Clothing)	Clothing (Textile and Fur)
<i>One period of:</i>							
Less than 5 minutes.....	2,637						212
5 minutes.....	49,409	1,696	119	452	141	1,527	1,795
10 minutes.....	14,107	841			34	1,222	317
15 minutes.....	5,786	1,390		70	87	105	90
Other.....	3,790	642		277	240	13	163
<i>Two periods of:</i>							
Less than 5 minutes.....	22,848	1,910			48	940	649
5 minutes.....	143,772	9,294	5,836	1,329	4,265	12,128	6,931
10 minutes.....	34,038	5,307	1,250		2,624	6,199	1,811
15 minutes.....	6,705	972		1,254	155	605	740
Other.....	17,515	1,147			1,556	2,439	2,158
<i>Other periods.....</i>	9,304	1,854	35		450	1,413	835
<i>Informally permitted.....</i>	17,988	4,650	105	73	1,136	880	3,500
Total.....	327,899	29,703	7,345	3,455	10,736	27,471	19,201
<i>Part of plant only.....</i>	9,428	196		3,672	262	297	
<i>Not allowed or information not reported.....</i>	387,409	63,673	849	8,735	7,885	35,160	41,002
Total.....	724,736	93,572	8,194	15,862	18,883	62,928	60,203

groups of workers in this industry, however, did receive two wash-up periods, generally 5 minutes each or less.

Wash-up Periods by Province.—In three of the four Maritime Provinces the proportion of workers given regular wash-up periods was greater than the proportion given regular rest periods. In the other provinces the reverse was the case, with the number of workers entitled to wash-up time generally substantially fewer than the number entitled to rest periods. The three Maritime Provinces which reported the larger proportion of workers entitled to clean-up periods were Newfoundland, Nova Scotia and New Brunswick.

In the Maritime Provinces the proportion of plant workers receiving wash-up time in 1950 varied from 11 per cent in Prince Edward Island to 45 per cent in Newfoundland (Table IV). About 23 per cent of the workers in Nova Scotia and 40 per cent in New Brunswick were also eligible for wash-up periods. The majority of workers receiving this wash-up time in Nova Scotia and New Brunswick could take two 5-minute periods daily, but in Newfoundland the majority could take two periods of less than 5 minutes each.

Ontario was the only province in which more than half of the plant employees in

manufacturing, 52 per cent, were entitled to regular wash-up periods. Quebec had the next largest proportion of workers, 46 per cent, reported in this group. In both of these provinces the largest group of plant workers received two 5-minute periods for cleaning up, and the second largest group received one 5-minute period. Another large group of workers in each of these provinces was given two 10-minute wash-up periods daily.

The proportion of workers eligible to receive wash-up time in the Prairie Provinces was considerably less than the proportion eligible for rest periods. About 35 per cent of the workers in Manitoba, 27 per cent in Saskatchewan and 15 per cent in Alberta were given time for washing up in 1950. In Manitoba and Alberta the largest groups of workers received two 5-minute periods daily, whereas in Saskatchewan the largest group received two 10-minute periods.

The proportion of plant workers in British Columbia who received clean-up time daily was 17 per cent, as compared with 55 per cent who received daily rest periods. The majority of workers who were entitled to this wash-up time received periods of 5 minutes' duration, with about three times as many receiving two such periods a day as those receiving one a day.

RIES OF CANADA, OCTOBER 1950: PLANT WORKERS BY INDUSTRY

Wood Products	Paper Products	Printing, Publishing and Allied Industries	Iron and Steel Products	Transportation Equipment	Non-Ferrous Metal Products	Electrical Apparatus and Supplies	Non-Metallic Mineral Products	Products of Petroleum and Coal	Chemical Products	Miscellaneous Manufacturing Industries
.....	1,951	201	65	135	.....	73	.....	.....	.....	.....
1,511	3,725	1,026	13,840	9,950	947	7,740	1,231	285	2,524	900
223	1,082	885	4,495	774	610	178	769	1,649	840	188
53	712	97	423	296	1,170	40	409	.....	722	122
31	104	171	1,059	227	140	159	78	.....	329	157
.....
2,241	6,422	855	4,007	477	273	4,067	26	.....	117	816
5,145	12,029	5,611	37,274	21,439	3,251	4,766	3,877	2,168	6,694	1,735
958	1,957	1,597	2,320	2,539	863	86	749	314	4,105	1,359
113	1,089	183	405	199	192	.....	467	.....	251	80
897	327	816	1,711	1,808	1,143	154	69	.....	2,753	537
.....
225	986	720	605	528	462	511	320	222	75	63
1,523	768	1,747	947	519	113	840	324	96	556	211
12,920	31,152	13,909	67,151	38,891	9,164	18,614	8,319	4,734	18,966	6,168
.....
204	1,990	508	348	680	454	.....	.....	.....	25	792
45,229	26,986	10,524	46,568	37,748	17,637	16,234	9,999	4,597	9,393	5,190
58,353	60,128	24,941	114,067	77,319	27,255	34,848	18,318	9,331	28,384	12,150

TABLE IV.—WASH-UP PERIODS IN THE MANUFACTURING INDUSTRIES OF CANADA, OCTOBER 1950: PLANT WORKERS BY PROVINCE

Number of Length of Wash-up Periods	Canada (1)	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
<i>One period of:</i>											
Less than 5 minutes..	2,637					1,019	1,382				236
5 minutes.....	49,409	119		182		14,890	30,892	1,631	55	338	1,302
10 minutes.....	14,107			169		6,305	5,749	844	209	147	684
15 minutes.....	5,786	26		29		1,123	4,126	45		30	407
Other.....	3,790	119		12	86	648	2,321	117	47		440
<i>Two periods of:</i>											
Less than 5 minutes..	22,848	1,670		169	12	4,757	15,341	210	9	182	498
5 minutes.....	143,772	157		2,140	1,921	44,570	87,838	2,478	387	541	3,740
10 minutes.....	34,038	491		287	164	13,965	17,105	617	473	373	540
15 minutes.....	6,705	48		460	29	3,347	2,130	35	33	71	552
Other.....	17,515	10		360	623	4,892	11,335	70	3	76	146
<i>Other periods.....</i>	9,304	35	50	79	1,532	2,551	4,465	223	120	41	208
<i>Informally permitted.....</i>	17,988	43		168	986	6,145	9,226	642	48	112	618
Total.....	327,899	2,718	50	4,055	5,353	104,212	191,910	6,912	1,384	1,911	9,371
<i>Part of plant only.....</i>	9,428					1,939	7,255	38		3	193
<i>Not allowed or information not reported.....</i>	387,409	3,357	393	13,947	8,035	119,138	168,750	13,071	3,741	10,941	46,036
Total.....	724,736	6,075	443	18,002	13,388	225,289	367,915	20,021	5,125	12,855	55,600

(1) Includes 23 employees in the Northwest Territories.

International Labour Organization

Fourth Session of Coal Mines Committee

Tripartite delegations from nine countries adopt resolutions relating to hours of employment, minimum age of employment, miners' pensions

The fourth session of the Coal Mines Committee was held at Geneva, May 7 to 19, 1951. It adopted resolutions relating to hours of employment, minimum age of employment, productivity, a proposed tripartite meeting of coal-producing countries, miners' pensions and the convening of a tripartite conference on the co-ordination of social security provisions for European miners.

Twelve countries are members of the Coal Mines Committee. Tripartite delegations were sent by nine of them: Belgium, Canada, France, India, Netherlands, Turkey, United Kingdom, United States, Union of South Africa. Not represented were, Australia, Czechoslovakia and Poland. Japan, the German Federal Republic and the Saar had been invited to send observers, and were represented by tripartite delegations. Also present were five observers from international trade union organizations and a representative of the United Nations.

In all, the nine countries were represented by 51 delegates, one substitute delegate and 12 advisers. Of these 64 persons, 14 had attended the First Session, 18 the Second Session, 28 the Third Session; also 9 had attended the First and Second Sessions, and 9 all previous three Sessions.

The Chairman for the Fourth Session was Mr. V. K. R. Menon, member of the Governing Body, and Secretary to the Ministry of Labour, India.

Dr. Louis Alvarado, Assistant Director-General of the International Labour Office, who addressed the Committee at the opening sitting, extended a welcome to the delegates on behalf of the Director-General.

Canadian Delegation

The Canadian delegation was as follows: Government Delegates—H. S. Johnstone, Fair Wages Section, Industrial Relations Branch, Department of Labour, Ottawa; and L. MacKinnon, Wage Analysis Section, Economics and Research Branch, Department of Labour, Ottawa.

Employers' Delegates—J. A. Brusset, President, Western Canadian Collieries Limited, Blairmore, Alta.; and J. M. Davidson, General Manager, Lethbridge Collieries Limited, Lethbridge, Alta.

Workers' Delegates—Robert Livett, President, District 18, United Mine Workers of America, Calgary, Alta.; and Freeman Jenkins, President, District 26, United Mine Workers of America, Glace Bay, N.S.

Committees and Subcommittees

The Coal Mines Committee appointed a Steering Committee—which also acted as a Resolutions Committee—and two Subcommittees: a Subcommittee on Hours of Work in Coal Mines, which also examined as a separate item the question of the minimum age of admission to employment underground in coal mines; and a Subcommittee on Productivity in Coal Mines.

Ten plenary sittings were held during the session. The three separate groups—Government, Employers, Workers—met regularly throughout the two weeks and the Subcommittees held frequent and sometimes lengthy discussions.

At two evening sessions the delegates viewed films relating to the coal mining industry in the United Kingdom and France.

Steering Committee

The Steering Committee, containing representatives from the three groups, met early in the session and arranged the work of the delegates and the various groups. Chairman of the steering committee was V. K. R. Menon. John Price, Chief of the Industrial Committees Division of the International Labour Office, attended all plenary sessions and meetings of the steering committee.

Subcommittee on Hours of Work

The Subcommittee on Hours of Work was composed of eight members from each of the three groups, 24 in all. Chairman was Mr. Schierbeek, Government member,

Netherlands, and Vice-Chairmen were Mr. Dehasse, employers' member, Belgium, and Mr. Dethier, workers' member, Belgium.

The Subcommittee first examined the problem of hours of work, in view of the fact that the Governing Body had not considered it opportune in the present circumstances to take a decision as to revision of Convention No. 46, limiting the hours of work in coal mines (revised 1935).

After a general discussion, three draft resolutions were submitted. Each was discussed at considerable length. The workers' members sponsored a resolution expressing regret that Convention No. 46 had so far remained ineffective. The members being convinced that such a Convention was necessary, however, the resolution suggested that the Governing Body draw up a new Convention providing for: (a) a 40-hour normal working week and a maximum of 7 hours 45 minutes per day, and (b) additional payment for excess working time which may be required in exceptional situations.

In general, the employers' members, arguing that application of this proposal would seriously affect the production of coal and therefore would jeopardize the interests of the various countries, declared it would be particularly unwise to take that action at this time in view of the threat of general war, which may involve many of the countries represented. When put to a vote, the resolution failed to carry, the voting being 11 for, 11 against and 2 abstentions.

The French Government member proposed a resolution calling for a Recommendation on hours of work rather than a Convention, the latter having proved too rigid for general acceptance. He proposed that the Governing Body of the ILO be invited to place on the agenda of a future International Labour Conference the question of the hours of work in coal mines with a view to the adoption of a Recommendation for the guidance of the Governments in settling, in their respective countries, the questions concerning hours of work in underground coal mines. This Recommendation would be intended to fill the gap created because Convention No. 46 (revised 1935) had not yet come into force. When put to a vote, this resolution failed to carry, the vote being 4 for, 9 against, and 11 abstentions.

The United States Government Member proposed a resolution which also called for a Recommendation rather than a Convention. It stated that Convention No. 46, limiting the hours of work in coal mines (revised 1935), had failed in ratification largely because of technical difficulties, that it did not seem possible at present to reach

agreement on further revision of the Convention, but that the international regulation of hours of work in coal mines is socially and economically desirable. Therefore, the resolution requested the Governing Body of the ILO to place on the agenda of an early session of the International Labour Conference, with a view to an adoption of a Recommendation, the question of hours of work in coal mines, and suggested that such a Recommendation should provide for: (a) a basic work week of 40 hours at standard rates of pay, it being understood that for underground workers travel time in the mine be included in this calculation and (b) overtime rates of pay at one and one-half times the standard rates for hours worked in excess of the basic work week of 40 hours.

After a thorough discussion of this proposal, it was voted on. It failed to carry, the vote being 11 for, 12 against and one abstention.

After three negative votes, the chairman of the subcommittee and the workers' group, wishing to ensure that the subcommittee should arrive at a positive solution and remit constructive recommendations to the Governing Body, submitted two new draft resolutions to the subcommittee at its last sitting, without reopening the general discussion.

Briefly, the Chairman's resolution proposed that the Governing Body of the ILO, at an opportune time, take such measures as it deems fit with a view to preparing international regulations in the matter within the framework of the Miners' Charter adopted at the First Session of the Coal Mines Committee in London in 1945.

The workers' resolution pointed out that economic difficulties appear not to permit the early ratification of a Convention on the hours of work in coal mines and asked the Governing Body of the ILO to place this item on the agenda of a future International Labour Conference; it recommended that the Conference should have as its aim the preparation of the text of a Recommendation for the guidance of the Governments in settling the daily hours of work in coal mines in their respective countries on the basis of a normal 40-hour week.

The draft resolution submitted by the workers' group was adopted, 12 for, 9 against and 3 abstentions. The chairman then withdrew his draft resolution.

At a subsequent plenary session of the Coal Mines Committee, the resolution was adopted, after some minor amendments in wording, by a vote of 30 for, 14 against, and 5 abstentions.

Minimum Age for Employment Underground

The question of the minimum age of admission to employment underground was referred to the Subcommittee on Hours of Work. This question had been dealt with successively at the Second and Third Sessions of the Coal Mines Committee in 1947 and 1949, the Committee at its Third Session having adopted a series of resolutions on various aspects of it. Because of the ambiguous character of the resolution adopted by the Coal Mines Committee at its Third Session, the Governing Body had decided that the whole question of the regulation of employment of young persons underground in coal mines should be placed upon the agenda of the 35th session of the International Labour Conference to be held in 1952. The Governing Body wished the Fourth Session of the Coal Mines Committee to discuss it further with a view to making a positive recommendation concerning minimum age for admission to employment underground in coal mines, reconciling the practical problem of recruiting young persons to the mining industry with the disparity which exists in regulations of most countries between the age of admission to employment underground and the school-leaving age.

The Subcommittee decided to take as its basis for discussion the proposal for international standards on this question as prepared by the International Labour Office. This proposal stated that (1) young persons under sixteen years of age should not be employed underground in coal mines; and (2) young persons of sixteen years of age and under seventeen should not be employed underground except (a) for the purposes of apprenticeship or vocational training; and (b) when the competent authority shall issue permits for the employment of such persons underground in work places and occupations suitable for them.

The foregoing proposal was discussed paragraph by paragraph. In general, the age of admission is lower in eastern countries than in western countries and it was difficult to reconcile the diverse viewpoints on this question. However, the Committee finally adopted unanimously a resolution which recommended that (1) young persons under sixteen years of age shall not be employed underground in coal mines; and (2) young persons of sixteen years and under eighteen years of age shall not be employed underground in coal mines except: (a) for purposes of apprenticeship or other systematic vocational training provided under adequate supervision or (b)

under conditions determined by the competent authority prescribing the places of work and occupations permitted and the measures of systematic medical supervision to be applied.

This resolution was adopted by the Coal Mines Committee at its ninth plenary sitting by 44 votes to 3, with 2 abstentions.

Productivity in Coal Mines

The Subcommittee on Productivity in Coal Mines was made up of eight members from each of the three groups, 24 persons in all. The Chairman and reporter was Mr. McCabe, Government member, United States. Vice-Chairmen were Mr. Brusset, employers' member, Canada, and Mr. Horner, workers' member, United Kingdom. The Subcommittee held ten sittings.

Productivity in coal mines proved to be an involved subject with many ramifications, and one on which there were sharply diverse viewpoints. The subcommittee found it necessary to set up a working party to determine its agenda, and later a drafting committee to prepare a draft text embodying the decisions which had been reached by the subcommittee.

After a discussion of many suggestions on procedure, the working party finally obtained approval for the adoption of an agenda which was prefaced by a preliminary statement and followed by several items as set forth below:

- "Chapter V of the Report on Productivity in Coal Mines has been examined and it is considered that progress can be achieved by concentrating attention upon items set out below, and by the ILO undertaking a study of these matters in relation to their effect on the improvement of the well-being and of the conditions of all workers in the coal mining industry, and by ensuring that a just share of the benefits of increased productivity is accorded to workers:
- (i) The increasing of productivity with due regard to adequate protection for health and safety;
 - (ii) the relationship of productivity and wages;
 - (iii) joint consultation between managements and workers to ensure full co-operation in the continuous improvement of productive efficiency;
 - (iv) statistics of the general results of technical reorganization;
 - (v) methods of technical and practical training for all workers;
 - (vi) the compilation of statistics relating to productivity on a comparable basis for all coal-producing countries; and
 - (vii) the possibility of organizing a technical tripartite mission,
 - (a) to study productivity at mines with high productivity, and
 - (b) to make a similar study of mines in countries with low productivity, and to examine to what extent low productivity can be increased."

After many sessions and careful consideration of various proposals relating to each of the above items, a lengthy draft resolution was finally evolved. It is summarized as follows:

A policy of increasing productivity in the coal mining industry should be adopted in all coal-producing countries. These results can be achieved only through combined efforts of operators, workers and governments. Mine operators should continue to modernize mining methods, workers should contribute toward the successful introduction of new methods and equipment, governments should facilitate modernization by keeping in touch with technical developments in order that existing regulations may be relaxed, especially for the carrying out of experiments without in any way weakening the paramount consideration of safety.

(1) Employees should be awarded a just share of the benefits of increased productivity.

(2) Methods and equipment for increasing the safety of workers and improving the health conditions in the coal mines should be introduced. In connection with dangers arising from dust;

(a) machinery or methods likely to increase dust should be accompanied by dust-suppression methods; (b) measures should be taken for systematic clinical and radiological examination of miners; (c) appropriate resources should be placed at the disposal of research organizations; (d) the Governing Body of the ILO should arrange for a tripartite conference on the prevention of dust diseases.

(3) Systems of joint consultation between employers and workers should be encouraged and developed.

(4) The IL Office should follow the progress of results achieved by coal miners in the sphere of productivity following upon the introduction of technical organization and of job organization methods.

(5) The IL Office should carry out a study of the methods of technical and practical training of all workers in the coal mining industry.

(6) The IL Office should carry out a study to obtain the maximum of comparable statistics on productivity and consider the form in which they should be presented, the basis of such consideration being the proposals made in the Office Report on Productivity in Coal Mines.

(7) The Governing Body is invited to instruct the Office (a) to study the possibility of assisting tripartite national missions to examine productivity in other countries; and (b) to organize a visit to

North America by an international tripartite mission to study productivity in coal mining with particular reference to social questions and to the effect of productivity on the standards of living of workers.

(8) The Governing Body should place on the agenda of the next session of the Coal Mines Committee the questions dealt with in Points 2, 3, 4, 5, 6 and 7 above and prepare a report thereon.

The above resolution was adopted unanimously by the subcommittee by 19 votes to 5. At the tenth plenary sitting of the Coal Mines Committee it was adopted by 35 votes to 7, with 3 abstentions.

Proposed Tripartite Meeting

The Governing Body had requested the Fourth Session of the Coal Mines Committee to consider a proposal made by the Miners' International Federation that the United Nations and the ILO should convene a tripartite meeting of coal-producing countries with the object of regulating problems of production, prices, exports and imports, as well as the reduction in hours of work on the basis of 40 hours a week.

Two plenary sessions were reserved for a discussion of this matter. It was pointed out that the United Nations are not constituted on a tripartite basis and certain coal-producing countries are not members of the ILO. Consequently, the Coal Mines Committee suggested that the Governing Body of the ILO (a) consult the Governments and international bodies concerned on the question of convening a meeting of this kind and (b) proceed in the light of the opinions expressed by the Governments and the bodies consulted.

This resolution was adopted at the eighth plenary sitting by 43 votes to 5, with 2 abstentions.

Miners' Pensions

The workers' group submitted a resolution concerning miners' pensions. This resolution was examined by the Steering Committee, who suggested various amendments. The resolution recalled that a study on miners' pensions had been submitted by the Office to the Coal Mines Committee at its Third Session in Pittsburgh in 1949 and requested the Office to examine the steps taken by various countries in accordance with paragraph 6 of the Coal Miners' Charter to provide adequate retiring allowances to make provision for the old age of those who have been employed in the coal mining industry, and to submit its conclusions arising out of the study of this subject to the Coal Mines Committee at its next session.

The above resolution was adopted by the Coal Mines Committee at its ninth plenary sitting by 48 votes to nil, with no abstentions.

Social Security Provisions for European Miners

Another resolution submitted by the workers' group proposed a tripartite conference on the co-ordination of social security provisions for European miners. This resolution was examined by the Steering Committee, who recommended its adoption.

The preamble to the resolution pointed out that some coal-producing countries export or import manpower for mines, yet reciprocity agreements do not yet exist between the different countries to ensure displaced miners adequate rights guaranteeing in all cases the old age insurance which would normally accrue to them after a lengthy period of service in the coal mining industry. It was proposed that the I.L. Office expedite consultation between the Governments concerned, having as its object the conclusion of agreements for co-ordinating the miners' social security schemes, and that these agreements should have the effect of guaranteeing to miners, irrespective of their nationality and the country in which they have worked, old age insurance benefits acquired and based on the number of years worked in each country.

The above resolution was adopted by the Coal Mines Committee at its ninth plenary sitting by 36 votes to 2, with 11 abstentions.

Canadian Participation

The Canadian delegates participated fully in the discussions in committee. Mr. Johnstone, Government delegate, was an alternate on the Steering Committee and a member of the Sub-committee on Hours of Work (including age of admission to employment underground). Mr. MacKinnon, Government delegate, served on the Sub-Committee on Productivity. Mr. Davidson, employers' delegate, was on the Sub-committee on Hours of Work. Mr. Brusset, employers' delegate, served on the Sub-committee dealing with Productivity.

Robert Livett, workers' delegate, was a member of the Sub-committee on Hours of Work. Freeman Jenkins, workers' delegate, spoke at the plenary session on the opening day, mentioning particularly the co-operation between the employers and workers in the introduction of new and more efficient coal cutting and loading machinery in Nova Scotia mines. He was also an active member of the Sub-committee on Productivity, and served on the Drafting Committee in preparing resolutions regarding labour productivity.

General Comment

At the tenth and concluding plenary session, various speakers commented on the proceedings of the previous two weeks. Although the viewpoints on the various matters discussed were diverse and keenly held, a substantial measure of agreement had been reached on all points, with resolutions in their final form being approved by substantial majorities in the plenary sessions.

The Coal Mines Committee was the first of the industrial committees to be established. At this Fourth Session there was some examination of the continuity of attendance of personnel. Only 9 delegates out of 64 persons present at the Fourth Session had attended the three previous sessions. It was the opinion of all who made observations on the question that the success of future meetings of the Coal Mines Committee would be more pronounced if there were a greater continuity of personnel in attendance, because so much of the discussion at each session related to discussions at previous sessions and to matters that were developing and being brought to fruition from session to session.

The place of the coal miner in the industrial picture was also touched upon. Because of the hazards of his employment and his importance in the industrial scheme, the coal miner, it was generally agreed, should be the highest-paid industrial worker in any country; but it was realized that much more remained to be done before that objective would be reached in most coal-producing countries.

Meeting of Experts on Payment-by-Result Systems

ILO sponsors conference which produced several recommendations and suggestions regarding the introduction of payment-by-result systems

An ILO-sponsored meeting of experts on systems of payments by results recommended several courses to be followed by industries that contemplate introducing this method of encouraging workers to increase their earnings, lower production costs and increase productivity. The meeting was held at Geneva from April 10 to April 18 and had been convened as the result of an agreement reached by the Governing Body of the ILO at its 11th session in accordance with a resolution adopted by the International Labour Conference at its 32nd session.

The experts were chosen from employers' organizations, trade unions and from independent circles. Belgium, Brazil, France, India, Italy, New Zealand, Sweden, the United Kingdom and the United States were represented.

"The term 'payment by results' has been used by the experts to cover all systems under which wages are related directly to some measurement of the work done by the individual worker or group of workers," states an article in the October 1 issue of *Industry and Labour*, an ILO publication, which gives a complete résumé of the experts' findings. "The term consequently does not include such methods of remuneration as profit-sharing, workers' stock participation, seniority allowances, bonuses for length of service, the proportional wage and so on."

The experts reached several conclusions. It was agreed that an increase in productivity led to an increase in the welfare of the workers and wage-earners and that an effective application of payment-by-results systems would stimulate increased production and productivity. It was emphasized that such systems would only be effective where good industrial relations between employer and employee prevailed and where the interests of the workers were safeguarded.

That the introduction of payment-by-results schemes should be the subject of collective bargaining was recommended because frequently such a scheme had been initiated by the employer merely as a

means of lowering production costs and had resulted in disputes and hostility on the part of the employees.

The experts also recommended that payment by results plans should be part of a program which has as its objectives the raising of production, the improvement of productivity and the lowering of costs, with the purpose of making possible for the employees increased earnings and a higher general standard of living.

"While systems of payment by result may constitute only part of such a program and the great majority of manual and non-manual workers are still paid on a time basis, a higher percentage of workers are paid by results in many individual firms and industries and the introduction of such systems has contributed effectively to the raising of productivity in many cases," the experts reported.

They considered that payments by results would give the worker a financial objective for improving his individual or group effectiveness within reasonable limits.

It was also stated that such methods would yield full benefits only if all steps were taken, before and during the introduction of the new scheme, to make improvements to the production process, the lay-out of the plant, the equipment and to the production control methods in use.

Discussing the advantages of payments by results, the experts pointed out that, in general, less direct supervision was required to maintain reasonable levels of output than under payment by time, and that attention could be directed more to the quality of the product and to the factors affecting the output. It was noted that with result payments, the worker was encouraged to reduce lost time and to use his equipment more effectively and efficiently. With improved organization and work measurement, it was estimated that result payments would facilitate improved accuracy in estimating labour costs and thereby the use of standard costing and budgetary control methods.

The meeting spent some time discussing certain disadvantages that could develop

under result-payment plans if proper precautions were not taken. Without adequate control, the quality of the product may often decline and quality control in itself often involves an added cost.

It was suggested that if the quota for the employee or the group were set too high, or if minimum guaranteed wage were too low, the health, efficiency and morale of the worker might often be adversely affected. Increased work under an incentive system could also increase the accident rate.

Another possible disadvantage mentioned was that inaccurate rate-setting or wide differences in the capacity and ability of workers in close proximity to each other could often lead to ill feeling among members of the working force because of the large differential in earnings.

It was pointed out that the installation and operation of a payment-by-results scheme involved the employment of extra personnel, again an added expense. This expense, at times, might be out of proportion to the potential savings.

Some time was devoted to noting the scope and application of result-payment methods. The majority of workers, it was stated, are still paid on a time basis. Result payments were found difficult to apply to industries in which the output is difficult or impossible to estimate because of technological problems or psychological conditions which might lower production. In industries in which quality control is essential and at the same time difficult to administer, result payments would not prove to be satisfactory. Industries that are particularly dangerous and where it is hard to ensure adequate safety rules are not suited to this system either. The committee added that individual systems of result payments are not particularly suited for processes in which the speed of the operator is governed by the production process itself or by the speed of the machinery being used.

It was pointed out that result payments have been used effectively in the textile, metallurgical, metal trades, mining, clothing, leather and rubber industries and that in some countries and under certain circumstances it has been applied to the building industry.

Referring to the types of systems that were almost applicable, the experts felt that where the production process permitted, the individual type of result payment should

be used. Group, sectional, or departmental plans were said to be more applicable to assembly line methods of production.

The committee classified payment-by-result systems into the following three groups: (a) those in which the payment is designed to encourage performance up to a given level; (b) those in which the payment is directly proportional in a 1:1 ratio to the performance of the individual or group, and (c) those in which the payment is designed to encourage the highest possible individual or group performance consistent with health and safety.

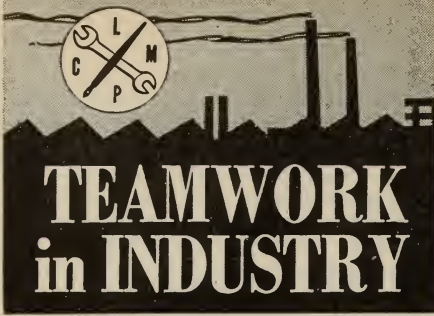
The experts advised that, upon the introduction of a result-payment scheme, the management of the concern should establish good relations with its employees and should explain fully to them the operation of the scheme. In setting standards and rates, a representative or representatives of the workers should be appointed to act with management, it was suggested.

Referring to the time values established for work, the committee suggested that this be done by using the average time of an employee working at an average speed under normal conditions, with reasonable allowances for fatigue, personal needs and other factors.

The committee further recommended that the organization of the work within the plant be thoroughly reviewed beforehand and the wage structure checked to prevent the development of anomalies between the earnings of workers paid by result and the wages of those who continue to be paid by time. In connection with these suggestions, it was added that the plan should be subject to a trial period during which any necessary changes could be agreed upon by the employee and employer representatives.

In the operation of a payment-by-result scheme, the experts urged that the health and safety of the workers be protected by setting the tasks at reasonable levels, by guaranteeing an adequate minimum wage and by the enforcement of suitable safety regulations.

Two final recommendations were that a guarantee be given of minimum earnings for any period in which production is curtailed due to causes beyond the workers' control and that as many workers as possible in the establishment should be included in the scheme so as to avoid any ill feeling over differences in opportunities for increased earnings.



British Managers Laud Joint Consultation

"Joint consultation is essential to efficient management and is an integral part of it. It is as necessary to the success of the organization as are technical efficiency, adequate costing methods, or any other aspect of good management."

This view of joint consultation in industry is expressed in a booklet recently issued by the Institute of Personnel Management, London, England. The booklet, "*Joint Consultation*", is the work of a study group composed of management officials in three large British companies, Venesta Ltd., Hoover Ltd., and Imperial Chemical Industries Ltd.

These industrialists support joint consultation because it enables management "to know the views of employees before policy decisions are taken, to know about matters on which strong feeling exists and to be informed of employees' attitudes on countless domestic situations and managerial procedures."

Serve as Stimulus

They say joint consultation will also make it understood in what respects the interests of the employees and the management are the same and that this, in turn, will serve as a stimulus to co-operative effort. The employees will come to identify themselves with the enterprise and to appreciate, perhaps for the first time, the manifold problems of management.

The industrialists point to improved labour-management relations and increased productive efficiency as the main benefits to be derived from joint consultation. In doing so, they mention the significant effect employee suggestions can have on production.

If joint consultation is to work, management must have a positive desire to consult with its employees collectively and to spread information amongst them in the belief that they are capable of making a contribution to the efficiency of the undertaking.

The "motives" of management also have a decided bearing on the success or failure of joint consultation. To look upon the committee as just a good piece of window-dressing or as a mere device to permit employees to "blow off steam" is to invite failure and is almost certain to antagonize the workers. According to the British officials, management sincerity and integrity of purpose are vital.

* * *

A similar need for joint consultation is cited by the industrial relations section of Princeton University. In a recent report it urged "closer co-operation between management and labour in the national emergency." The report points to the beneficial effect such consultation can have "in the solution of production and manpower problems."

LMPC Produces Waste Saving Ideas

The LMPC at the Collingwood Shipyards Limited, Collingwood, Ont., has produced two ideas to reduce waste. One suggestion was to have a small number of scrap shells on hand at all times for use on small jobs where a new plate is unnecessary. The second was that a man be detailed to spend one hour each day to salvage welding rods from ships under construction.

* * *

Results passed all expectations when the LMPC at Fleet Manufacturing Limited, Fort Erie, Ont., turned to fund-collecting and a round-up of blood donors. The Committee conducted the Salvation Army's Red Shield appeal in the plant and collected more than one-sixth of Fort Erie's quota. The 230 employees gave \$209; the town's quota was \$1,200. The Committee also rounded up 43 blood-donors, though the company was asked to provide only 20.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition, to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Tribunal Upholds Brakemen's Claim: Permit Newspaper Guild to Prosecute

Majority award of arbitration tribunal upholds wage claim of Wabash brakemen while engaged in service on Canadian lines. The American Newspaper Guild granted permission to prosecute The Canadian Press

In the June issue of the *LABOUR GAZETTE* (pp. 814-816), it was reported that the Canada Labour Relations Board had rejected an application made by the Brotherhood of Railroad Trainmen for the amendment of the arbitration procedure for the settlement of differences concerning the interpretation or violation of the collective agreement between the said union and the Wabash Railroad Company covering services on the company's Buffalo Division. At that time, the Wabash Railroad Company had stated its willingness to submit to arbitration individual time claims which had been submitted and processed in the manner prescribed in the grievance procedure of the collective agreement. However, the company was not prepared to arbitrate a general claim which the union put forward on behalf of all Wabash brakemen for the future payment of Wabash rates of pay while such employees were engaged in joint way freight service on the Buffalo Division after January 23, 1950. The judgment of the Canada Labour Relations Board was, in effect, that the matters of the general wage claims were alleged violations of the collective agreement and as such fell within the jurisdiction of an arbitration tribunal to decide, in view of which the existing arbitration procedure did not require any amendment.*

On June 25 a joint request was made to the Minister of Labour by representatives of the Wabash Railroad Company and the Brotherhood of Railroad Trainmen for the appointment of the Chairman of an Arbitration Committee to deal with the matters at issue between the parties.

During July the Minister of Labour appointed His Honour Judge E. A. Shaunessy, of Sarnia, Ont., as Chairman of

the Arbitration Committee. The other members were Mr. R. Hayes, General Manager, Central Region, Canadian National Railways, representing the Wabash Railroad Company, and Mr. W. E. B. Chase, Vice-President, Brotherhood of Railroad Trainmen, representing the union. A hearing of the matters was held at London, Ont., in August and decisions were rendered in mid-September.

In the case involving the main issue, a majority report was signed by the Chairman and by Mr. Chase. In a review of the history of the case, it was stated that, by a series of agreements dating back to 1898, the Grand Trunk Railway Company of Canada, now a part of the Canadian National Railways, granted to the Wabash Railroad Company running rights over certain tracks in Canada. All the agreements provided for the operation of joint freight trains to handle business originating and terminating on the joint section, the operators of which were to be joint employees, and that all revenues derived therefrom were to be joint revenues. The agreements were silent as to whose employees were to operate the joint trains, but it was apparent that operation by the employees of both carriers was contemplated. Until recent years, when the Brotherhoods concerned reached an agreement thereon, most of the joint trains were operated by Canadian National employees. In this connection, the arbitrators commented that it was not the function of the Arbitration Board to make any finding as to the rights of the employees of the two carriers to participate in the operation of the joint trains.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

* One of the powers of an Arbitration Board is to determine if the matter of any alleged violation of a collective agreement is, in fact, arbitrable.

All employees on the joint trains had heretofore been paid by the Canadian National at Canadian National rates of pay, the Wabash reimbursing the Canadian National in accordance with the agreement between the carriers. Wabash rates of pay were admittedly higher than those of the Canadian National and the Wabash brakemen on joint trains were now asking to be paid Wabash rates of pay.

The majority decision held that it was inconceivable that every Wabash trainman in joint service should have to claim individually for the Wabash rate of pay and then to wait months without pay for arbitration. It was held that the general question of payment was one which fell within the jurisdiction of the Arbitration Committee to decide. The arbitrators then referred to a paragraph of the agreement between the carriers reading as follows:—

“It is distinctly understood and agreed that as regards schedules of rates of pay and rules governing working conditions affecting Wabash employees on the joint section, the Wabash shall so far as may be possible adopt the schedules and rules in effect upon the Grand Trunk, but if such adoption is found impracticable, the Wabash shall advise the management of the Grand Trunk and endeavour to adjust the differences in such schedules and rules so far as may be practically possible and to the least detriment of the Grand Trunk.”

The arbitrators held that this paragraph was apparently inserted for the protection of the Grand Trunk, now the Canadian National, and must have been meant to apply to Wabash employees in joint freight service, as the Grand Trunk (Canadian National) had no interest whatever in what the Wabash paid its employees on its own trains on the joint section. It showed that the two carriers recognized the fact that Wabash employees in joint freight service might be entitled to rights of pay other than those of the Grand Trunk (Canadian National) and it was a direct contradiction of the contention of the Wabash Railroad Company that its brakemen in joint freight service were bound to accept Canadian National rates of pay. Accordingly, the arbitrators held that the claim of all Wabash brakemen for Wabash rates of pay while engaged in joint way freight service on the Buffalo Division subsequent to January 23, 1950 was sustained, and that payment should be made accordingly.

In a minority report, Mr. Hayes, nominee of the Wabash Railroad Company, dissented from the opinion expressed by the majority. He held that the above-

mentioned paragraph from the operating agreement between the two carriers was not meant to apply to Wabash employees in joint freight service but to employees of the Wabash Railroad engaged in exclusive work for that company, with the object that all employees in the Division would be subject to the same schedule of rates of pay and rules governing working conditions.

The minority report stated that what was before the Arbitration Board for consideration was the application of the Wabash Railroad Company's Schedule for Trainmen, Lines East of Detroit, which contained nothing relative to employment on joint trains. The joint agreement between the Canadian National Railway and the Wabash Railroad Company was not a subject of arbitration or interpretation.¹ When the Chairmen of the different Brotherhoods asked the Wabash and the Canadian National to agree to the apportionment of the work on the joint freight trains between employees of the two companies in 1942, the Canadian National agreed to that apportionment in the belief that the Canadian National schedule of rates of pay would apply, as had been the case in previous years. If the majority report was accepted, an anomaly would be created to the extent that when these joint trains were manned by Wabash Railroad employees, the locomotive engineer, the locomotive fireman and the train conductor would be paid by the Canadian National under its rates of pay, and the two brakemen would be paid at a higher rate than any member of the crew under the rules and regulations of the Wabash Railroad Company. It was evident that the majority decision was reached through an improper interpretation of the agreement between the Canadian National and the Wabash Railroad Company, which was not a proper matter for consideration by the Arbitration Board; and no cognizance whatever

¹ By the terms of the Arbitration procedure established by the Wartime Labour Relations Board and confirmed by the Canada Labour Relations Board for the settlement of differences concerning the interpretation or violation of the collective agreement between the parties, it is provided that grievances shall not be subject to arbitration which involve any request for a modification of the Schedule (collective agreement); or any matter not covered by the Schedule. It is also provided that the decision of the Arbitration Board shall not change, add to, vary or disregard any provision of the Schedule.

was given the facts of the case as submitted by the Wabash Railroad Company's representatives or the rules of practice that had been in effect for a period of over 50 years.

In two other cases affecting individual employees, the Arbitration Committee arrived at unanimous decisions.

As reported elsewhere in this chapter, three disputes were settled by Conciliation Officers during the month of September, and a Conciliation Officer was appointed

by the Minister of Labour to deal with one new dispute which developed under federal jurisdiction. No Conciliation Boards were appointed during the month, but two Conciliation Boards that were already functioning continued their deliberations.

Certificates of consent to prosecute The Canadian Press and Press News Limited for alleged violations of provisions of the Industrial Relations and Disputes Investigation Act were granted to the American Newspaper Guild.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North-western Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of September. The Board rejected a group of 17 applications for certification and ordered two representation votes. During the month, the Board received six applications for certification and allowed the withdrawal of one application.

Applications for Certification Rejected

The Board rejected applications for certification submitted by the Marine Checkers and Weighers Association, Local 506, International Longshoremen's and Warehousemen's Union, on behalf of super-cargoes employed by the following 17 companies: Seaboard Shipping Company Limited, Pacific Marine Freighters Limited, North Pacific Shipping Company, Limited, Kingsley Navigation Company Limited, Johnson Walton Steamships Limited, B. W. Greer & Son (1947) Limited, C. Gardner Johnson Limited, Furness Withy & Company Limited, Empire Shipping Company Limited, Dodwell & Company Limited, Dingwall Cotts & Company Limited, Canadian Transport Company Limited, Canadian Blue Star Line (1944) Limited, Canada Shipping Company Limited, B.C. Ship Chartering Company Limited, Balfour Guthrie (Canada) Limited, and Anglo Canadian Shipping Company Limited, all of Vancouver. The applications were rejected for the reason that the bargaining units were not appropriate for collective bargaining (L.G., Sept., 1951, p. 1231).

Representation Votes Ordered

1. The Board ordered a representation vote of unlicensed personnel employed aboard tugs operated by the Consolidated Oka Sand & Gravel Company Limited, Montreal, following consideration of an application for certification submitted on behalf of the employees concerned by the National Seamen's Association of Canada (L.G., Sept., 1951, p. 1231). Returning Officer: C. E. Poirier.

2. The Board ordered a representation vote of first, second and third mates employed by the Canadian National Railways in its Newfoundland Steamship Service, the names of the applicant, the Canadian Merchant Service Guild, Inc.

(L.G., Sept., 1951, p. 1231), and intervener, the Canadian Brotherhood of Railway Employees and Other Transport Workers, to appear on the ballot (Returning Officer: W. L. Taylor).

Application for Certification Withdrawn

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and Rail and Water Terminal of Montreal Limited, Montreal, respondent (L.G., Oct., 1951, p. 1368).

Applications for Certification Received

1. Malt and Grain Process Workers (Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America), on behalf of a unit of employees of Federal Grain Limited, Seed Division, Winnipeg (Investigating Officer: J. S. Gunn).

2. The Canadian Navigators' and Engineers' Federation, on behalf of mates and pilots employed by Canada Steamship Lines Limited, Montreal (Investigating Officer: L. Pepin).

3. Local No. 452, United Brotherhood of Carpenters and Joiners of America, on behalf of carpenters employed on repair and maintenance work by the Vancouver Hotel Company Limited, jointly operated by the Canadian National Railways and the Canadian Pacific Railway Company (Investigating Officer: D. S. Tysoe).

4. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of employees of North American Trucking and Distributing Company Limited, Dawson Creek, B.C. (Investigating Officer: D. S. Tysoe).

5. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of truck drivers employed by Loiselle Transport Limited, Dawson Creek, B.C. (Investigating Officer: D. S. Tysoe).

6. Grain Elevator Workers Local No. 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of elevator department employees of United Grain Growers Limited, Vancouver (Investigating Officer: G. R. Currie).

REASONS FOR JUDGMENT in application for certification affecting

Canadian Brotherhood of Seamen, *Applicant*, *and* Gulf and Lake Navigation Company Limited, *Respondent*.

This is an application for certification of the applicant as bargaining agent for a unit of employees of the respondent consisting of unlicensed personnel employed by the respondent upon the two vessels operated by it.

Following an earlier hearing before the Board on the application in the latter part of 1950, the Board ordered a vote of employees in the unit to be taken under the direction of the Board's Chief Executive Officer immediately following the opening of the 1951 navigation season. The vote was accordingly taken on the one vessel on May 1, 1951, and on the other on May 9, 1951. At the time arrangements were made for the vote by the Chief Executive Officer, the applicant notified that officer that it did not intend to participate in or be represented at the taking of the vote under these arrangements, on the ground that the company in hiring the employees for these vessels for the 1951 navigation season had discriminated against those persons who had been employed in the 1950 navigation season who were supporters of the applicant organization.

The result of the vote taken as reported to the Board showed that out of 34 votes cast only 2 ballots were cast in favour of the applicant. There were 32 other ballots cast which were marked as spoiled ballots by the returning officer for the reason that the name of the Seafarers' International Union, which was not a party to the vote, had been written in on the ballot.

The applicant thereupon protested the vote and requested a further hearing on the application. The application was accordingly set down for a further hearing in accordance with the applicant's request. At this hearing, the applicant urged that the Board, under the authority of subsection two of section sixty-one of the Industrial Relations and Disputes Investigation Act, reconsider the decision which had been made by it in the fall of 1950 to order a vote, and certify the applicant as bargaining agent upon the basis of the applicant's membership strength in the bargaining unit at the time the application for certification was made to the Board in 1950. In the event of

<p>The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. J. Hills and G. Picard, members. The judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.</p>
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rejection of this proposal, the applicant asked that the Board order a vote to be taken on the basis of a list of the persons employed at the end of the 1950 navigation season who were promised re-employment in the spring of 1951 by the respondent, but who were not taken into employment or were discharged from employment because they were not in good standing with the Seafarers' International Union.

The evidence at the hearing showed that the respondent had completed an agreement with the Seafarers' International Union on July 11, 1950, which ran until March 31, 1951, and was renewable from year to year unless notice to amend or cancel the agreement was given by either party at least sixty days prior to the end of the annual period. This agreement, which purported to be a collective agreement covering unlicensed personnel employed on the respondent's vessels, contained a provision under which the employees were required as a condition of continued employment with the respondent to become members of the Seafarers' International Union and to continue to pay the monthly dues to that organization as a condition of continued employment with the respondent.

Notwithstanding that a representation vote had been ordered by the Board in connection with the present application to be taken immediately following the opening of navigation in the spring of 1951, the respondent and the Seafarers' International Union entered into a new agreement dated April 1, 1951, to run to March 31, 1952, covering employees in the proposed bargaining unit. This agreement contains a union security clause identical to that contained in the preceding agreement requiring employees as a condition of continued employment with respondent

to be members of the Seafarers' International Union and to continue to pay their monthly dues to that organization as a condition of continuing employment.

From the evidence placed before the Board at the hearing, it appears that the respondent in January and February, 1951, through its ships' captains, gave assurances to a considerable number of the members of the ships' crews who had been laid off upon the close of the 1950 navigation season that they would be re-employed in the spring of 1951 and would be advised by wire as to time required to report. Some of these men did in fact report and were rehired in the early part of April, 1951.

On or about April 11, 1951, the respondent received a letter dated April 9, 1951, from the Seafarers' International Union claiming that certain men so re-employed on their vessels in the 1951 season were not in good standing with the Seafarers' International Union, and others whom the company had notified to report for employment but who had not reported for employment as of that date were also not in good standing. The Seafarers' International Union accordingly demanded that the company discharge these men and refuse to employ any others who were not members in good standing with the Seafarers' International Union, in conformity with the provisions of the agreement between the respondent and the Seafarers' International Union dated April 1, 1951. The respondent complied with this request. The net result of this action, which the representative of the respondent claimed the respondent was forced to take at the insistence of the Seafarers' International Union and in compliance with the terms of the agreement of April 1, 1951, was that the only persons who continued in the employ of the respondent in the unlicensed personnel unit on the two vessels after the middle of April, 1951, were paid-up members of the Seafarers' International Union or persons who were otherwise permitted by the Seafarers' International Union to continue in employment with the respondent.

The Board was advised at the hearing that the applicant had applied to the Minister of Labour for consent to prosecute the respondent company for alleged violation of section four of The Industrial Relations and Disputes Investigation Act, arising out of the aforesaid actions of the company, that such consent had been granted, but that no actual action had been instituted up to that date by the applicant against the respondent following the issue of such consent.

Section four of The Industrial Relations and Disputes Investigation Act provides that no employer shall (a) refuse to employ or to continue to employ any person or otherwise discriminate against any person in regard to employment because the person is a member of a trade union, (b) impose any condition in the contract of employment seeking to restrain an employee from exercising his rights under the Act, or (c) seek by intimidation, by threat of dismissal, or by any other kind of threat or by the imposition of a pecuniary or other penalty or by any other means to compel an employee to refrain from becoming or to cease to be a member of a trade union. The section further provides that no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or to cease to be a member of a trade union. Section six of the Act provides that nothing in the Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade union.

The Board finds, however, that the agreement of April 1, 1951, entered into between the respondent and the Seafarers' International Union was not a collective agreement within the meaning of The Industrial Relations and Disputes Investigation Act, nor does it bind the employees to which it purports to apply, since at the time this agreement was entered into, an application by a rival union organization for certification as bargaining agent of these employees was to the knowledge of both the respondent and the Seafarers' International Union pending before this Board, and the authority of the Seafarers' International Union to act as bargaining agent for the employees had not been established. Consequently, the existence of this agreement does not serve to bring either the respondent or the Seafarers' International Union within the scope of section six of the Act.

The Act contains provisions for the enforcement of the provisions of section four of the Act, to which reference has been made herein. The relevant penalty provisions give discretionary authority to the court, if it finds that an offence has been committed, to order payment of compensation for loss of employment or the reinstatement in employment of employees dismissed in contravention of the section.

In the circumstances of this case, the Board does not consider it to be a practicable or appropriate exercise of its authority

to give effect to the applicant's request that the Board revoke the earlier decision made by it in ordering a vote of employees and certify the applicant as bargaining agent upon the basis of the applicant's membership strength as shown by its records at the date of the application. The vote was ordered, for what appeared to the Board to be good and sufficient reasons, in order that the wishes of the employees as to their choice of bargaining agent should be determined by secret ballot.

Whatever view may be taken of the action of the respondent and the Seafarers' International Union in this matter, it must be realized that the authority conferred upon the Board in the matter of certification proceedings is to determine the wishes of the employees in an appropriate bargaining unit as to representation for collective bargaining purposes, rather than the

enforcement of the unfair labour practice provisions of the Act which is otherwise provided for in the Act.

Since the applicant does not ask for a further vote of the employees presently employed on the vessels, the Board is of opinion that the application should stand for the present, pending the disposition of the proceedings contemplated by the applicant, in respect of which a consent to prosecute has been given by the Minister of Labour upon the applicant's request.

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

J. GARFINKLE,
M. E. NUTTALL,
for Applicant.
R. B. LAMB,
for Respondent.

Dated at Ottawa, September 6, 1951.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During the month, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. The National Syndicate of Longshoremen of Ha! Ha! Bay, applicant, and Saguenay Terminals Limited, Port Alfred, Que., respondent (Conciliation Officer: L. Pepin).

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and the National Harbours Board, respondent, affecting employees of the Board at Montreal (Conciliation Officer: L. Pepin).

Settlements Reported by Conciliation Officers

1. On September 7, the Minister received a report from L. Pepin, Conciliation Officer, indicating the settlement of matters in dispute between Keystone Transports Limited, Montreal, and the Canadian Merchant Service Guild, Inc. (L.G., Sept., 1951, p. 1231).

2. On September 28, the Minister received a report from H. R. Pettigrove, Conciliation Officer, indicating the settlement of matters in dispute between Buntain and

Bell Company Limited, Charlottetown, P.E.I., and Labourers' Protective Union No. 9568 (L.G., Oct., 1951, p. 1368).

3. On September 25, the Minister received a report from L. Pepin, Conciliation Officer, indicating the settlement of matters in dispute between Saguenay Terminals Limited, Port Alfred, Que., and the National Syndicate of Longshoremen of Ha! Ha! Bay (see above).

Settlements Following Board Procedure

1. Advice was received in September that matters in dispute between Canadian Pacific Air Lines Limited and the Canadian Air Line Flight Attendants' Association had been settled following the appointment of a Board of Conciliation and Investigation, but before the Board was fully constituted (L.G., Aug., 1951, p. 1095).

2. Advice was received in September that matters in dispute between the Gatineau Bus Company Limited, Hull, P.Q., and Division 591, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Oct., 1951, p. 1369).

Applications for Consent to Prosecute Granted

On September 7, the Minister issued consent to the American Newspaper Guild to prosecute The Canadian Press and Press News Limited for alleged violations of provisions of the Industrial Relations and Disputes Investigation Act (L.G., Aug., 1951, p. 1095). The provisions alleged to have been violated by The Canadian Press

are Section 14 (a), which requires parties to meet and commence bargaining collectively and to make every reasonable effort to conclude a collective agreement; Section 4, which prohibits certain unfair labour practices; and Section 3 (1), which gives every employee the right to be a member of a trade union and to participate in the activities thereof. The provision alleged to have been violated by Press News Limited is Section 14 (a).

Collective Agreements and Wage Schedules

Wage Changes in Relation to Duration of Contract in Recent Agreements

Survey of almost 1,100 recent collective agreements shows long-term contracts not yet common in Canada, "escalator" clauses and deferred wage increases more frequent and many open-end wage clauses included

The trend in the United States recently has been towards the signing of collective agreements to be in effect over a number of years. Such agreements usually contain an "escalator" clause linking wage rates to the cost-of-living index. In some cases they provide also for deferred wage increases.

A survey has been made by the Department of Labour of almost 1,100 recent Canadian collective agreements to determine the proportion of them that are to be in force for a period of longer than one year. In addition, note was taken of the incidence of "escalator" and other wage change clauses in relation to contract duration.

This survey covers agreements on file in the Department of Labour which have become effective since January 1, 1951. It shows that, of 1,094 agreements, almost 15 per cent cover a period of more than one year. Of these agreements, 148 run from more than one year up to two years, and only 10 are for three or more years.

The agreement between the General Motors Corporation and the United Automobile Workers for a five-year term was the first long-term contract in Canada covering a large number of workers.* Since that time comparatively few such agreements have been negotiated. The majority of workers in every industry are covered by agreements signed for one year and the greater part of the remainder are under agreements scheduled to lapse within a two-year period. This pattern in the term

of the agreements is relatively constant throughout the various industrial groups.

Duration of the agreements, with the number of workers affected, is as follows:

	Number of Agree- ments	Number of Workers Covered
1 year and under	936	222,300
Over 1 year and under 2 years	63	41,900
2 years	85	40,100
3 years	7	3,525
5 years	3	3,750
Totals	1,094	311,575

Wage advances provided for in the agreements are, as in years past, confined largely to cents-per-hour or percentage increases in rates. Escalator clauses and deferred wage increases, however, have become more frequent in recent years. Of the agreements surveyed, one out of every five contains a cost-of-living adjustment clause and one in every seventeen a deferred wage increase. The majority of such wage clauses are found in one-year agreements. But the percentage of two-year agreements covered in the survey which include wage clauses of this type was higher than the percentage of one-year agreements. Five of the seven three-year contracts and two of the three five-year agreements contain either an escalator or a deferred wage increase. Again, these wage clauses were not limited to a single industry and no significant pattern emerged from the survey.

Although the large majority of contracts do not make provision for an escalator clause or a deferred rate increase, many allow for wage rate adjustments through an "open-end" wage clause. A number of these agreements, effective for one year, state that wage rates may be reviewed once during the term of the contract. Of those

* This agreement is not included in the present statistical survey, since it came into effect on June 12, 1950, (LABOUR GAZETTE, July, 1950, p. 988 and November, 1950, pp. 1898-1900), and the present survey covers only agreements coming into effect since January 1, 1951.

effective for two years, a substantial majority provide that wage rates may be reviewed at the end of the first year, and in those of longer duration, wage rates may be renegotiated at the end of each year.

Based on a division of agreements according to their terms, the frequency of the escalator clauses and deferred wage increases is shown in the accompanying table.

WAGE RATE CHANGES IN RELATION TO CONTRACT DURATION
(from 1,094 agreements effective since January 1, 1951, and received in the Department of Labour)

Type of Wage Increase	Term of Agreements									
	1 Year and Under		Between 1-2 Years		2 Years		3 Years		5 Years	
	No. of Agreements	No. of Employees	No. of Agreements	No. of Employees	No. of Agreements	No. of Employees	No. of Agreements	No. of Employees	No. of Agreements	No. of Employees
Escalator Clause	135	28,100	14	14,900	25	19,100	2	200	1	400
Deferred Wage Increase	26	8,200	6	1,800	6	3,500	—	—	—	—
Combination of above	8	3,250	2	750	6	6,800	3	1,275	1	3,300
No escalator or deferred wage clause	767	182,750	41	24,450	48	10,700	2	2,050	1	50

Recent Collective Agreements

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

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in a separate article following this.

Mining

Metal Mining

PIONEER MINE, B.C.—PIONEER GOLD MINES OF B.C. LTD. (N.P.L.) AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 693.

Agreement to be in effect from June 1, 1951, to May 31, 1952, and thereafter until superseded by a new agreement, or until negotiations are broken off by failure to agree. If the net price of all gold, sold by the company, increases during the life of the agreement by \$4 or more per ounce in Canadian funds above the net price received at the time the agreement was signed, the wage rates may be re-negotiated as follows: if the minimum increase is due to an increase in gold subsidy, within 30 days after such increase has been in effect for 3 months; if it is due entirely to a net increase in the sale price of gold itself, within 30 days after such price increase has become operative.

Check-off: the agreement provides for a voluntary and revocable check-off of monthly union dues, initiation fees, death benefits, assessments and fines.

Hours: 8 per day, 44 per week. For underground employees 8 hours from portal to portal shall constitute a shift. The work week may be adjusted by mutual agreement to not less than 40 and not more than 48 hours, subject to the approval of the Board of Industrial Relations.

Overtime: time and one-half for work in excess of 8 hours in any one day or 44 hours in any work week and for work on 6 specified holidays.

Vacations with pay: after one year's service one week, to end of second year one week and 2 days, with an additional day for each additional year's service until a maximum of 2 weeks is reached after 5 years of service. Employees with less than one year's service will receive holiday pay equivalent to 2 per cent of their earnings.

Daily wage rates for certain classes: surface—painters, carpenters, plumbers, sawyers, caterpillar operators \$10 and \$10.50; edgerman, teamster \$9.35; truck drivers \$9.35 and \$9.60; surface labour \$8.85 and \$9.35; swamper \$8.85; shops—blacksmiths, mechanics, electricians, welders \$10 and \$10.50;

helpers (any trade) \$9.35; labourer \$8.85; mill—mill operator \$10.50; repairman, crusherman \$10; ball mill operators \$9.85; mill helpers, conveyor, filterman \$9; underground—hoistmen \$10 and \$10.50; miner, timberman, diamond driller, pipe and trackman, mucking machine operators \$10; motormen \$9.60 and \$10; brakemen \$9.35 and \$9.60; mucker, chuck tender, nipper, trammer \$9.35.

Night shift differential: employees on the second shift will receive 3 cents and those on the third shift 5 cents per hour in addition to their base pay.

Seniority: all other things being equal, company wide seniority shall apply in lay-offs and re-employment after lay-offs. In regard to promotions, seniority in the department and classification concerned shall be the determining factor, provided the employee has the necessary qualifications to do the work required.

Provision is made for *grievance procedure* and a joint employer-union *safety committee*.

Manufacturing

Metal Products

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

Agreement, dated June 28, 1951, amends the agreement which became effective April 1, 1950, (L.G. August 1950, p. 1180), as follows:

Paid holidays: probationary employees will be paid for statutory holidays after 30 days instead of after 90 days.

Vacations with pay: employees are now entitled to 3 weeks after 20 years' service instead of after 25 years' service.

Wages: the increase of 5 cents per hour which was to become effective April 1, 1951, is moved forward to September 1, 1950, and an additional increase of 10 cents per hour, effective April 1, 1951, is provided for all employees. Skilled tradesmen will receive an additional 3 cents per hour, effective April 1, 1951.

Escalator clause: the company agrees to pay a cost-of-living allowance to all eligible employees, commencing with the pay period beginning on June 29, 1951; other adjustments will be made commencing with the pay periods beginning October 5, 1951, and December 28, 1951. For each 1.3 point rise in the Dominion Bureau of Statistics' cost-of-living index above 179.7, employees will receive an allowance of 1 cent per hour. If the index drops, the allowance will be adjusted downward by the same amount, provided, however, that a drop in the index below 179.7 will not affect wage rates payable under this agreement.

Off-shift differential: employees will be paid, effective April 1, 1951, a premium of 3 cents per hour for work on the afternoon shift and of 5 cents per hour for work on the night shift.

Non-Metallic Minerals and Chemicals

VANCOUVER, B.C.—SHELL OIL COMPANY OF CANADA LIMITED (SHELLBURN REFINERY) AND THE OIL WORKERS INTERNATIONAL UNION, LOCAL 596 (CIO-CCL).

Agreement to be in effect from May 3, 1951, to May 2, 1952, and thereafter, subject to 2 months' notice.

Check-off: voluntary and revocable.

Hours: 8 per day 5 days a week, a 40-hour week. **Overtime:** time and one-half for work in excess of 8 hours per day and for work on the sixth day; double time for work on the seventh day and on 9 specified *paid holidays*. The management may grant up to 3 days' leave with pay to employees who suffer a bereavement in their immediate family, depending on the circumstances.

Vacations with pay: 2 weeks after one year's service 3 weeks after 15 years' service and 4 weeks after 25 years' service.

Hourly wage rates: shift stillman \$2.12; operator (cracking) \$1.92, assistant \$1.82½; operator (topping) \$1.82½, assistant \$1.71; operator (treating) \$1.71; tailhouse gauger \$1.68½; steam engineer \$1.79½, pumper gauger \$1.89½, assistants \$1.68½ and \$1.73½; asphalt plant operator \$1.68½; wharfman \$1.59½, assistant \$1.45½; utility man, bulk shipper, truck driver, drum cleaner, drum and can filler \$1.51½; tank car loader \$1.54; compounder, drum repairman \$1.65; shipping checker, labour leadman, \$1.57½; package shipper, watchman \$1.49; drum washer and painter \$1.46½; repairmen \$1.63½ to \$1.85½; roustabout \$1.46½ and \$1.51½; labourer \$1.40½; laboratory testers \$1.40½ to \$1.57. For cleaning or doing repair work inside certain specified pieces of uncleaned refinery equipment, employees will be provided with protective clothing and paid \$1.45½ per hour or the regular rate plus 5 cents per hour, whichever is the greater. The above rates are approximately 25 cents per hour higher than the previous rates.

Night-shift differential: employees whose regularly scheduled hours begin before 6 a.m. or end after 6 p.m. will be paid a night-shift bonus of 5 cents per hour for hours worked between 4 p.m. and 12 midnight, and of 8 cents per hour for hours worked between 12 midnight and 8 a.m. Payment for any overtime worked by such employees shall include the applicable night-shift bonus. A shift employee, whose regular hours end at 8 a.m., will not be paid the shift bonus for overtime after 8 a.m.; however, a shift employee, whose regular hours end at 4 p.m. will be paid the shift bonus for overtime beyond 4 p.m.

Seniority: in cases of promotions, the company will consider, first, the qualifications of the man for the job and, secondly, length of service. In demotions and lay-offs due to curtailment or lack of work and in re-employment following a lay-off length of service shall control.

Provision is made for *grievance procedure* and the continuation of the *Labour-Management Production Committee*.

Construction

ST. JOHN'S, Nfld.—THE BUILDING TRADES EMPLOYERS ASSOCIATION LIMITED AND SEVERAL MASTER PAINTERS OF THE CITY OF ST. JOHN'S, NEWFOUNDLAND, AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 1679.

Agreement to be in effect from April 30, 1951, to April 30, 1952, and thereafter until amended or superseded by a new agreement.

Union security: provision is made for a union shop. Members will not be required to work with non-union men of any building trade, nor will they be required to risk life and limb in crossing a picket line.

Hours: 9 per day Monday through Friday, 5 on Saturday, a 50-hour week. **Overtime:** time and one-half for work after standard working hours until 12 midnight on Monday through Friday or 6 p.m. on Saturday; double time thereafter until 8 a.m. on the next regular working day and for work on Sundays and on 8 specified holidays.

Hourly wage rates: effective July 30, 1951: painters, decorators and paperhangers 95 cents, spray painters \$1.15; charge hands in charge of 5 or more men 10 cents per hour in excess of the regular rate; apprentices' starting rate 35 per cent of journeymen's rate.

Apprentices may be employed in the ratio of one apprentice to the first 4 journeymen and 2 apprentices to 10 journeymen.

On **out-of-town jobs** employees will be provided with transportation to and from the job. Where they do not return home daily, suitable room and board and, if travelling after midnight, a sleeping berth shall be provided. Travelling time shall be considered as part of the regular work day.

Provision is made for **grievance procedure**.

ONTARIO—CERTAIN COMPANIES ENGAGED IN THE ERECTION OF STRUCTURAL STEEL AND THE INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS, LOCAL 721.

Agreement to be in effect from July 1, 1951, to May 1, 1953, and thereafter from year to year, subject to notice during the month of March in any year.

Hours: 8 per day Monday through Friday, a 40-hour week. **Overtime:** double time for all overtime and for work on 8 specified holidays.

Vacations with pay: vacation privileges shall be in accordance with the Regulations of the Industry and Labour Board for the construction industry made pursuant to Bill 96 of the Ontario Legislature, except that vacation pay shall amount to 4 per cent of an employee's earnings instead of 2 per cent.

Hourly wage rates: journeymen structural iron workers \$1.85, pushers \$2; apprentices, starting rate \$1.25, maximum \$1.60. Shop men employed on erection projects on an operation similar to their regular work in the shop will be paid 10 cents an hour in excess of their regular shop rate. Commencing January 2, 1952, the rates for structural ironworkers, except apprentices, will be increased by 15 cents per hour.

Escalator clause: a cost-of-living bonus of 5 cents per hour for each 5 points rise in the cost-of-living index above the index figure for July 1, 1951, will be paid. Adjustments will be made quarterly, upward or downward, for each 5-point change in the index, the first adjustment to be made effective October 1, 1951.

A **night shift differential** of 5 cents per hour will be paid for work between 7 p.m. and 6 a.m.

Out-of-town jobs: on long term contracts the company shall pay return transportation fare, provided employees agree to stay on the job continuously for at least 3 months. When necessary to travel at night, allowance will be made for sleeper accommodation. On projects lasting one week or longer, the

company will pay a maximum of \$20 per week (\$2.86 per day), and on projects lasting less than one week \$4.25 per day, toward the cost of room and board or living out, on condition that the recipient works the total regularly assigned hours per day, unless incapacitated by illness or other legitimate causes. Where a campsite is provided, the company will pay the prevailing rate for living out and board, but only up to a maximum of \$2.86 per day. If the job is within commuting distance from the city, the company will make allowance for transportation and for travelling time, on a straight time basis, between the city limits and the job.

Provision is made for **grievance procedure**.

CALGARY, ALTA.—THE NATIONAL ASSOCIATION OF MASTER PLUMBERS AND HEATING CONTRACTORS OF CANADA (CALGARY MEMBERS OF THE ALBERTA BRANCH) AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 496.

Agreement to be in effect from the date of signature to April 30, 1952. Should either party desire to change, add to or amend this agreement, notice must be given on or before December 31, 1951.

Union Security: employers shall employ only members of Local 496 and members of Local 496 shall give preference to members of the National Association in Calgary. All licensed journeymen employed in shops, within the scope of this agreement who are not members of Local 496 will be given 30 days in which to apply for union membership. Improvers or last year apprentices must apply for union membership at the beginning of the last year of apprenticeship.

Hours: 8 per day Monday through Friday, a 40-hour week. If necessary, a journeyman may be allowed to work one extra hour at normal rate to finish a repair job. **Overtime:** time and one-half for work on Saturday and for the first 5 hours after regular quitting time; double time thereafter and for work on Sundays and on 9 specified holidays. However, emergency repair work on Saturday will be done at straight time between 8 a.m. and 12 noon, and at double time from 12 noon to 8 a.m. Monday.

Vacations with pay shall be provided for all journeymen who have been employed in the trade for one year, regardless of where employed. Vacations must be taken within the meaning of the "Holiday With Pay" Act. Vacation with pay rates shall be 4 per cent of wages.

Minimum hourly wage rates: journeymen \$1.60 from May 1, 1951 to July 31, 1951, and \$1.85 thereafter; improvers 80 per cent of journeymen's rate; helpers \$1.10.

Night shift differential: journeymen working on night shifts will be paid at the rate of time and one-quarter; in order to be deemed night shifts, such shifts must be worked for 4 consecutive nights.

Out-of-town jobs: employees on out-of-town jobs shall have their board and expenses paid; they will be allowed one trip home per month at the expense of the company. Where the employees return to their homes daily, they shall have their fare paid or transportation provided; time travelling to and from such work shall be paid for at the normal rate.

Apprentices may be employed in the ratio of one apprentice to 5 journeymen; they shall be supervised and paid in accordance with the provincial Apprentice Act.

No plumber or steamfitter shall be allowed more than one labourer, except in the case of heavy lifting.

Provision is made for *grievance procedure*.

Transportation and Public Utilities

Electric Railways and Local Bus Lines

REGINA, SASK.—THE CORPORATION OF THE CITY OF REGINA AND THE AMALGAMATED ASSOCIATION OF STREET, ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, LOCAL 588.

Agreement to be in effect from March 1, 1951, to March 1, 1953, and thereafter from year to year, subject to notice. However, should the Dominion Bureau of Statistics' cost-of-living index advance beyond 187 points on or after March 1, 1952, the union may open negotiations for wage adjustments on the basis of the then indicated cost-of-living index. The provisions regarding union security, check-off, vacation with pay, paid sick leave and grievance procedure are similar to those in the agreement between the City of Regina and the Civic Employees' Association, summarized below.

Transportation allowance: transit employees will be allowed, at all times, free transportation on department vehicles.

Operating Staff

Hours: from March 1, 1951, to March 1, 1952, approximately 8 hours per day, alternately, 5 and 6 days a week, an average of 44 hours per week. Effective March 1, 1952, 42 hours per week, provided, however, that adjustments in hours may be made to meet the needs of the department, as long as such adjustments do not extend the hours of work beyond 182 hours in any one month. *Overtime:* time and one-quarter for Sunday work; time and one-half for work in excess of 8 hours per day and on an employees' day off; double time for work on 2 specified holidays and on any day, or portion thereof, becoming a holiday under the City Act. Employees, required to work on any of 8 specified holidays, will be paid in accordance with the Orders of the Minimum Wage Board. If a split run extends over 10½ hours, operators will be paid for spread over time 10 cents per hour extra for each hour over the 10½ hours.

Hourly wage rates: operators, first 6 months \$1.03, second 6 months \$1.08, second year \$1.18, thereafter \$1.26; relief inspectors \$1.36; inspectors \$268.90 (per month). The above rates are 12 cents per hour higher than the previous rates. Effective March 1, 1952, employees will be granted a 6 cents per hour increase. For training men, operators will be paid 10 cents per hour extra. Provision is made for *seniority rights* and the *furnishing of uniforms* to employees.

Maintenance Staff

Hours: from March 1, 1951, to March 1, 1952, for day shift 8 per day, 5½ days a week, a 44-hour week; for night and evening shifts 88 per fortnight, 40 hours one week and 48 the next, an average of 44 hours per week. Effective March 1, 1952, the hours will be based on a 42-hour work week; however, adjustments may be made, depending on the need of the department, as long as

the hours of work do not exceed 182 hours in any month. *Overtime:* time and one-half when called out to perform work outside the regular working hours, with a minimum of 3 hours' pay; double time for work on 2 specified holidays and on any day, or portion thereof, becoming a holiday under the City Act. Employees, required to work on any of 8 specified holidays will be paid in accordance with the Orders of the Minimum Wage Board.

Hourly wage rates: for certain classifications: assistant master mechanic \$1.40, chief bus mechanic \$1.37, lineman (leading) \$1.34; machinist, lineman, electrician \$1.32; welder, painter, bodyman \$1.17 to \$1.27; greasers and lubricators \$1.07 to \$1.17; truck driver and line helper, \$1.12; utility man, ground man \$1.05; casual labourers 92 cents. The above rates are, in most cases, 12 cents per hour higher than the previous rates. Effective March 1, 1952, the rates will be increased by 6 cents per hour.

Night shift differential: hourly-rated employees will be paid 5 cents and sub-foremen 7 cents per hour extra for work on night shift.

Office and Stores Staff

Hours: 6½ per day Monday through Friday, 3 on Saturday, a 36½-hour week. *Overtime* will be paid at the discretion of the city commissioners.

Monthly salaries: chief clerk \$252.90 to \$282.90; storekeeper \$227.90 to \$257.90; cashier, bookkeeper \$202.90 to \$232.90; clerk, junior bookkeeper, stenographer, assistant cashier, night clerk, assistant storekeeper \$177.90 to \$207.90; car house clerk \$152.90 to \$182.90; ticket counter \$127.90 to \$157.90.

Service

Public Administration

REGINA, SASK.—THE CITY OF REGINA AND THE CIVIC EMPLOYEES' ASSOCIATION, LOCAL 21 (TLC).

Agreement to be in effect from March 1, 1951, to March 1, 1952, and thereafter from year to year, subject to notice.

Union security: all employees who are now, or who in future become members of the union shall, as a condition of employment, maintain such membership. New employees must join the union within 12 months of the date of their employment.

Check-off: the city will deduct union dues from the pay of all employees who so authorize.

Hours: 8 per day, a 44-hour week. *Overtime:* time and one-half for the first 5 hours of overtime; double time thereafter and for work on the weekly day of rest, on 2 specified holidays and on any day, or portion thereof, becoming a holiday under the City Act, provided, it is impossible to get a day off soon after such holiday; double time and one-half for 8 specified *paid holidays*. Employees who are notified to work overtime after leaving the job will be paid at the rate of double time, with a minimum of 3 hours at the regular rate.

Vacation with pay: 3 weeks after one year's continuous service. After 5 years' continuous service, vacations may be accumulated up to 6 weeks, with the permission of the head of the department.

Wage rates for certain classifications: cleansing division: monthly—incinerator fireman \$208 to \$228, lane inspectors \$198 to \$223, timekeeper \$198 to \$218; hourly—equipment operators \$1.01 to \$1.20, truck drivers \$1.02 and \$1.06½, maintenance men \$1.06½ and \$1.25; caretaker, day \$1.05½, night \$1.00½; incinerator labourers 99½ cents, truck helpers 93½ cents and \$1.02½, street cleaners 92 cents; works division: hourly—equipment operators 95 cents to \$1.20, mechanic's assistants \$1 to \$1.20; asphalt raker, cement finisher \$1.05; labourers, skilled 97 cents to \$1.12, special 94 cents, common 92 cents; parks department: monthly—cemetery supervisor \$208 plus perquisites, mechanic \$218 to \$238, gardener \$198 to \$213; hourly—grave diggers \$1.05 and \$1.10; recreation division: monthly—director \$273, chief supervisor \$208 to \$228, supervisors (youth centre) \$173 to \$198; waterworks department: monthly—timekeeper and office clerk \$198 to \$223, senior meter mechanic \$248, meter mechanics \$208 to \$233; hourly—skilled labourers \$1 to \$1.20; pumping station mechanic 97 cents to \$1.12, helpers 94 to 97 cents. The above rates represent, in most cases, increases of \$23 per month for monthly-rated employees and of 12 cents per hour for hourly-rated employees.

Sick leave with pay: employees, who are incapacitated for work through illness or injury not covered by the Workmen's Compensation Act, will receive full pay for a period up to 12 working days in any one calendar year. Sick pay credits shall be cumulative to a maximum of 156 working days. In the case of injuries, covered by the Workmen's Compensation Act, the city will pay the difference between the Workmen's Compensation Board payments and the employee's regular rate of pay, for a period not exceeding 6 months. Thereafter, the city will pay an amount equal to one-third of the payments made by the Workmen's Compensation Board until the Board decides that the employee is no longer entitled to compensation payments.

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

REGINA, SASK.—THE CITY OF REGINA AND THE CITY HALL ADMINISTRATIVE STAFF ASSOCIATION, LOCAL 7 (TLC).

Agreement to be in effect from March 1, 1951, to March 1, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one between the City of Regina and the Civic Employees' Association, summarized above, with the following differences:

Hours: 6½ per day Monday through Friday, 3 on Saturday, a 36½-hour week. *Overtime* will be paid at the discretion of the city commissioners.

Monthly salaries for certain classifications: grade I—junior clerks, typists, stenographers \$128 to \$158; grade II—clerks, typists, stenographers, junior billing machine operators, tellers, junior audit clerks \$153 to \$183; grade III—junior bookkeepers, assistant accountants, pay roll clerks, clerk-stenographers, clerk-typists, assistant storekeepers, senior billing machine operators \$178 to \$208; grade IV—cashiers, senior clerks, audit clerks, banking clerk \$203 to \$233; grade V—principal clerks, license inspectors, senior storekeepers, accountants, secretaries,

business assessor \$228 to \$258; grade VI—chief clerks, draughtsmen, building inspector's assistant \$253 to \$283; grade VII—supervisor (public health nurses), dairy inspector, other technical and semi-professional classes \$278 to \$308. These rates are \$23 per month higher than the previous rates.

REGINA, SASK.—THE CORPORATION OF THE CITY OF REGINA AND INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 181.

Agreement to be in effect from March 1, 1951, to March 1, 1952, and thereafter from year to year, subject to notice. This agreement is similar to the one between the City of Regina and the Civic Employees' Association, summarized above, with the following differences and additions:

Union security: this agreement provides that new employees must join the union within 30 days after the termination of their probation period, which period shall not exceed 6 months.

Hours of work shall be on the basis of a 3-platoon system. No provision is made for *overtime*.

Statutory holidays: in lieu of statutory holidays, employees will be allowed 6 days off per year and will be paid \$3.50 per month in addition to their scheduled rates.

Vacations with pay: after one year's service 21 consecutive days; no provision is made for permission to accumulate vacations after 5 years' continuous service.

Monthly wage rates: firemen, first year \$183, second year \$198, third year \$213, fourth year \$223; instructor, lieutenants, inspectors, maintenance men \$233; captains, senior inspector, alarm maintenance man, chief's secretary and storekeeper \$243; mechanic \$243 to \$273, clerk \$128 to \$158, telephone operators \$213. These rates represent an increase of \$23 per month. After 4 years' service with the department, all eligible employees will receive service pay of \$5 per month for 5 years, with an additional \$5 per month added for each 5-year period thereafter, until a maximum of \$20 per month is reached. Employees performing special duties shall be paid at the minimum rate of \$4.

Uniforms: After 12 months' service with the department, all employees shall be supplied with specified articles of uniform at the expense of the department.

Professional Establishments

KELOWNA, B.C.—SCHOOL DISTRICT No. 23 AND THE OKANAGAN VALLEY SCHOOL EMPLOYEES FEDERAL UNION, LOCAL 323 OF THE TRADES AND LABOUR CONGRESS.

Agreement to be in effect from January 1, 1951, to December 31, 1952, and thereafter until amended.

Union security and check-off: provision is made for maintenance of membership. The employer agrees to deduct monthly union dues in accordance with the provisions of the Industrial and Arbitration Act of British Columbia.

Hours: 8 per day, 44 per week. *Overtime:* time and one-half for work outside the regular hours and on statutory holidays, all of which are *paid holidays*.

Rest periods: employees will be granted a 10-minute rest period in each half shift.

Vacations with pay: after one year's service 2 weeks. Temporary employees will receive vacation credits in line with the provisions of the provincial "Annual Holiday Act."

Monthly wage rates: engineer-janitor \$190 and \$200; janitor, janitor-bus driver \$180; carpenter-handyman \$210, plumber-handyman \$195, driver \$185; new employees, starting rate \$165, after 3 months \$175, after 6 months \$180; chief engineers, where more

than one janitor-engineer is employed in one building, \$7.50 in addition to their regular rate; casual labour 85 cents per hour, women sweepers 65 cents per hour.

Paid sick leave: employees will be allowed paid sick leave up to one and one-half days per month. Unused sick leave may accumulate up to 18 days in the case of full time employees.

Provision is made for *seniority rights* and the *settling of grievances*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the correction of one agreement and the amendment of fourteen others. In addition to those summarized below, they include: the amendment of the agreement for the glass processing industry at Quebec, published in the *Quebec Official Gazette*, issue of August 25; the correction of the agreement for garage and service station employees at Montreal, and the amendment of the agreement for barbers and hairdressers at Chicoutimi, gazetted September 1.

Requests for the amendment of the agreements for the food products manufacturing and wholesale trade at Quebec, for the sheet metal fabricating industry, and for the building trades at Montreal were gazetted September 1; requests for the amendment of the agreements for trade and office employees at Arvida, for garage and service station employees at Montreal, for the ladies' cloak and suit industry in the province, and for barbers and hairdressers at Chicoutimi were all gazetted September 8. Requests for the amendment of the agreements for the retail trade at Quebec,

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 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. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

for the building trades, and for ornamental iron and bronze workers at Montreal were published September 15.

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

Mining

Non-Ferrous Smelting and Quarrying

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

See below under "Manufacturing: Non-metallic Minerals, Chemicals, etc."

Manufacturing

Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 22, and gazetted September 1, extends the term of the previous Orders in Council for this industry (L.G., Jan.-Feb., 1948, p. 50, April, p. 331, Nov., p. 1245; Jan., 1949, p. 65; Jan., 1950, p. 77, Nov., p. 1902; Feb., 1951, p. 233, March, p. 356, and previous issues) to December 1, 1951. Another amendment to this agreement was also published in the *Quebec Official Gazette* issue of September 1, 1951.

Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 29, and gazetted September 8, amends the previous Orders in Council for this industry (L.G., Aug., 1949, p. 987, Dec., p. 1558; Feb., 1950, p. 209, June, p. 873; July, 1951, p. 976, Oct., p. 1377 and previous issues). In this amendment "L'Union Fédérale des Travailleurs du contenant" local 415 (Trades and Labour Congress of Canada) replaces "The Shipping Containers Limited Employees' Association", and "The Standard Paper Box Limited Employees' Association", is deleted.

Overtime as previously in effect is payable at time and one-half for all hours worked in excess of 50 per week, or for work on Sundays and holidays, but hours worked on Sundays and holidays at the rate of time and one-half will not be included in the total weekly hours when computing the weekly overtime.

Printing and Publishing

PRINTING TRADES, CHICOUTIMI.

An Order in Council, dated August 22, and gazetted September 1, amends the previous Orders in Council for this industry (L.G., March, 1950, p. 345, Oct., p. 1678).

Hours: night shift employees shall work a standard work week of 41 hours instead of 44 as formerly.

Overtime: time and one-half to those employees doing work in another shop after their regular working hours.

Specified paid holidays are now extended to include Ascension Day in addition to the 7½ paid holidays previously provided for. If a holiday entails no loss of time because of its falling on a Saturday or a Sunday, the employer is not compelled to pay the wages for such holiday.

Minimum hourly wage rates: in zone I, journeymen (in establishments with 9 or more employees) \$1.20, in other establishments \$1.10; bookbinding female employees during the first 6 months 37 cents to 54 cents per hour during the sixth 6 months. (These rates are an increase of 5 cents per hour for journeymen and 3 cents per hour for bookbinding female employees.) In zone II journeymen now receive \$1.05 per hour instead of 10 per cent less than the rate for zone I as previously; bookbinding female employees are paid 10 per cent less than the rates established for zone I. Apprentices' rates are in most cases 5 cents per hour higher than those formerly in effect. *Night shift* employees are now entitled to pay equal to 44 hours per week for a standard work week of 41 hours.

Vacation provisions are amended to provide to all journeymen, within the limits of the county of Chicoutimi, a vacation of 2 weeks with pay after one year of service with the same employer.

Metal Products

METAL TRADES, QUEBEC DISTRICT.

An Order in Council, dated August 14, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67, Oct., p. 1247; Jan., 1950, p. 77, Dec., p. 1267; April, 1951, p. 546). Another Order in Council correcting this agreement was published in the *Quebec Official Gazette* issue of February 10, 1951.

Territorial jurisdiction is amended by the deletion of the municipality of St-André de Kamouraska.

Industrial jurisdiction is extended to include structural and metallic articles. However, autobus manufacturers are not governed by the present agreement as long as a collective agreement under the Labour Relations Act is in force in their establishment. Employees working within the territorial limits of a shipbuilding yard and carrying out operations other than shipbuilding and repairing for 24 hours or more in a standard work week, shall be automatically subject to the provisions of this agreement.

Minimum hourly wage rates are increased by from 10 cents to 15 cents per hour in most cases and are now as follows: in zone I—toolmaker \$1.30; tracer \$1.20; general welder, general machinist \$1.10; acetylene or electric arc welder, sheet metal mechanic, lathe

(miller, etc., machinist), marine mechanic, fitting mechanic, boilermaker, pipe mechanic \$1.05; machine shop joiner, blacksmith, cutter \$1; machine operators from 75 cents in first year to 90 cents per hour in third year; storeman 90 cents; truck driver 85 cents, helper 80 cents; labourer 75 cents; apprentices from 44 cents in first year to 70 cents in fourth year; in zone II minimum rates are 13 cents per hour less than those rates for zone I with some exceptions as follows: truck drivers 75 cents, helper 72 cents; labourer 67 cents; machine operator 68 cents in first year to 72 cents in the second year; apprentices from 40 cents in first year to 64 cents in fourth year. New classifications are added to the wage schedule as follows: production welders from 70 cents during the first 6 months to 85 cents in fourth 6 months in zone I, 63 to 77 cents in zone II; temperer \$1.05 in zone I, 92 cents in zone II; painter 95 cents in zone I, 85 cents in zone II; polisher, spray painter 80 cents in zone I, 72 cents in zone II; assembler from 60 cents in first year to 90 cents in fourth year in zone I, 54 to 81 cents in zone II; storeman in charge 90 cents in zone I, 82 cents in zone II; production workers (mechanical and structural construction) from 75 cents in first 3 months to 80 cents in second 3 months in zone I, 68 to 72 cents in zone II; production workers (metal products), lapper from 50 cents in first 3 months to 55 cents in second 3 months in zone I, 45 to 50 cents in zone II.

Other provisions governing the ratio of apprentices to employees engaged in any establishment are included in this amendment.

GARAGE EMPLOYEES, SHERBROOKE.

An Order in Council, dated August 22, and gazetted September 1, amends the previous Order in Council for this industry (L.G., May, 1951, p. 690).

Hours: this amendment includes the distribution of hours for service men as follows: 9 hours per day (maximum), first shift; or 9 hours per night (maximum), second shift; regular week 49 hours; janitors (night watchmen) 12 hours per night, 72 per week.

Overtime: time and one-half for work after 6 p.m. and in excess of 9 hours per day from Monday to Friday, and on Saturday afternoon; service men shall be paid time and one-half for work in excess of 9 hours per day or night, or 54 hours per week; janitors (watchmen) time and one-half after 12 hours of work per night; time and one-half for stockroom clerks after 52 hours per week.

Minimum hourly and weekly wage rates: journeymen wheelwrights, machinists, electricians, mechanics, glazier, painters, upholstery cleaners, dyers, vulcanizers, wheel alignment, motor tune-ups and brake repair specialists, welders, radiator repairers, bodymen, blacksmiths, upholsterers and testers (first class) \$1.15, (second class) \$1.01; greaser and service men (first class) 88 cents, (second class) 75 cents. (These rates are from 20 to 30 cents higher than those previously in effect.) Apprentices in all categories—(16 to 20 years of age), and (20 to 26 years of age) benefit by increases ranging from 11 cents to 20 cents per hour, and from 18 to 23 cents per hour respectively. Weekly rates are increased by from \$5.25 to \$15.85 per week and are as follows: stockroom

clerk in garages—manager \$60.85, assistant-manager \$49.85; apprentices from \$20.25 in first year to \$40.50 per week in fourth year; janitor \$40.50.

Other provisions relative to the installation of ventilating systems to protect the health of employees are included in this amendment.

Non-metallic Minerals, Chemicals, etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 14, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., June, 1950, p. 872, Aug., p. 1185, Dec., p. 2067).

Minimum hourly wage rates for those workers engaged in the sections of the present agreement dealing with the *granite industry* and the *stone industry* are in most cases 10 cents per hour higher than those rates previously in effect and the new minimum rates for certain classifications are as follows: *granite industry*—granite cutter, letterer and designer on composition, journeyman granite cutter on surfacing or sand-blasting machines \$1.35 in zone I; \$1.20 in zone II; in zones I and II—blacksmith \$1; machine polisher, carborundum machine operator 90 cents; surfacing machine operator, sandblast operator 85 cents; gang saw operator, stationary engineman 80 cents; quarryman (driller), labourer and helper, boxer (crater) 75 cents; *stone industry* (throughout the province)—stone cutter \$1.10; planerman and stone turner, carborundum machine operator 90 cents; helper and labourer 75 cents; artificial stone; artificial stone dresser, machinist and maintenance man \$1.20, modeller \$1.35; rammer and moulder 85 cents; helper and labourer 75 cents; truck driver 90 cents. Minimum wage rates for watchmen are increased from \$25 to \$30 per week in both granite and stone industries.

This amendment further provides that 3 months after the publication, in the *Quebec Official Gazette*, of the Order in Council approving the present amendment, all minimum hourly wage rates established by this amendment for the sections of the agreement dealing with the *granite industry* and the *stone industry* shall be automatically increased by 5 cents per hour.

Construction

METAL TRADES, QUEBEC DISTRICT.

See above, under "Manufacturing: Metal Products."

BUILDING TRADES, MONTREAL.

An Order in Council, dated August 14, and gazetted August 25, amends the previous Order in Council for this industry (L.G., Aug., 1951, p. 1108) by providing for the deletion or addition of certain classifications in various sections of the present agreement. These include the deletion of the trade asbestos insulation mechanic from the general table of minimum wage rates.

BUILDING TRADES, QUEBEC.

An Order in Council, dated August 14, and gazetted August 25, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741; Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115,

Oct., p. 1247; July, 1950, p. 1052, Sept., p. 1679; July, 1951, p. 977, Sept., p. 1251).

Special provision concerning the victims of the conflagrations in the town of Rimouski and the municipality of Cabano are extended to include the village municipality of Rimouski-Est and the parish municipalities of St. Germain-de-Rimouski and Notre-Dame-du-Sacre-Coeur.

PLUMBERS, HULL.

An Order in Council dated August 22 and gazetted September 1 amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 874, Nov., p. 1247; Oct., 1949, p. 1248; Oct., 1950 p. 1680).

Minimum hourly wage rates are increased by from 5 cents to 15 cents per hour and the new rates are now as follows: master plumber (personal services) \$2.50 in zone I, \$2.10 in zone II; plumbers, steamfitters (hot water or steam)—senior journeyman \$1.80 in zone I, \$1.20 in zone II; junior journeyman (first 6 months) 90 cents in zone I, 80 cents in zone II, (second 6 months) \$1.15 in zone I, 90 cents in zone II; welder \$1.25 in zone I, \$1.05 in zone II; rates for apprentices in first, second and third years in both zones remain unchanged, but are increased from 70 to 75 cents per hour in zone I, and from 65 to 70 cents in zone II, during the fourth year.

BUILDING TRADES, ST. JÉRÔME.

An Order in Council, dated August 22, and gazetted September 1, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 873; Dec., 1949, p. 1559; May, 1950, p. 694, Oct., p. 1680, Nov., p. 1905; Jan., 1951, p. 64).

Hours in the village of Shawbridge and within the territorial jurisdiction south of the said village are now 9 per day, Monday through Friday, 45 per week. (The above constitutes a reduction of 3 hours per week for this area.)

Minimum hourly wage rates for the classifications shown below are 12 cents per hour higher than those rates previously in effect with the exception of that rate for common labourer which is 10 cents per hour higher. New minimum rates are as follows: bricklayer, mason (including cutter on field) \$1.37; carpenter-joiner, decorator, saw setter, paperhanger, sprayman \$1.17; pipe mechanic, plumber, steamfitter—journeyman \$1.22; junior journeyman (plumber, etc.), painter, glazier, \$1.12; common labourer 90 cents. Minimum rates for all other classifications remain unchanged. The classification asbestos insulation mechanic \$1.10 is added to the schedule of rates.

BUILDING TRADES, SHERBROOKE.

An Order in Council, dated August 22, and gazetted September 1, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1661; Dec., 1948, p. 1421; Feb., 1949, p. 178; Feb., 1950, p. 209, Nov., p. 1905; June, 1951, p. 829, Aug., p. 1109).

Minimum hourly wage rates: in pursuance of a cost-of living wage adjustment clause previously provided for, all minimum rates shall be increased by 5 cents per hour effective from July 15, 1951. (Index for May, 1951 at 182.0.)

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, New Brunswick, Ontario and Saskatchewan.

Recent proceedings under the Industrial Standards Acts, etc.* include 14 new schedules, all summarized below. Eight of the new schedules in Nova Scotia affecting building trades workers at Halifax and Dartmouth are combined in one summary.

NOVA SCOTIA

Construction

BRICKLAYERS, CARPENTERS, ELECTRICAL WORKERS, PAINTERS, PLASTERERS, PLUMBERS, SHEET METAL WORKERS, LABOURERS, HALIFAX AND DARTMOUTH.

Orders in Council dated July 26, and gazetted August 8, make binding the terms of new schedules for the above trades at Halifax and Dartmouth, to be in effect from August 18, 1951, to April 30, 1952.

The terms of these schedules are similar to those formerly in effect and summarized in the *LABOUR GAZETTE* issues of December, 1949, (electrical and sheet metal workers only), and November, 1950, with the exception of the following:

Minimum hourly wage rates are increased by 10 cents per hour and are now as follows: bricklayer \$1.57; carpenter \$1.36; journeyman electrical worker \$1.46, charge hand \$1.56; brush painter \$1.20, spray painter \$1.30; plasterer \$1.48; plumber \$1.43; sheet metal worker \$1.26; labourer 91 cents per hour. (These rates are inclusive of 3 cents per hour in lieu of vacation with pay with the exception of the rate for labourer to whom vacation with pay provisions do not apply.)

Hours are unchanged at 40 per week for tradesmen and 48 for labourers.

In some of the new schedules for the trades shown above apprenticeship regulations are added and in all cases apprentices paid a

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—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 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*, August 1951, page 1110.

percentage of the journeymen's rates (exclusive of vacation pay) are entitled to 3 cents per hour in lieu of vacation with pay for all regular hours worked.

NEW BRUNSWICK

Construction

CARPENTERS, SAINT JOHN.

An Order in Council, dated July 26, and gazetted August 15, makes binding the terms of a new schedule for carpenters at Saint John and within a radius of 15 miles excepting that part of the area lying north of the Kennebecasis River. Schedule to be in effect from August 1, 1951, to November 30, 1951.

Hours: 8 per day, Monday through Friday, 40 per week (a reduction of 4 hours). Work which cannot be performed during the regular working periods may be carried out at other periods of the day and such periods will be known as special working periods which shall not exceed in the aggregate 7 hours per day Monday through Friday.

Overtime: \$1.82 per hour for the first 4 hours in excess of regular working hours; \$2.42 thereafter, and for work on Sundays and 8 specified holidays. No work on Labour Day except under exceptional circumstances.

Minimum hourly wage rates are increased from \$1.10 to \$1.32 per hour; for work performed during special working periods 8 hours' pay at regular rate for 7 hours' work.

ELECTRICAL WORKERS, SAINT JOHN.

An Order in Council, dated July 26, and gazetted August 15, makes binding the terms of a new schedule for electrical workers at Saint John and within a radius of 20 miles from the County Court House in the city of Saint John. Schedule to be in effect from August 15, 1951, to April 30, 1952.

Hours: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week. Work which cannot be performed during regular working periods may be carried out at other periods called special working periods. Special working periods shall not exceed in the aggregate 7½ hours Monday through Friday and 3¾ hours on Saturday.

Overtime: time and one-half for all work performed during the first 4 hours in excess of regular hours during a regular working period or a special working period; double time thereafter, and on Sundays and 8 specified holidays. Work on Labour Day only under exceptional circumstances.

Minimum hourly wage rates: \$1.35 per hour during regular working periods; for special working periods \$1.44 per hour.

PLUMBERS, SAINT JOHN.

An Order in Council, gazetted September 12, makes binding the terms of a new schedule for plumbers and pipefitters at Saint John and within a radius of 15 miles, to be in effect from September 1, 1951, to April 30, 1952.

This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, October, 1950, with the exception of the following:

Minimum hourly wage rates are increased from \$1.25 to \$1.40 per hour during regular working periods, and from \$1.33 to \$1.49 per hour during special working periods.

Regular weekly hours remain unchanged at 44 per week.

ONTARIO

Construction

PLUMBERS, BELLEVILLE.

An Order in Council, dated July 19, and gazetted August 4, makes binding the terms of a new schedule for plumbers at Belleville, to be in effect from August 14, 1951, during pleasure.

Hours: 8 per day, Monday through Friday, 40 per week during the period from December 1 to August 31 inclusive; 8 per day, Monday through Friday, 4 on Saturday, 44 per week between September 1 and November 30 inclusive. (Previously 44 hours per week throughout the year.)

Overtime: time and one-half for work performed between 5 p.m. and midnight Monday through Friday; double time for work on Saturdays during the period December 1 to August 31, for work on Saturdays (after noon) during the period September 1 to November 30, and for work on Sundays and 7 specified holidays. Where the owner of a shop does not work on, or employ more than one journeyman mechanic on emergency repairs, such work may be done at regular rates between 8 a.m. and noon Saturdays during the period December 1 to August 31 inclusive. No overtime work without a permit issued by the advisory committee.

Minimum hourly wage rates are increased from \$1.25 to \$1.50 per hour. Employees on night shift are entitled to 8 hours' pay for 7 hours' work. The advisory committee is authorized to fix a lower minimum rate for handicapped workers.

Provisions governing shift work are also included in this schedule.

CARPENTERS, OWEN SOUND.

An Order in Council, dated August 16, and gazetted September 1, makes binding

the terms of a new schedule for carpenters at Owen Sound, to be in effect from September 11, during pleasure.

Hours are the same as in the previous schedule (L.G., June, 1948, p. 622), 44 per week from November to March inclusive, 45 per week from April to October inclusive.

Overtime: time and one-half for the first 4 hours of overtime worked in any 24-hour period; double time for all subsequent overtime work. Work on Sundays and on five specified holidays is payable at the overtime rate.

Minimum hourly wage rates are increased from \$1.15 to \$1.40 per hour. Regular rates are paid for work done at night which cannot be performed during the day, and for work on Saturday not exceeding 4 hours after midday from November to March inclusive and not exceeding 8 hours from April to October to permit pouring of concrete. Employees on night shift will be paid 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

Construction

CARPENTERS, MOOSE JAW.

An Order in Council, dated July 30, and gazetted August 10, amends the previous Orders in Council for this industry (L.G., Nov., 1947, p. 1663; June, 1948, p. 622; Nov., 1950, p. 1907). This amendment to be in force from August 20, 1951.

Hours: 8 hours per day, 5 days per week.

Overtime: time and one-half for work performed in excess of 8 hours per day, and for work on Saturdays, Sundays and 8 specified paid holidays. All work performed between the hours of 5 p.m. Friday and 8 a.m. Monday will be considered overtime and paid for at time and one-half except in cases where some desired changes may be mutually agreed upon and sanctioned by the advisory board.

Minimum hourly wage rates are increased from \$1.40 to \$1.55 per hour; carpenters in charge shall be paid an additional 10 cents per hour. Employees on night work will be paid 8 hours' pay for 7½ hours' work.

Fair Wages Conditions In Dominion Government Contracts

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

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

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

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded

in accordance with a policy which provides that wage rates must equal those current in the district.

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

Schedules Prepared and Contracts Awarded During August

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

During August the Department of Labour prepared 188 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 186 construction contracts was awarded by various Government departments. Particulars of these contracts appear below.

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

eight per day and forty-four 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 forty-four 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 and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(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
Agriculture	2	\$ 279,000.00
Defence Production	3,855	183,839,809.00
Post Office	15	34,545.09
Public Works	1	5,956.55

Contracts Containing Fair Wages Schedules Awarded, August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages

and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Central Mortgage and Housing Corporation

St. John's Nfld: Trynor Construction Co Ltd, construction of streets & water & sewer systems. *Dartmouth NS*: Eastern Woodworkers Ltd, construction of married quarters—HMCS "Shearwater". *Debert NS*: Annapolis Valley Construction Ltd, construction of married quarters.

Greenwood NS: L G Rawding,* road construction; L G Rawding,* installation of storm sewers; Municipal Spraying & Contracting Ltd, surfacing of roads, drive-ways & sidewalks. *Hammonds Plains NS*: Annapolis Valley Construction Ltd, construction of living quarters. *Chatham NB*: Diamond Construction Co,* supply of fill. *McGivney NB*: Modern Construction Ltd, construction of married quarters.

Saint John N B: H Clark,* grading. *St Hubert P Q*: Desourdy Construction Ltd,* temporary sidewalks. *Ajax Ont*: C S Turner & Co,* replacing wooden foundations & posts with concrete blocks; Swansea Construction Co Ltd, construction of sewers, watermains & roadways. *Barriefield Ont*: Rosehall Nurseries Ltd,* landscaping; McGinnis & O'Connor,* fill. *Camp Borden Ont*: Thomas G Wilcox & Sons,* fill; Bruce W Borgstrom,* landscaping. *Centralia Ont*: Windsor Wire & Fence Co,* construction of security fence. *Deep River Ont*: Rosehall Nurseries Ltd,* landscaping. *Essex Ont*: Bruce DeSanti Construction Co,* fill. *Fort William & Port Arthur Ont*: E Anderson, construction of foundations & chimneys.

Guelph Ont: Rosehall Nurseries Ltd,* landscaping, driveways, housewalks, retaining walks, etc. *North Bay Ont*: Demers Electric Ltd, installation of electrical distribution system. *Oshawa Ont*: Bruce DeSanti Contracting Co, permanent improvements. *Ottawa Ont*: Modern Decoration,* exterior painting—Laurentian Terrace; N Fautaux,* exterior painting—Strathcona Heights. *Petawawa Ont*: W E Baker,* landscaping. *Picton Ont*: Rosehall Nurseries Ltd,* landscaping; Greene Construction Co Ltd,* construction of concrete walks. *Port Arthur Ont*: G Frederickson,* installing weeping tile; Brothan Painting Co Ltd,* painting of gable ends. *Rockcliffe Ont*: Stanley G Brookes Ltd,* street-lighting. *Trenton Ont*: H J McFarland Construction Co Ltd, surfacing of roads & driveways. *Uplands Ont*: Lightfoot Bros Construction, construction of sewers & watermains; E R Tremblay, construction of houses. *Brandon Man*: Bird Construction Co Ltd,* replacing of steps & installation of areaways. *Shilo Man*: J H From,* landscaping; J H From,* landscaping. *Moose Jaw Sask*: Victoria Construction Co,* insulating hollow corners of 100 houses; T Ingleby,* landscaping; Bird Construction Co Ltd,* relaying of hardwood floors; Victoria Construction & Mfg Co,* insulating corners of houses. *Prince Albert Sask*: Stewart Electric,* installation of heaters. *Regina Sask*: Victoria Construction Co, insulating &

raising or lowering the beam of 300 houses. *Saskatoon Sask*: Saskatoon Plumbing & Heating,* installation of furnace coils; Piggott Construction Co,* provision of fill; Saskatoon Plumbing & Heating Co,* installation of iron furnace coils; Shoquist Construction Ltd,* installation of front porch rails; Shoquist Construction Ltd,* installation of porch rails & doors; H Wells,* painting. *Swift Current Sask*: Kruse Painting Co,* exterior painting of 63 houses. *Weyburn Sask*: Victoria Construction Co, relaying of 30 basement floors. *Calder Alta*: P Janiten, Delton Greenhouses,* landscaping. *Calgary Alta*: B H Sands & Son, painting; Fred Deeves & Sons Ltd, installation of thermostats. *Edmonton Alta*: D Cameron,* painting. *Lethbridge Alta*: R W Anderson,* installation of thermostats; Charles Arkinstall,* exterior painting. *Ponoka Alta*: P. Janiten,* landscaping. *Vancouver B C*: Southhill Landscapers,* landscaping; Southhill Landscapers,* landscaping; George W Meredith,* construction of house sidewalks & steps; McKinnon Contracting Co Ltd,* construction of concrete block walls, fence & gate; McKinnon Contracting Co Ltd,* construction of concrete walls; McKinnon Contracting Co Ltd,* construction of concrete walls; Monarch Construction Co Ltd,* maintenance of roads, lanes & drains; Monarch Construction Co Ltd,* lowering water connections.

Defence Construction Limited

Chatham N B: Scotia Sprinklers Ltd, installation of water pumping equipment & construction of water storage facilities; Horton Steel Works Ltd, erection of storage tanks. *Bagotville P Q*: R E Stewart Construction Corporation, erection of central heating plant; Horton Steel Works Ltd, erection of storage tanks. *Longue Pointe P Q*: Charles Duranceau Ltée, paving areas B, H & J; Robinson Oil Burners Ltd, installation of oil burning equipment for 500 HP boiler—Ordnance Depot. *Quebec P Q*: Frs Jobin Inc, erection of 17-vehicle garage. *St Hubert P Q*: Louis B Magil Co, erection of central heating plant; Williams Construction Co Ltd, erection of armco steelox bldg. *St Johns P Q*: Truscon Steel Co Ltd, reinforced steel for mess & barrack block; Truscon Steel Co Ltd, structural steel for mess. *Camp Borden Ont*: Dominion Structural Steel Ltd, reinforced steel for barrack block; Dominion Structural Steel Ltd, reinforced steel for barrack block. *Leitrim Ont*: Universal Electric,

completion of RCCS wireless station. *Long Branch Ont*: Canadian National Railways,* railway siding. *Midland Ont*: London Steel Construction Co Ltd, structural steel & long span joists for armoury. *Owen Sound Ont*: London Steel Construction Co Ltd, structural steel for armoury. *Picton Ont*: Sarnia Bridge Co, bar joists for barrack block & mess; Dominion Structural Steel Ltd, reinforced steel for barrack blocks & mess; Leeds Bridge & Iron Works, structural steel for barrack block & mess. *Point Petre & Picton Ont*: H J McFarland Construction Co Ltd, rehabilitation of roads. *Rockcliffe Ont*: Truscon Steel Co Ltd, reinforced steel for unit supply bldg & fire hall; Dominion Bridge Co Ltd, structural steel for fire hall. *Uplands Ont*: Foundation Co of Canada, construction of concrete arch hangar, storage & garage bldg, steam power plant, cafeteria bldg, etc; E Leonard & Sons Ltd,* installation of two high pressure boilers. *Churchill Man*: Foundation Co of Canada, construction of rawinsonde

tower & hydrogen generator bldg. *Gimli Man*: Vulcan Iron & Engineering Ltd, erection of bulk petroleum storage tanks. *MacDonald Man*: Horton Steel Works Ltd, erection of bulk petroleum storage tanks. *Rivers Man*: Dominion Bridge Co Ltd, reinforced steel bars for gun testing stop butt & unit supply bldg. *Shilo Man*: Dominion Bridge Co Ltd, structural steel for 2 barrack blocks & central heating plant; Bird Construction Co Ltd, erection of central heating plant; Maple Leaf Construction Ltd, asphaltic treatment of roads & parade squares. *Winnipeg Man*: Simmons Construction Co, construction of parade square, Ft Osborne barracks; Dominion

Bridge Co Ltd, reinforced steel for hangars. *Regina Sask*: Wilson Bros Construction Co, asphalt paving at armoury. *Saskatoon Sask*: Sparling-Davis Co Ltd, erection of storage tanks. *Wainwright Alta*: Steel Crafts (Alberta) Ltd, erection of fuel storage tanks; Don Chennels, paving. *Fort Nelson B C*: International Water Supply Ltd, construction of permanent water well. *Salmon Arm B C*: Kenyon & Co Ltd, construction of standard small drill hall. *Victoria B C*: Deeks McBride Ltd, reinforced steel for barracks; Western Bridge & Steel Fabricators Ltd, structural steel for barrack block & mess; Luney & Robinson, erection of concrete block bldg.

Defence Production Limited

(July report)

Goose Bay Labdr: S Butler, interior & exterior painting of bldgs, RCAF station. *Summerside P E I*: M F Schurman Co Ltd, permanent sub-floor replacement, bldg No 48, RCAF station. *Dartmouth N S*: Fundy Construction Co Ltd, exterior sheathing of hangar, RCN air station. *Greenwood N S*: Rodney Contractors Ltd, repairs to hangar & garage doors, RCAF station. *St Johns P Q*: Delphis Cote Ltd, roof repairs to bldgs, RCAF station. *Westmount P Q*: Eastern Plumbing & Heating Ltd, removal of existing boilers, & installation of new boilers, Royal Montreal Regiment. *Aylmer Ont*: Elgin Construction Co Ltd, permanent sub-floor replacement of kitchen & service wing, Bldg No 8, RCAF station. *Downsview Ont*: George W Porter Construction Co Ltd, repairs to runway, RCAF station. *Rockcliffe Ont*: O'Learys Ltd, repair to roads & parking areas, RCAF station; Shore & Horwitz, permanent sub-floor replacement of bldgs, RCAF station. *Gimli Man*: Maple Leaf Construction Ltd, repair to roads, RCAF station. *MacDonald Man*: T J Pounder & Co Ltd, repair to roads, RCAF station; H G Hay Decorating Co, exterior painting of existing bldgs, RCAF station. *Portage la Prairie Man*:

T J Pounder & Co Ltd, repairs to roads, RCAF station. *Winnipeg Man*: Vulcan Iron & Engineering Ltd, replacement of catwalks in boiler rooms, RCAF station; Weston Builders Specialties Ltd, interior painting of airmen's mess, hangar & drill hall. *Moose Jaw Sask*: Yarnton Decorating Co Ltd, exterior painting of existing bldgs, RCAF station. *Saskatoon Sask*: Thode Construction Ltd, repairs to roads & surface drainage, RCAF station. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, road repairs. No 10 repair depot, RCAF station. *Clareholm Alta*: General Construction Co (Alberta) Ltd, repairs to roads, RCAF station; Standard Gravel & Surfacing of Canada Ltd, repairs to runways, taxi strips, aprons & drainage, RCAF station. *Penhold Alta*: Walter McKenzie, exterior painting of existing bldgs, RCAF station. *Ralston Alta*: William Sigalet & Co Ltd, exterior painting of residences & suites. *Suffield Alta*: Seaboard Advertising Co Ltd, interior painting of laboratory bldgs; Rogers Sheet Metal & Roofing Ltd, re-roofing of bldgs, compound area, Experimental Station. *Prince Rupert B C*: Seaboard Advertising Co Ltd, interior & exterior painting, HMCS "Chatham".

National Harbours Board

Saint John Harbour N B: Saint John Dredging Co Ltd, dredging deep water berths. *Montreal Harbour P Q*: Gunite & Waterproofing Ltd, patching surface of piers, Jacques Cartier Bridge; Spino Construction Ltd, extension of water supply

system, Sutherland Pier & sections 46 to 49; Charles Duranceau Ltd, construction of exit ramp, shed 19; E C Scrivens & Co Ltd, renewing pitch & gravel roofing & flashings, cold storage bldg, section 23.

Department of Public Works

Bonavista Nfld: North Shore Construction Co Ltd, breakwater improvements. *Twillingate Nfld*: Chester Dawe Ltd, wharf

reconstruction. *Charlottetown P E I*: M F Schurman Co Ltd, construction of science service laboratory. *Main-a-dieu N S*: A J

Campbell, J A Campbell, Alex J McIsaac & Frederick A Campbell, breakwater repairs. *Port Bickerton N S*: Diamond Construction Co Ltd,* dredging. *Little Cape N B*: Diamond Construction Co Ltd,* dredging. *Aurigny P Q*: Les Entreprises de l'Est Ltee, breakwater replacement. *Buckingham P Q*: Dagenais & Major Construction Co Ltd, addition & alterations, public bldg. *Montreal (Westmount) P Q*: E A Robinson Oil Burners Ltd, installation of oil burning system in heating plant, War Assets Bldg. *Pabos Mills (Anse aux Canards) P Q*: James S Watt, construction of breakwater. *Rimouski P Q*: Marine Industries Ltd,* dredging. *Riviere au Renard P Q*: Irene Verreault,* dredging. *Ruisseau Leblanc P Q*: Bert Dimock, wharf reconstruction. *Sherbrooke P Q*: Henri Royer Inc, completion of plumbing work in public bldg. *Burlington Ont*: McNamara Construction Co Ltd, repairs to breakwater. *London Ont*: Sunnybrook Nurseries,* landscape planting

at mental infirmary of Westminster Hospital; Francis Hankin & Co Ltd, installation of incinerator in central heating plant of Westminster Hospital. *Ottawa Ont*: L Gendron & Fils, alterations to heating system of the old supreme court bldg; Automatic Sprinkler Co of Canada Ltd, installation of sprinkler & alarm systems, Science Service Bldg, Central Experimental Farm; Modern Forge Reg'd, erection of wrought iron fencing at 24 Sussex St. *Port Arthur Ont*: Canadian Dredge & Dock Co Ltd, harbour improvements (repairs to rubble mound). *Prescott Ont*: Theode Robidoux,* dredging. *Toronto Ont*: Redfern Construction Co Ltd, construction of postal station "Q". *Regina Sask*: Waterman-Waterbury Mfg Co Ltd, installation of oil burning system in central heating plant, RCMP barracks. *Crofton B C*: William Prendergast, wharf replacement. *Esperanza B C*: Findlay-White Construction Co Ltd, reconstruction of landing float, trestle approach & gangway.

Department of Resources and Development

Adelaide Island Ont: George C. Brayton, construction of wharf. *Cedar Island Ont*: A F Simpson, construction of wharf. *Riding Mountain National Park Man*: Benjamin

Rosenblat & Edward Rosenblat, road construction. *Meenook Alta*: S H Parsons, erection of magnetic observatory & 3-car garage.

Department of Transport

Greenwood N S: Municipal Spraying & Contracting Ltd, additional airport development. *Moncton N B*: Moncton Plumbing & Supply Co Ltd, installation of heating & plumbing in Clarke-Ruse hangar. *La Tuque P Q*: H J O'Connell Ltd, construction of hardsurface runway. *Downsville (Toronto) Ont*: H J McFarland Construction Co Ltd, construction of concrete runway. *Lamb Island Ont*: Elis Anderson, construction of lightkeeper's bungalow. *Muskoka Ont*: Warren Bituminous Paving Co Ltd, construction of hardsurface runway. *Pelee Passage Ont*: Intrusion-Prepakt Ltd, repairs to pier. *Gimli Man*: Tomlin-

son Construction Co Ltd, additional airport development. *MacDonald Man*: Nelson River Construction Ltd, extension to runway. *Winnipeg Man*: Commonwealth Construction Co Ltd, construction of concrete parking area. *Moose Jaw Sask*: W C Wells Construction Co Ltd, additional airport development. *Lethbridge Alta*: Fort Construction Co Ltd, additional airport drainage. *Comox B C*: Dawson, Wade & Co Ltd, extension of runway. *Vancouver B C*: Campbell Bennett Ltd, additional airport development. *Fort Smith N W T*: Yukon Construction Co Ltd, construction of staff dwellings, generator bldg, etc.

Federal and Provincial Authorities Confer on Labour Law Administration

Officers from the federal and eight provincial Departments of Labour discuss the problems arising out of the administration of labour laws

Problems arising out of the administration of labour laws were discussed by officers of the Federal and eight Provincial Departments of Labour at the tenth annual three-day conference of the Canadian Association of Administrators of Labour Legislation in the Legislative Building, Victoria, September 10-12.

The conference was opened with an address by the Hon. Capt. J. H. Cates, Minister of Labour of British Columbia. As in the past, each Department of Labour through its deputy minister or other senior official reported at the opening session on legislative and administrative developments during the year.

In view of the need for increasing the supply of skilled tradesmen to meet the demands of Canada's defence program, one day of the conference was devoted to a study of ways of improving existing methods of training apprentices. The need for greater co-operation between the home, the school, employers and governments in the selection and training of boys entering the skilled trades was stressed. Greater flexibility in the administration of the various Apprenticeship Acts was also considered desirable. Other sessions of the conference dealt with safety codes of the Canadian Standards Association, government labour publications, and minimum wages and industrial standards.

Mrs. Clara M. Beyer, Associate Director of the Bureau of Labour Standards of the United States Department of Labour, and Secretary-Treasurer of the International Association of Governmental Labour Officials of the United States and Canada, was the speaker at the annual dinner meeting under the chairmanship of the Hon. Captain Cates. Mrs. Beyer spoke briefly of the origin of labour-management co-operation in industry in Canada and commended the work of the federal Department of Labour in promoting such co-operation, as evidenced by the large number of labour-management production committees in existence at the present time. The speaker

emphasized the important work being carried on by the International Labour Organization in furthering international co-operation to improve the lot of the worker. The reason for the survival of the ILO through two world wars, Mrs. Beyer stated, "was because it represented management, labour and government, and not just simply government". She also referred to the work of the U.S. Bureau of Labour Standards through its annual National Conference on Labour Legislation, and of the IAGLO, in bringing about closer co-operation between the federal and state Departments of Labour.

In addition to Mrs. Beyer, two representatives of the International Association of Governmental Labour Officials, which met in Seattle the week before, attended the conference—Ben T. Huiet, Commissioner of Labour, Georgia, and John B. Georges, Commissioner of Labour, Wyoming. At the opening session, Commissioner Huiet extended to the Association the greetings of the IAGLO.

The following federal and provincial representatives attended the conference:—

Federal: H. J. Walker, Editor, the *LABOUR GAZETTE*; P. R. Parent, Chief Administrative Officer; C. R. Ford, Supervisor of Technical Training; G. G. Blackburn, Director of Information; Col. H. S. Relph, Chief Claims Officer, Unemployment Insurance Commission; V. Johnston, Economics and Research Branch; Evelyn Best, Legislation Branch; G. R. Currie, Industrial Relations Officer, Vancouver; and William McKinstry, Regional Superintendent, National Employment Service, Vancouver.

Alberta: K. A. Pugh, Chairman, Board of Industrial Relations; and H. E. Bendickson, Secretary, Board of Industrial Relations.

British Columbia: Hon. Capt. J. H. Cates, Minister of Labour; James Thomson, Deputy Minister of Labour; B. W. Dysart, Chief Administrative Officer; G. A. Little, Supervisor, Vancouver Office, Department

of Labour; A. B. Clark, Regional Supervisor; Hamilton Crisford, Director of Apprenticeship; R. D. Lemmax, Chief Inspector of Factories; A. H. Jones, G. H. O'Neill, R. MacDonald, Inspectors; Col. D'Arcy J. Baldwin, Chairman, Labour Relations Board; Col. M. F. Macintosh, H. Strange, members, Labour Relations Board; B. H. E. Goult, Chief Executive Officer, Conciliation Branch; Adam Bell, Chairman, Workmen's Compensation Board; and Arthur Francis, Chief Safety Inspector, Workmen's Compensation Board.

Manitoba: W. Elliott Wilson, Deputy Minister of Labour; and James Aiken, Director of Apprenticeship.

New Brunswick: Hon. S. E. Mooers, Minister of Labour; and N. D. Cochrane, Deputy Minister of Labour.

Nova Scotia: R. E. Anderson, Chief Administrative Officer, Department of Labour; R. H. MacCuish, Director of

Training; and Prof. S. J. Montgomery, Inspector-Examiner under Engine Operators' Act.

Ontario: J. B. Metzler, Deputy Minister of Labour; and F. W. Ehmke, Senior Inspector, Department of Labour.

Quebec: Donat Quimper, Associate Deputy Minister of Labour; Gabriel Rousseau, Technical Adviser on Apprenticeship; and W. Beaulac, Director, Labour Inspection Service.

Saskatchewan: Hon. C. C. Williams, Minister of Labour; J. H. Williams, Director, Wages and Hours Branch; and J. S. Dornan, Director of Apprenticeship and Tradesmen's Qualifications.

The officers of the CAALL for 1951-52 are: Past President, W. Elliott Wilson, Manitoba; President, N. D. Cochrane, New Brunswick; 1st Vice-President, J. B. Metzler, Ontario; 2nd Vice-President, K. A. Pugh, Alberta; Secretary-Treasurer, Evelyn Best, Department of Labour of Canada.

Labour Legislation in New Brunswick and Prince Edward Island in 1951

Workmen's compensation, collective bargaining rights for municipal employees and rent control dealt with by N.B. and P.E.I. legislatures

NEW BRUNSWICK

The New Brunswick Legislature, in session from March 6 to May 1, made changes in workmen's compensation and labour relations laws. From January 1, 1952, the maximum earnings on which compensation is based will be \$3,000 per year. The Labour Relations Act was amended to permit municipal governments to bring their employees under the Act. Following the lead of the Nova Scotia Government, the Province passed a law giving municipalities power to impose rent control. The work of revising and consolidating the Public Statutes was continued.

Workmen's Compensation

Amendments made to the Workmen's Compensation Act increased the maximum annual earnings on which compensation is computed from \$2,500 to \$3,000. Another amendment increased the amount payable for burial expenses from \$150 to \$200. These two changes will take effect on January 1, 1952.

Labour Relations

Two amendments to the Labour Relations Act, 1949, permit a municipality, by resolution, to bring any group of its employees under the Act, and prohibit any attempt to influence the manner in which an employee votes in a representation vote or any other vote conducted by the Labour Relations Board.

A new sub-section states that the council of a city, town, incorporated village or county may, by resolution, declare that the municipal corporation is an employer within the meaning of the Act with respect to any group of its employees, whereupon it will become such an employer and continue so until the resolution is rescinded. A second new sub-section makes it an "unfair labour practice" for any person to seek to influence an employee's vote by intimidation, by coercion, or by giving or offering to give money or any other valuable consideration in any vote taken under the Act.

Rent Control

An Act, passed on May 1, provided for municipal control of rents after July 1. The council of any city, town, incorporated village or county was empowered to make by-laws regulating maximum rentals, and to appoint an officer known as the Rental Authority, to be responsible for regulating rentals under the by-laws, and a Rental Appeal Board of not more than three persons. All rents were frozen at their level of April 30 until July 1.

In order to increase a rental after this date, unless the by-laws allow for express agreement between landlord and tenant, the landlord is required to apply for and receive written permission from the Rental Authority. Appeal from a decision of the Rental Authority may be made by any landlord or tenant to the Rental Appeal Board, whose decision will then take effect. The Municipal Rent Control Act is to expire on April 30, 1952.

Revision of Statutes

The revision and consolidation of the Public Statutes which was begun last year was continued in 1951. Among the large number of revised statutes which received the approval of the Legislature were several labour laws, including the Apprenticeship Act, the Trades Examination Act, the Vocational Education Act, the Mechanics' Lien Act, the Woodsmen's Lien Act, and the Scalers Act. Also revised were the Children's Protection Act, the Mothers' Allowances Act and the School Attendance Act. No important changes were made in any of these statutes. An amendment to the section of the Mothers' Allowances Act empowers the Lieutenant-Governor in Council to define the term "permanent total disability" as used in the Act with reference to either parent of a child for whose maintenance an allowance is paid. Provision is also made for the payment of the allowance in special circumstances to a suitable person other than the applicant. The new Act will be proclaimed in effect.

PRINCE EDWARD ISLAND

The only labour legislation passed by the Prince Edward Island Legislature at its 1951 session from March 6 to March 31 were the fairly extensive amendments to the Workmen's Compensation Act. These amendments increase the benefits payable and bring more workers under the Act.

An Act giving the municipalities power to take over rent control was also passed.

Workmen's Compensation

Several important amendments were made to extend the protection given to workers by the Workmen's Compensation Act. Benefits in fatal cases and cases of total disability were increased, the waiting period which must elapse before compensation may be paid was reduced, three new diseases were added to the list of those for which compensation is payable, and several new industries were brought under the Act.

The maximum expenses which will be paid to cover the cost of burial of a workman were increased from \$100 to \$150, the amount payable in Nova Scotia, New Brunswick, Manitoba and British Columbia. Where death occurs, the monthly benefit payable to a widow or invalid widower will now be \$50 instead of \$40, and the additional benefit of \$10 a month payable to each child under 16 years was increased to \$12.50. Fifty dollars a month is the compensation payable to a widow in six other provinces. The monthly allowance to a child varies from province to province, ranging from \$10 to \$20.

By a further amendment, the total monthly compensation payable in death cases, exclusive of burial expenses, may not be more than 75 per cent of the workman's average earnings. The maximum amount allowed was formerly 66 $\frac{2}{3}$ per cent of average earnings.

A higher minimum payment was provided for in cases of total disability, either temporary or permanent, which is compensable at the rate of 66 $\frac{2}{3}$ per cent of the workman's average earnings. The minimum was increased from \$12.50 to \$15 per week unless the workman's earnings are less than \$15, in which case he receives the full amount of his earnings.

Under each provincial Workmen's Compensation Act, a fixed period must elapse before compensation becomes payable. In Prince Edward Island, this "waiting period", which since the Act was passed in 1949 has been seven days, was reduced to four days, the same period as in New Brunswick. No compensation is payable for an injury which disables a workman for four days or less. If he is disabled longer than four days, he receives compensation from the date of the injury.

Another change has to do with the section of the Act which provides that, while a workman is not entitled to compensation where the injury is attributable solely to his serious and wilful misconduct, an ex-

ception may be made in these circumstances if the injury results in death or serious and permanent disablement. The amendment struck out the words "and permanent", thus enabling compensation to be paid in cases of serious injury whether or not such injury is permanent. The wording of the Prince Edward Island Act is now like those of Alberta, Ontario and Quebec. In most of the other Acts the exception is made in cases of death or serious and permanent disablement.

Three new diseases, bursitis, infected blisters and undulant fever, were added to the schedule of occupational diseases for which compensation is payable. Bursitis and infected blisters are compensable if they are contracted from any process involving continuous rubbing, pressure or vibration, and compensation will be paid for undulant fever (brucellosis) contracted from exposure to infected material such as in meat packing plants.

Several new classes of workers were brought under the Act. The coverage of the Act was extended to employers and workmen engaged in oil, fuel and gasoline plants, or in handling and distributing farm and road machinery and to produce dealers and their employees. Learners who are training or engaged in probationary work for positions required in the operation of railway trains were also brought under the Act. In 1950 and 1951 learners were brought under the Manitoba and Saskatchewan Acts following a decision of the Manitoba Appeal Court by which the Workmen's Compensation Board was prohibited from awarding compensation to an injured student trainman (L.G. 1950, p. 898 and p. 1569).

A minor change was made to the list of persons excluded from the operation of the Act. Only those members of the family of the employer who are under 17 years of age are now outside the Act instead of all members of the family regardless of age, as before. This provision is, however, subject to the Board's power to include and exclude industries.

A further amendment provides that in computing the pay-roll on which the employer's assessment is levied the maximum salary or wages of an officer or workman which may be included is \$2,500.

Finally, the Act now provides that if an employer unlawfully employs a child under 15 years of age and a claim for injury to such child is made, the Board may exclude the industry from the class in which it was included and the employer will be individually liable to pay the compensation.

Rent Control

As in Nova Scotia and New Brunswick, Prince Edward Island passed legislation to give municipalities power to impose rent control.

The Housing and Rentals Act empowers municipal councils to pass by-laws for the regulation of maximum rentals for housing accommodation. A by-law must stipulate that rentals in effect on May 31, 1951, may not be increased except by agreement between landlord and tenant or with the approval of the person appointed as rental authority under the by-law.

Decisions of the rental authority may be appealed to a Judge of a County Court who is authorized to make any order which the rental authority is empowered to make.

Recent Regulations, Dominion and Provincial

Regulations issued governing payment of supplementary allowances to unemployable veterans receiving a war pension. In British Columbia, steel fabrication designated as a trade under the Apprenticeship Act

Under federal legislation, regulations were issued governing the payment of supplementary allowances to unemployable veterans receiving a war pension. The Minister of Labour has made an Order exempting certain classes of persons from the requirement to obtain and carry a seaman's card.

In British Columbia, steel fabrication was designated as a trade under the Apprenticeship Act. New regulations under the Ontario Public Health Act governing work camps require employers to provide better accommodation and to observe stricter standards of sanitation.

DOMINION

Appropriation Act, No. 4, 1951

Unemployability Supplement Regulations

Regulations were issued under P.C. 3510, gazetted July 25, governing the payment of financial assistance to unemployable veterans who are receiving pensions under the Pension Act for a disability which contributes to their unemployability. Under the Appropriation Act, No. 4, passed at the 1951 session of Parliament, a sum of two million dollars was set aside for the purpose.

The regulations provide for the setting up of District Unemployability Supplement Committees in districts to be prescribed by the Minister of Veterans Affairs. A Head Office Committee will be appointed to supervise the administration of the regulations in the districts and to hear and adjudicate upon appeals from awards made by District Committees.

A married veteran or a widowed veteran with children who receives a pension for a disability of 45 per cent or more is eligible for an unemployability supplement of \$40 a month. A single veteran who is receiving a pension for a disability of 35 per cent or more is eligible for a supplement of \$20 a month. The unemployability of a veteran will be determined by the District Committee by considering the disabilities for which he is pensioned, together with any other physical or mental disability from which he may be suffering, in relation to the possibilities of employment in the locality in which he resides.

Supplements will not be paid to a veteran for any period before the date of receipt of his application unless the application was received before August 31, 1951, in which case the pension may be paid from June 1, 1951.

Canada Shipping Act

Amendments were made to the by-laws of the pilotage districts of Caraquet, N.B., and Sydney, N.S., by Orders in Council P.C. 3811 and P.C. 4237, gazetted August 8 and September 12, respectively.

The fee for embarking and disembarking the pilot by pilot boat in the Caraquet district was increased from \$3 to \$5, and in the Sydney district the pilotage dues are now subject to a surcharge of 7½ per cent.

Emergency Powers Act

Great Lakes Seamen's Security Regulations

Six classes of workers employed on certain small craft in emergency work or in casual employment were exempted from the Great Lakes Seamen's Security Regulations by Order of the Minister of Labour made on July 31 and gazetted on September 12. The regulations require seamen employed on the Great Lakes and St. Lawrence River to hold a seaman's card in order to take or continue in employment (L.G. 1951, p. 837).

The classes exempted are as follows: (1) persons employed on fishing vessels which do not pass through a canal or lock; (2) police officers operating harbour patrol boats and crews of harbour fire-fighting boats; (3) labourers employed on a casual basis for salvage operations; (4) casual workers in dredging operations, except those employed on dredges, towboats or scows operating in or passing through a canal or lock; (5) persons engaged in transporting or handling pulpwood or logs or in the construction and maintenance of pulpwood and log storages or booms, and operators of work boats exclusively engaged in these operations in storage areas or in salvaging pulpwood and logs from shore areas and (6) casual employees in emergency repair work on ships who cannot obtain a seaman's card without unduly delaying the ship's sailing. In the latter case, the ship's master must make an entry in the log and notify in writing the Executive Director of the Unemployment Insurance Commission at Ottawa setting out the nature of the repair and the name, occupation and residence of the person in question and the duration of his employment on the ship.

PROVINCIAL

Alberta Trade Schools Regulation Act

The regulations covering all trade schools under the Act were amended with respect to students' registration fees and to the amount of security required from an operator of a trade school who has defaulted in the performance of his contract. The amendments were approved by O.C. 986-51 and gazetted July 14.

The registration fee is doubled and is now \$100 for one course and \$20 for each additional course. Total fees for registration, however, continue to be limited to a maximum of \$250. If the operator of a

trade school wishes to increase or decrease the number of courses authorized in his licence, he must forward his licence to the Minister of Industries and Labour for alteration and approval together with whatever additional fees are required.

The security which must be provided by the operator of a school for the performance of contracts is \$1,000 in the form of a bond of a bonding company authorized to do business in Alberta. The Minister may call upon the bonding company to make good any fees which the operator of the school has failed to repay. A new subsection authorizes the Minister to cancel the registration of an operator of a trade school who has defaulted in the performance of his contract and forfeited the guarantee bond. If such an operator desires to be re-registered, he is required to deposit a \$2,000 bond.

British Columbia Apprenticeship Act

By an Order in Council of September 5, gazetted September 6, the trade of "steel fabrication, including welding, fitting, riveting, drilling, pressing, and rolling on custom-made articles and supplies but excluding production-line or assembly-line manufacture for resale" was added to the list of trades designated in Schedule A of the Act as trades in which contracts of apprenticeship may be made.

Ontario Mothers' Allowances Act

Amendments to the general regulations under the Mothers' Allowances Act were made August 16 and gazetted September 1. Foster mothers of orphan children are to receive additional benefits similar to those paid to actual mothers, including the monthly cost of fuel, and in case of need, an extra sum up to \$20 a month. In line with a 1951 amendment to the Act, the regulations now provide for the payment of an allowance to a mother who has divorced the father of her children and has been given custody of them, if no provision has been made for the maintenance of the children or if the father has failed to carry out his obligations and has not been heard of for at least one year. A new form of application for an allowance is set out for the use of such mothers, who must furnish proof of the divorce and give particulars of the provision made for the children in the judgment.

Ontario Public Health Act

New regulations, approved August 23 and gazetted September 8, prescribe in much greater detail the sanitary standards to be

observed in work camps. Such camps include lumbering camps, mining camps, railway construction works or other places where labour is employed in territory without municipal organization.

The regulations now require a written notice to be sent to the inspector before any camp which is intended to house five or more employees is opened. Previously, this requirement applied only to camps in which more than 15 workers were usually employed.

The notice must state the employer's name and address, the location of the camp and the means of access to it, the number of workers that the camp is designed to accommodate, and the nature and expected duration of the work to be carried on. Along with the above information, a plan of the camp must be submitted wherever 15 or more workers are to be housed. The plan must show the location of the buildings, the source of the water supply and the means of sewage disposal. A change in any of these particulars must also be reported to the inspector.

Camps are to be located on well-drained ground, and at least 150 feet from any body of water, unless there is no suitable location available at this distance and the inspector considers that the proposed location will not cause pollution of the water. No stable or other building used for sheltering animals is to be located within 200 feet of a source of drinking-water supply, or of a cook-house or bunk-house, or so that there is drainage from it into the water supply. Every camp must be maintained in a sanitary condition, and whenever a camp is re-opened after being abandoned or closed, the interior of every building must be treated with lime-wash or other suitable material. From May 1 to October 1 all buildings in the camp must be effectively screened against flies.

With respect to accommodation and facilities, the new regulations state more precisely the duties of the employer of labour in a "standard camp" housing 15 or more workmen and make much greater demands on him for the maintenance of high standards of sanitation. The standards regarding the construction of buildings and the construction and maintenance of sleeping accommodation have been greatly improved by a better arrangement and by the addition of new requirements. The regulations now set out in specific terms the facilities which must be provided for washing, bathing and laundering. Previously, it was merely stipulated that such

facilities were to be provided to the satisfaction of the inspector. The provisions regarding a safe water supply, the preparation, serving and storage of food and the washing of dishes are new.

All buildings to be used for sleeping accommodation and feeding of employees must be weather-proof and have tight-fitting, smooth-surfaced floors and walls. The floors must be at least one foot above the ground level. Where the walls are made of logs, their interior surface must be peeled. A new requirement is that every building must have two direct exits to the outside as remote from each other as practicable.

Bunk-houses must be built with roofs of tight-fitting lumber and walls at least seven feet high where single-tier beds are used, and eight feet high where double-tier beds are used. The windows must be located so that every part of the bunk-house has light and ventilation. They must equal in area not less than seven per cent of the floor area, and must open at least halfway. Where heaters are used, there must be one fresh-air duct with an inside opening of at least 60 square inches under each heater, and at least two air-outlets with an area of not less than three square inches for each bunk.

Bunks must be separate, either single or double-tiered, at least 12 inches above the floor, and at least 18 inches apart unless they are placed lengthwise along the walls. Every bunk must be provided with 300 cubic feet of air space. A locker or shelf must now be provided for each bunk. As previously, the employer is required to supply a sufficient quantity of clean mattresses and blankets. A new provision requires that a temperature of 65 degrees Fahrenheit be maintained in a bunk-house when it is occupied by employees.

Washing, bathing and laundering accommodation must include a separate wash-room directly accessible from the bunk-house, a separate heated room or building for bathing, and a separate heated room or building for laundering clothes. A constant supply of hot and cold water must be provided. There must be at least one sink or wash-basin for every five bunks, one bathtub or shower, and one laundry tub for every 15 bunks. Common towels are not to be used.

The employer is required to maintain a constant supply of safe water for drinking, cooking and dish-washing. When necessary, the water must be made safe by boiling, chlorination, or any other method approved

by the Director of Industrial Hygiene. Drinking-water must be kept in sanitary, covered containers equipped with a pouring faucet, and be poured directly into an individual drinking-container supplied for each employee. No person is to use a drinking-vessel in common.

An employer must provide at least one dining-room and one kitchen separated by a door from any living quarters, and arranged so as to permit thorough cleaning. A kitchen or dining-room is not to be used for sleeping purposes, nor for any other purpose than the preparation, storing or serving of food. Wearing-apparel is not to be left in a kitchen or dining-room except in a separate cupboard or locker. All food must be protected from contamination, and perishable food stored at a temperature not higher than 50 degrees Fahrenheit.

No chipped or cracked cup, glass or dish, or utensil in such condition as to prevent effective cleansing, is to be used. Utensils are to be washed in water at a temperature not lower than 110 degrees Fahrenheit containing a detergent solution capable of removing grease and food particles, and are to be sterilized in water at a temperature of not less than 170 degrees Fahrenheit for at least two minutes or in boiling water for at least 30 seconds, and are to be dried by exposure to the air in open-mesh baskets.

Other provisions lay down exact requirements for the disposal of garbage and wastes and the provision, location and maintenance of toilets. Another section prescribes the requirements for leaving a camp in a sanitary condition before closing it, and requires the employer to notify the inspector in writing within 14 days after abandoning or closing the camp. This provision applies to a camp of any size.

Provision is made for the inspection of camps at any time. Where an inspector finds that an employer has not complied with the regulations, he must notify the employer in writing and send a copy of the notice to the Director. If any condition dangerous to health exists, the inspector may recommend to the Director the closing of the camp and, after receiving his written approval, may order the camp to be closed. If he finds the danger acute, he may order the immediate closing of the camp before notifying the Director. Within two days after issuing the closing order, the inspector must give written notice to the employer stating reasons for closing. The penalty for violation of these regulations is a fine of not less than \$25 and not more than \$200.

The regulations amend O. Reg. 14/44, certain sections of which are revoked.

Saskatchewan Hospitalization Act

Regulations governing the levy and collection of the hospitalization tax for 1952 were issued under O.C. 1509/51, made August 13 and gazetted August 24. The regulations are substantially the same as those which were issued for the year 1951, the tax remaining at \$10 for an adult and \$5 for each dependent child, with a family maximum of \$30.

As previously, a pro-rated tax of 84 cents a month (42 cents for a dependant) may

be paid for the remainder of the tax year by a person who completes the six months residence in the Province required by the Act. The regulations now provide that such a person may pay the tax on behalf of his dependants at the same time as he himself comes under the hospitalization scheme in a case where his dependants move to the Province between the date on which he became a resident and the date on which he completed his six months residence requirement. The dependants will then become entitled to receive hospital services at the same time as the head of the family.

Legal Decisions Affecting Labour

Supreme Court of Canada allows appeal against injunction granted by B.C. Appeal Court restraining picketing of 3 restaurants in Vancouver

Picketing by Vancouver restaurant employees' union held not to be illegal—Union protected against injunction or action for damages by Section 3 of British Columbia Trade-unions Act.

The Supreme Court of Canada on June 27, 1951, allowed an appeal from a judgment of the British Columbia Court of Appeal in a case involving picketing of a chain of Vancouver restaurants by a restaurant employees' union. The British Columbia Court of Appeal had granted an injunction restraining Local 28 of the Hotel and Restaurant Employees International Union from picketing three units of Aristocratic Restaurants Ltd. and had awarded the employer costs and damages against the union for the loss suffered. (L.G. 1951, p. 371.)

In a majority opinion in which five judges concurred, the Supreme Court of Canada held that the picketing carried on by the union was not illegal, allowed the appeal and restored the trial judgment originally delivered in the Supreme Court of British Columbia. The Chief Justice and Mr. Justice Locke dissented.

The facts of the case are reviewed in the Supreme Court judgment. On September 21, 1949, Local 28 was certified by the British Columbia Labour Relations Board as the bargaining authority for the employees of unit 5 of Aristocratic Res-

taurants Ltd. When negotiations between the employer and the bargaining authority failed to bring about a collective agreement, a Board of Conciliation was appointed under the Industrial Conciliation and Arbitration Act, but it failed to reconcile the parties. The points of difference concerned wage rates and the union shop. The majority report of the Board was accepted by the employer but not by the union. It was not submitted to the employees for acceptance or rejection, and a strike vote was not taken. In May, 1950, three months after the Board had issued its report, agents of the union picketed three restaurants, unit 5, for which the union was the certified bargaining authority, and also units 6 and 7. At this time no employee in any of these units was a member of the union. Two men paraded in front of each of these three restaurants, carrying large placards which stated:

"Aristocratic Restaurants have no union agreement with Hotel and Restaurant Employees International Union, Local 28, affiliated with Vancouver and New Westminster Trades and Labour Council".

Of the five judges who concurred in the majority opinion, Mr. Justice Estey and Mr. Justice Kerwin submitted their reasons jointly; Mr. Justice Rand, Mr. Justice Kellock and Mr. Justice Cartwright gave separate reasons.

Four questions were dealt with in each of the reasons for decision: first, was the picketing in question conduct which constitutes an offence under Section 501 of the Criminal Code; second, did it amount in law to a public nuisance; third, was the union absolved from civil liability by Section 3 of the Trade-unions Act; fourth, was the picketing prohibited by the Industrial Conciliation and Arbitration Act?

Section 501 of the Criminal Code provides penalties against intimidation. Every-one is guilty of an offence 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 other person resides or works or carries on business or happens to be.

This is qualified by clause (g) which states that:—

(g) Attending at or near or approaching to such house or other place as aforesaid in order merely to obtain or communicate information shall not be deemed a watching or besetting within the meaning of this section.

None of the judges found that the conduct of the picketers constituted a wrongful watching and besetting within the meaning of Section 501 (f).

In the opinion of Mr. Justice Kellock, the conduct here in question falls squarely within the provisions of paragraph (g) Accordingly, it is not necessary to consider the question as to whether a breach of s. 501 could form the basis for a civil suit.

Regarding the second question, whether the picketing constituted a nuisance at common law, the conclusion was that there had been no nuisance of a public nature, no damage to property, trespass, unlawful assembly or other illegal action. The actions of the union's agents at no time impeded traffic or interfered with the free and usual use of the highway in such manner as would constitute a public nuisance. The only damage suffered by the company was the direct result of the conveyance of the information on the placards. In Mr. Justice Rand's words, "What was attempted was to persuade rationally rather than to coerce by insolence". To persuade and compel by the communication of information was termed by him "a normal incident of industrial competition," and the annoyance to the company, "would be the resentment felt almost at any act in the competitive conflict by the person whose interest is assailed."

Next, the Trade-unions Act of British Columbia was considered. Section 3 absolves every person from liability for

communicating to any workman, artisan, labourer, employee, or person facts respecting . . . employment . . . by or with any employer or consumer or distributor of the products of labour or the purchase of such products, or for persuading or endeavouring to persuade by fair or reasonable argument, without unlawful threats, intimidation, or other unlawful acts, such last-mentioned workman . . . or person . . . to refuse to become the employee or customer of any such employer, producer, consumer, distributor of the products of labour.

It was held that the picketing in this case had been the communicating of facts respecting employment, unaccompanied by unlawful acts. Accordingly, by Section 3 the union was absolved from civil liability for any damages resulting to the employer from the picketing. The opinion of the British Columbia Appeal Court that this section afforded immunity to such action only "at the expiration of any existing contract," that "person" might not be interpreted to mean the public at large, and that the term "persuading" could not cover the action of an organized labour patrol, was not accepted.

In regard to the fourth question, the Court decided that the conduct of the picketers was not in violation of the Industrial Conciliation and Arbitration Act. It was affirmed that under the Act the union at the time of the picketing still retained exclusive right to negotiate with respect to the conclusion of a collective agreement or the regulation of relations between the employer and the employees of unit 5, even though at that time no employee was a member of the union. In addition, it was held that the fact that the employees of two of the restaurants picketed were not within the unit of employees for which the union was authorized to act did not affect the question, since the owner's economic strength is derived from his total business, and it was against that that the influence of information was being exerted.

Mr. Justice Kerwin and Mr. Justice Estey gave consideration to the opinion of Mr. Justice O'Halloran in the British Columbia Court of Appeal that picketing was illegal under Section 5 (1) of the Act, which prohibits a union, during working hours and at the employer's place of employment, without the permission of the employer, from attempting to persuade an employee to join or not to join a labour organization, or under Section 6, which forbids the use

of coercion or intimidation for the purpose of inducing any person to become or refrain from becoming or to continue or to cease to be, a member of a labour organization. Their Lordships held that any attempt to persuade had not been at the employer's place of business, and that there was no coercion or intimidation.

Mr. Justice O'Halloran had also held that the purpose of the Industrial Conciliation Act was to outlaw strikes until the machinery of compromise had been invoked and exhausted, and that until a legal strike was in effect, any activity to interrupt business was prohibited by Section 5 (2) of the Act:—

5. (2) No labour organization and no person acting on behalf of a labour organization and no employee shall support, encourage, condone or engage in any activity that is intended to restrict or limit production.

The Supreme Court did not agree that this section applied to the activity in question in the case. The Court considered that, in a situation where the provisions of the Act for conciliation proceedings had been followed but the report of the conciliation board had not been submitted to the employees nor a strike vote taken, it was not illegal for the union certified as the bargaining agent to resort to other peaceful and otherwise lawful means of persuading the employer to agree to their terms.

It was contended on behalf of the company that the picketing was an attempt to compel the employer to do something which was contrary to Section 16 (b) of the Act, which prohibits an employer from altering any term of employment until after the employees have voted on the report of the conciliation board, and seven days have elapsed after the vote has been reported to the Labour Relations Board. Mr. Justice Kellock pointed out, however, that clause (c) of Section 16 provides that the Labour Relations Board may make regulations permitting an employer affected by clause (b) to alter terms of employment, and that therefore it was not illegal for

the union to take steps to induce the restaurant owner to apply for such permission. The Court found nothing in the Act forbidding the union from appealing to the public. Mr. Justice Rand concluded:—

There is nothing in the Act that touches these ancillary means of advancing the interests of either party . . . If no vote is taken [on the report of the conciliation board], the parties subject to the Act are again in negotiation with all its legitimate modes of waging the contest. To imply a ban against any of them in that unsettled situation would tend to a stalemate and to force a strike vote, both against the policy of the statute.

If, by further negotiation or through persuasion, an agreement were brought about, that policy would be promoted. Once the report of the conciliation board is submitted, the parties are restricted only by the conditions of strike and lockout and, in the absence of a vote or its dispensation or of an agreement, by the maintenance of the existing terms of employment; within that area all lawful steps are open.

The Chief Justice and Mr. Justice Locke, dissenting, would have continued the injunction granted by the Court of Appeal and dismissed the appeal with costs, on the ground that the conduct of the picketers constituted a private nuisance under common law, and that the Trade-unions Act did not authorize such conduct.

While the statements contained on the placards carried by the pickets conveyed certain information "respecting employment or hiring by the respondent" and the statements were true, to convey the information in the manner adopted is not, in my opinion, authorized by the statute. The language of the sections is not capable of interpretation as meaning that such information might be conveyed in a manner which would be at common law a private nuisance. Very clear language indeed would be required to justify any such invasion of the common law rights of employers and none such is to be found, in my judgment, in the Trade-unions Act.

R. Williams et al. v. Aristocratic Restaurants, Supreme Court of Canada, June 27, 1951.

Unemployment Insurance

Unemployment Insurance Advisory Committee Reports on State of Fund

Sound position of Fund leads Committee to recommend reduction in the number of waiting days. Full text of the Committee's report is given

In view of the sound position of the Unemployment Insurance Fund, the Unemployment Insurance Advisory Committee, in its annual report to the Governor in Council, has recommended that the number of waiting days "could now be reduced by three."

Established under the provisions of the Unemployment Insurance Act, the Advisory Committee's chief function is to keep a close watch on the financial condition of the Unemployment Insurance Fund and to report its findings each year. If the fund is found to be either insufficient or more than sufficient to discharge its obligations, the Committee may make such remedial recommendations as it may deem necessary.

The Advisory Committee consists of a chairman and alternate chairman, four members appointed after consultation with organizations representative of employers, and an equal number after consultation with organizations representative of employed persons. The chairman is Dr. W. A. Mackintosh, Principal of Queen's University; the alternate chairman, Dr. A. MacNamara, Deputy Minister of Labour. Members representing employers are T. H. Cooper, Albert Deschamps, James Hunter and Frederick G. H. Leverman; representing employees, Percy R. Bengough, George Burt, A. J. Kelly and Jean Marchand.

The Committee's report for the fiscal year 1950-51 was tabled in the House of Commons at the opening of the present session. Following is the full text of the report:

To His Excellency
The Governor General in Council:

1. Section 84 (1) of The Unemployment Insurance Act requires that not later than July 31, the Advisory Committee shall report on the financial condition of the Unemployment Insurance Fund as of the thirty-first of March preceding.

2. The Committee held meetings on July 9 and 10. The Unemployment Insurance Commission laid before the Committee

financial and statistical statements appended to this report, and supplied the Committee with all information and explanations which the Committee required for the carrying out of its duties, and the Committee also received and heard submissions from representatives of organized labour on a number of matters arising out of the operation of the Act.

3. The balance at the credit of the Unemployment Insurance Fund on March 31, 1951, on a book value basis was \$664,580,376.79. Over the previous twelve months it had increased by \$81,933,404.27, as compared with an increase of approximately \$53,000,000 in the preceding year. Aside from cash requirements, the whole of the Fund is invested in obligations of the Government of Canada, which over the past year yielded on the average 2.57 per cent interest (the same rate as in the preceding year).

4. The gross revenue of the Fund for 1950-51 was \$171,945,945.56, which was \$33,000,000 more than in the previous year. Of this total \$128,744,248.84 was the amount of the contributions from employers and employees which included amounts paid by the Government of Canada on behalf of ex-servicemen in respect of past service during the 1939-45 War and of the Special Forces of approximately \$3,200,000 (for the previous year the amount was about \$4,900,000). The regular contributions from employers and employees, apart from these special amounts, showed an increase of about \$26,000,000 compared with an increase of \$16,000,000 in the preceding year. Part of this increase is due to the added contributions for supplementary benefit. The Government contribution to the Fund was \$25,744,709.21. Interest earned by the Fund is now a substantial yearly sum, being over \$15,000,000 in 1950-51 and over \$14,000,000 in the previous year.

5. Benefit payments to insured unemployed persons during 1950-51 were only slightly larger than in the previous year. They totalled \$90,012,541.29, as compared with \$85,824,202.13 in 1949-50. These totals include payments of supplementary benefit amounting to \$6,930,439.54 and \$818,065.89 respectively. As regards supplementary benefit payments the Fund is protected by a special contribution of 12 cents a week for each insured person and by reimbursement by the Treasury to the extent that this is insufficient and by reimbursement of the whole amount paid to certain classes of persons not previously insured.

6. The payment of supplementary benefits of \$6,930,439.54 fully explains why the benefit

payments in this year exceeded those of the previous 12 months (the previous figure was \$85,824,202.13). The need for supplementary benefits during the low employment season is best evidenced by the fact that 87,060 employees out of work required to draw on this provision.

7. There was a slight decrease in the percentage of insured persons claiming regular benefits in 1950-51 in comparison with 1949-50 and in the average number of days for which benefit was paid. This was offset by an increase in the average daily rate of benefit paid (\$2.42 as compared with \$2.36 in the preceding year), which is a reflection of the greater proportion of insured persons who paid contributions in the highest class or classes as a result of increased wage rates. The wider extension of coverage during 1950-51, especially to lumbering and logging, no doubt also explains in part why total ordinary benefit payments, in a year when employment conditions were particularly good, almost equalled the benefit payments in the previous year, which had rather heavier winter unemployment.

8. It is of interest that the ratios of benefit payments to regular contributions for the two fiscal years 1949-50 and 1950-51 were high having regard to the level of employment. After excluding (1) the amounts paid out in supplementary benefit; (2) the special contributions made in respect of such benefit; (3) the cent a day of contributions not taken into account up to July 1, 1951, in computing benefit payable to claimants in the new Class 8; and (4) contributions made by the government on behalf of veterans of the Armed Services, these ratios of benefit payments to contributions are:—

1949-50	71.2%
1950-51	65.7%

The high percentage of payments as compared with contributions was noted by the Committee.

9. The fact that so large a proportion of the contributions was required to meet the benefit payments in a year of high employment shows that there may not be an unduly large margin for bad years. It is reassuring, therefore, that as a result of the sustained high level of employment ever since the Act came into effect the Fund provides a substantial reserve against adverse conditions.

10. On the foregoing point Mr. A. D. Watson, actuarial adviser, in his report had this to say:—

Having regard for the large proportion of the regular contributions that was required to meet the benefit payments in the past two fiscal years, it seems reasonable to conclude that a really high level of employment and of industrial activity and general prosperity would be entirely consistent with the payment of insurance benefit year by year equal to, or even considerably more than, the regular contributions required under the Act; and if employment were well distributed throughout the country, the consequential effect of the unemployment would not be important. From this the further conclusion seems to follow, that for the scheme of things as the Act and regulations stand today there is perhaps no margin in the contributions

for bad years. There may have been some considerable margin for the scheme of things of 1940, but it looks as though there is little or no margin today. In these circumstances it is most satisfactory that a substantial fund has been accumulated as security against adverse years. That fund has been accumulated as a consequence of (1) abnormally favourable conditions as to employment since the Act came into operation and (2) adventitious gains of rather large proportions from a number of sources: and the accumulation has resulted notwithstanding the continuance of certain unsatisfactory claims situations. It is true that abnormally favourable conditions are still continuing, but it would appear to be unrealistic at this juncture to assume that, except for the Fund that has been accumulated, the financial provisions in the Act are any more than fair weather provisions.

The above extract from Mr. Watson's report is included as information.

11. The Committee reports that the Unemployment Insurance Fund, in its judgment is in a sound position.

12. The Committee has been furnished with reports by the Commission giving details of the provisions in regulations respecting married women, and has no report to submit in reference to them at this time.

13. The Committee has noted with approval that the Commission has made some progress in the direction of inclusion of hospital employees under coverage of the Act.

14. A matter that is of some concern is whether the unemployment insurance plan tends to increase unemployment by making insured employment so attractive as to draw persons away from their normal attachment to non-insured occupations. The Committee has not found evidence of any substantial tendency of this kind, but there are indications that in a few instances employees who normally work in insurable employment have been unwilling to accept non-insurable employment for fear of prejudicing their potential benefit rights. Since this becomes less of a problem as extensions in the coverage of the Act narrow the field of excepted employments, the Committee has been pleased to learn that the Commission has made an extensive survey during the past year of excepted employment in the fishing and other industries with a view to determining the possibility of insuring the employees.

15. Briefs were presented on behalf of the Trades and Labour Congress of Canada and the Canadian Congress of Labour. These two organizations have a membership of a million workers and it is pleasing to note that the operations of the Act are being watched closely by these bodies, and by the Canadian and Catholic Confederation of Labour, the Railway Transportation Brotherhoods, and other labour organizations.

The above-mentioned briefs are . . . in summary:—

(A) The Trades and Labour Congress' main proposals are:

1. That coverage be extended to include all possible employments with special attention to the need to include employees of hospitals and charitable institutions.

With this proposal your Committee is in full accord.

2. That weekly benefits be increased and if necessary that there be an increase in the weekly contributions.

This recommendation and other proposals will be studied by the Commission.

3. That the number of waiting, or non-compensable days be reduced.

Your Committee is, already, on record as being in favour of reducing the waiting period when this can be done with financial and administrative safety and now endorses this view and recommends in view of the sound position of the Fund that the waiting days could now be reduced by three.

4. It is pleasing to record that the Trades and Labour Congress brief contained the following paragraph:

"In making these suggestions and recommendations to the Unemployment Insurance Advisory Committee, the Congress desires to be recorded as greatly pleased with the success of the Unemployment Insurance Commission and with the very courteous and efficient service it renders to unemployed workers whether through payment of insurance benefits or the equally important assistance offered through National Employment Service."

(B) The Canadian Congress of Labour brief:

1. Requested review of statutory requirements imposed by Section 28.
The Commission will do so.
2. That rates of benefits be increased without any increase in the contribution rate.

The Committee, in view of the reports from the Commission and from the Actuarial Adviser is not prepared to endorse this proposal although it does believe that a study of the adequacy or otherwise of the benefit rates in relation to the present wage scale is warranted and has suggested to the Commission that this be undertaken.

3. The Canadian Congress of Labour brief, as well as that of the Trades and Labour Congress urged the reduction of the waiting period.

The Committee, as already stated, is of the opinion that the time has arrived for a reduction in the waiting days.

4. There were a number of other proposals which will be studied by the Commission.

16. The Committee, in its report of July 1949, made a recommendation in respect to some excepted employments which it repeats hereunder:—

"The Government has from time to time indicated to the Committee its desire to extend the coverage of the Unemployment Insurance Act as far as practicable. There are a number of categories of excepted employments, specifically employment by a hospital or charitable institution, and permanent employment in the Public Service of Canada or by a municipal authority, which could be included without creating any administrative or financial problems. In fact, their exclusion raises a number of difficulties and anomalies in that others doing similar work and having similar security of employment are included.

"These exceptions were made in the original Act and have been the subject of debate in Parliament. Further, there are questions of government policy and of relations between governments involved on which the Committee does not feel qualified to pass. It does not therefore think it desirable to proceed by the method of joint recommendation. The Committee does, however, respectfully recommend that the Minister should give consideration to amendments to the Act which would remove some or all of these exceptions."

Dr. Mackintosh, the Chairman of the Committee, was unable to attend, having been invited to deliver a series of lectures in Australia this summer. The members of the Committee were pleased to note this recognition of Dr. Mackintosh by another country, and also were gratified by the honour recently conferred on him in being appointed Principal and Vice-Chancellor of Queen's University.

Respectfully submitted,

A. MACNAMARA,

Chairman.

July 10, 1951.

Members of Committee

T. H. Cooper; Albert Deschamps; James Hunter; Frederick G. H. Leverman; Percy R. Bengough; George Burt; A. J. Kelly; Jean Marchand; W. A. Mackintosh (absent).

Monthly Report on Operation of the Unemployment Insurance Act

Statistics for August, 1951* show that number of claims was fewer but amount of benefit payments higher, than in the previous month

During August, local offices of the Unemployment Insurance Commission received a total of 57,926 initial and renewal claims, according to the monthly report issued by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act. This is fewer than both the 58,981 claims recorded in July and the 61,545 in August, 1950. Appreciable increases occurred, however, in the number of claims recorded this month in the provinces of Ontario and British Columbia, compared with the same month last year. These increases resulted from layoffs occasioned by the curtailing of production in the automobile industry in Ontario and by the interruption of logging operations by the prolonged drought in British Columbia.

Ordinary claimants having their unemployment registers in the active file on the last working day of August totalled 80,871 (52,793 males and 28,078 females) compared with 83,889 (54,245 males and 29,644 females) on July 31, and 98,930 (64,378 males and 34,552 females) on August 31, 1950.

Total claimants for whom unemployment registers were in the active file on August 31 numbered 101,123. The majority of the 20,228 "other" claimants included in this total were short-time claimants in the provinces of Quebec and Ontario.

Initial and renewal claims adjudicated during August totalled 58,012, of which 45,071 were considered entitled to benefit and 12,941 not entitled. Claims disallowed accounted for 4,440 of the non-entitlements. Chief reasons for disqualification, including those on revised claims, were: "not unemployed" 5,418 cases; "voluntarily left employment without just cause" 3,393 cases; "not capable of" and "not available for work" 1,043 cases; and "refused offer of work" and "neglected opportunity to work" 1,041 cases.

A total of 37,876 claimants commenced the receipt of benefit payments on either initial or renewal claims during August, compared with 39,126 in July and 30,628 in August, 1950.

Benefit payments during August amounted to \$3,674,569 in respect of 1,487,111 unemployed days. The previous month, \$3,427,834 was paid in compensation for 1,416,699 unemployed days, while during August, 1950, \$4,412,992 was paid in respect of 1,925,184 days.

During the week August 25-31, a total of \$799,761 was paid to 60,094 beneficiaries in compensation for 321,916 unemployed days. For the week July 28-August 3, 57,469 beneficiaries were paid \$794,947 in respect of 322,625 days. One year ago, benefit payments amounting to \$886,221 were made to 67,303 claimants for 387,366 days of unemployment during the week August 26-September 1.

The average daily rate of benefit for the week August 25-31 was \$2.48. For the week July 28-August 3, this rate was \$2.46, while one year ago for the week August 26-September 1, it was \$2.29. The effect of the increased maximum rate of benefit was evident again this month, especially in the province of British Columbia where, due to the recent period of drought, a large number of claims by loggers resulted in a concentration of claimants at the highest daily rate and accounted for the sharp upswing in the average daily rate of benefit (\$2.84) for the province of British Columbia this month.

The average duration of benefit paid was 5.4 days for the week August 25-31, 5.6 days for the week July 28-August 3, and 5.8 days for the week August 26-September 1, 1950.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during the month of August, 1951, insurance books were issued to 3,860,365 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 118,441 during the month.

As at August 31, 1951, employers registered totalled 243,752—an increase of 488 since the end of July.

* See Tables E-1—E-6 at end of book.

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B748,* October 3, 1951

Held: *That a resident of the Magdalen Islands who in the fall voluntarily left his employment on the mainland to return home, had not proved that he was available for work within the meaning the Act inasmuch as there was no reasonable chance of his obtaining work on the Islands during the winter months.*

Material Facts of Case.—The claimant, married, 46 years of age, a resident of the Magdalen Islands, filed a claim for benefit on December 1, 1950, stating that he had been employed as a labourer in Clarke City, P.Q., by a pulp manufacturer, from July 3, 1950 to November 20, 1950, when he was laid off because of a shortage of work.

The employer reported that the claimant's employment had terminated at the expiration of his contract, but that he could have continued to work until January 1951, and even later if he had chosen to stay.

The insurance officer disqualified the claimant for a period of six weeks under Section 41 (1) of the Act, because in his opinion, the claimant had, without just cause, voluntarily left his employment; he also disqualified him for an indefinite period of time, under Section 27 (1) (b) of the Act on the ground that by withdrawing to a remote area where his chances of finding employment were not good, he had so restricted his sphere of availability as to be not available for work within the meaning of the Act.

The claimant appealed to a court of referees, contending that he had worked in Clarke City during the summer of 1950 as he had done the previous years and that the company, at the close of navigation, had chartered a boat to take home the workers of the Magdalen Islands, which was an indication that their services were no longer required.

It was also contended by the local member of Parliament on behalf of the claimant in a submission to the court of

referees that it was a matter of right for the residents of the Magdalen Islands who accepted temporary employment on the mainland to return to their homes in the fall and to be entitled to unemployment insurance benefit.

The court unanimously upheld the decision of the insurance officer.

With the permission of the chairman of the court, the claimant appealed to the Umpire.

Conclusions.—If we were to accept as a principle that the inhabitants of the Magdalen Islands, who take up temporary employment on the mainland each spring and who return to the Islands at the close of navigation, are entitled, *ipso facto*, to benefit during the off season, it would be using the Unemployment Insurance Act as a medium of assistance or subsidy.

Unemployment insurance, as its name implies, is an insurance against the risk of involuntary unemployment and, in order to be entitled to it, a claimant must fulfil the conditions and requirements of the Act.

It is not the intent of the Act to allow benefit to a person who, like the claimant, holds suitable employment, leaves it voluntarily, and withdraws to a remote area where he cannot reasonably expect to find work.

The claimant had worked all summer as a labourer in Clarke City and, even if his employer had ceased operation, it is common knowledge that there is an urgent need for labourers on the whole of the North Shore, from Seven Islands to Baie Comeau.

For these reasons the appeal has to be dismissed.

Decision CU-B750, October 3, 1951

Held: *That the claimant, a seaman, who at the close of the navigation season returned home to the Magdalen Islands, had proved that he was available for work within the meaning of the Act, as no offer of employment had been made to him and there was no evidence to indicate that he was not ready to accept suitable employment, even on the mainland.*

*Decisions are published in two series: Those designated CU-B refer to benefit cases; those designated CU-C, coverage cases.

Material Facts of Case.—The claimant, single, 19 years of age, residing on the Magdalen Islands, filed a claim for benefit on January 4, 1951, stating that he had been employed as an inland waters seaman from September 8, 1950, to December 21, 1950, when he was laid off because of a shortage of work.

He was able to obtain relief from the disqualification imposed on seasonal workers, but the insurance officer found that by withdrawing to a remote area where his chances of obtaining employment were practically non-existent, he could not be considered as being available for work within the meaning of the Act and as a consequence disqualified him for an indefinite period of time.

The claimant appealed to a court of referees which unanimously upheld the decision of the insurance officer.

With leave from the chairman, the claimant appealed to the Umpire.

Conclusions.—The claimant, who had always lived with his parents on the Magdalen Islands, returned home when, at the close of the navigation season, he found himself unemployed.

He filed a claim for benefit and stated that he was available for work.

No offer of employment was made to him by the Moncton local office and there is no indication on file that he was not ready to accept any suitable employment, even outside the Islands.

Under such circumstances we consider that he should not have been found to be not available for work within the meaning of the Act and his appeal is allowed.

**Annual Report of the Department of Labour
for the fiscal year 1951**

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Employment Conditions

An analysis of the current employment situation, prepared by the Economics and Research Branch of the Department of Labour on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics and from other official information.

September 1951 . . .

. . . showed a general state of balance between labour demand and supply throughout most of the country. Peak seasonal labour needs had largely been met. The growing requirements of defence production were not completely exhausting the general supply of labour, although key skilled workers continued to be scarce. Employment declines in consumer durable goods industries in Ontario and Quebec were slackening, with some workers having been recalled to their jobs. Over the past year, employment has increased substantially in direct defence industries such as aircraft, shipbuilding and electronics and has dropped in industries producing such consumer goods as automobiles, electrical household appliances, furniture and clothing.

In general, the state of balance that was reflected in the Canadian labour market during August continued through the month of September. Construction activity was running at peak levels, harvesting was drawing on all available manpower reserves, forestry camps were being opened up or enlarged for the busy season, most mining operations were fully active and many were undergoing further expansion. Manufacturing industries engaged in defence production or related activity remained very active or continued to expand. Some of the consumer goods industries that had reduced production and employment were reviving slightly or were preparing for increased activity as awards of defence contracts to these industries increased.

Problems of labour suitability and mobility, however, continued to highlight the situation in a number of areas. For instance, the surplus of auto workers in southwestern Ontario was of relatively little use in relieving shortages of skilled construction and metal workers in areas of the same district, or of miners, mine labourers and unskilled metalworkers in northern Ontario. Surpluses of longshoremen at eastern ports, and of skilled and unskilled construction workers at a variety of points across the country, did little during September to ease co-existing shortages of loggers and bushmen, and miners. As a result, the overall picture still contained not only regions and areas of shortage, surplus and balance, but also opposing trends in local employment and unemployment.

In agriculture, several organized movements of workers were carried out during September under the Dominion-Provincial Farm Labour Agreements. Generally, it was found that suitable workers willing to participate in these movements were harder to find this year, but the total number taking part in all movements was about the same as in 1950. About 4,000 workers were transferred to the Prairie Provinces, of whom some 2,000 were military personnel. This fall, about 1,800 pickers went to Maine from Quebec and New Brunswick for the potato harvest, 400 less than were required in 1950. A similar movement to North Dakota from Manitoba involved 245 pickers, one-third less than last year. Four movements were carried out within the Maritime Provinces, three for potato-picking and one for apple picking, with about 1,500 workers transferred.

With staffs being built up for the cutting season, labour demand was exceptionally strong in the Eastern Canada logging industry during September. Employment levels during that month were higher than in the record year of 1947. The labour force engaged in cutting and hauling by pulp and paper companies increased from 38,000 to 52,000 during the month. Hirings were being made at the rate of nearly 10,000 per week, but nearly 60 per cent of this was for replacement purposes. Unemployment in the British Columbia logging industry started to taper off at the end of the month, when most of the forest areas were reopened, because of the disappearance of fire hazards.

Aggregate employment in manufacturing industries was at the highest point recorded for the time of year, in spite of lay-offs in consumer durable and soft goods industries. The index of employment at August 1, was 193.9 (1939=100), as compared to 179.6 at the same date in 1950. Expansion in employment has been marked in industries producing capital goods, "strategic" materials and defence products. This includes primary iron and steel, aircraft and parts, non-ferrous metals, chemical and electrical apparatus industries. On the other hand, staff reductions have occurred in the automobile and household appliances industry. Temporary lay-offs and short-time work continued to feature the primary textile industry and the shoe and leather industry.

Shipbuilding was quite active, but some slackening is expected with the arrival of winter. In mining, skilled miners are still scarce and are likely to remain in short supply until the frost season. Institutional, industrial, public and defence construction are taking up more than the slack which took place in housebuilding. As far as shortages of skilled workers are concerned, machinists, miners, loggers, bricklayers, plasterers and cement finishers are not easy to recruit.

Regional Analysis

In the *Atlantic* region, there was no shortage of farm help during September as crops were smaller than had been expected. About 550 potato pickers from Madawaska County in North New Brunswick were recruited by the National Employment Service for work in Maine. As is usual in Prince Edward Island, schools closed to release students for work at the potato harvest. Over 100 blueberry rakers were recruited for the heaviest crop ever recorded.

The shortage of skilled wood cutters continued, but by the end of harvesting and as small sawmills close for the season, more workers were expected to be available. Pit wood cutting was quite active and employment in that industry seemed likely to reach higher levels than in previous years should contemplated contracts materialize. In fisheries, employment was high, although in Newfoundland unloaded catches of cod are hard to sell. Fishermen were becoming disinterested in cod because of unsettled prices, particularly in centres where there are fresh fish processing plants. Coal mining was back to normal in the Mari-

times following the settlement of labour troubles, although there was still a shortage of about 100 hand pick miners in the Minto area.

In manufacturing, the employment situation was mixed because of short-time work in the primary textile industries. Construction was active, with heavy recruiting of carpenters, bricklayers and labourers. Although work on many large contracts was nearing completion, employment in construction was expected to remain high for some time to come. The major shipyards were employing several hundred more men in September this year than last year.

The labour market characteristics of the *Quebec* region during September did not differ much from those prevalent in August. In agriculture, however, the shortage of labour had disappeared because crops were not as good as expected, particularly in the case of potatoes and tomatoes. As forecast, organized migrations of farm help in and out of the region did not involve the expected number of workers because of better employment opportunities in other fields of activities and because of crop conditions as mentioned above. In forestry, the demand was still very heavy for woods labour. The closing of small sawmills and the near termination of farm work and fisheries operations would release a certain number of workers for the woods. It was expected, however, that the scarcity of woods workers would prevail for the next three months at least. In the North Western area, mines still had an acute shortage of skilled miners, while employment opportunities in the non-metallic mineral mining industry in the Eastern Township region were still very low although operations are at capacity. Employment in manufacturing continued to be high, although the effects of steel restrictions and credit regulations were being felt by household appliance firms. Most primary textiles mills were on short-time because of a lack of orders. However, the activity prevailing in the secondary textiles industry was likely to extend in some degree to the primary firms. In the furniture industry, there were signs of increasing demand. The aircraft industry in Montreal planned to recruit 3,000 additional workers over the next year to complete work on a contract recently received. Construction was also very active and two radar stations are to be built which will employ 1,000 workers. Shortages of machinists, miners, bricklayers, plasterers and cement polishers continued.

In the **Ontario** region, while heavy awards of defence contracts have been made recently to textiles and clothing firms, their employment effects in September were not significant. Extensive short-time conditions persisted throughout the industry and many textile workers remained on indefinite lay-off. Likewise, defence contracts did not have a noticeable effect on the over-all level of employment in electrical apparatus manufacturing. Reduced production schedules were still a feature of the consumers goods manufacturing industries such as household appliances, furniture and leather products. Shortages of workers, particularly machinists, impeded further expansion of employment and output in the primary iron and steel industries, in railway rolling stock, shipyards, machinery and machine tools industry. In the course of the next few months, several thousand workers will be required for aircraft manufacturing. Construction was active with a lack of skills, however, which was hard to meet because of the immobility of workers in less active areas. Emigration of harvest workers to the Prairies from Ontario was heavier than last year. It is unlikely that the number of bush workers will be adequate. Skilled miners were still in demand and hard to find.

The harvest dominated the labour scene in the **Prairies**. When it became apparent that the crop would have to be harvested quickly, if at all, 2,000 servicemen were given harvest leave. In addition, some 2,000 regular harvest workers were transferred from Ontario and Quebec.

Although many workers were absorbed in railway maintenance and construction, there was a considerable amount of short-time unemployment that was not reflected in NES statistics. Favourable factors for employment are the continued high level of oil exploration activity and the strong demand for bush workers in the Lakehead

area, the high level of farm income, construction expenditures and defence contracts. The value of defence construction rose to \$50,000,000 in August, 60 per cent of which represented work remaining to be done. The decline in housing and residential construction was likely to cause a continuation of the surpluses of certain types of construction skills existing in urban centres. Defence contracts for manufacturing are bolstering employment, particularly in aircraft, prefabricated houses and shipbuilding.

Employment conditions in the **Pacific** region improved during September as the lessening of the fire hazard in the forest allowed a partial resumption of logging. The drought caused a considerable loss in agricultural income. Some secondary unemployment effects have been apparent in trade and industry. Sawmilling employment was increasing slowly as a result of the renewed flow of logs. Although the resumption of logging operations was the chief factor in the improved employment conditions, other industries also contributed as, for example, the base metal industries and shipbuilding. While total job applications on file with the NES were stationary or rising in other regions, the total in the Pacific region dropped from 26,200 at the beginning of the month to 23,600 at September 27. A further decline to 21,500 was recorded at October 11. Employment in shipbuilding, machine shops and foundries continued to increase, though at a somewhat lower rate than expected. Design changes and delays in raw material delivery were slowing down operations. However, generally the large volume of industrial expansion has caused a steady demand for labour and there has been little difficulty in attracting the right type of workers. Electricians were expected to be in short supply when naval shipbuilding will be in full swing.

Wages, Hours and Working Conditions

The Hotel Industry, October, 1950

1950 survey showed more than three-quarters of non-office employees on 48-hour week, two-thirds become eligible for maximum vacation of 2 weeks. Information given on overtime payment, holidays, rest periods

The 48-hour week was predominant for non-office hotel employees in all regions except British Columbia, where most of the workers were on a 44-hour schedule, according to a survey of 1950 returns.

Time and one-half was the usual overtime payment for work after standard daily or weekly hours and for work on Sunday. Nearly two-thirds of the workers were in hotels which did not report any overtime policy for payment for work performed on those statutory holidays which are paid for when not worked. In those firms which reported having a policy, time and one-half and double time were the most common rates reported, although time off in lieu of the holiday worked was reported in a substantial number of cases.

Most of the workers who were given longer vacations after an increased period of employment were in hotels which gave a maximum vacation of two weeks. A small number of employees, most of whom were employed in the Prairie Provinces and British Columbia, received a maximum vacation of three weeks.

More than half the employees were in hotels which observed some statutory holidays with seven days being the most common number observed. Nearly 40 per cent of the workers were paid for some or all of the observed holidays when not worked; one-half of these were paid for seven statutory holidays.

Recognized rest periods were permitted to slightly less than one-half the hotel employees. The most common rest periods reported were two 10- or 15-minute periods daily. Wash-up periods were not quite so common, one-fifth of the workers being allowed time for clean-up. Of these workers, the largest single group was allowed one 10-minute period each day; the next largest group was employed in hotels which permitted wash-up periods informally, the number and length of each being left to the discretion of the employee.

This is the first article on working conditions in Canadian hotels to be published in the *LABOUR GAZETTE*. Most of the larger hotels are included in this analysis and the information contained herein is fairly representative of the industry as a whole.

Some 14,408 employees in 183 hotels were reported on returns received during the annual survey conducted by the Department of Labour in 1950. In detail, geographical distributions of hotel employees, other than office employees, are as follows:—

Maritime Provinces.....	933
Quebec	3,231
Ontario	5,711
Prairie Provinces.....	2,661
British Columbia.....	1,872

Average Wage Rates.—The wage rate data compiled for hotels refer to those operating as year-round establishments and exclude seasonal resort hotels and residential clubs. As of October 1950, the average increase over 1949 was about four per cent.

For Canada as a whole, the average monthly rate for male chefs as of October 1950 was \$280, with regional averages ranging from \$268 in the Prairie Provinces to \$302 in British Columbia. Male cooks averaged from \$173 in the Maritimes to \$209 in British Columbia, a Canada average of \$199 per month.

Other average monthly rates for occupations in which tipping is not applicable are: telephone switchboard operators (female) \$133, stenographers and typists \$157, room clerks (male) \$159, and dishwashers (female) \$118. It is significant that waitresses, who customarily would receive the most tips, had the lowest rate for any of the women's jobs—\$101 per month. Chambermaids averaged slightly more, \$112, and elevator operators (female) received \$128. The average rates quoted include the value of meals in all cases where they are provided.

The Normal Work Week (Table I).—The largest groups of workers—17 and 79 per cent—were on a 44- or 48-hour week respectively. Ninety-two per cent of the workers in the Maritimes and Quebec and 95 per cent in Ontario were on a 48-hour schedule. In the Prairie Provinces, more than three-quarters of the employees were on a 48-hour week, with most of the remainder working 44 hours. In British Columbia slightly over 98 per cent of the workers were on a normal work week of 44 hours.

Overtime Payment.—Time and one-half was the usual overtime rate for work after standard daily or weekly hours and for work on Sunday. About one-half the workers were employed in hotels which did not report any overtime policy for work after regular hours or for work on Sunday.

Less than one-third of the workers were in hotels which reported a policy for payment of work on paid statutory holidays. Time and one-half and double time were the most common rates reported, although in many instances time off in lieu of work on the holiday was given.

Annual Vacations with Pay (Table II).—Almost all of the workers were in hotels which gave an initial vacation of at least one week. Of these, 63 per cent received a maximum vacation of two weeks after one to five years of employment and about three per cent, three weeks after 10 to 25 years of service.

In the Maritime and Prairie Provinces and in British Columbia, the largest groups of workers received a maximum vacation of two weeks after two or five years, in Quebec after two, three or five years and in Ontario after three or five years.

Table I.—The Normal Work Week for Non-Office Employees in Hotels, October 1950

Normal Weekly Hours	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
40.....	162	21	28	86		27
Over 40 and under 44.....	49		25	20	4	
44.....	2,511		56	35	583	1,837
Over 44 and under 48.....	89		29	60		
48.....	11,377	854	2,996	5,445	2,074	8
Over 48.....	220	58	97	65		
Total.....	14,408	933	3,231	5,711	2,661	1,872

Table II.—Annual Vacation with Pay for Non-Office Employees in Hotels, October 1950

Length of Vacation and Service Requirements	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Initial Vacation						
<i>One Week with Pay</i>	11,667	736	2,520	4,828	2,031	1,552
After: 1 year or less.....	11,192	736	2,202	4,828	1,874	1,552
Service not specified.....	475		318		157	
<i>Two Weeks with Pay</i>	2,372	179	675	720	616	182
After: 1 year or less.....	2,310	179	675	703	571	182
Service not specified.....	62			17	45	
<i>Other Vacation Periods</i>	138					138
Total.....	14,177	915	3,195	5,548	2,647	1,872
Maximum Vacation						
<i>Two Weeks with Pay</i>	8,941	718	1,235	3,709	1,756	1,523
After: 1 year.....	654	139		225	100	190
2 years.....	2,084	280	358	543	560	343
3 years.....	1,386		328	1,015	43	
5 years.....	4,817	299	549	1,926	1,053	990
<i>Three Weeks with Pay</i>	365		43	58	134	130
After: 10 years.....	134				134	
15 years.....	203		15	58		130
25 years.....	28		28			
<i>Initial Vacation Maintained:</i>	4,871	197	1,917	1,781	757	219
1 week with pay.....	2,585	18	1,270	1,061	208	28
2 weeks with pay.....	2,277	179	647	720	549	182
Other Vacation Periods.....	9					9
Total.....	14,177	915	3,195	5,548	2,647	1,872

Statutory Holidays (Table III).—Fifty-seven per cent of the workers were in hotels which observed one or more statutory holidays with about 36 per cent in those observing seven holidays. Two-thirds of the remainder were in hotels observing from one to six statutory holidays. Observed statutory holidays, in this article, are those days on which the employees are not obliged to work because of federal, provincial or municipal holidays or religious holidays regularly observed.

About 38 per cent of the workers were paid for one or more statutory holidays when not worked, 20 per cent were paid for seven days, 13 per cent for one to six days and the remaining five per cent, for more than seven holidays. In Quebec the largest group of workers was paid for one to six holidays, while in the other regions the largest single group of workers was paid for seven statutory holidays.

Collective Agreements.—Slightly more than half the workers in Canadian hotels which reported for this survey were covered by written collective agreements. Most of these employees were in hotels which had agreements with the Hotel and Restaurant

Employees and Bartenders' International Union (AFL-TLC) and the Canadian Brotherhood of Railway Employees and Other Transportation Workers (CCL).

Rest and Wash-up Periods.—Regular daily rest periods were permitted by hotels employing 43 per cent of the workers. One-half of these workers were allowed two 15-minute periods each day and 17 per cent two 10-minute periods; a further 17 per cent were allowed two rest periods, the length of these periods varying considerably. Less than four per cent of the workers were allowed a single rest period, usually of 15 minutes, and about seven per cent were permitted rest periods, the number and length of which were at the discretion of the employee.

Wash-up periods were not as common as rest periods, with only one-fifth of the workers permitted recognized clean-up periods. Of these, 42 per cent were allowed a single period, usually of 10 minutes duration. About 19 per cent were in hotels which allowed two periods daily, in most instances 15 minutes being allotted. For the remainder, informal wash-up periods were reported in most cases.

Table III.—Statutory Holidays for Non-Office Employees in Hotels, October 1950

Number of Statutory Holidays Observed	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
None.....	5,772	616	1,934	2,602	160	460
1 to 3.....	882	59	533	47	243	
4 to 6.....	1,123	18	436	439	43	187
7.....	5,198	299	549	1,857	1,511	982
More than 7.....	1,019	133	.....	.....	886	.....
No information.....	406	120	286	.....	.....	.....
Total.....	14,400	933	3,231	5,717	2,647	1,872
Number of Statutory Holidays Paid For When Not Worked						
None.....	7,504	383	2,390	3,117	708	906
1 to 3.....	926	59	549	75	243	
4 to 6.....	942	18	436	412	43	33
7.....	2,919	249	.....	917	1,164	589
More than 7.....	759	123	.....	.....	636	.....
No information.....	1,350	283	223	722	21	101
Total.....	14,400	933	3,231	5,717	2,647	1,872

The Restaurant Industry, October, 1950

More than three-quarters of non-office restaurant workers on a 44- or 48-hour week. Fifty-eight per cent receive maximum vacation of from 2 to 4 weeks. Information given on rest periods, vacations, overtime

The normal work week in Canadian restaurants ranged from 40 to 48 hours for about 90 per cent of the employees, the remainder working less than 40 or more than 48 hours, it was found in a Department of Labour survey for 1950. The predominant work week in the Maritime Provinces was 48 hours; in Quebec an equal proportion of workers were on a 44- or 48-hour week. Although the 48-hour week in Ontario was predominant, a substantial number of workers were on a 40- or 44-hour week. Most of the workers in the Prairie Provinces were on a 44- or 48-hour week. In British Columbia the majority of workers were on a 44-hour week and of the remainder, most were working a 40-hour schedule.

Most of the workers were in restaurants which did not report any policy covering extra pay for work on Sunday. Of those which did, time and one-half was the usual rate. For work on statutory holidays which are paid for when not worked, double time and double time and one-half were the predominant rates reported.

An initial vacation of at least one week was reported for all restaurant employees. Maximum vacations of two, three and four weeks were given to more than half the workers in Canadian restaurants covered by this survey. These longer vacation periods were granted after service ranging up to 30 years.

About 70 per cent of the workers were employed in restaurants which reported observing some statutory holidays. The largest group received only one holiday; on the other hand the next largest group were employed by restaurants which observed eight holidays. Most of the workers were paid for some or all of the observed holidays. The largest group of workers were paid for one holiday and the next largest group paid, eight statutory holidays.

Rest periods were common in restaurants; about three-quarters of the workers were in restaurants which allowed rest periods ranging from less than 10 minutes to 30 minutes.

Written collective agreements were reported by restaurants employing about five per cent of the non-office workers.

Information in this article was obtained from 338 restaurants reporting 10,527 workers. Although the coverage includes a comparatively small proportion of all restaurants in Canada, those covered in this survey include most of the larger ones from each province and are fairly representative of the industry as a whole. Sixty-three per cent of the non-office workers were women.

Regional distribution of employees in the restaurants covered was as follows: Maritime Provinces, 387; Quebec, 2,475; Ontario, 3,925; Prairie Provinces, 2,361; and British Columbia, 1,374.

Average Wage Rates.—A study of occupational wage rates in restaurants in some 20 Canadian cities reveals very little over-all pattern of change from the previous year. Male cooks in 10 of the 20 cities averaged \$40 to \$45 per week, and only in one case was the average less than \$35. Fewer female cooks were reported, but for the nine cities which did report sufficient information, the weekly average was just over \$30, with a range of from \$24 to \$36. With only one exception, the average rate for male dishwashers ranged from \$20 to \$30 per week, and the averages for women in this occupation were, for the most part, between \$19 and \$25. Waitresses averaged from \$21 to \$26 per week in all but six of the cities covered, and in these six from \$15 to \$19. With the exception of cashiers and cooks, rates were generally lower in Quebec and Maritime cities. All averages shown include value of any meals given; however, waitresses' rates do not include tips.

The Normal Work Week (Table I).—Thirty-four per cent of the restaurant employees were on a 44-hour week and 43 per cent on a 48-hour schedule. Slightly more than 15 per cent were working less than 44 hours with about six per cent working longer than 48 hours.

In the Maritimes, two-thirds of the workers were on a 48-hour week and 15 per cent on a 44-hour week. In Quebec, 39 per cent were on a 44-hour week with the same proportion working 48 hours. A further 21 per cent were in restaurants which reported a normal work week of

more than 48 hours. The largest groups of workers in Ontario restaurants, 24 and 60 per cent, were on a 40- or 48-hour week, respectively. In the Prairie Provinces, 77 per cent of the workers, equally divided, were on a 44- or 48-hour schedule while in British Columbia more than three-quarters of the workers were on a 44-hour week.

Table I.—The Normal Work Week for Non-Office Workers in Restaurants, October 1950

Normal Weekly Hours	Canada (1)	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Employees on a 5-Day Week						
40 or less	288			59		229
Over 40	50		16			34
Total	338		16	59		263
All Employees						
Under 40	441			5	397	39
40	1,088			889	10	189
Over 40 and under 44	106		8	3	74	21
44	3,579	57	958	585	897	1,082
Over 44 and under 48	165	22	13	66	50	14
48	4,550	258	969	2,369	920	29
Over 48	598	50	527	8	13	
Total	10,527	387	2,475	3,925	2,361	1,374

¹ Includes five employees in the northwest Territories.

Table II.—Annual Vacations with Pay for Non-Office Workers in Restaurants, October 1950

Length of Vacation and Service Requirements	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Initial Vacation						
<i>One Week with Pay</i>	8,195	286	1,534	3,235	1,867	1,273
After: 1 year or less	8,054	280	1,484	3,213	1,824	1,253
Service not specified	141	6	50	22	43	20
<i>Two Weeks with Pay</i>	2,350	88	953	752	455	102
After: 1 year or less	2,335	73	953	752	455	102
Service not specified	15	15				
<i>Three Weeks with Pay</i>						
After: 1 year	7			7		
Total	10,552	374	2,487	3,994	2,322	1,375
Maximum Vacation						
<i>Two Weeks with Pay</i>	2,752	127	1,001	309	1,139	176
After: 1 year	364	72	68	33	191	
2 years	1,637	55	411	150	861	160
3 or 4 years	34			61	7	16
5 years	355		210	65	80	
More than 5 years	312		312			
<i>Three Weeks with Pay</i>	1,537		67	1,025	419	26
After: 5 years or less	96			48	22	26
25 years	209		67	142		
30 years	1,232			835	397	
<i>Four Weeks with Pay</i>	1,648		839	547		262
After: 5 years	262					262
25 years	1,386		839	547		
<i>Initial Vacation Maintained</i>	4,615	247	580	2,113	764	911
1 week with pay	3,644	159	466	1,901	309	809
2 weeks with pay	964	88	114	205	455	102
3 weeks with pay	7			7		
Total	10,552	374	2,487	3,994	2,322	1,375

The 5-day week was reported by restaurants employing less than four per cent of the workers, most of whom were in British Columbia.

Overtime Payment.—Time and one-half was the usual overtime rate for work after standard daily or weekly hours. More than three-quarters of the workers were in restaurants which did not have any policy covering extra pay for work on Sunday. Most of those receiving extra pay for such work were paid at the rate of time and one-half.

For work on statutory holidays which are paid for though not worked, double time and double time and one-half were the predominant rates.

Annual Vacations with Pay (Table II).—More than 77 per cent of the workers employed in restaurants received an initial vacation of one week and 22 per cent were granted two weeks, generally after a year of employment.

Fifty-six per cent of the employees were in restaurants which increased the vacation period after a longer term of employment. One-quarter of the workers were given a maximum vacation of two weeks, in most cases after five years or less of employment; 14 per cent, three weeks after five

to 30 years' service. More than 15 per cent of the workers could become eligible for a maximum vacation of four weeks, usually after 25 years of employment; more than half of these workers were in Quebec.

Two-thirds of the workers in the Maritimes and in British Columbia, 23 per cent in Quebec, 53 per cent in Ontario and one-third in the Prairie Provinces were in restaurants which did not increase the initial vacation period as the workers' term of employment continued. Maximum vacations of three and four weeks were reported for employees in Quebec, Ontario and British Columbia. In the Prairie Provinces, the longest vacation reported was three weeks and in the Maritimes, two weeks.

Statutory Holidays (Table III).—One or more statutory holidays were observed by restaurants employing 70 per cent of the workers. Of these workers, one-half were in those establishments observing six or more holidays.

In the Maritimes, 70 per cent of the workers were in restaurants which observed one or two days; in Quebec, 38 per cent in those which observed one day; in Ontario, 27 and 26 per cent were in restaurants observing one or eight holidays respectively. Two-thirds of the workers in

Table III.—Statutory Holidays for Non-Office Workers in Restaurants, October 1950

Number of Statutory Holidays Observed	Canada (1)	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
None.....	2,438	89	945	627	334	438
1.....	2,567	180	943	1,099	143	202
2.....	1,055	94	85	339	95	422
3 to 5.....	307	19	83	58	115	32
6.....	481	.....	210	44	119	108
7.....	513	.....	25	110	378	.....
8.....	1,853	.....	148	1,053	611	41
9.....	612	.....	.....	94	478	40
More than 9.....	63	.....	21	.....	8	34
No information.....	732	6	27	582	59	58
Total.....	10,601	388	2,487	4,006	2,340	1,375
Number of Statutory Holidays Paid For When Not Worked						
None.....	2,901	111	1,000	869	376	540
1.....	2,888	148	943	1,453	143	201
2.....	875	94	85	264	108	324
3 to 5.....	280	19	83	55	115	8
6.....	323	.....	91	44	126	62
7.....	424	.....	25	65	334	.....
8.....	1,827	.....	148	1,043	595	41
9.....	591	.....	5	68	478	40
More than 9.....	50	.....	16	.....	.....	34
No information.....	442	16	91	145	65	125
Total.....	10,601	388	2,487	4,006	2,340	1,375

(1)Includes five employees in the Northwest Territories

the Prairie Provinces were in restaurants observing from seven to nine days and in British Columbia, 35 per cent were in those observing one or two statutory holidays.

The largest single group of workers, 27 per cent, was paid for one holiday and 17 per cent were paid for eight days. The largest group of workers in the Maritimes, Quebec and Ontario was paid for one day, the next largest group in the Maritimes for two days, in Quebec for from six to eight days and in Ontario, for eight holidays. In the Prairie Provinces, just over 60 per cent of the workers were paid for seven to nine holidays and in British Columbia, 45 per cent were paid for one or two days.

Collective Agreements.—Only about five per cent of the workers were employed in restaurants which reported having a written collective agreement at the time of the annual survey conducted by the Department of Labour, October 1, 1950.

Rest Periods.—Nearly three-quarters of the workers employed in restaurants were allowed regular rest periods each day. Of these, 36 per cent were permitted two 10-minute rest periods, 22 per cent two 15-minute periods and 15 per cent were allowed a single rest period of 10 minutes, each day. Other rest periods reported, ranged from a single period each day of less than 10 minutes to 30 minutes twice daily.

The Laundry and Dry Cleaning Industry, October, 1950

More than one-third of workers on a 44-hour week, 39 per cent on a 5-day week. Maximum vacation of two weeks with pay was predominant. Information also given on overtime payment, holidays, rest periods

Nearly two-thirds of the workers in laundry and dry cleaning establishments were on a 44- or 48-hour normal work week when the Department of Labour made its annual survey in October, 1950. While 11 per cent of the workers in the laundry industry were reported working 50 hours or more, less than five per cent in dry cleaning establishments were working longer than 48 hours.

The proportion of employees on a 5-day week in Ontario and British Columbia was much greater than in any of the other regions in Canada.

Time and one-half was the usual overtime rate for work after standard daily or weekly hours. For work on Sunday and statutory holidays, time and one-half and double time were the predominant rates reported.

The most common initial vacation reported was one week after one year of employment. More than half the workers in the industry were in establishments which gave a maximum vacation of two weeks, usually after three or five years of employment. Less than one per cent of

the workers could become eligible for a maximum vacation of more than two weeks.

About three-quarters of the workers were in establishments which observed more than seven statutory holidays, with the largest single group in those which observed eight days. The number of observed holidays paid for when not worked varied considerably. Two-thirds of the workers were paid for one or more holidays, although the largest group was paid for eight days.

Recognized rest periods in the industry were quite common. The majority of workers were employed in establishments which permitted a morning and afternoon rest period of 10 or 15 minutes. Just over one-quarter of the workers were allowed regular wash-up periods, most of them being permitted two 5-minute periods each day.

Less than 15 per cent of the employees were covered by written collective agreements.

The information contained in this article was obtained from 150 establishments employing 9,861 non-office workers. Of these, 104 establishments, employing 7,687

workers, were in the laundry industry while the remaining 46 establishments, with 2,174 employees, were engaged in dry cleaning services.

Geographically, the distribution of employees was as follows:—

Maritime Provinces.....	565
Quebec	1,996
Ontario	3,730
Prairie Provinces.....	2,070
British Columbia.....	1,500

Average Wage Rates.—Wage increases in laundries during 1950 amounted to about seven per cent, thus bringing the index of the wage level in this industry to 209 as compared with 100 in 1939. A large majority of those employed in laundries are women. As of October 1950, the wage rates of these women ranged for the most part between 45 and 60 cents per hour. Very little difference is apparent between the rates for such occupations as ironers, pressers, shirt collar finishers, checkers and markers, sorters, starchers, and other mangle room workers.

Average rates in the Maritime Provinces were generally lower than in the other regions. Quebec rates were somewhat higher than in the Maritime Provinces. Averages in Ontario and the Prairie Provinces were closest to the over-all averages, while in British Columbia the rates were consistently several cents

higher. Two of the principal occupations in which men are employed are extractor operators and washers. These workers as of October 1950 averaged 20 to 25 cents higher than most women workers, with a similar geographic pattern. In the case of drivers who are usually paid a rate plus commission, weekly wages showed less variation by region than for other workers. The average for Canada was \$48.20, with Ontario (\$52.61) and in particular Toronto (\$53.37) showing the highest averages.

The Normal Work Week (Table I).—

The largest groups of workers, 34, 17 and 12 per cent, were on work weeks of 44, 45 or 48 hours respectively. In the Maritimes, about two-thirds of the employees were working from 45 to 48 hours per week; in Quebec, 24 per cent were on a 45-hour week and 54 per cent worked 49 hours or more. In Ontario, 21 per cent were working 40 hours, 19 per cent 44 hours, 22 per cent 45 hours, 11 per cent between 45 and 48 hours and 18 per cent 48 hours. In the Prairie Provinces, three-quarters of the workers were on a 44-hour week and most of the remainder worked from 45 to 48 hours. The longest work week reported in British Columbia was 44 hours; 67 per cent of the workers were in establishments reporting this weekly schedule. A further 22 per cent were working between 40 and 44 hours per week.

Table I.—The Normal Work Week in Laundry and Dry Cleaning Establishments, October 1950 Non-Office Workers by Region and Industry

Normal Weekly Hours	Laundry and Dry Cleaning	By Region					By Industry	
		Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Laundry	Dry Cleaning
Employees on a 5-day week:								
Under 40.....	53					53	53	
40.....	827		75	720		32	557	270
Over 40 and under 44.....	680	34		257	62	327	650	30
44.....	736			20	193	523	648	88
44½.....	8			8			8	
45.....	1,041	148	443	337	113		570	471
Over 45.....	380		249	125	6		369	11
Total.....	3,725	182	767	1,467	374	935	2,855	870
All employees:								
Under 40.....	99			46		53	53	46
40.....	951		75	765		111	681	270
Over 40 and under 44.....	680	34		257	62	327	650	30
44.....	3,387	54	84	702	1,538	1,009	2,743	644
44½.....	32			32			32	
45.....	1,627	148	469	835	175		986	641
Over 45 and under 48.....	687	109	72	426	80		530	157
48.....	1,171	73	221	662	215		888	283
49.....	360	51	304	5			257	103
50.....	259	79	180				259	
Over 50.....	608	17	591				608	
Total.....	9,861	565	1,996	3,730	2,070	1,500	7,687	2,174

In the laundry industry, about one-third of the workers were on a 44-hour week and for the remainder weekly hours varied considerably. Sixty per cent of the employees, equally divided, were in dry cleaning establishments which reported a 44- or 45-hour weekly schedule.

One-third of the employees in laundries and dry cleaning establishments were reported on a 5-day week; 32 per cent in the Maritimes, 38 per cent in Quebec, 66 per cent in Ontario, 18 per cent in the Prairie Provinces and 62 per cent in British Columbia.

Overtime Payment.—In the laundry and dry cleaning industry, time and one-half was the usual rate for work after standard daily or weekly hours. Nearly one-third of the workers in laundries were paid a premium for work on Sunday; time and one-half and double time were the most common rates reported. One-fifth of the workers employed in dry cleaning establishments were paid time and one-half and double time for work on Sunday.

For work on statutory holidays, which are paid for though not worked, time and one-half and double time were the predominant rates reported. One-quarter of the workers in laundries and 42 per cent in dry cleaning establishments were paid time and one-half or double time for work on holidays.

Annual Vacations with Pay (Table II).—An initial vacation of one week was the general policy in the industry. A small percentage of workers, all of whom were employed in establishments in the Maritime and Prairie Provinces, received an initial vacation of two weeks.

In the laundry and dry cleaning industry, 52 per cent of the employees were in establishments which increased the vacation period as the worker's term of employment continued. Almost all of these workers received a maximum vacation of two weeks, generally after three or five years service. This maximum vacation was given by establishments in the Maritimes after three or five years service, in Quebec after five or more years, in Ontario in most instances after five years, in the Prairie Provinces after two or five years and in British Columbia generally after three years.

Less than four per cent of the employees were in establishments which reported a shut-down during the vacation period.

Statutory Holidays (Table III).—Some statutory holidays were observed by all establishments in the laundry and dry cleaning industry. Three-quarters of the workers in laundries and about two-thirds in the dry cleaning industry were in establishments observing eight or more holidays.

In the Maritimes, 70 per cent of the workers were in establishments which

Table II.—Annual Vacations with Pay in Laundry and Dry Cleaning Establishments, October 1950 Non-Office Workers by Region and Industry

Length of Vacation and Service Requirements	Laundry and Dry Cleaning	By Region					By Industry	
		Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Laundry	Dry Cleaning
Initial Vacation								
<i>One Week with Pay</i>	9,398	512	1,996	3,730	1,660	1,500	7,272	2,126
After: 1 year or less.....	462	63	180	219	.....	.....	330	132
1 year.....	8,560	454	1,794	3,433	1,441	1,438	6,583	1,977
Service not specified	376	58	139	117	.....	62	359	17
<i>Two weeks with Pay</i>	463	53	.....	.....	410	.....	415	48
After: 1 year.....	429	19	.....	.....	410	.....	381	48
3 years.....	34	34	.....	.....	.....	.....	34	.....
Total.....	9,861	565	1,996	3,730	2,070	1,500	7,687	2,174
Maximum Vacation								
<i>Two Weeks with Pay</i>	5,081	445	499	1,682	1,218	1,237	3,881	1,200
After: 2 years.....	859	.....	111	666	82	.....	596	263
3 years.....	1,704	183	489	.....	1,032	.....	1,561	143
5 years.....	2,404	262	466	1,001	552	123	1,610	794
Over 5 years.....	114	.....	33	81	.....	.....	114	.....
<i>Three Weeks with Pay</i>	62	.....	.....	.....	62	.....	62	.....
After: 10 years.....	.....	.....	.....	.....	.....	.....	.....	.....
<i>Initial Vacation Maintained</i>	4,718	120	1,497	2,048	790	263	3,744	974
1 week with pay.....	4,317	67	1,497	2,048	442	263	3,391	926
2 weeks with pay.....	401	53	.....	.....	348	.....	353	48
Total.....	9,861	565	1,996	3,730	2,070	1,500	7,687	2,174

observed eight or nine holidays; in Quebec one-quarter were in those which observed eight days and 42 per cent in those observing fewer than six days; in Ontario, more than two-thirds of the workers were in establishments observing eight holidays and in the Prairie Provinces 84 per cent were in those observing eight or more days. In the province of British Columbia about three-quarters of the employees were in establishments which observed nine statutory holidays and a further 21 per cent in those which observed eight holidays.

Two-thirds of the employees were paid for some or all of the statutory holidays observed. Thirteen per cent of the total number of employees were paid for one to three days, 18 per cent for four, six and seven days and 37 per cent for eight or more holidays.

All but six per cent of the workers in the Maritimes were paid for one or more holidays if not worked; 49 per cent were paid for only one day and 45 per cent were paid for six or more holidays. Two-thirds of the workers in Quebec were not paid for any of the observed holidays and most of the remainder were paid for two or more days. About 70 per cent of the workers in Ontario were paid for one to nine holidays; 20 per cent were paid for one to

three days, 15 per cent for four or six days and 34 per cent for seven or eight days. All the workers in the Prairie Provinces were paid for six or more statutory holidays and the largest groups, 49 and 25 per cent, were paid for eight and ten days respectively. One-half the workers in British Columbia were not paid for any statutory holidays but 39 per cent received pay for nine days.

Written Collective Agreements.—About 14 per cent of the workers in the industry were reported covered by written collective agreements. Most of these workers were represented by unions whose affiliation was either AFL-TLC, or CIO-CCL.

Rest and Wash-up Periods.—Ninety-two per cent of the workers in laundries and 98 per cent in dry cleaning establishments were allowed regular rest periods. In laundries, 71 per cent of these workers were permitted two 10-minute periods and 16 per cent two 15-minute periods each day. In the dry cleaning industry, 48 and 38 per cent of the workers were allowed two 10- or 15-minute periods respectively.

Recognized wash-up periods were reported for 29 per cent of the laundry workers and for 21 per cent of those engaged in dry cleaning. Of these workers, 45 per cent in

**Table III.—Statutory Holidays in Laundry and Dry Cleaning Establishments, October 1950
Non-Office Workers by Region and Industry**

Number of Statutory Holidays Observed	Laundry and Dry Cleaning	By Region					By Industry	
		Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Laundry	Dry Cleaning
Less than 6.....	953		332	121			484	469
6.....	664	56	258	288	62		646	18
7.....	1,133	92	88	661	274	18	776	357
8.....	4,594	219	483	2,556	1,008	328	3,560	1,034
9.....	1,471	179		104	73	1,115	1,222	246
10.....	629		70		520	39	579	50
More than 10.....	417	19	265		133		417	
Total.....	9,861	565	1,996	3,730	2,070	1,500	7,687	2,174
Number of Statutory Holidays Paid For When Not Worked								
None.....	3,221	35	1,314	1,132		740	2,584	637
1.....	542	279		193		70	432	110
2.....	486		173	313			439	47
3.....	281		40	241			281	
4.....	317		16	301			124	193
6.....	557	56	190	249	62		406	151
7.....	870	92		486	274	18	580	290
8.....	1,988	50	57	813	1,008	60	1,354	634
9.....	695	34		2	73	586	620	75
10.....	546				520	26	509	37
More than 10.....	291	19	139		133		291	
No information.....	67		67				67	
Total.....	9,861	565	1,996	3,730	2,070	1,500	7,687	2,174

laundries received two 5-minute periods and 63 per cent in dry cleaning establishments received two 5- or 10-minute periods each day.

In detail, the following table shows the number of workers allowed rest and wash-up periods in the laundry and dry cleaning industries:—

	Laundry Industry		Dry Cleaning Industry	
	Rest Periods	Wash-up Periods	Rest Periods	Wash-up Periods
Number and Duration of Periods				
One period of:				
5 minutes.....	—	—	—	29
10 minutes.....	482	—	29	—
15 minutes.....	360	—	192	18
Other	—	57	—	—
Two Periods of:				
5 minutes.....	11	1,000	—	113
10 minutes.....	5,057	198	1,021	181
15 minutes.....	1,171	—	819	—
Other	—	131	16	22
Other Periods.....	—	680	—	—
Informally permitted.....	—	181	55	101
Total	7,081	2,247	2,132	464
Not allowed or information not reported...	606	5,440	42	1,710
Total	7,687	7,687	2,174	2,174

Prices and the Cost of Living*

Cost-of-Living Index, October 1, 1951

The Dominion Bureau of Statistics cost-of-living index advanced 0.3 per cent from 189.8 at September 1 to 190.4 at October 1. As in the previous month, a decline in food prices was outweighed by increases in other groups.

The food index declined 0.6 per cent to 249.7, as decreases in meats particularly fresh pork along with lower egg prices over-balanced small increases among other items. The clothing index increased 3.3 per cent from 206.9 to 213.8 following the appearance of fall and winter lines which recorded the price change in these goods since last winter. Home furnishings and services advanced 0.5 per cent to 200.1 as a result of increases throughout most of this group, except for rugs, which were lower.

Higher prices for coal and coke in several centres and narrow advances for gas and electricity rates increased the fuel and light index 0.5 per cent to 150.2. The miscellaneous items index rose 0.2 per cent to 144.3 as increases occurred in health and personal care items, theatre admissions, and newspaper rates. Rents, which were not surveyed in October, remained unchanged at 142.7.

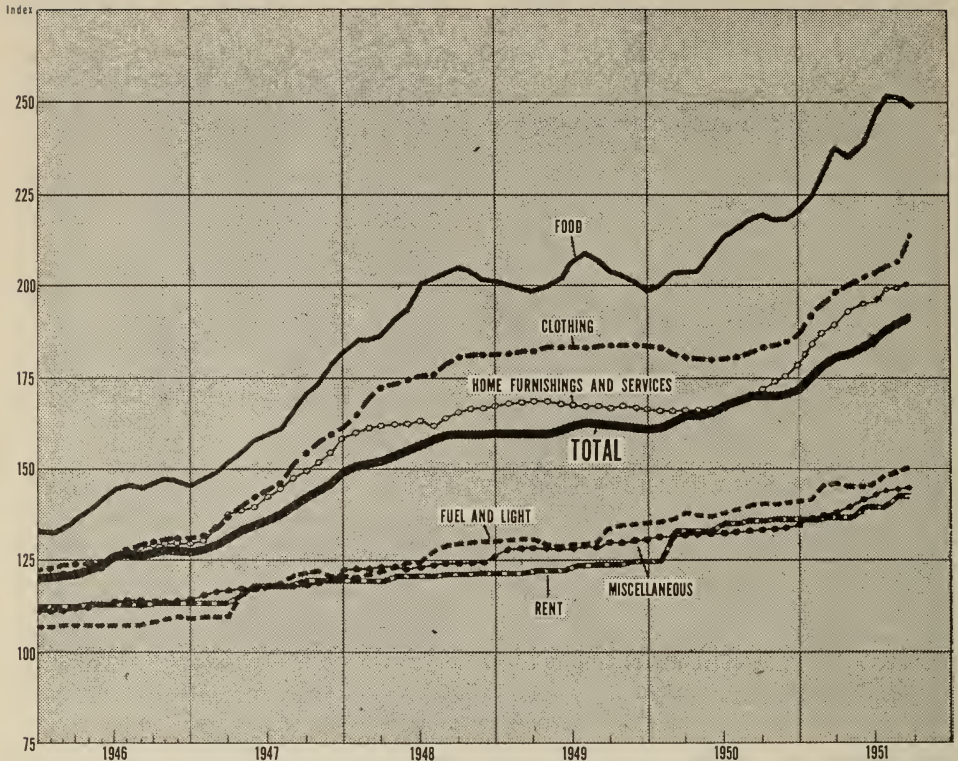
From August 1939 to October 1951, the increase in the cost-of-living index was 88.9 per cent.

Wholesale Price Indexes, October, 1951

Reversing its downward tendency of the previous four months, the index number for 30 industrial material prices at wholesale moved up from a level of 285.3 for the week of September 28 to 291.2 for the week of October 26. Increases occurred in a broad list of commodities, including steel

* See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY 1946



merchant bars, white lead, raw rubber, beef hides, oats, steers, hogs, lead, zinc and tin. These outweighed narrow losses for wheat, raw sugar and copper.

Canadian farm product prices at terminal markets moved up from an index of 249.3 for the week of September 28 to 255.4 for the week of October 26. Strength was concentrated mainly in field products, the index for this series rising from 168.8 to 178.5, due principally to higher prices for potatoes and eastern grains. Animal products moved from 329.8 to 332.4, due to strength in livestock.

City Cost-of-Living Indexes, September 1951

Regional cost-of-living indexes for eight cities presented mixed changes between August 1 and September 1. Composite indexes registered increases at four centres while for three others declines occurred. One was unchanged. Decreases were general for foods, except at Montreal, where a narrow increase occurred. Sharp seasonal losses were prevalent for fresh

vegetables while lesser declines were noted for fresh pork, lamb and shortening. Clothing was higher at all centres except Halifax, while home furnishings and services changes were scattered. Fuel and lighting costs were unchanged except to higher while the miscellaneous items indexes were unchanged except for small increases for Toronto and Winnipeg. Reflecting the results of a quarterly survey, rents moved up for seven centres but remained steady for Saint John and Saskatoon.

Between August 1 and September 1, 1951 city cost-of-living index changes were as follows: Montreal +1.2 to 196.0; Toronto +0.9 to 185.4; Vancouver +0.4 to 190.2; Saskatoon +0.2 to 186.2; Edmonton -0.2 to 181.5; Winnipeg -0.2 to 182.2 and Halifax -0.4 to 177.5. Saint John remained at 184.2.

Wholesale Prices, August 1951

The general wholesale price index moved down 1.1 per cent to 241.5 in August, 1951. Widespread declines were evident as six of the main commodity groups joined in the

downward tendency. Iron Products and Non-metallic Minerals were the only two groups to register increases. The largest recession was recorded by Textile Products, which continued the course of a decline begun in April when raw wool prices began to slide from March 1951 peaks. The decline of 3.8 per cent to 283.0 brought the index for this series to the lowest level since November 1950 and was attributable to a sharp drop in raw cotton as well as the lower prices for raw wool, woollen cloth, woollen carpets and jute bags. In the Animal Products group, hogs and other livestock, fresh meats, hides and skins and fowl and eggs registered price declines which lowered the index 2.3 per cent to 305.4. Small decreases among Non-ferrous Metals were sufficient to move the index down 0.4 per cent to 183.4. The Wood Products index, at 302.9, was 0.3 per cent below the July level, as lower prices for western cedar and eastern spruce lumber outweighed increases in paperboard, eastern hemlock, white pine lumber and matches. Chemical Products declined 0.3 per cent to 189.6 when lower soap prices outweighed increases in fertilizers, tanning materials, drugs and inorganic chemicals. Although the majority of Vegetable Product sub-groups advanced in August, a price drop in raw sugar combined with seasonal declines in potatoes and onions to lower the group index 0.1 per cent to 215.9. A rise of 0.7 per cent to 170.7 for Non-metallic Minerals was due mainly to increases in petroleum products, cement, sewer pipe and plate glass. Iron

Products rose 0.6 per cent to 212.0, reflecting advances in steel rails, structural shapes and certain hardware items.

Commodity price increases between July and August included the following: Quebracho extract 34.4 per cent, canned peas 20.0 per cent, wheat No. 1 Ontario 13.5 per cent, canned raspberries 10.4 per cent, range boiler 9.9 per cent, sewer pipe 9.6 per cent, lard (Toronto) 9.5 per cent, coconut oil 9.3 per cent, bacon (Toronto) 9.2 per cent, strawberry jam 8.7 per cent, plate glass (10'-15') 8.4 per cent. Among commodity price declines in the same interval, the following were recorded: Raw wool, New Zealand, 37.1 per cent; beef hides, country cured, 22.2 per cent; blue pickerel, 18.8 per cent; raw wool, domestic eastern, 18.5 per cent; raw sugar, Montreal, 17.9 per cent; woollen carpets, 16.7 per cent; tallow, 13.5 per cent; B.C. cedar ship-lap, 12.9 per cent; beef carcass, cow, Montreal, 10.3 per cent; greyfish oil, 9.1 per cent.

The index of Canadian Farm Products prices at terminal markets declined 4.4 per cent to 256.4. Lower initial prices to producers, set by the Canadian Wheat Board for the crop year 1951-52 for western wheat, oats and barley were largely responsible for a 7.0 per cent drop to 164.6 in Field Products. Seasonal declines in potato prices also contributed to the decrease. The Animal Products index moved down 3.0 per cent to 348.3 in response to lower prices for livestock, raw wool, poultry and eggs.

Strikes and Lockouts

Canada, September, 1951*

The number of strikes and lockouts in existence during September declined slightly, fewer workers were involved, and time loss was less than half the high figure for the previous month. However, strike idleness was much greater than the low figure for September, 1950. Demand for increased wages was the central cause in 20 of the 31 stoppages in existence in September, resulting in almost 75 per cent of the total time loss. Three disputes arose out of alleged discrimination for union activity, three over dismissals or suspensions, two were inter-union disputes or the employment of union members, and three

were over causes affecting wages and working conditions. More than 70 per cent of the total idleness was caused by two stoppages, one of tobacco factory workers at Hamilton, Ont., and Granby and Montreal, P.Q., and the other of aluminum plant workers at Shawinigan Falls, P.Q.

Preliminary figures for September, 1951, show 31 strikes and lockouts in existence, involving 8,637 workers, with a time loss of 105,235 man-working days, as compared with 38 strikes and lockouts in August, 1951, with 25,272 workers involved and a loss of 219,473 days. In September, 1950, there were 23 strikes and lockouts, involving 15,344 workers and a loss of 37,503 days.

* See Tables G-1 and G-2 at end of book.

For the first nine months of 1951, preliminary figures show 199 strikes and lockouts, involving 65,096 workers, with a time loss of 667,622 days. In the same period in 1950, there were 130 strikes and lockouts, with 166,601 workers involved, and a loss of 1,300,331 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September, 1951, was 0.12 per cent of the estimated working time, as compared with 0.25 per cent in August, 1951; 0.04 per cent in September, 1950; 0.09 per cent for the first nine months of 1951; and 0.17 per cent for the first nine months of 1950.

Of the 31 strikes and lockouts in existence during the month, five were settled in favour of the workers, eight in favour of the employers, three were compromise settlements and two were indefinite in

result, work being resumed pending final settlement. At the end of the month 13 stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts 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., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 15, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951.

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, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1951, was 101 and nine were still in progress from the previous month, making a total of 110 during the month. In all stoppages of work in progress in

the period there were 16,900 workers involved; a time loss of 42,000 working days was caused.

Of the 101 disputes leading to stoppages of work which began in July, 13, directly involving 1,800 workers, arose out of demands for advances in wages, and 42, directly involving 4,600 workers, on other wage questions; five, directly involving 200 workers, on questions as to working hours; 12, directly involving 3,100 workers, on questions respecting the employment of particular classes or persons; 26, directly involving 3,800 workers, on other questions respecting working arrangements; two, directly involving 400 workers, on questions of trade union principle; and one, directly involving 1,100 workers, was in support of workers involved in another dispute.

Selected Publications Received Recently in Library of Department of Labour

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, on inter-library loan, 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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11. U.S. BUREAU OF EMPLOYMENT SECURITY. *Reference Manual for In-Plant Manpower Planning*. Washington, G.P.O., 1951. Pp. 53.

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18. INTERNATIONAL LABOUR OFFICE. *Lasting Peace the I.L.O. Way; The Story of the International Labour Organization*. Geneva, 1951. Pp. 124.
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32. ANGLO-AMERICAN COUNCIL ON PRODUCTIVITY. *Freight Handling*. Report of a Specialist Team which visited the United States of America in 1950. London, 1951. Pp. 58.

33. ANGLO-AMERICAN COUNCIL ON PRODUCTIVITY. *Valves, Steel, Iron and Non-Ferrous*. Report of a visit to the U.S.A in 1950 of a Productivity Team representing the Valve Industry. London, 1951 Pp. 64.

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38. U.S. BUREAU OF LABOR STATISTICS. *Employment, Hours, and Earnings*; State and Area Data. Washington, G.P.O., 1951. 1 volume.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Item	1951		1950	1949	1944	1939
	Sept.	Aug.	Aug.	Aug.	Aug.	Aug.
Total Population*.....000			13,845	13,549	11,975	11,267
Labour Force—						
Civilian labour force (1).....000		5,332	5,324	5,253	†	†
Persons with jobs(2).....000		5,247	5,221	5,155	†	†
Male(1).....000		4,078	4,107	4,012	†	†
Female(1).....000		1,169	1,114	1,143	†	†
Paid workers(2).....000		3,802	3,639	3,575	†	†
Persons without jobs and seeking work.....000		85	103	98	†	†
Index of employment (1939=100).....		184.3	172.5	168.9	†	†
Immigration.....No.		17,236	5,210	7,851	1,207	1,941
Adult males.....No.		9,040	1,995	3,057	218	533
Earnings and Hours—						
Total labour income.....\$000,000			699	672	†	†
Per capita weekly earnings.....\$	50.50	50.16	45.15	42.95	†	†
Average hourly earnings, manufacturing.....c		119.1	104.2	98.8	†	†
Average hours worked per week, manufacturing.....		41.3	42.5	41.9	†	†
Real weekly earnings, manufacturing (2).....		107.8	108.8	105.2	†	†
National Employment Service—						
Live applications for employment (1st of month) (3).....000	127.1	130.0	157.3	139.2	59.8	†
Unfilled vacancies, (1st of month) (3).....000	59.5	54.5	40.0	37.4	183.7	†
Placements, weekly average.....000		19.0	17.1	14.8	†	†
Unemployment Insurance—						
Ordinary live claims (1st of month).....000	80.9	83.9	92.5	79.9	4.5	†
Balance in fund.....\$000,000		726.0	603.4	560.3	222.4	†
Price Indexes—						
General wholesale (4).....	240.1	241.5	215.7	195.9	130.6(5)	99.2(5)
Cost of living index(4).....	189.8	188.9	168.5	162.8	118.9	108.8
Residential building materials(4).....	230.9	290.4	247.6	226.3	146.6(5)	102.3(5)
Production—						
Industrial production index(4).....		204.3	190.5	178.5	192.7	109.5
Mineral production index(4).....			136.2	131.0	102.7	128.3
Manufacturing index(4).....		209.2	199.0	186.5	219.5	106.2
Electric power.....000,000 k.w.h.		4,596	4,199	3,798	3,275	2,293
Construction—						
Contracts awarded.....\$000,000	185.3	187.6	144.5	90.7	24.2	25.8
Dwelling units, started.....000		7.5	9.3	8.5	†	†
completed.....000	7.0	7.2	8.7	9.1	†	†
under construction.....000	59.9	59.8	67.1	59.2	†	†
Pig iron.....000 tons		203.2	201.8	180.1	151.5	65.9
Steel ingots and castings.....000 tons			281.3	248.7	246.8	122.0
Inspected slaughtering, cattle.....000	94.7	99.8	107.5	128.6	116.7	74.4
hogs.....000	280.7	299.8	271.7	242.5	451.8	267.3
Flour production.....000,000 bbls.			1.71	1.71	2.02	1.38
Newsprint(3).....000 tons			469.4	446.8	262.3	237.0
Cement producers' shipments.....000,000 bbls.		1.75	1.61	1.65	0.94(6)	0.84(6)
Automobiles and trucks.....000		21.8	24.3	20.5	13.8	3.5
Gold.....000 fine oz.		345.1	375.9	359.9	237.6	449.5
Copper.....000 tons		22.6	21.4	22.8	22.4	27.1
Lead.....000 tons		13.8	14.4	12.7	9.2	16.9
Nickel.....000 tons		11.8	7.7	10.0	11.9	10.1
Zinc.....000 tons		30.2	25.8	25.7	22.4	19.8
Coal.....000 tons		1,247	1,066	1,278	1,377	1,285
Crude petroleum.....000,000 bbls.			2.46	1.97	0.83	0.80
Distribution—						
Wholesale sales index, unadjusted(4).....		361.9	368.9	317.2	199.2	115.2
Retail trade.....\$000,000		863.8	810.3	706.6	†	†
Imports, excluding gold.....\$000,000	311.8	357.5	267.3	212.1	157.3	62.7
Exports, excluding gold.....\$000,000	320.1	349.8	257.1	251.7	257.0	75.6
Railways—						
Revenue freight, ton miles.....000,000			3,466	4,394	5,947	2,774
Car loadings, revenue freight.....000	349.7	363.0	275.0	351.1	318.0	229.0
Banking and Finance—						
Common stocks, index(4).....	179.8	169.7	135.7	108.2	86.8	85.8
Preferred stocks, index(4).....	166.4	165.2	155.6	140.4	125.9	97.7
Bond yields, Dominion, index(4).....	105.0	104.9	90.5	92.7	97.0	98.6
Cheques cashed, individual accounts.....\$000,000		9,072	7,558	6,447	4,532	2,390
Bank loans, current public.....\$000,000		2,912	2,294	2,060	966	826
Money supply.....\$000,000		4,719	4,678	4,188	3,153(5)	1,370(5)
Circulating media in hands of public.....\$000,000		1,262	1,159	1,155	925	281(5)
Deposits.....\$000,000		3,457	3,519	3,033	2,163(5)	1,089(5)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

*Population figures given are as at June 1 for 1950, 1949, 1944 and 1939.

†Comparable statistics are not available.

(1) Labour Force survey figures given are as at June 2, 1951, August 19, 1950, August 20, 1949. Detailed figures for June 1951 will be found in table A4-A8 of the September issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950						
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
Jan*.....	643	966	707	210	124	140	194	254	3,238
Feb.....	1,341	1,197	1,073	198	178	157	370	269	4,783
March.....	2,072	1,351	1,690	363	245	247	415	343	6,726
April.....	2,293	2,125	1,855	440	299	260	537	361	8,170
May.....	3,611	2,339	2,792	540	404	322	678	504	11,190
June.....	3,534	2,539	3,192	511	359	274	521	552	11,482
July.....	2,556	3,279	3,412	523	334	287	499	528	11,418
August.....	2,333	3,039	3,050	436	465	245	379	487	10,434

*Statistics by occupation available for male immigrants only, prior to January, 1951.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	60	15	58	57	5	216
1939—Average.....	23	62	16	61	57	5	224
1940—Average.....	25	78	11	66	59	6	245
1941—Average.....	28	107	16	76	64	8	297
1942—Average.....	33	142	19	83	71	10	357
1943—Average.....	34	167	22	89	77	11	400
1944—Average.....	37	171	17	98	81	12	417
1945—Average.....	38	156	19	105	89	13	418
1946—Average.....	46	147	25	118	99	14	448
1947—Average.....	52	176	34	138	111	21	532
1948—Average.....	58	204	41	160	128	19	610
1949—January.....	54	214	37	165	137	20	626
February.....	52	215	36	165	137	21	627
March.....	46	216	37	166	140	20	626
April.....	44	216	41	169	139	20	628
May.....	50	212	44	171	141	20	638
June.....	55	218	49	175	142	21	661
July.....	55	217	53	177	141	21	664
August.....	58	220	55	178	139	21	672
September.....	55	223	55	179	141	21	674
October.....	55	222	54	181	143	21	677
November.....	55	222	52	183	145	21	677
December.....	50	207	38	181	145	20	642
1950—January.....	45	215	38	171	146	21	637
February.....	46	219	39	173	147	20	643
March.....	44	221	40	174	149	21	650
April.....	42	223	43	177	148	21	655
May.....	47	225	50	181	148	21	672
June.....	52	233	54	185	149	22	695
July.....	55	234	56	188	148	23	704
August.....	57	237	58	177	147	23	699
September.....	60	245	58	192	150	24	729
October.....	63	249	57	195	152	24	740
November.....	65	252	55	200	154	25	750
December.....	62	238	44	199	154	24	721
1951—January.....	61	257	46	194	157	26	741
February.....	61	259	45	195	157	24	741
March.....	58	264	45	198	168	25	759
April.....	57	270	53	203	161	27	771
May.....	63	273	58	208	168	26	791
June.....	69	280	63	216	170	27	825
July.....	67	281	67	217	170	30	832

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At August 1, employers in the principal non-agricultural industries reported a total employment of 2,394,350.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Aug. 1, 1948.....	169.2	161.8	155.1	180.2	162.2	171.5	167.7	146.5	180.3	190.3
Aug. 1, 1949.....	168.9	158.5	160.1	168.8	157.1	173.4	171.7	146.5	190.5	189.7
Jan. 1, 1950.....	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950.....	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950.....	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950.....	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950.....	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950.....	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950.....	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950.....	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950.....	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950.....	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951.....	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1951.....	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951.....	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951.....	184.3	188.2	154.7	179.3	171.3	194.0	180.1	157.0	217.0	197.7
Percentage Distribution of Employees of Re- porting Establishments at August 1, 1951....	100.0	0.2	3.6	2.6	23.9	42.9	5.3	2.4	4.8	9.3

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
1939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
Aug. 1, 1948.....	169.2	293.9	173.3	40.62	177.1	319.4	180.4	41.12
Aug. 1, 1949.....	168.9	309.8	183.2	42.95	176.7	339.2	192.1	43.77
Jan. 1, 1950.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950.....	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1, 1950.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950.....	174.1	328.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950.....	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.8	206.6	48.43	188.8	414.6	219.5	50.03
May 1, 1951.....	175.6	367.9	209.8	49.17	189.9	423.7	223.1	50.84
June 1, 1951.....	180.3	379.0	210.5	49.34	192.0	429.0	223.3	50.90
July 1, 1951.....	183.6	392.5	214.0	50.17	193.9	440.0	226.9	51.70
Aug. 1, 1951.....	184.3	393.8	213.9	50.14	193.9	440.0	226.9	51.70

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Aug. 1 1951	July 1 1951	Aug. 1 1950
	Aug. 1 1951	July 1 1951	Aug. 1 1950	Aug. 1 1951	July 1 1951	Aug. 1 1950			
							\$	\$	\$
(a) PROVINCES									
Prince Edward Island.....	188-2	186-9	187-0	360-9	353-5	330-2	38-17	37-63	34-91
Nova Scotia.....	154-7	149-6	150-2	314-2	303-7	278-8	43-54	43-52	39-75
New Brunswick.....	179-3	174-9	176-0	387-5	377-1	338-2	43-69	43-60	38-94
Quebec.....	171-3	171-0	158-3	386-1	381-8	321-1	47-99	47-52	43-13
Ontario.....	194-0	194-7	180-0	414-4	416-4	345-2	52-30	52-38	46-88
Manitoba.....	180-1	177-6	173-9	344-4	339-2	299-8	49-23	49-15	44-28
Saskatchewan.....	157-0	154-6	149-2	306-3	298-0	264-0	47-28	46-71	42-78
Alberta.....	217-0	208-9	200-7	431-6	418-3	361-4	50-60	50-93	45-72
British Columbia.....	197-7	197-4	191-9	399-6	408-2	356-9	52-53	53-76	48-37
CANADA.....	184-3	183-6	172-5	393-8	392-5	332-5	50-14	50-17	45-15
(b) METROPOLITAN AREAS									
Sydney.....	109-3	108-6	.....	269-8	262-2	.....	55-15	53-95	.....
Halifax.....	198-1	202-5	188-2	348-6	346-0	297-2	41-22	40-02	36-93
Saint John.....	169-8	158-7	151-9	325-7	294-4	267-0	41-12	39-78	37-49
Quebec.....	158-5	155-4	155-0	349-4	339-5	314-3	41-06	40-70	37-76
Sherbrooke.....	175-8	174-4	163-7	368-1	371-8	321-4	40-63	41-38	38-10
Three Rivers.....	193-5	194-3	176-5	481-0	470-7	380-5	50-28	48-99	43-72
Drummondville.....	212-8	214-2	.....	503-3	525-4	.....	45-20	46-88	.....
Montreal.....	174-5	176-3	164-8	365-8	367-6	316-2	47-92	47-65	43-78
Ottawa—Hull.....	192-2	192-8	184-8	385-0	382-5	329-9	46-39	45-93	41-37
Peterborough.....	203-9	207-4	.....	530-6	531-4	.....	54-77	53-92	.....
Oshawa.....	264-7	270-3	.....	677-1	687-8	.....	60-52	60-20	.....
Niagara Falls.....	257-2	249-8	.....	579-2	575-9	.....	54-25	55-55	.....
St. Catharines—Welland.....	254-1	252-6	221-8	646-8	644-6	485-7	60-91	61-07	52-16
Toronto.....	195-6	197-9	182-4	409-1	412-3	339-5	52-49	52-27	46-62
Hamilton.....	211-2	211-8	189-4	485-9	483-1	384-2	55-73	55-26	49-04
Brantford.....	204-9	206-0	201-4	510-2	513-2	445-8	51-75	51-77	45-98
Galt—Preston.....	157-0	157-7	.....	360-9	363-8	.....	47-06	47-23	.....
Kitchener—Waterloo.....	182-0	184-9	175-4	399-2	417-5	359-0	46-60	47-96	43-41
Sudbury.....	176-5	172-5	.....	371-2	358-6	.....	63-30	62-57	.....
London.....	195-8	198-9	187-4	414-2	414-9	347-8	50-11	49-41	44-04
Sarnia.....	318-1	313-6	.....	630-4	647-6	.....	63-79	66-48	.....
Windsor.....	232-0	235-7	228-0	452-3	477-5	466-2	54-37	56-51	56-80
Sault Ste. Marie.....	228-9	223-6	.....	473-3	459-9	.....	55-02	54-72	.....
Ft. William—Pt. Arthur.....	226-7	219-2	201-0	477-4	457-7	376-0	53-54	53-09	47-57
Winnipeg.....	175-0	175-3	169-5	331-8	332-5	289-0	46-27	46-29	41-23
Regina.....	166-3	168-4	162-6	329-5	326-6	288-5	44-77	43-81	40-08
Saskatoon.....	195-3	194-3	188-8	377-0	374-7	329-5	42-85	42-79	38-70
Edmonton.....	268-7	265-8	246-4	549-0	544-7	446-9	48-02	48-18	42-65
Calgary.....	221-0	215-5	201-3	420-4	406-0	341-3	49-09	48-62	43-69
Vancouver.....	207-1	208-4	204-3	423-5	423-4	381-0	51-21	50-90	46-73
Victoria.....	228-9	230-1	214-1	471-8	478-2	399-7	49-47	49-86	44-72
(c) INDUSTRIES									
Forestry (chiefly logging).....	181-2	197-6	149-4	496-2	589-7	366-3	47-41	51-66	42-58
Mining.....	120-0	119-0	115-1	253-9	250-2	219-8	60-71	60-32	54-80
Manufacturing.....	193-9	193-9	179-6	440-0	440-0	366-7	51-70	51-70	46-49
Durable Goods ¹	242-0	242-9	215-9	550-7	552-0	443-6	55-30	55-24	49-82
Non-Durable Goods.....	162-7	162-1	156-0	359-8	358-8	310-9	48-22	48-25	43-48
Construction.....	198-4	190-4	190-8	523-3	495-7	437-6	49-47	48-81	43-19
Transportation, storage and communication.....	186-2	183-2	175-6	352-3	346-2	303-7	54-17	54-12	49-60
Public utility operation.....	195-7	193-8	193-4	373-1	369-3	333-6	56-26	56-22	50-95
Trade.....	171-9	173-3	164-6	344-6	345-5	296-9	43-78	43-53	39-35
Finance, insurance and real estate.....	172-4	172-0	156-1	274-2	273-6	235-2	46-23	46-23	44-91
Service².....	193-8	188-8	188-2	369-3	363-7	333-5	31-26	31-60	29-01
Industrial composite.....	184-3	183-6	172-5	393-8	392-5	332-5	50-14	50-17	45-15

¹ Include wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners from whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Aug. 1, 1945.....	44.3	44.7	43.7	69.5	76.9	60.7
Aug. 1, 1946.....	43.0	43.2	42.8	70.0	75.8	64.4
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
*Jan. 1, 1950.....	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950.....	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950.....	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950.....	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950.....	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950.....	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950.....	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950.....	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950.....	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950.....	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950.....	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950.....	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951.....	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951.....	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951.....	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951.....	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951.....	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951.....	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951.....	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951.....	41.3	41.4	41.3	119.1	128.2	109.4

* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1951	July 1, 1951	Aug. 1, 1950	Aug. 1, 1951	July 1, 1951	Aug. 1, 1950
	Newfoundland.....	45.3	44.8	45.0	121.4	119.1	100.9
Nova Scotia.....	42.6	43.9	43.7	103.3	100.4	91.1
New Brunswick.....	43.2	44.1	45.5	107.0	104.4	89.7
Quebec.....	42.8	42.6	44.0	106.7	106.4	93.3
Ontario.....	40.8	41.5	42.1	125.9	124.9	110.3
Manitoba.....	40.9	40.9	42.1	116.9	116.4	99.4
Saskatchewan.....	40.7	41.0	40.4	117.4	116.9	103.4
Alberta.....	40.6	40.7	42.7	118.9	119.3	102.2
British Columbia.....	37.9	38.3	36.4	141.0	140.4	125.1
Montreal.....	40.9	40.8	41.9	111.1	111.2	98.1
Toronto.....	40.5	40.6	40.9	124.6	123.5	108.1
Hamilton.....	40.2	40.9	40.4	139.2	136.3	122.1
Windsor.....	35.5	38.3	43.5	142.8	142.1	134.0
Winnipeg.....	40.5	40.5	41.8	115.7	115.3	98.6
Vancouver.....	37.5	38.3	37.6	139.5	138.0	124.9

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D. B. S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1951	July 1951	Aug. 1 1950	Aug. 1 1951	July 1951	Aug. 1 1950	Aug. 1 1951	July 1951	Aug. 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	43-0	43-3	43-7	136-1	133-3	121-5	58-52	57-72	53-10
Metal mining.....	43-3	43-9	45-2	139-3	134-3	122-5	60-32	58-96	55-37
Gold.....	45-4	45-7	.....	123-6	122-9	.....	56-11	56-17	.....
Other metal.....	41-8	42-6	.....	151-2	143-5	.....	63-20	61-13	.....
Fuels.....	41-5	41-1	.....	139-6	140-6	.....	57-93	57-79	.....
Coal.....	41-2	40-5	39-8	137-4	139-0	129-3	56-61	56-30	51-46
Oil and natural gas.....	42-8	43-9	.....	147-7	146-5	.....	63-22	64-31	.....
Non-metal.....	45-3	45-1	.....	117-8	115-8	.....	53-36	52-23	.....
Manufacturing	41-3	41-7	42-5	119-1	118-4	104-2	49-19	49-37	44-29
Food and beverages.....	42-3	42-5	42-8	99-1	100-1	88-1	41-92	42-54	37-71
Meat products.....	39-9	41-8	42-5	127-0	127-8	108-7	50-67	53-42	46-20
Canned and preserved fruits and vegetables.....	38-8	38-6	38-2	78-3	84-9	73-0	30-38	32-77	27-89
Grain mill products.....	46-0	46-7	45-0	114-8	112-1	97-4	52-81	52-35	43-83
Bread and other bakery products.....	45-2	44-5	45-1	90-1	89-2	81-1	40-73	39-69	36-58
Distilled and malt liquors.....	43-8	42-7	43-0	121-3	119-5	108-4	53-13	51-03	46-61
Tobacco and tobacco products.....	42-2	41-2	41-8	111-8	114-6	97-5	47-18	47-22	40-76
Rubber products.....	39-8	40-8	41-4	125-2	122-7	112-3	49-83	50-06	46-49
Leather products.....	38-4	37-1	39-6	85-9	86-4	78-3	32-99	32-05	31-01
Boots and shoes (except rubber).....	38-1	36-0	38-7	82-9	83-3	75-8	31-58	29-99	29-33
Textile products (except clothing).....	39-1	41-1	42-8	97-7	97-3	85-3	38-20	39-99	36-51
Cotton yarn and broad woven goods.....	35-6	39-9	42-5	99-9	99-9	87-0	35-56	39-86	36-98
Woolen goods.....	40-7	41-8	42-5	92-0	91-6	82-1	37-44	38-29	34-89
Rayon, nylon and silk textiles.....	42-2	42-6	44-3	96-0	96-9	85-2	42-03	42-13	37-74
Clothing (textile and fur).....	36-4	35-8	37-4	86-8	86-7	79-6	31-60	31-04	29-77
Men's clothing.....	35-4	35-3	36-6	84-7	85-7	78-5	29-98	30-25	28-73
Women's clothing.....	34-5	31-8	35-7	89-8	88-2	83-3	30-98	28-05	29-74
Knit goods.....	38-5	38-9	38-4	86-5	86-3	77-4	33-30	33-57	29-72
*Wood products.....	42-1	42-1	42-2	105-6	105-9	95-1	44-46	44-58	40-13
Saw and planing mills.....	41-7	41-8	41-7	111-9	112-6	100-1	46-66	47-07	41-74
Furniture.....	42-2	42-0	42-6	97-5	97-2	88-7	41-15	40-82	37-79
Other wood products.....	43-8	43-9	43-6	89-6	88-7	82-5	39-24	38-94	35-97
Paper products.....	47-4	47-2	47-6	134-8	133-6	113-5	63-90	63-06	54-03
Pulp and paper mills.....	49-0	48-8	49-3	143-7	142-9	120-9	70-41	69-74	59-60
Other paper products.....	42-6	42-6	43-0	103-5	102-2	91-0	44-09	43-54	39-13
Printing, publishing and allied industries.....	40-3	40-3	40-6	131-9	133-1	121-7	53-16	53-64	49-41
*Iron and Steel products.....	42-0	42-5	42-5	133-1	131-1	116-2	55-90	55-72	49-39
Agricultural implements.....	40-3	41-8	38-5	150-5	149-5	126-4	60-65	62-49	48-66
Fabricated and structural steel.....	41-4	41-3	43-4	133-6	133-5	121-6	55-31	55-14	52-77
Hardware and tools.....	42-4	42-5	42-3	120-4	119-3	101-8	51-05	50-70	43-06
Heating and cooking appliances.....	41-8	41-8	41-9	120-1	119-0	106-5	50-20	49-74	44-62
Iron castings.....	42-6	43-9	43-6	131-6	131-1	118-8	56-06	57-55	51-80
Machinery mfg.....	43-1	43-3	43-6	126-2	125-4	109-5	54-39	54-30	47-74
Primary iron and steel.....	41-5	41-8	42-9	143-9	138-6	127-5	59-72	57-93	54-70
Sheet metal products.....	41-5	41-8	42-7	124-5	122-0	107-5	51-67	51-00	45-90
Transportation equipment.....	39-7	40-9	43-3	137-1	136-6	121-9	54-43	55-87	52-78
Aircraft and parts.....	42-5	42-3	43-3	128-2	128-9	115-1	54-49	54-52	49-84
Motor vehicles.....	35-8	39-1	44-3	148-9	147-0	139-1	53-31	57-48	61-62
Motor vehicle parts and accessories.....	41-1	41-5	42-3	138-5	136-9	120-6	56-92	56-81	51-01
Railroad and rolling stock equipment.....	39-3	40-5	43-1	139-1	138-9	113-7	54-67	56-25	49-00
Shipbuilding and repairing.....	43-0	43-4	43-0	124-6	122-5	110-5	53-58	53-17	47-52
*Non-ferrous metal products.....	42-1	42-6	42-8	132-8	127-6	113-2	55-91	54-36	48-45
Aluminum products.....	42-1	42-5	41-5	122-7	119-7	101-4	51-66	50-87	42-08
Brass and copper products.....	42-6	42-3	42-2	122-2	121-5	107-6	52-06	51-39	45-41
Smelting and refining.....	42-3	43-3	43-7	147-6	138-3	124-3	62-43	59-88	54-32
*Electrical apparatus and supplies.....	40-8	40-8	41-0	130-3	130-0	115-9	53-16	53-04	47-52
Heavy electrical machinery and equipment.....	41-3	41-6	41-3	150-7	147-0	130-7	62-24	61-15	53-98
*Non-metallic mineral products.....	44-5	44-7	45-3	117-9	117-1	102-2	52-47	52-34	46-30
Clay products.....	44-6	44-7	45-2	110-7	110-5	98-1	49-37	49-39	44-34
Glass and glass products.....	43-9	45-2	45-5	114-7	113-8	98-9	50-35	51-44	45-00
Products of petroleum and coal.....	40-0	40-6	40-6	152-8	149-6	129-0	61-12	60-74	52-37
Chemical products.....	42-6	42-6	42-9	120-8	118-9	104-0	51-46	50-65	44-62
Medicinal and pharmaceutical preparations.....	41-6	41-6	41-5	96-4	96-2	85-2	40-10	40-02	35-36
Acids, alkalis and salts.....	43-8	44-1	44-5	136-5	134-1	116-1	59-79	59-14	51-66
Miscellaneous manufacturing industries.....	41-4	41-9	41-4	98-9	97-8	87-7	40-94	40-98	36-31
Durable goods.....	41-4	42-0	42-7	128-2	127-0	112-5	53-07	53-34	48-04
Non-durable goods.....	41-3	41-4	42-2	109-4	109-1	95-8	45-18	45-17	40-43
Construction.....	41-4	40-7	40-8	117-6	117-5	103-8	48-69	47-82	42-35
Buildings and structures.....	40-7	40-0	40-2	127-9	127-7	112-5	52-06	51-08	45-23
Highways, bridges and street construction.....	42-7	41-8	41-9	95-7	95-5	86-1	40-86	39-92	36-08
Electric and motor transportation.....	44-7	45-4	.....	118-9	117-9	.....	53-15	53-53	.....
Service.....	42-6	42-8	42-5	68-2	68-9	64-7	29-05	29-49	27-50
Hotels and restaurants.....	43-9	43-7	43-8	66-9	68-2	62-9	29-37	29-80	27-55
Laundries, dyeing, pressing and cleaning.....	40-2	41-4	40-5	67-7	67-4	64-8	27-22	27-90	26-24

* Durable manufactured goods industries.

TABLE C-7.—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 the Economics and Research Branch, Department of Labour

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.	\$			
Monthly Average 1945	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
August 1, 1950	42.5	104.2	44.29	148.3	136.3	108.8
September 1, 1950	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951	41.7	118.3	49.33	165.1	151.8	108.7
August 1, 1951	41.3	119.1	49.19	164.7	152.8	107.8

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 indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours, \$47.60.

D—Employment Service Statistics

TABLE D-1.—UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form U.I.C. 757

Month	Unfiled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1945	113,840	39,415	153,255	95,576	33,091	128,667
October 1, 1946	95,814	45,820	141,634	111,219	31,040	142,259
October 1, 1947	73,892	35,430	109,322	58,736	28,585	87,321
October 1, 1948	41,047	22,870	63,917	56,725	30,607	87,332
October 1, 1949	20,837	20,629	41,466	101,504	41,543	143,047
October 1, 1950	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951	43,519	15,966	59,485	79,619	47,509	127,128
October 1, 1951 ⁽¹⁾	52,438	16,170	68,608	79,975	51,003	130,978

⁽¹⁾ Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT AUGUST 30, 1951⁽¹⁾

SOURCE: Form U.I.C. 751

Industry	Male	Female	Total	Absolute change from			
				Aug. 2, 1951	Aug. 31, 1950		
Agriculture, fishing, trapping	1,816	375	2,191	+	112	-	119
Logging	15,421	6	15,427	+	1,407	+	7,684
Pulpwood.....	14,090	4	14,094	+	945	+	8,041
Lumber.....	1,267	1	1,268	+	478	-	362
Other logging.....	64	1	65	-	16	+	5
Mining	1,970	34	2,004	-	562	+	1,135
Coal.....	583	3	586	+	15	+	458
Metallic ores—							
Iron.....	398	5	403	+	16	+	336
Gold.....	365	6	371	-	162	+	19
Nickel.....	374	1	375	-	397	+	179
Other metallic ores and non-metallic minerals.....	172	6	178	-	40	+	85
Prospecting and oil producing.....	78	13	91	+	6	+	58
Manufacturing	8,577	3,801	12,378	+	1,329	+	1,253
Food and kindred products.....	974	725	1,699	+	586	+	282
Textiles, apparel, etc.....	389	2,005	2,394	+	387	-	465
Lumber and finished lumber products.....	1,205	73	1,278	+	276	+	85
Pulp and paper products and printing.....	665	191	856	-	102	-	23
Chemicals and allied products.....	310	111	421	+	146	+	72
Products of petroleum and coal.....	21	3	24	-	12	-	10
Rubber products.....	37	20	57	-	1	-	59
Leather and products.....	105	210	315	+	2	-	132
Stone, clay and glass products.....	177	28	205	+	15	-	15
Iron and steel products.....	1,153	47	1,200	+	38	+	394
Non-ferrous metals and products.....	446	83	529	+	128	+	9
Machinery.....	848	62	910	-	14	+	293
Electrical equipment and products.....	239	90	329	-	12	-	112
Transportation equipment and other manufacturing.....	2,008	153	2,161	-	108	+	934
Construction	5,672	81	5,753	+	696	+	1,575
Transportation and storage	1,934	147	2,081	+	198	+	872
Communications, and other public utilities	442	169	611	+	9	+	59
Trade	2,745	2,252	4,997	+	1,066	-	492
Wholesale.....	924	463	1,387	+	182	-	200
Retail.....	1,821	1,789	3,610	+	884	-	292
Finance, insurance, real estate	854	713	1,567	+	16	-	228
Service	3,899	8,391	12,290	+	474	+	1,370
Public.....	1,088	479	1,567	+	55	+	345
Domestic.....	76	2,759	2,835	+	426	-	466
Personal.....	1,663	4,746	6,409	+	37	+	1,268
Other service.....	1,072	407	1,479	-	44	+	223
All Industries	43,330	15,969	59,299	+	4,745	+	13,109

(1) Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, AS AT AUGUST 30, 1951⁽¹⁾

Source: Form U.I.C. 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial workers.....	1,362	1,105	2,467	3,078	825	3,903
Clerical workers.....	1,907	3,371	5,278	4,451	10,834	15,285
Sales workers.....	1,528	1,178	2,706	2,468	5,857	8,325
Personal and domestic service workers.....	1,291	6,559	7,850	8,206	7,534	15,740
Seamen.....	42	.....	42	513	9	522
Agriculture and fishing.....	1,769	24	1,793	802	533	1,335
Skilled and semi-skilled workers.....	26,946	2,641	29,587	28,463	11,492	39,955
Food and kindred products.....	135	44	179	477	367	844
Textiles, clothing, etc.....	155	1,970	2,125	2,005	7,316	9,321
Lumber and wood products.....	15,629	2	15,631	4,370	88	4,458
Pulp, paper and printing.....	81	25	106	381	239	620
Leather and products.....	60	144	204	836	615	1,451
Stone, clay and glass products.....	32	3	35	82	38	120
Metalworking.....	3,561	25	3,586	2,753	426	3,179
Electrical.....	125	15	140	643	433	1,076
Transportation equipment, n.e.c.....	190	3	193	213	92	305
Mining.....	814	.....	814	481	.....	481
Construction.....	2,486	.....	2,486	4,877	2	4,879
Transportation (except seamen).....	1,239	17	1,256	3,966	24	3,990
Communications and public utility.....	52	.....	52	124	2	126
Trade and service.....	305	303	608	835	683	1,518
Other skilled and semi-skilled.....	1,818	65	1,883	4,440	927	5,367
Foremen.....	74	12	86	847	173	1,020
Apprentices.....	190	13	203	1,133	67	1,200
Unskilled workers.....	8,486	1,088	9,574	31,646	10,425	42,071
Food and tobacco.....	534	523	1,057	472	1,482	1,954
Lumber and lumber products.....	814	21	835	2,595	209	2,804
Metalworking.....	271	23	294	1,354	337	1,691
Construction.....	2,628	.....	2,628	3,351	2	3,353
Other unskilled workers.....	4,239	521	4,760	23,874	8,395	32,269
Total.....	43,331	15,966	59,297	79,627	47,509	127,136

(1) Preliminary—subject to revision.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF AUGUST, 1951

Source: Form U.I.C. 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	2,367	1,988	1,820
Logging.....	1,824	817	676
Mining.....	437	431	306
Manufacturing.....	6,268	5,679	4,099
Food and kindred products.....	1,256	1,150	822
Textiles, apparel, etc.....	1,041	929	644
Lumber and finished lumber products.....	922	874	684
Pulp and paper products and printing.....	470	399	284
Chemicals and allied products.....	244	215	134
Products of petroleum and coal.....	31	32	23
Rubber products.....	43	54	35
Leather and products.....	185	174	122
Stone, clay and glass products.....	164	166	117
Iron and steel and products.....	454	413	302
Non-ferrous metals and products.....	240	227	157
Machinery.....	311	323	229
Electrical equipment and products.....	203	193	129
Transportation equipment and other manufacturing.....	574	531	417
Construction.....	5,210	4,960	4,031
Transportation and storage.....	1,502	1,342	1,069
Communications, and other public utilities.....	277	277	203
Trade.....	3,192	3,374	2,101
Finance, insurance, real estate.....	395	394	204
Service.....	6,683	6,225	4,534
All Industries.....	28,135	25,437	19,043

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 3 TO AUGUST 30, 1951; UNPLACED APPLICANTS AS AT SEPTEMBER 20, 1951

SOURCE U.I.C. 751

Office	Vacancies		Applicants					Unplaced as at Sept. 20, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Newfoundland	201	451	1,223	248	47	25	2,302	1,888
Corner Brook.....	12	295	181	21	12	3	425	253
Grand Falls.....	25	18	42	7	7	7	137	94
St. John's.....	164	138	1,000	220	35	15	1,740	1,541
Prince Edward Island	649	376	597	512	326	50	569	614
Charlottetown.....	288	159	339	297	182	36	355	406
Summerside.....	361	217	258	215	144	14	214	208
Nova Scotia	2,744	1,615	4,777	3,241	1,778	360	6,766	7,253
Amherst.....	63	2	143	79	59	3	138	150
Bridgewater.....	30	33	119	89	17	3	197	245
Halifax.....	1,502	1,236	1,983	1,738	954	222	2,414	2,728
Inverness.....	5	.....	35	7	6	.....	82	101
Kentville.....	114	98	197	91	36	1	378	373
Liverpool.....	38	17	82	37	31	1	93	88
New Glasgow.....	342	95	539	451	277	34	751	801
Springhill.....	32	6	69	28	26	.....	107	108
Sydney.....	415	79	1,140	481	256	90	2,138	2,067
Truro.....	162	35	307	166	90	3	247	291
Yarmouth-Shelburne.....	41	14	163	74	26	3	221	301
New Brunswick	4,484	2,465	4,734	3,463	1,658	1,338	4,513	5,251
Bathurst.....	22	75	151	59	9	3	281	284
Campbellton.....	270	398	154	96	53	8	210	247
Edmundston.....	345	241	173	126	69	20	151	654
Fredericton.....	233	272	243	191	137	23	210	230
Minto.....	81	155	173	112	71	.....	234	233
Moncton.....	1,140	473	1,396	1,035	695	194	1,197	1,329
Newcastle.....	203	133	120	95	80	.....	142	154
Saint John.....	637	232	1,047	562	396	86	1,782	1,833
St. Stephen.....	1,231	210	1,111	1,078	55	1,001	159	150
Sussex.....	91	55	74	39	32	2	66	58
Woodstock.....	231	241	92	70	61	1	81	74
Quebec	29,821	18,211	38,100	26,544	18,192	1,258	35,143	36,501
Asbestos.....	154	99	184	95	67	18	228	195
Beauharnois.....	51	17	198	95	55	.....	225	253
Buckingham.....	201	62	181	180	138	1	158	124
Causapsal.....	75	71	83	58	51	.....	102	58
Chandler.....	337	130	202	174	71	82	69	64
Chicoutimi.....	386	1,070	619	476	252	18	288	205
Dolbeau.....	48	29	84	62	23	1	41	42
Drummondville.....	169	24	628	210	121	1	1,110	1,145
Farnham.....	97	68	153	55	50	.....	240	224
Gaspé.....	3	226	13	4	.....	.....	33	31
Granby.....	136	39	520	135	97	7	836	880
Hull.....	334	164	742	483	236	.....	838	756
Joliette.....	944	981	502	244	189	1	453	463
Jonquiere.....	325	134	451	374	158	.....	334	355
Lachute.....	174	41	247	216	140	.....	127	149
La Malbaie.....	42	9	72	24	31	.....	99	135
La Tuque.....	920	1,315	564	268	422	.....	133	122
Levis.....	314	100	498	276	248	1	586	738
Matane.....	109	35	68	44	24	23	116	108
Megantic.....	325	146	345	299	289	1	119	98
Mont-Laurier.....	342	310	64	44	17	.....	74	76
Montmagny.....	110	67	269	100	85	1	220	560
Montreal.....	14,815	5,721	18,101	13,539	9,793	617	14,193	14,120
New Richmond.....	65	606	213	548	458	.....	181	200
Port Alfred.....	281	162	80	61	83	.....	124	86
Quebec.....	1,949	1,832	3,313	2,604	1,071	83	4,254	4,336
Rimouski.....	142	327	137	126	103	.....	149	147
Riviere du Loup.....	26	19	111	29	12	.....	244	1,619
Roberval.....	521	525	44	22	18	.....	73	62
Rouyn.....	433	199	487	460	193	30	294	294
Ste. Agathe.....	169	80	97	95	73	3	33	62
Ste. Anne de Bellevue.....	84	16	182	88	59	6	128	122
Ste. Therese.....	142	50	229	174	107	2	224	211
St. Georges de Beauce.....	372	581	565	493	359	4	354	345
St. Hyacinthe.....	388	125	471	370	202	78	570	677
St. Jean.....	286	98	695	300	185	5	545	462
St. Jerome.....	175	19	538	181	147	2	647	577
St. Joseph d'Alma.....	823	201	673	528	823	.....	229	165
Shawinigan Falls.....	841	716	763	364	117	.....	947	933
Sherbrooke.....	859	360	1,235	831	447	155	1,241	1,190
Sorel.....	305	618	155	82	104	.....	260	235
Thetford Mines.....	152	84	398	238	105	2	416	369

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 3 TO AUGUST 30, 1951; UNPLACED APPLICANTS AS AT SEPTEMBER 20, 1951

SOURCE: U.I.C. 751

Office	Vacancies		Applicants					Unplaced as at Sept. 20, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Quebec—Con.								
Three Rivers.....	458	122	1,092	726	279	97	1,586	1,445
Val d'Or.....	390	187	413	303	235	2	189	255
Valleyfield.....	282	110	914	269	269	7	1,184	1,189
Victoriaville.....	267	316	507	197	156	10	649	619
Ontario	41,479	23,895	53,403	36,332	23,645	3,769	39,636	43,997
Arnprior.....	107	56	80	69	63		33	29
Barrie.....	548	260	544	488	366	15	372	288
Belleville.....	330	142	382	400	161	31	340	349
Bracebridge.....	107	49	135	123	90		74	77
Brampton.....	163	102	152	133	95	5	94	128
Brantford.....	736	155	1,188	731	500	71	1,045	1,225
Brockville.....	194	33	266	203	159	17	108	123
Carleton Place.....	20	10	29	22	17		97	111
Chatham.....	1,097	640	428	529	328	16	287	409
Cobourg.....	177	22	247	199	151	23	164	193
Collingwood.....	138	42	164	155	109	12	135	280
Cornwall.....	346	47	725	396	239	79	568	697
Fort Erie.....	56	31	47	30	16	3	48	81
Fort Frances.....	250	211	109	83	43	11	52	69
Fort William.....	1,102	796	766	753	543	73	259	272
Galt.....	270	162	373	206	166	8	386	503
Gananoque.....	54	12	78	65	38	6	24	47
Goderich.....	115	77	94	85	53	5	57	49
Guelph.....	210	136	276	145	89	6	334	367
Hamilton.....	2,514	1,048	5,251	2,736	1,381	478	3,956	4,180
Hawkesbury.....	55	141	137	54	23	1	135	107
Ingersoll.....	549	71	550	490	451	20	102	163
Kapuskasing.....	98	1,146	129	119	115	1	58	72
Kenora.....	69	202	44	37	30		77	93
Kingston.....	751	275	745	791	504	33	404	423
Kirkland Lake.....	299	343	255	256	132	9	198	199
Kitchener-Waterloo.....	743	140	866	905	591	46	506	621
Leamington.....	273	246	370	297	163	60	220	238
Lindsay.....	100	29	127	128	80	11	77	196
Listowel.....	56	55	121	42	26	4	146	102
London.....	2,167	971	2,473	1,915	1,117	278	1,205	1,148
Midland.....	133	40	236	122	92	7	160	171
Napanee.....	48	33	63	36	27	1	45	56
New Toronto.....	910	133	1,057	819	652	12	643	665
Niagara Falls.....	797	262	830	651	446	19	366	441
North Bay.....	880	384	780	804	441	117	184	245
Orillia.....	192	50	263	209	143	13	157	210
Oshawa.....	819	163	1,257	589	618	45	1,517	1,495
Ottawa.....	2,077	1,143	1,823	1,730	828	242	1,365	1,474
Owen Sound.....	207	50	364	328	142	20	448	519
Parry Sound.....	21	11	45	22	18		28	16
Pembroke.....	748	765	306	192	144		168	352
Perth.....	57	17	103	78	48	3	128	109
Peterborough.....	357	105	738	391	245	11	747	847
Pictou.....	36	16	44	36	29		26	17
Port Arthur.....	986	3,185	725	619	573	12	307	315
Port Colborne.....	118	44	196	117	75		244	255
Prescott.....	77	31	138	72	55		124	230
Renfrew.....	156	50	196	135	122		154	173
St. Catharines.....	940	253	1,225	713	510	107	844	827
St. Thomas.....	314	151	355	339	170	13	224	246
Sarnia.....	454	105	606	513	347	6	390	710
Sault Ste. Marie.....	546	456	414	415	385	49	261	288
Simcoe.....	1,632	150	2,037	1,505	1,437	1	138	153
Sioux Lookout.....	120	70	132	114	51	9	57	61
Smiths' Falls.....	103	57	143	96	60	10	160	123
Stratford.....	291	58	336	306	123	129	180	202
Sturgeon Falls.....	84	15	167	93	60	9	113	111
Sudbury.....	1,032	975	1,143	982	679	128	520	591
Timmins.....	398	381	561	544	307	36	519	283
Toronto.....	10,953	5,669	14,531	8,970	5,613	1,229	11,733	12,640
Trenton.....	194	44	337	249	155		155	128
Walkerton.....	85	59	117	55	34		131	142
Wallaceburg.....	77	5	186	75	45	21	179	324
Welland.....	366	90	553	401	287	22	494	431
Weston.....	440	974	382	244	172	1	312	405
Windsor.....	958	170	3,657	1,013	546	158	4,705	5,755
Woodstock.....	179	81	206	170	127	17	103	148

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 3 TO AUGUST 30, 1951; UNPLACED APPLICANTS AS AT SEPTEMBER 20, 1951

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	Unplaced as at Sept. 20, 1951
					Regular	Casual		
Manitoba	6,836	3,414	8,030	5,894	3,122	1,291	6,091	6,039
Brandon.....	644	422	532	451	334	27	313	304
Dauphin.....	103	80	112	85	61	8	70	74
Flin Flon.....	149	67	135	152	81	14	24	59
Portage la Prairie.....	200	61	263	174	138	12	208	176
The Pas.....	96	365	44	34	26	1	38	28
Winnipeg.....	5,644	2,419	6,944	4,998	2,482	1,229	5,438	5,398
Saskatchewan	5,487	2,977	5,390	4,721	2,949	968	2,399	2,135
Estevan.....	117	37	130	129	89	7	45	46
Moose Jaw.....	629	465	566	516	389	39	306	276
North Battleford.....	251	143	194	204	118	39	141	100
Prince Albert.....	269	105	369	274	187	30	432	294
Regina.....	2,171	503	2,286	2,074	1,064	687	494	482
Saskatoon.....	1,266	536	1,351	1,010	649	151	735	677
Swift Current.....	241	131	150	159	127	4	91	89
Teachers' Office.....	52	832	18	69	24	.....	10	6
Weyburn.....	209	73	100	91	146	1	32	40
Yorkton.....	282	152	226	195	156	10	113	125
Alberta	9,685	3,909	9,869	9,641	5,404	1,633	4,288	4,117
Blairmore.....	77	346	107	80	100	.....	120	133
Calgary.....	3,371	1,024	3,718	3,834	1,949	446	1,763	1,831
Drumheller.....	98	57	97	81	83	.....	98	74
Edmonton.....	4,510	1,493	4,677	4,568	2,323	1,165	1,669	1,495
Edson.....	266	166	159	143	177	.....	27	31
Lethbridge.....	832	410	761	625	492	22	302	278
Medicine Hat.....	210	112	188	188	117	.....	172	198
Red Deer.....	196	163	156	119	68	.....	136	74
Yellowknife.....	125	138	6	3	95	.....	1	3
British Columbia	11,234	3,507	20,164	11,351	7,277	1,082	26,572	24,624
Chilliwack.....	264	28	496	304	174	74	793	739
Courtenay.....	144	67	330	98	64	11	1,012	750
Cranbrook.....	69	34	83	71	49	2	80	117
Dawson Creek.....	126	72	83	77	81	.....	27	22
Duncan.....	166	74	496	171	71	36	1,373	1,323
Kamloops.....	333	172	241	214	193	.....	91	100
Kelowna.....	377	13	610	393	177	190	906	432
Nanaimo.....	185	48	481	189	102	32	1,939	2,056
Nelson.....	218	80	198	217	153	8	64	63
New Westminster.....	472	72	1,898	530	351	75	3,262	3,248
Penticton.....	376	25	460	421	360	2	209	176
Port Alberni.....	171	27	410	184	133	6	640	482
Prince George.....	1,091	259	972	1,073	799	22	160	160
Prince Rupert.....	285	88	369	253	195	3	193	236
Princeton.....	107	6	110	124	101	.....	7	6
Trail.....	204	80	300	221	141	1	201	210
Vancouver.....	4,873	1,469	10,202	5,338	3,087	496	13,028	12,261
Vernon.....	596	282	517	398	335	10	160	155
Victoria.....	831	338	1,769	956	552	114	2,399	2,050
Whitehorse.....	346	273	139	119	159	.....	28	38
Canada	112,620	60,820	146,287	101,947	64,398	11,774	128,279	132,419
Males.....	80,170	44,347	102,131	70,688	48,501	7,010	80,387	81,960
Females.....	32,450	16,473	44,156	31,259	15,897	4,764	47,892	50,459

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

1941-1951

SOURCE: Form U.I.C. 751

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
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
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (35 weeks).....	984,048	395,604	1,379,652	439,985	173,862	613,847

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month	Month of August, 1951		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	441	345	16,476	42,150
Prince Edward Island.....	256	90	6,956	15,351
Nova Scotia.....	3,168	1,276	74,151	189,800
New Brunswick.....	2,184	971	53,626	135,292
Quebec.....	20,068	13,191	490,306	1,129,491
Ontario.....	18,082	11,592	431,396	1,047,555
Manitoba.....	2,668	1,243	69,056	161,941
Saskatchewan.....	772	390	23,497	51,695
Alberta.....	1,640	695	40,665	104,811
British Columbia.....	10,815	8,083	280,982	796,483
Total Canada, August, 1951.....	60,094	37,876	1,487,111	3,674,569
Total Canada, July, 1951.....	57,469	39,126	1,416,699	3,427,834
Total Canada, August, 1950.....	67,303	30,628	1,925,184	4,412,992

* Week containing last day of the Month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF AUGUST 31, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland ¹	1,163	291	79	172	322	160	139
Male.....	1,045	260	70	155	290	148	122
Female.....	118	31	9	17	32	12	17
Prince Edward Island.....	282	43	20	43	60	24	92
Male.....	187	28	11	35	39	18	56
Female.....	95	15	9	8	21	6	36
Nova Scotia.....	4,622	999	454	592	918	691	968
Male.....	3,811	862	358	483	780	602	726
Female.....	811	137	96	109	138	89	242
New Brunswick.....	3,460	871	315	411	648	447	768
Male.....	2,501	575	250	309	473	355	539
Female.....	959	296	65	102	175	92	229
Quebec.....	32,991	8,114	3,451	6,451	5,699	3,276	6,000
Male.....	18,193	4,748	2,017	3,573	2,932	1,587	3,336
Female.....	14,798	3,366	1,434	2,878	2,767	1,689	2,664
Ontario.....	33,210	13,449	3,565	4,042	4,506	2,432	5,216
Male.....	20,161	9,397	2,021	2,226	2,278	1,153	3,086
Female.....	13,049	4,052	1,544	1,816	2,228	1,279	2,130
Manitoba.....	3,622	885	315	452	566	309	1,095
Male.....	1,789	437	126	200	260	128	638
Female.....	1,833	448	189	252	306	181	457
Saskatchewan.....	1,071	180	101	131	208	98	353
Male.....	520	76	44	49	87	47	217
Female.....	551	104	57	82	121	51	136
Alberta.....	3,084	1,288	270	338	367	147	674
Male.....	2,320	1,096	189	229	241	78	487
Female.....	764	192	81	109	126	69	187
British Columbia.....	17,618	4,012	1,966	3,358	3,919	1,986	2,377
Male.....	14,499	3,332	1,674	2,900	3,226	1,632	1,735
Female.....	3,119	680	292	458	693	354	642
TOTAL ¹	101,123	30,132	10,536	15,990	17,213	9,570	17,682
MALE.....	65,026	20,811	6,760	10,159	10,606	5,748	10,942
FEMALE.....	36,097	9,321	3,776	5,831	6,607	3,822	6,740

¹ Includes 24 supplementary benefit claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCES AUGUST, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	603	506	97	671	429	242	159
Prince Edward Island.....	134	97	37	150	112	38	23
Nova Scotia.....	2,263	1,373	890	2,152	1,558	594	642
New Brunswick.....	1,736	1,125	611	1,680	1,298	382	453
Quebec.....	17,076	11,049	6,027	17,682	13,725	3,957	4,050
Ontario.....	22,374	12,716	9,658	20,937	16,286	4,651	5,665
Manitoba.....	1,934	1,256	678	1,866	1,339	527	407
Saskatchewan.....	523	350	173	535	389	146	80
Alberta.....	1,218	851	367	1,105	813	292	372
British Columbia.....	10,065	5,528	4,537	11,234	9,122	2,112	2,682
Total Canada, August, 1951.....	57,926 ¹	34,851	23,075	58,012 ²	45,071	12,941	14,533
Total Canada, July, 1951.....	58,981	35,326	23,655	61,259	48,096	13,163	14,619
Total Canada, August, 1950.....	61,545	39,122	22,423	46,232	35,743	10,489	25,203

¹ In addition, revised claims received numbered 10,110. ² In addition, 10,496 revised claims were disposed of. Of these, 643 were special requests not granted and 724 were appeals by claimants. There were 1,085 revised claims pending at the end of the month.

TABLE E-4.—CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of August, 1951	Month of August, 1950 ²	Cumulative Total for Current Fiscal Year
Claims Disallowed	4,440	4,094	9,190
Claimants Disqualified ¹			
Not unemployed.....	5,418	1,678	10,403
Not capable of and not available for work.....	1,043	1,381	2,071
Loss of work due to a labour dispute.....	94	161	336
Refused offer of work and neglected opportunity to work.....	1,041	1,666	2,170
Discharged for misconduct.....	511	617	933
Voluntarily left employment without just cause.....	3,393	3,723	6,220
Other reasons ³	1,608	665	3,067
Total.....	17,548	13,985	34,390

¹ Includes 4,607 revised claims disqualified.² 1950 data relate to regular claimants only.³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of	Total	Employed	Claimants ¹
1950—July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800
1951—January.....	2,911,000	2,720,900	190,100 ²
February.....	2,917,000	2,669,400	247,600 ²
March.....	2,905,000	2,661,200	243,800 ²
April.....	2,899,000	2,672,500	226,500 ²
May.....	2,827,000	2,690,200	136,800
June.....	2,843,000	2,754,100	88,900
July.....	2,907,000	2,820,500	86,500

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.² Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941, TO AUGUST 31, 1951

SOURCE: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)				RECEIPTS			DISBURSEMENTS				Balance in Fund
	Employer and Employee		Government		Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS				
	\$		\$					Ordinary	Supplementary	Total		
					\$		\$					
1942.....	36,435,609 05	7,287,121 81	209,268 74	43,991,999 60	27,752 92	27,752 92	43,994,246 68	27,752 92		27,752 92	43,994,246 68	
1943.....	57,434,651 43	11,487,057 90	638 11	70,762,796 00	716,012 75	716,012 75	114,011,029 93	716,012 75		716,012 75	114,011,029 93	
1944.....	61,720,785 00	12,344,421 74	1,323 67	78,038,577 55	1,721,666 29	1,721,666 29	190,327,941 19	1,721,666 29		1,721,666 29	190,327,941 19	
1945.....	63,729,855 44	12,746,179 30	2,041 02	6,195,926 42	4,966,483 51	4,966,483 51	268,034,459 86	4,966,483 51		4,966,483 51	268,034,459 86	
1946.....	62,566,589 66	12,513,778 66	2,303 66	81,199,440 82	31,993,240 34	31,993,240 34	317,240,600 34	31,993,240 34		31,993,240 34	317,240,600 34	
1947.....	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	43,114,329 18	43,114,329 18	372,878,625 64	43,114,329 18		43,114,329 18	372,878,625 64	
1948.....	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	34,947,020 32	34,947,020 32	447,734,939 21	34,947,020 32		34,947,020 32	447,734,939 21	
1949.....	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	49,826,752 16	49,826,752 16	529,535,437 38	49,826,752 16		49,826,752 16	529,535,437 38	
1950.....	104,432,415 94	20,094,332 20	17,731 42	14,391,257 71	85,006,136 24	85,006,136 24	582,646,972 52	85,006,136 24		85,006,136 24	582,646,972 52	
1951.....	128,744,248 84	27,536,193 16	34,656 50	15,630,847 06	83,082,101 75	83,082,101 75	664,580,376 79	83,082,101 75		83,082,101 75	664,580,376 79	
April.....	12,766,464 04	2,551,175 40	2,940 50	1,395,726 42	7,835,188 13	7,835,188 13	672,700,902 75	7,835,188 13		7,835,188 13	672,700,902 75	
May.....	12,813,439 84	2,565,469 04	2,920 00	1,473,147 56	5,655,192 59	5,655,192 59	683,943,195 97	5,655,192 59		5,655,192 59	683,943,195 97	
June.....	11,676,138 56	2,335,280 26	3,865 86	1,441,346 24	3,509,335 48	3,509,335 48	695,885,268 91	3,509,335 48		3,509,335 48	695,885,268 91	
July.....	12,160,180 78	2,429,023 02	2,310 18	1,636,114 72	3,423,587 51	3,423,587 51	708,689,032 60	3,423,587 51		3,423,587 51	708,689,032 60	
August.....	116,250,200 38	3,250,330 55	1,526 29	1,444,871 98	3,669,971 60	3,669,971 60	725,965,021 50	3,669,971 60		3,669,971 60	725,965,021 50	
SUB-TOTAL.....	65,666,423 60	13,134,278 27	13,562 83	7,391,206 92	86,205,471 62	86,205,471 62	725,965,021 50	86,205,471 62		86,205,471 62	725,965,021 50	
TOTAL.....	839,197,004 32	169,637,235 03	89,759 32	85,011,850 63	1,093,935,849 30	1,093,935,849 30	725,965,021 50	359,494,770 77	8,475,057 03	367,970,827 80	725,965,021 50	

*Stamps \$9,861,002.31. Meter \$1,570,843.90. Bulk \$4,770,637.65. Arm. Ser. \$45,517.46.
 † Includes payment by P. O. of \$4,000,000.
 ‡ Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.50.

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		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
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
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	150.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4

*For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

†Commodities in the cost-of-living index including rents and services.

‡Corrected figure. Previously shown as 182.1

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER, 1951

Source: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Sept. 1, 1950	Aug. 1, 1951	Sept. 1, 1951						
Halifax.....	160.3	177.9	177.5	242.2	124.5	144.5	218.4	182.3	135.1
St. John.....	166.0	184.2	184.2	241.0	124.4	139.1	227.3	193.8	142.6
Montreal.....	174.7	194.8	196.0	267.5	145.6	145.2	194.9	204.9	138.1
Toronto.....	166.1	184.5	185.4	241.5	145.4	172.1	205.9	194.1	143.5
Winnipeg.....	164.3	182.4	182.2	252.8	131.6	125.8	198.9	200.1	137.2
Saskatoon.....	167.8	186.0	186.2	255.8	128.6	148.3	212.8	203.6	133.6
Edmonton.....	165.0	181.7	181.5	255.5	123.3	114.6	216.6	192.0	137.4
Vancouver.....	170.8	189.8	190.2	252.7	130.8	166.6	222.0	192.2	146.5

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

Source: Dominion Bureau of statistics.

*Commodities	Per	Dec. 1941	Sept. 1946	Sept. 1947	Sept. 1948	Sept. 1949	Aug. 1951	Sept. 1951	Price Sept. 1951
Beef, sirloin steak.....	lb.	120.7	163.8	177.1	258.8	258.1	386.6	385.2	108.3
Beef, round steak.....	lb.	125.7	177.6	193.2	286.1	287.3	428.0	428.0	102.3
Beef, rolled rib roast, prime.....	lb.	125.5	186.1	202.2	284.8	288.7	418.1	417.2	96.1
Beef, blade roast, blade removed.....	lb.	132.7	169.2	188.7	301.3	306.9	487.6	486.4	78.8
Beef, stewing, boneless.....	lb.	136.7	173.5	196.2	329.5	342.7	562.0	562.0	76.7
Veal, front roll, boneless.....	lb.	139.3	174.0	176.3	288.8	314.2	482.1	484.9	84.2
Lamb, leg roast.....	lb.	109.9	162.0	170.8	241.2	248.6	365.6	347.4	99.2
Pork, fresh loin, centre cut.....	lb.	125.3	163.0	176.2	243.9	249.4	302.5	310.1	82.2
Pork, fresh shoulder, hock off.....	lb.	127.0	164.3	181.6	265.1	278.8	354.8	346.4	65.8
Bacon, side, fancy, sliced, rind off.....	lb.	132.3	162.7	185.3	232.0	236.1	229.7	233.4	88.3
Lard, pure, package.....	lb.	151.3	178.1	242.1	313.2	205.3	264.8	263.0	29.3
Shortening, package.....	lb.	134.7	141.0	216.7	286.1	221.5	263.8	259.0	37.5
Eggs, grade "A", Large, carton.....	doz.	156.4	178.3	188.6	209.4	237.4	265.5	269.4	84.2
Milk.....	qt.	111.0	114.7	139.4	159.6	164.2	179.8	178.9	19.5
Butter, creamery, prints.....	lb.	140.5	164.8	237.4	267.4	230.8	252.5	253.6	69.0
Cheese, plain, mild, ½ lb.....	pkg.	174.6	168.7	181.8	223.8	226.7	252.1	254.3	34.1
Bread, plain, white, wrapped.....	lb.	103.5	106.3	107.9	150.8	165.1	188.6	188.6	12.0
Flour, all purpose.....	lb.	127.3	124.2	127.3	187.9	221.2	227.2	227.2	7.6
Rolled oats, package.....	lb.	112.0	114.0	136.2	152.0	155.2	199.2	199.2	13.2
Corn flakes, 3 oz.....	pkg.	101.1	100.0	108.7	160.9	163.0	183.6	184.6	17.2
Tomatoes, canned, 2½'s.....	tin	129.9	142.5	172.6	252.8	190.6	242.7	246.5	26.5
Peas, 20 oz.....	tin	117.5	126.7	138.3	151.7	146.7	161.0	161.8	20.7
Corn, cream, choice, 20 oz.....	tin	128.3	135.4	150.4	200.0	186.7	177.5	177.5	19.6
Beans, dry.....	lb.	129.4	137.3	178.4	296.1	264.7	305.4	307.4	15.3
Onions, cooking.....	lb.	108.2	144.9	153.1	146.9	163.3	185.1	156.8	8.3
Potatoes, No. 1, table.....	10lbs.	89.9	151.5	171.0	155.0	162.3	180.5	156.5	35.2
Prunes, bulk or in bag.....	lb.	115.8	143.0	175.4	173.7	189.5	251.2	252.9	29.1
Raisins, seedless bulk or in bag.....	lb.	104.0	125.8	138.4	137.7	127.8	172.6	173.9	26.2
Oranges, California.....	doz.	132.5	151.5	134.8	115.7	130.0	130.4	140.2	38.7
Lemons.....	½ doz.	111.3	143.1	170.8	138.5	147.4	174.7	174.7	28.5
Jam, strawberry, 16 oz.....	jar	111.3	135.2	152.8	151.0	146.7	166.6	166.6	29.3
Peaches, 15 oz.....	tin	101.5	112.2	134.5	154.3	142.6	154.7	155.3	23.6
Marmalade, Orange, 16, oz.....	jar	118.3	133.3	142.1	147.3	141.4	156.2	156.9	21.4
Corn Syrup, 2 lb.....	tin	138.0	171.7	176.9	191.5	178.1	203.1	203.7	35.3
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	147.7	149.2	150.8	204.2	205.8	13.2
Sugar, yellow, in branded package.....	lb.	131.3	134.9	152.4	154.0	155.6	213.6	213.6	13.8
Coffee, medium quality in bag.....	lb.	141.6	133.1	154.1	184.6	189.6	313.8	315.3	108.8
Tea, black ½ lb.....	pkg.	145.2	131.6	167.7	174.5	176.9	185.8	185.8	54.0

* Description and units of sale apply to September 1951 Prices.

TABLE F-1.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef						Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.	Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loin, centre cut, (chops or roast), per lb.	Fresh shoulder, hook- off, per lb.	Bacon, side, fancy, sliced, rind-off, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
Newfoundland—										
1—St. Johns.....	121.5		90.4	76.6				85.0	80.6	81.6
P.E.I.—										
2—Charlottetown.....	107.5	95.0	86.8	73.5	68.0		77.0	66.2		
Nova Scotia—										
3—Halifax.....	111.0	104.5	95.1	79.0	80.4		98.2	81.4	66.0	89.2
4—Sydney.....	123.8	111.2	94.7	84.7	81.2		92.0	86.8		93.0
New Brunswick—										
5—Moncton.....	108.3	101.5	94.1	77.6	75.1		89.4	83.6	68.2	87.1
6—Saint John.....	112.4	104.0	93.7	79.6	78.8		93.9	83.6	67.3	87.2
Quebec—										
7—Chicoutimi.....	130.8	124.2	100.0	78.4	70.2		115.0	72.0	65.8	89.3
8—Montreal.....	116.7	109.4	97.7	76.7	75.1	81.1	93.3	78.8	62.4	83.5
9—Quebec.....	115.6	109.8	92.2	74.6	70.9	84.4	92.6	66.0	56.8	82.0
10—Sherbrooke.....	109.2	106.6	94.2	73.4	74.1	80.6		75.0	64.1	84.0
11—Sorel.....	110.8	105.8	96.8	79.0	68.6			73.0	60.5	82.5
12—Three Rivers.....	123.8	109.3	88.5	72.0	64.9			73.0	60.2	83.8
Ontario—										
13—Cornwall.....	96.8	94.7	95.8	76.5	79.3			80.4	64.1	86.0
14—Fort William.....	102.0	99.0	96.0	79.8	79.0			87.0		86.2
15—Hamilton.....	107.6	102.9	100.8	83.3	80.2	84.9	106.5	90.4	62.6	87.4
16—London.....	110.1	106.4	96.9	81.8	79.2		107.4	90.8	60.1	88.4
17—North Bay.....	101.8	100.2	96.6	81.0	78.5		98.0	82.8	64.7	86.0
18—Ottawa.....	111.4	105.5	100.8	85.8	80.2		105.5	87.5	64.9	87.6
19—Sault Ste. Marie.....	106.4	104.9	88.7	77.5	82.6		98.3	86.0	69.0	86.1
20—Sudbury.....	98.0	97.1	91.2	77.0	78.3			83.9	73.0	86.1
21—Timmins.....	108.5	106.5	97.4	81.3	79.1	88.2	98.0	87.8	62.6	89.8
22—Toronto.....	108.0	101.5	102.6	83.8	78.9	85.8	100.4	90.8	59.4	88.5
23—Windsor.....	103.3	99.0	94.8	80.7	81.6		93.0	87.4	59.2	84.8
Manitoba—										
24—Brandon.....					74.0			81.2		87.1
25—Winnipeg.....	101.5	95.8	98.3	77.8	76.7	80.7	98.4	83.8	73.2	87.2
Saskatchewan—										
26—Moose Jaw.....	97.3	92.0	91.1	78.3	75.6	78.3	96.6	77.8	63.7	85.3
27—Regina.....	96.2	91.8	90.6	75.9	74.7	85.3	96.3	78.4	66.5	89.8
28—Saskatoon.....	96.1	93.2	92.9	74.2	77.4	78.0		78.6	70.2	92.5
Alberta—										
29—Calgary.....	103.5	98.3	101.1	83.9	77.3	97.0	95.3	80.4	72.4	92.7
30—Drumheller.....	95.6	95.0	93.8	76.6	71.2			83.7	67.7	88.4
31—Edmonton.....	99.4	93.6	94.7	69.5	73.0	84.0	97.2	78.9	63.5	92.8
British Columbia—										
32—Prince Rupert.....	123.3	116.7	115.0	79.0	80.0		111.7	88.3	81.7	98.9
33—Trail.....	115.1	103.8		81.2	81.8		110.7	88.4	79.4	103.7
34—Vancouver.....	117.4	103.1	107.6	86.3	80.8	87.3	98.0	88.7	71.9	93.4
35—Victoria.....	119.8	107.8	107.4	80.1	84.8	82.5	107.2	89.3	69.5	92.9

FOODS AND COAL BY CITIES, SEPTEMBER, 1951

Bureau of Statistics

Locality	Lard, pure, per lb. package	Shortenings, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts. f	cts. h	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. Johns.....		41·8	95·8	29·0		34·1	11·3	8·7	15·5	20·1
P.E.I.—										
2—Charlottetown.....	27·5	38·4	79·3	17·0	70·1	34·5	11·3	8·2	12·2	18·5
Nova Scotia—										
3—Halifax.....	29·6	36·6	65·2	19·0	72·3	34·7	12·0	8·0	14·3	17·8
4—Sydney.....	28·6	36·8	90·8	20·0	73·8	36·3	12·8	8·3	13·5	18·5
New Brunswick—										
5—Moncton.....	28·3	36·7	86·2	19·0	71·0	34·7	12·0	8·3	14·2	17·9
6—Saint John.....	29·4	37·1	86·6	20·0	71·6	35·1	12·7	8·1	13·7	17·7
Quebec—										
7—Chicoutimi.....	33·2	40·6	89·8	19·0	67·8	36·1	13·6	8·2		18·3
8—Montreal.....	28·9	37·1	88·9	19·0	67·5	33·6	11·3	7·4	13·3	16·4
9—Quebec.....	27·9	37·7	89·3	19·0	67·7	34·7	11·5	7·3	13·5	17·2
10—Sherbrooke.....	31·0	35·8	89·6	19·0	66·9	33·9	11·6	7·9	13·5	17·0
11—Sorel.....	27·3	36·9	84·8	18·0	66·4	32·3	11·3	7·6	13·4	16·8
12—Three Rivers.....	29·0	36·4	88·8	18·0	65·6	33·1	10·0	7·3	13·7	16·4
Ontario—										
13—Cornwall.....	28·2	36·2	86·7	19·0	68·5	33·4	10·0	7·3	13·4	17·0
14—Fort William.....	29·2	35·9	84·7	20·0	68·5	35·3	12·0	7·4	12·6	17·6
15—Hamilton.....	27·8	36·1	86·8	20·0	69·6	33·1	11·3	7·6	13·2	16·3
16—London.....	28·6	35·6	83·8	19·0	69·4	33·1	11·3	7·6	13·3	16·5
17—North Bay.....	27·9	35·9	89·3	19·0	70·2	33·8	12·0	7·9	14·0	17·2
18—Ottawa.....	28·1	36·7	90·0	19·0	69·4	33·9	11·3	7·5	13·2	16·1
19—Sault Ste. Marie.....	29·4	36·3	86·9	21·0	70·1	33·4	12·0	7·7	13·5	17·6
20—Sudbury.....	29·2	35·2	87·3	21·0	70·2	33·4	12·0	8·0	14·0	17·6
21—Timmins.....	28·5	35·3	86·0	21·0	68·9	33·6	12·0	7·9	13·1	17·3
22—Toronto.....	28·6	35·5	87·8	20·8	69·5	32·6	11·3	7·5	12·8	16·4
23—Windsor.....	26·9	36·1	84·6	21·0	68·8	33·3	11·3	7·8	13·7	16·4
Manitoba—										
24—Brandon.....	29·3	39·1	81·0	19·0	67·9	34·2	12·4	7·6	13·0	17·4
25—Winnipeg.....	28·7	36·3	79·6	19·0	67·0	34·6	14·0	7·2	12·4	17·1
Saskatchewan—										
26—Moose Jaw.....	28·1	38·1	73·4	20·0	66·8	33·6	12·8	7·2	12·0	17·0
27—Regina.....	27·3	37·8	73·6	19·0	66·1	34·9	12·8	7·4	12·4	17·7
28—Saskatoon.....	29·3	39·3	71·9	19·0	67·0	33·9	12·0	7·1	12·5	16·3
Alberta—										
29—Calgary.....	30·3	39·7	79·7	19·0	68·1	33·2	12·8	7·2	12·5	17·1
30—Drumheller.....	33·0	41·7	76·5	20·0	69·0	35·5	12·8	7·8	13·5	17·8
31—Edmonton.....	30·2	40·8	76·0	18·0	68·9	34·4	12·0	7·2	12·6	16·8
British Columbia—										
32—Prince Rupert.....	33·3	42·8	89·0	27·0	73·2	35·0	15·0	8·5	13·5	17·6
33—Trail.....	33·5	43·6	87·0	25·0	69·4	34·2	16·0	7·6	12·6	17·1
34—Vancouver.....	31·9	37·6	82·7	19·0	71·0	33·5	14·9	7·4	12·5	16·3
35—Victoria.....	32·0	8·4	85·4	21·0	70·5	34·5	14·9	7·8	12·8	16·9

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's, per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. Johns.....	26.4	22.9	24.2	14.0	10.8	45.7	28.4	32.5	49.2	.....	63.6
P.E.I.—											
2—Charlottetown.....	24.3	21.7	22.0	15.2	7.8	27.9	k 30.7	k 26.6	41.4	36.0	55.7
Nova Scotia—											
3—Halifax.....	24.5	21.2	20.1	16.2	6.9	32.1	28.4	26.3	39.3	29.4	54.9
4—Sydney.....	25.6	20.4	20.6	14.3	6.4	37.6	32.9	25.4	40.5	31.8	54.7
New Brunswick—											
5—Moncton.....	24.5	20.4	18.6	14.5	7.2	27.2	30.4	k 24.9	41.1	30.2	53.0
6—Saint John.....	24.4	20.5	19.4	15.1	6.9	28.4	28.7	27.1	39.9	28.5	54.7
Quebec—											
7—Chicoutimi.....	25.4	23.0	18.7	15.0	10.3	37.6	26.5	31.6	41.1	28.7	60.9
8—Montreal.....	23.7	18.9	18.2	15.2	8.9	28.5	k 29.5	k 24.0	36.9	24.9	52.9
9—Quebec.....	24.5	20.9	17.3	14.8	8.8	26.8	27.9	27.2	37.5	27.2	55.8
10—Sherbrooke.....	24.8	22.6	18.9	15.5	8.8	31.7	30.2	n 27.8	39.0	27.6	55.3
11—Sorel.....	21.0	19.4	16.7	14.0	10.1	28.4	26.8	21.7	38.1	26.6	51.5
12—Three Rivers.....	24.4	20.9	19.0	14.2	8.3	25.1	27.1	23.2	38.4	26.4	53.1
Ontario—											
13—Cornwall.....	26.6	20.3	18.4	13.2	7.6	31.7	k 29.8	i 22.0	37.2	27.7	50.7
14—Fort William.....	27.4	20.7	19.1	16.1	7.6	44.2	k 28.8	n 29.0	39.3	29.5	55.7
15—Hamilton.....	24.8	19.8	18.0	16.4	7.2	36.5	k 31.4	n 23.6	36.3	28.1	50.2
16—London.....	23.6	20.2	19.3	14.7	6.5	31.1	k 28.7	k 23.0	37.5	26.3	49.3
17—North Bay.....	24.2	20.9	19.2	15.1	7.1	38.3	.....	k 28.0	37.5	27.4	54.2
18—Ottawa.....	25.9	21.0	18.2	14.4	8.0	35.3	k 30.3	n 29.1	35.7	26.3	49.4
19—Sault Ste. Marie.....	26.0	21.5	19.2	13.5	7.9	38.9	i 32.8	k 23.5	36.9	29.1	52.4
20—Sudbury.....	27.6	20.6	18.3	14.1	8.0	37.0	28.9	k 27.0	36.9	28.1	51.3
21—Timmins.....	25.3	21.2	19.5	15.2	8.3	41.3	27.8	25.5	39.3	32.5	54.1
22—Toronto.....	24.2	20.0	17.7	16.7	6.5	37.8	k 28.5	k 22.5	35.1	25.4	48.1
23—Windsor.....	23.1	.....	19.7	15.1	6.1	30.5	30.5	23.8	38.4	27.0	50.3
Manitoba—											
24—Brandon.....	31.8	21.2	21.2	15.3	9.4	35.5	28.1	29.2	45.3	27.2	t 69.3
25—Winnipeg.....	27.2	21.2	20.3	14.8	7.7	27.5	28.7	27.8	38.7	p 25.6	t 67.3
Saskatchewan—											
26—Moose Jaw.....	30.4	20.0	21.2	14.7	8.5	38.5	k 29.1	27.3	39.6	28.8	t 70.8
27—Regina.....	31.3	19.6	21.6	15.5	9.5	35.0	k 28.4	28.6	39.0	29.5	t 73.0
28—Saskatoon.....	31.1	19.3	21.2	17.0	11.2	38.3	k 30.9	k 27.9	44.7	34.8	t 69.4
Alberta—											
29—Calgary.....	31.2	18.7	20.2	16.1	9.4	44.8	k 28.9	27.2	38.4	29.9	t 70.2
30—Drumheller.....	33.4	18.7	21.6	15.9	9.7	44.5	k 25.5	27.3	40.5	30.4	t 75.0
31—Edmonton.....	32.6	19.5	21.3	15.9	9.8	35.8	k 29.8	27.8	39.0	27.7	t 70.5
British Columbia—											
32—Prince Rupert.....	29.8	m 19.8	m 16.9	17.7	9.8	50.5	28.8	26.0	43.2	27.7	t 71.0
33—Trail.....	28.8	20.3	.....	17.2	11.6	46.0	k 29.9	28.7	38.4	32.8	t 71.5
34—Vancouver.....	26.5	m 18.8	m 14.2	15.8	7.9	38.0	k 26.8	24.7	35.1	21.0	p 63.5
35—Victoria.....	24.8	m 17.2	m 16.0	16.6	8.1	42.2	27.1	25.8	33.9	23.4	p 68.7

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases, with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (b) Short rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

FOODS AND COAL BY CITIES, SEPTEMBER, 1951

Bureau of Statistics

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bags, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts. s	cts.	cts.	cts.	cts.	cts. v	cts. w	\$	\$
Newfoundland—									
1—St. Johns.....	48-4	49-6	41-1	13-0	.....	116-1	59-3	.....	21-37
P.E.I.—									
2—Charlottetown.....	23-6	44-7	38-2	13-2	13-0	120-6	50-8	.....	15-75
Nova Scotia—									
3—Halifax.....	24-3	43-3	36-4	12-4	13-3	114-8	50-2	.....	17-75
4—Sydney.....	23-0	49-0	36-5	13-0	13-6	116-6	50-7	.....	12-35
New Brunswick—									
5—Moncton.....	23-6	41-7	36-4	13-2	13-4	112-1	49-9	.....	17-50
6—Saint John.....	23-8	44-2	36-7	12-5	12-9	112-3	50-6	.....	18-12
Quebec—									
7—Chicoutimi.....	.....	52-6	38-4	13-1	13-0	119-6	59-6	27-60	.....
8—Montreal.....	21-9	42-4	33-2	11-9	12-4	109-9	56-4	28-98	.....
9—Quebec.....	22-4	46-8	34-8	12-4	12-3	113-9	57-1	26-00	.....
10—Sherbrooke.....	23-1	41-4	33-7	12-2	12-9	112-3	58-5	27-75	.....
11—Sorel.....	21-7	42-6	33-5	11-9	11-6	110-2	54-6	25-83	.....
12—Three Rivers.....	24-0	43-9	34-8	12-5	12-6	111-2	56-1	26-75	.....
Ontario—									
13—Cornwall.....	22-3	40-1	32-8	12-7	12-6	114-2	55-8	28-00	.....
14—Fort William.....	23-3	41-9	36-2	13-6	14-0	106-8	53-7	26-82	.....
15—Hamilton.....	22-9	37-1	32-8	12-5	13-6	107-0	55-6	25-50	.....
16—London.....	22-4	40-2	32-8	12-7	13-2	106-7	55-6	26-00	.....
17—North Bay.....	24-3	40-0	33-8	13-6	14-3	119-6	55-5	28-00	.....
18—Ottawa.....	22-3	41-5	33-1	12-4	13-1	109-0	54-8	28-50	.....
19—Sault Ste. Marie.....	23-1	38-1	35-5	13-1	13-4	103-7	56-0	25-50	.....
20—Sudbury.....	23-9	38-1	34-7	13-4	13-6	102-6	55-3	28-25	.....
21—Timmins.....	23-6	42-6	35-2	13-5	14-4	108-4	55-0	31-00	.....
22—Toronto.....	22-0	39-4	31-9	12-0	13-0	104-6	54-5	25-25	.....
23—Windsor.....	22-0	40-5	33-0	12-6	13-8	103-0	54-8	25-50	.....
Manitoba—									
24—Brandon.....	25-4	46-2	37-1	15-2	15-8	108-2	53-4	.....	17-26
25—Winnipeg.....	23-9	45-2	35-3	15-0	15-9	100-6	52-9	.....	18-70
Saskatchewan—									
26—Moose Jaw.....	26-3	44-0	38-0	14-3	15-3	101-6	52-3	.....	15-75
27—Regina.....	25-0	44-5	38-7	14-6	15-6	105-8	53-4	.....	16-80
28—Saskatoon.....	23-4	49-5	36-6	15-0	15-9	101-6	51-4	.....	16-00
Alberta—									
29—Calgary.....	24-5	41-9	38-2	13-7	14-7	103-6	53-0	.....	13-50
30—Drumheller.....	25-4	45-6	39-1	14-2	15-4	105-5	53-3	.....	.....
31—Edmonton.....	25-0	43-9	36-3	13-7	15-2	108-7	52-2	.....	8-20
British Columbia—									
32—Prince Rupert.....	25-0	42-5	37-9	13-6	14-7	105-9	54-6	.....	19-75
33—Trail.....	25-2	43-8	35-2	13-6	14-9	103-0	52-8	.....	17-50
34—Vancouver.....	22-9	36-5	33-6	11-8	13-6	98-9	52-6	.....	18-93
35—Victoria.....	23-1	39-4	33-1	12-6	13-9	104-2	52-9	.....	19-85

(f) Imported. (g) Mixed—carton and loose. (h) Evaporated milk 18-0c. per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 ounce tin. (n) Mixed—Californian and Australian. (p) 360's. (s) 28 oz. tins. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Aug. 1950	July 1951	Aug. 1951
All Commodities—										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	132.1	211.2	215.7	244.2	241.5
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	207.4	216.1	215.9
II. Animals and Their Products.....	94.4	168.3	145.2	79.1	100.6	160.0	251.3	262.2	312.7†	305.4
III. Fibres, Textiles and Textile Products.....	88.7	220.4	128.1	97.8	98.9	130.8	246.7	217.4	284.1	283.0
IV. Wood, Wood Products and Paper.....	83.7	123.7	130.3	87.2	107.5	164.9	288.3	264.6	303.7	302.9
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	183.3	210.8	212.0
VI. Non-Ferrous Metals and Their Products.....	133.9	133.0	134.9	87.5	100.0	107.6	189.5	165.4	184.2	183.4
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	164.8	169.5	170.7
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	156.3	190.2	189.6
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	221.2	242.5	237.1
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	213.7	246.6	245.1
* General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	258.5	289.8	290.4
Residential Building Materials.....			112.4	89.0	102.3	148.3	242.7	247.6	289.8	290.4
Canadian Farm Products Total.....			140.8	69.3	92.6	166.4	233.0	236.3	268.3	256.4
Field.....			137.2	69.3	93.7	162.5	184.6	174.2	177.8	164.6
Animal.....			144.4	69.2	101.5	170.2	281.4	298.5	358.9	348.3

† Gold is included from 1935 to date.

* Arithmetically converted from base 1926=100.

The indexes for 1951 are subject to revision.

(r) Revised.

G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER,
1950-1951†**

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
1951*						
January.....	17‡	17	6,253‡	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	4,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,560	34,902	0.04
June.....	40	52	12,993	13,641	128,150	0.15
July.....	15	32	5,652	9,470	119,413	0.14
August.....	22	38	19,405	25,272	219,473	0.25
September.....	23	31	3,792	8,637	105,235	0.12
Cumulative totals.....	199		65,096		667,622	0.09
1950						
January.....	9‡	9	2,381‡	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	25,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
June.....	18	27	1,699	2,767	29,692	0.03
July.....	19	34	4,941	6,394	50,880	0.06
August.....	14	27	131,526	133,392	1,054,013	1.22
September.....	14	23	12,567	15,344	37,503	0.04
Cumulative totals.....	130		166,601		1,300,331	0.17

* 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, SEPTEMBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to September, 1951				
MANUFACTURING—				
<i>Tobacco and Liquors—</i> Tobacco factory workers, Hamilton, Ont., Granby and Montreal, P.Q.	4	(3) 3,690	(3) 55,000	Commenced August 14; for a new agreement providing for increased wages, 40-hour week with same take-home pay as for 42 hours, payment for 12 statutory holidays, 3 weeks' vacations after 15 years, and pension fund following reference to conciliation board; terminated September 24; conciliation and negotiations; compromise.
<i>Fur, Leather and Other Animal Products—</i> Handbag factory workers, Montreal, P.Q.	1	20	380	Commenced August 30; for a union agreement providing for increased wages following reference to conciliation and arbitration; un-terminated.
<i>Textiles, Clothing, etc.—</i> Shirt factory workers, Montreal, P.Q.	1	55	315	Commenced August 23; alleged discrimination in dismissal of 5 workers during dispute over union recognition; terminated September 11; replacement; in favour of employer.
<i>Pulp, Paper and Paper Products—</i> Paper bag factory workers, Morrisburg, Ont.	1	30	145	Commenced June 29; for a union agreement providing for increased wages and other changes following reference to conciliation board; terminated September 10; conciliation and negotiations; in favour of workers.
<i>Printing and Publishing—</i> Printers, pressmen, etc., Truro, N.S.	1	38	220	Commenced August 7; for a new agreement providing for increased wages, union shop, vacations with pay, and pay for three statutory holidays; terminated September 10; negotiations; compromise.
<i>Metal Products—</i> Aluminum plant workers, Shawinigan Falls, P.Q.	2	950	21,400	Commenced August 24; dispute re grievance procedure, job evaluation and seniority rights, in new agreement under negotiations following reference to arbitration board; un-terminated.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Plastic products factory workers, London, Ont.	1	35	600	Commenced July 25; alleged discrimination in dismissal of 4 workers during negotiations for a union agreement; un-terminated.
SERVICE—				
<i>Business and Personal—</i> Garage mechanics, bus and taxi drivers, etc., Yarmouth, N.S.	2	27	640	Commenced August 15; for a union agreement providing for increased wages and union shop following reference to conciliation; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During September, 1951				
MINING— Copper, gold and silver miners, Buchans, Nfld.	1	800	4,400	Commenced September 6; protesting suspension of certain miners for reporting late after Labour Day; terminated September 12; conciliation and negotiations; indefinite, result not reported.
MANUFACTURING— <i>Fur, Leather and Other Animal Products—</i> Fur factory workers, Quebec, P.Q.	47	350	175	Commenced September 29; for a new agreement providing for increased wages following reference to conciliation and arbitration board; unternminated.
<i>Pulp, Paper and Paper Products—</i> Paper and paper box factory workers, Vancouver, B.C.	2	294	5,200	Commenced September 5; for a new agreement providing for increased wages, cost-of-living escalator clause, and payment for 3 additional statutory holidays following reference to conciliation board; unternminated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Southampton, Ont.	1	130	1,200	Commenced September 10; for implementation of award of conciliation board providing for increased wages, voluntary check-off, seniority, two weeks' vacations with pay, and job classification in union agreement; terminated by September 28; partial return of workers; in favour of employer.
Basket factory workers, Grimsby, Ont.	1	100	300	Commenced September 24; for increased wages; terminated September 26; return of workers; in favour of employer.
Furniture factory workers, Nicolet, P.Q.	1	(4) 46	92	Commenced September 27; for a new agreement providing for increased wages and cost-of-living escalator clause; unternminated.
<i>Metal Products—</i> Motor vehicle factory workers, Windsor, Ont.	1	(5) 90	80	Commenced September 6; dispute re grievance procedure; terminated September 6; return of workers; in favour of employer.
Machinists, Woodstock, Ont.	1	11	88	Commenced September 7; alleged discrimination and infraction of seniority in lay-off of one worker; terminated September 18; negotiations; in favour of workers.
Hardware factory workers, Hamilton, Ont.	1	393	5,500	Commenced September 11; for a new agreement providing for increased wages and reduction in hours from 45 to 40 per week with the same take-home pay; unternminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September, 1951—Continued				
Foundry workers, Trenton, N.S.	1	81	200	Commenced September 21; protesting dismissal of worker for cause; terminated September 25; negotiations; in favour of workers.
Storage battery factory workers, Vancouver, B.C.	1	(6) 13	30	Commenced September 27; for implementation of award of conciliation board re union security and extension of vacation plan in new agreement under negotiations; untermiated.
<i>Shipbuilding—</i> Shipyard workers, Victoria and Esquimalt, B.C.	4	(7) 505	1,400	Commenced September 26; for a greater increase in wages than recommended by conciliation board in new agreement under negotiations; untermiated.
Shipyards workers, New Westminster and Vancouver, B.C.	3	33	66	Commenced September 27; inter-union dispute following decertification of one union for refusal of members to work overtime; untermiated.
<i>Miscellaneous—</i> Mattress factory workers, Toronto, Ont.	1	5	10	Commenced September 10; for a union agreement providing for increased wages following reference to conciliation board; terminated September 12; negotiations; in favour of workers.
Upholsterers, Montreal, P.Q.	1	8	48	Commenced September 14; for a new agreement providing for increased wages following reference to conciliation and arbitration; terminated by September 24; replacement; in favour of employer.
<i>CONSTRUCTION—</i> <i>Buildings and Structures—</i> Painters and decorators, Kitchener, Ont.	1	12	72	Commenced September 4; for increased wages; terminated September 11; return of workers; in favour of employer.
Carpenters, Nanaimo, B.C.	11	(8) 109	1,090	Commenced September 4; for a new agreement providing for increased wages; terminated September 17; conciliation; in favour of workers.
Construction workers, Barrie, Ont.	1	42	300	Commenced September 10; protesting employment of non-union bricklayers from out-of-town when local labour available; terminated September 19; negotiations; compromise, all bricklayers to join union, employment of local and out-of-town labour on 50-50 basis.
Carpenters, St. John's, Nfld.	51	600	5,700	Commenced September 17; for a new agreement providing for increased wages following reference to conciliation board; partial return of workers; untermiated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1951

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September, 1951—Concluded				
<i>Miscellaneous—</i>				
Electric generating plant boiler installers, Toronto, Ont.	1	⁽⁹⁾ 56	168	Commenced September 13; protesting dismissal of two workers; termin- ated September 17; return of work- ers; in favour of employer.
Hydro conversion warehouse- men and stockkeepers, London, Ont.	1	31	115	Commenced September 25; for local negotiations for union agreement providing for increased wages, union shop, check-off, extension of vacation plan, etc; terminated September 28; return of workers pending further negotiations at Toronto; indefinite.
TRANSPORTATION—				
<i>Steam Railways—</i>				
Extra gang labourers, New Glasgow, N.S.	1	28	56	Commenced September 6; for a greater increase in wages and re- duced hours from 60 to 58 per week; terminated September 7; return of workers and replacement; in favour of employer.
TRADE—				
Hardware jobbers, Saskatoon, Sask.	1	55	245	Commenced September 25; for a new agreement providing for increased wages, cost-of-living escalator clause, union shop, check-off, seniority, job reclassification, and cumulative sick leave; unter- minated.

(1) Preliminary data based where possible on 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) One establishment in Ontario, 378 workers, time loss 5,600 days; Quebec, 3 establishments, 3,312 workers, time loss 49,400 days.

(4) 12 indirectly affected; (5) 3,000 indirectly affected; (6) 8 indirectly affected; (7) 655 indirectly affected; (8) 36 indirectly affected; (9) 34 indirectly affected.

THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

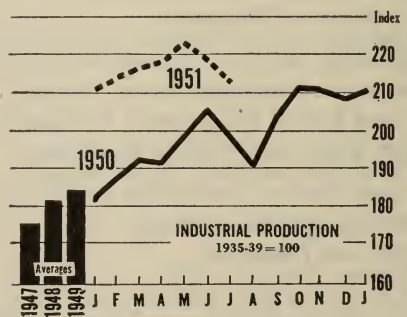
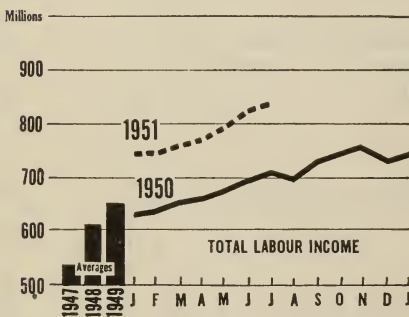
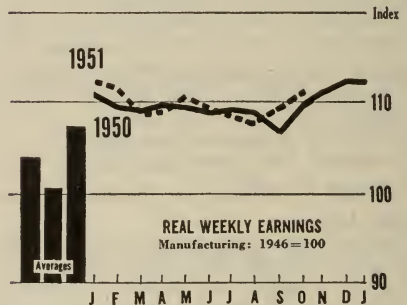
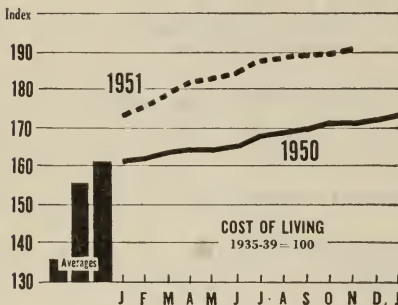
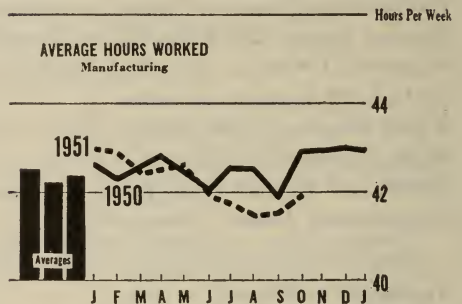
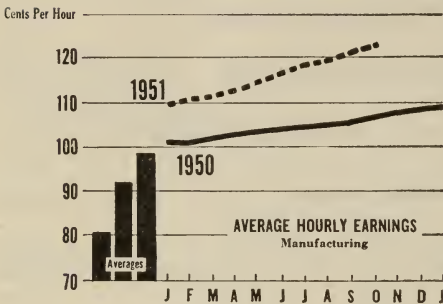
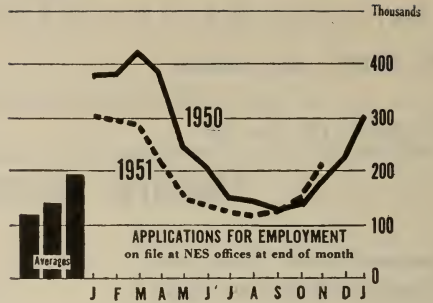
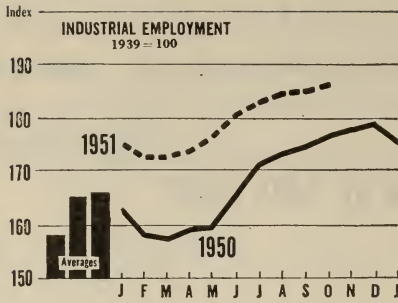
Arthur MacNamara, C.M.G., LL.D., Deputy Minister

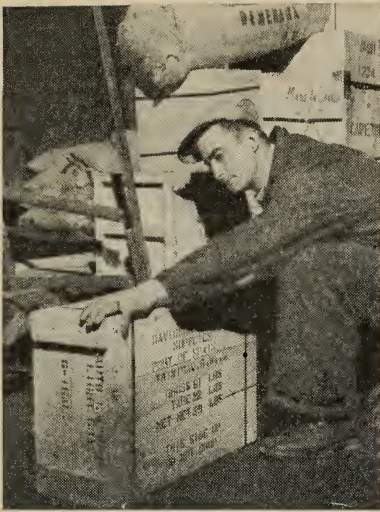
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Current

LABOUR CONDITIONS

Summary of the latest employment and labour information available when the Labour Gazette went to press (November 14)

*By Economics and Research Branch,
Department of Labour*

IN THE current labour market, the effects of slackness in seasonal activities and low level of consumer demand, particularly for durables, has been greater than the expansive influence of the defence program. Increased availability of manpower has eased or eliminated most labour shortages. During the first two weeks of November, the number of areas in which there were marked labour shortages declined from 16 to five, and the number in which there were labour surpluses increased from 41 to 62. In the remaining 111 labour market areas, labour supply and demand were in approximate balance.

The close of the harvest season and reduced activity in fishing, construction and transportation have been chiefly responsible for the recent increase in the number of workers seeking employment, but non-seasonal lay-offs in manufacturing industries have been an important contributing factor. At November 22, the number of job applications at National Employment Service offices was 192,900, an increase of 37,000 since the beginning of the month. This increase is greater than that which could be attributed solely to seasonal factors and reflects continued lay-offs in consumer goods industries.

Heavy production earlier this year and the current low level of retail sales have caused a year-to-year increase of over one-third in the value of consumer goods inventories. This backing up process has resulted in reduction of both the numbers employed and the length of the work week, particularly in Ontario and Quebec. The number of short-time claims for unemployment insurance in the two provinces, which rose from 17,300 to 25,400 between August and October, indicates, in part, the extent of reductions in the work week.

The general question of labour mobility was discussed by the National Advisory Council on Manpower in Ottawa on November 15. Consideration of mobility is pertinent at the present time because the changing pattern of production has resulted in shortages of labour in areas where resource development is taking place and difficulties in obtaining certain metalworking skills for defence industries, at the same time that surpluses of production workers are developing in areas dominated by consumer goods industries.

Some shifts in the direction of labour demand have been caused by the increasing rate of defence expenditure, and this has emphasized the need for training in order that workers might move more easily from one occupation to another. Many firms have training programs of some kind, but there is an increasing need for intensive pre-employment training in such occupations as

aircraft assembly, light metal welding, machine shop practice and tool room operations. It is estimated that 194,000 persons in Canada are taking vocational training of one kind or another compared with 179,000 last year.

The physical movement of workers was also discussed at the NACOM meeting. It was pointed out that although the National Employment Service was able to match workers and jobs regardless of distance, it was often difficult for a worker to move from the place where he had established a home. To help meet the financial difficulties of such moves, some assistance has been given by governmental authorities. In the case of the unemployed workers in Windsor, half the transportation costs of a worker moving to another job is borne by the federal Government, or the federal and provincial Governments, depending on whether the job is in Ontario or elsewhere. In other instances, the fare is advanced either by the employer or by the National Employment Service. By these means, more than 500 workers have been moved from Windsor to other parts of the country.

The impact of Canada's industrial and military preparedness program on manpower was reviewed by NACOM. Since April, many thousands of workers have been absorbed in the three phases of the program—defence production, the development of strategic resources and the expansion of the military and civilian personnel of the Department of National Defence. The increase has been accomplished partly through the expansion of productive capacity, partly through shifts from civilian to defence work within industry. Under present plans, the expansion of defence work will continue until a plateau is reached in the latter part of 1952.

The relatively moderate proportions of the current defence effort can be appreciated when it is compared with that of World War II. Present plans call for the utilization of from eight to ten per cent of the labour force compared with 40 per cent similarly engaged at the peak of the last war. The proportion of factory workers employed in defence will probably not exceed one-third the proportion so employed in 1943-44.

So far, shortages of labour have not hindered defence contractors materially, but the specialized manufacturing requirements and the construction of military and industrial facilities in inaccessible places has caused difficulty in obtaining such professional and skilled workers as engineers, draughtsmen, toolmakers, diesetters, machinists, carpenters and miners. It is probable that some of these shortages will continue in the months ahead, particularly as programs requiring metalworkers gain momentum.

In spite of the many spot difficulties which may arise, no overall manpower shortage is expected. In some sectors the labour requirements of the defence program will actually decrease. This is particularly true in the textile field. The heavy orders for blankets, knit goods and cloth necessary for establishing mobilization stocks are expected to taper off during the first quarter of 1952. Thereafter, orders will reflect only current requirements, which, though substantial, will not be as great as those now in process of completion.

An increasing prevalence of escalator clauses has been noted in collective agreements received by the Department of Labour. During the first four months of this year, approximately one in eight agreements had such a clause, but over succeeding months this proportion has changed to one in five.

Higher wage advances have also been revealed in a study of these agreements. During the period July to September, slightly more than 40 per cent of the agreements contained provision for wage increases of 15 cents or more, and this proportion continued in the agreements received during October. Less than 30 per cent of agreements received after July record wage increases of less than 10 cents. This is in marked contrast with the earlier part of the year, when the majority of wage advances were in the 10 to 15 cent range.

CURRENT LABOUR STATISTICS

(Latest available statistics as of December 10, 1951)

Principal items	Date	Amount	Percentage change from	
			Previous month	Same date previous year
Manpower—				
Total civilian labour force (a).....	Aug. 18	5,421,000	—	+1.8
Persons with jobs (a).....	Aug. 18	5,343,000	—	+2.3
Persons without jobs and seeking work (a).....	Aug. 18	78,000	—	-24.3
Registered for work, N.E.S.—				
Atlantic Region.....	Nov. 29	20,790	+23.3	-12.7
Quebec Region.....	Nov. 29	56,498	+30.8	+2.3
Ontario Region.....	Nov. 29	72,942	+35.6	+56.4
Prairie Region.....	Nov. 29	27,086	+41.1	-11.3
Pacific Region.....	Nov. 29	30,680	+36.6	+2.1
Total, All Regions.....	Nov. 29	207,996	+33.8	+11.6
Ordinary claims for Unemployment Insurance				
Benefit.....	Nov. 1	99,797	+20.0	+10.5
Amount of benefit payments.....	October	\$3,901,854	+12.9	+9.3
Index of employment (1939=100).....	Oct. 1	186.0	+0.5	+5.0
Immigration.....	Sept.	13,228	-23.3	+139.4(b)
Industrial Relations—				
Strikes and lockouts—days lost.....	Nov.	38,315	—	-45.3(b)
Number of workers involved.....	Nov.	8,617	—	-60.5(b)
Number of strikes.....	Nov.	18	—	+43.2(b)
Earnings and Income—				
Average weekly wages and salaries.....	Oct. 1	\$51.52	+1.7	+12.3
Average hourly earnings (manufacturing).....	Oct. 1	\$ 1.22	+1.0	+15.7
Average hours worked per week (manufacturing).....	Oct. 1	41.9	+1.0	-2.3
Average weekly earnings (manufacturing).....	Oct. 1	\$51.03	+2.0	+13.0
Cost-of-living index (average 1935-39=100).....	Nov. 1	191.2	+0.4	+12.0
Real weekly earnings (mfg. av. 1946=100).....	Oct. 1	110.9	+1.6	+1.3
Total labour income.....	August	\$830,000,000	+0.4	+18.7
Industrial Production—				
Total (Average 1935-39=100).....	Sept.	207.7	+1.2	+1.6
Manufacturing.....	Sept.	214.7	+2.0	+0.1
Non-durables.....	Sept.	191.1	-0.2	-1.1
Durables.....	Sept.	255.0	+4.9	+1.8
Trade—				
Retail trade.....	Sept.	\$850,500,000	-1.5	+2.6
Exports.....	October	\$371,000,000	+15.9	+17.7
Imports.....	October	\$344,600,000	+10.6	+7.5

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

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

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the LABOUR GAZETTE.

Notes of Current Interest

Assistants to Deputy Labour Minister Named

Two outstanding Federal administrators in the Department of Labour—A. H. Brown, OBE, and M. M. Maclean, CBE—have been appointed to fill the two offices of Assistant Deputy Minister of Labour.

Following service in the Canadian Field Artillery in World War I, Mr. Brown articulated in law in the province of Saskatchewan and after admission to the Saskatchewan Bar, practised law in that province until 1929. He came to Ottawa in 1929 upon the initial organization of the Canadian Farm Loan Board as secretary and legal adviser to that Board. He was also a member of the Dependents Board of Trustees. Mr. Brown entered the service of the Department of Labour in January, 1943, as legal adviser and assistant to the Deputy Minister. At the time of his appointment as Assistant Deputy Minister of Labour he was Chief Executive Officer and legal adviser to the Department. Mr. Brown is also vice-chairman of the Canada Labour Relations Board and chairman of the Merchant Seamen Compensation Board.

Mr. Maclean

Mr. Maclean came to the Department of Labour on August 1, 1942, to head the newly-organized Industrial Relations Branch. Prior to that, he had been for some years the national secretary-treasurer of the Canadian Brotherhood of Railway Employees and Other Transport Workers, editor of its official publication, and an executive board member of the Canadian Congress of Labour. Earlier, he had been employed with the old Intercolonial Railway, now a part of the Canadian National Railways system, and was at a later period engaged for a time in newspaper work.

Mr. Maclean was also a member of the Unemployment Insurance Advisory Committee and, since coming into the government service, served for seven years as a member of the National Film Board until

the appointment of the new Film Board last year. He was also a member of the Industrial Production Co-operation Board which functioned during the war. At present he is a member of the Investment Committee under the Unemployment Insurance Act, chief executive officer of the Canada Labour Relations Board, and director of the Industrial Relations Branch of the Department.

LMPCs Are Subject of CBC Panel Discussion

Listeners to the CBC's Dominion network recently heard a panel discussion on the organization, operation and purpose of labour-management production committees.

Participants were Arthur Hemming, Executive-Secretary of the Trades and Labour Congress of Canada, C. Willis George, Ottawa representative of the Canadian Manufacturers' Association, and M. M. Maclean, Assistant Deputy Minister of the federal Department of Labour.

The discussion covered the history of joint consultation in Canada, the benefits LMPCs bring to industry in the way of increased production and improved morale, and the Labour Department's role in the promotion of such committees.

The committees, which have the support of the main trade union and employer groups in the country, now number over 760, more than twice the number in existence at the end of the war. Labour-management production committees discuss virtually all plant matters apart from collective bargaining issues.

Minimum Wage Scales Boosted in Quebec

Provincial Labour Minister Antonio Barrette has announced a 10 per cent increase in Quebec province's minimum wage scales.

The increase applies to the rates fixed by the provincial Department of Labour's general ordinance No. 4, which covers all unorganized workers in the province.

Before the increase, the minimum rates of pay varied, in different sections of the province and between different kinds of employment, from 21½ cents an hour to 42 cents an hour.

Last increase in the minimum rates was a 20 per cent boost in 1950.

Union Dues Are Now Income Tax Free

Union dues are not now subject to income tax because of a recent amendment to the federal Income Tax Act.

The amendment provides that annual dues paid by a member to maintain membership in a trade union, as defined in the Industrial Relations and Disputes Investigation Act or any similar provincial statute, may be deducted for income tax purposes from income. The deduction will be permitted for the first time for the year 1951, for which income tax returns must be filed not later than April 30 next.

The entire amount of the dues paid by a member will not in all cases be allowed as a deduction. The Act provides that annual dues are not deductible to the extent that they are in effect levied: (a) for or under a superannuation fund or plan; (b) for or under a fund or plan for annuities, insurance or similar benefits; or (c) for any other purpose not directly related to the ordinary operating expenses

of the trade union to which they were paid. However, amounts paid into a superannuation fund approved by the Department of National Revenue are still deductible under other provisions of the Act.

Initiation fees will not be allowed as a deduction, nor dues levied specifically for such purposes as the creation or maintenance of a building fund, funds for payment of strike benefits or for payment of funeral expenses.

In order to substantiate claim for union dues, the Department suggests that members obtain from their unions certificates, to be attached to income tax returns, showing the amount of dues paid that are allowable as deductions. Certificates, preferably, should be printed on the letterhead of, or should carry the seal of the issuing union. The certificate should be substantially in the following form:—

Name of union.....

Local number.....

It is hereby certified:

THAT was a member of this union in 19.... and that out of the annual dues (not including initiation fees) paid by him for that calendar year the sum of \$..... is the amount deemed to be deductible by him for income tax purposes;

THAT no part of the above amount was levied for or under a superannuation fund or plan, a fund or plan for annuities, insurance or similar benefits or for any other purpose not directly related to the ordinary operating expenses of the union.

.....
Secretary or other authorized officer.

Labour Department Honours Veteran Employee

With his retirement from the Department of Labour, W. J. Rump, purchasing agent for the department, completed a record of 42 years' service which had its beginning under Canada's first Minister of Labour, the Rt. Hon. W. L. Mackenzie King.

Mr. Rump came to Canada in 1902 as a member of Lord Minto's staff. During his term of employment with the Department of Labour he served under 11 successive ministers and five deputies.

When Mr. Rump retired, a gift from his colleagues and senior officials of the department gave practical expression of their

regard for him. M. M. Maclean, Assistant Deputy Minister of Labour, made the presentation in the absence of the minister and the deputy, who were out of the city. However, in personal letters read before the gathering, both emphasized that Mr. Rump's long career was outstanding in state service.

Among those attending the ceremony were A. H. Brown, Assistant Deputy Minister, Edward Bosse, Executive Assistant to the Minister, and George G. Greene, former secretary to the late Hon. Humphrey Mitchell.

Welland Pays Tribute to Late Humphrey Mitchell

With the unveiling of a portrait in the Welland Courthouse on October 20, a lasting tribute to the public service of the late Hon. Humphrey Mitchell, Federal Minister of Labour, was paid by the constituency which he represented in Parliament for eight years.

The portrait was unveiled by Dr. W. H. McMillan, M.P., who succeeded to the seat left vacant by Mr. Mitchell's death on August 1, 1950. Mrs. Humphrey Mitchell and her two sons, Humphrey F. Mitchell of Toronto and John Mitchell of Grimsby, attended the ceremony.

Indicative of the regard in which the Minister was held, the Welland *Evening Tribune*, in an editorial headed "Worthy Tribute to Unselfish Public Service," says:—

"But it is for his personal qualities that he is best remembered. A man who could walk with kings but had not lost the common touch, Humphrey Mitchell numbered his friends by the thousands. His high ideals, revealed by honesty of statement and his espousement of honesty in government, as well as his devotion to the betterment of Canada, made him a national example of unselfish public service. Indeed it was acknowledged by those who knew him best that devotion to duty contributed in some measure to his death at a comparatively early age."

UMW, District 50, and Seamen's Union Merge

Merger of the National Seamen's Association of Canada with the United Mine Workers of America, District 50, has been announced by H. N. McMaster, President of the NSAC.

The seamen's organization, an affiliate of the National Maritime Federation, has 3,500 members serving in various capacities on lake vessels of seven different lines.

The merger with the UMW, affiliated with the Canadian Congress of Labour, followed a refusal by the Canadian Brotherhood of Railway Employees and Other Transport Workers to accept NSA members into its ranks. (See L.G., Oct., 1951, p. 1339.)

Mr. McMaster's statement said John L. Lewis, UMW President, had issued a charter in District 50 authorizing the forma-

tion of Local 13618. The charter, he said, is issued in the name of H. N. McMaster and George Kelland, secretary of the NSAC "and their successors."

Negotiations for the merger, he said, have been carried on for several months through Silby Barrett, Canadian Director of District 50 and a Vice-President of the Canadian Congress of Labour.

CCL Names Successor To Pat Conroy

Donald MacDonald, 42, Sydney, Nova Scotia, has been appointed Secretary-Treasurer and National Director of Organization of the Canadian Congress of Labour. Mr. MacDonald's appointment was made unanimously by the CCL Executive Council following acceptance of the resignation of Pat Conroy.

Mr. MacDonald, a member of the United Mine Workers since 1927, has been regional director for the CCL in the Maritimes. A former member of the Nova Scotia Legislature, he was leader of the CCF group in that house from 1941 to 1945. Active in the co-operative movement in the Maritimes, he has held a number of offices in co-operative societies, co-operative housing, credit unions, and the People's School. He has also acted as a member of the National Council of the CCF and was provincial vice-president of the CCF in Nova Scotia.

Mr. MacDonald was also appointed CCL representative on the federal Government's Labour Management Co-operation Service Advisory Committee and on the federal Manpower Advisory Council.

Toronto Chosen for 1952 Convention by AFL Union

Delegates to the 31st annual convention of the International Moulders and Foundry Workers' Union of North America (AFL), meeting in Minneapolis, Minn., chose Toronto as the site for the 1952 convention.

Four delegations attempted to capture the next convention for their home towns: Cincinnati, Ohio; Seattle, Wash.; Boston, Mass.; and Toronto.

The Canadian city was approved as the site by a majority of seven votes. The actual votes cast for each city were: Toronto, 240; Seattle, 233; Cincinnati, 53; and Boston, 52.

Severe Labour Shortage Not Likely in Canada

No serious overall shortage in manpower has yet developed, or would likely develop in the next six months, although skilled labour demands were not being entirely met in some localities and in some industries. This was the picture indicated by reports heard by the National Advisory Council on Manpower at its third meeting in Ottawa in November.

Indications that the Council would be less concerned with problems arising out of overall shortages than with problems resulting from partial re-distribution of existing manpower reserves and the development of the skilled labour force were given by Hon. Milton F. Gregg, Minister of Labour.

Vocational Training

Mr. Gregg told the Council that its recommendations had guided the Government on the several questions which it had already examined, in particular the expansion of Vocational Training to bring about a larger pool of skilled labour. He pointed out that the present situation as it applied to the dovetailing of civilian and defence demands might last for many years. If this were the case, it would be well to consider further development of apprenticeship training which was one of the best ways of increasing the skilled labour force and our production potential.

Arthur MacNamara, Deputy Minister of Labour, and Chairman of the meeting, expressed the opinion that, unless some new factors entered the picture, Canada should be free from any concern as far as labour shortage was concerned during the next six months. On the contrary, "spotty unemployment" might be recorded to a greater degree this winter than last.

Laval Magazine Articles Concern Labour Topics

The feature article of the September-November issue of *Industrial Relations Review*, a Laval University publication, concerns the thinking of the Catholic Church on workers' participation in economic management of enterprises.

The *Review* is issued quarterly by the university's Industrial Relations Department.

The purpose of the article, written by Gérard Dion, professor of Social Science at Laval, is "to throw some light on the moral aspect of this controversial question." The first section is devoted to the development of the social doctrine of the Church on the question, and the second to the analysis and interpretation of the texts of Pope Pius XII.

LMPCs Described

Teamwork in Industry, another article in the *Review*, describes the nature and object of Labour-Management Production Committees and makes some comments on them.

When LMPCs were first widely adopted in World War II, the article states, they were primarily intended "to serve as a production tool, a means by which to increase output by bringing the knowledge, experience and ideas of everyone participating in the enterprise to bear on the problems which hinder or hamper production: inefficient work methods, waste of material and time, accidents, absenteeism, poor lighting and ventilation, duplication of effort, damaged tools, to name only a few."

Since the war, however, the emphasis has shifted as it has been realized more and more that joint consultation is "an ideal way for spreading information about the company and the industry to the lowest levels of an organization and to the farthest corners of a factory."

110,000 Handicapped Work in U.S. Civil Service

The Civil Service Commission of the United States recently placed 21 totally blind or totally deaf persons in federal jobs in the Washington, D.C., area, according to a report carried by the *Employment Service Review*, published monthly by the United States Department of Labour. It is estimated that approximately 110,000 seriously-handicapped persons are employed by the Government.

In the first quarter of 1951, 5,500 physically-handicapped persons were employed by the federal service; during April another 1,663 were recruited.

The expanding defence program has increased the need for personnel in the federal Government and during 1950 more than 10,000 physically-handicapped persons were hired.

Proposal to Increase Apprentices Endorsed

Shortage of skilled manpower reserves, national registration and manpower for agriculture stood out as the three most important subjects discussed by the National Advisory Council on Manpower at a one-day meeting in Ottawa in November. It was unanimously agreed that the one serious weakness in the present Canadian manpower picture was the shortage of skilled workers, and the Council endorsed a proposal that immediate steps be taken to increase to 50,000 the number of apprentices in training from the present figure of 30,000.

It was also decided that the development of plans for National Registration should continue so that if and when the Government decided registration was necessary, it could be carried out without delay. At the second meeting of the Council in May, it was recommended to the Minister of Labour that National Registration was not necessary at that time but that as much preparatory work as possible should be carried forward in order that a general registration could be held on short notice if an emergency made it necessary.

The Council learned that agriculture was being seriously endangered by loss of manpower through sons of farmers leaving home to take jobs in other industries. The chairman Arthur MacNamara, Deputy Minister of Labour, informed the council that the Minister of Agriculture, Rt. Hon. J. G. Gardiner, was emphatically of the opinion that agriculture was being weakened through Canadian farm boys not being sufficiently encouraged to remain on the farms.

The Council at an earlier meeting had recommended that Vocational Training be expanded where necessary to increase the skilled labour reserves. Mr. MacNamara reported a special plan had been developed to provide for the training of workers in defence production. The plan departed from the regular Federal-Provincial training arrangements which required the parties to pay an equal share of the costs. In this plan, the federal Government will pay 75 per cent of the cost of the projects. So far, courses had been instituted in five provinces. It was anticipated that this arrangement would prove of real value in assisting in solving the Windsor unemployment situation. About 200 in Windsor were enrolled so far for courses.

It was reported that at the present time an estimated 194,000 students were taking

vocational training courses in regular schools in Canada, as compared with about 179,000 last year.

It was reported that, following the recommendations of the previous manpower meetings for "a counselled and voluntary system for employment in priority occupations and defence production," the National Employment Service local offices received detailed instructions for giving effect to the plan. Previous to yesterday's meeting, a survey was made which indicated that the plan had not yet been properly tested because up to the present there had been no real competition from defence industries for the labour employed in the civilian economy. No real difficulties had been met in supplying the demands of defence industries, except for certain skills which were in short supply.

The question of matching workers available for employment in one locality with jobs available in another locality brought under examination the general problem of immobility of labour. It was pointed out that the National Employment Service was able to put the employer and employee in touch with each other regardless of the distance separating them, but it was often difficult to persuade a worker to move away from the place where he had established a home. However, to overcome the financial blocks to such moves, several arrangements had been worked out. In some cases the employer advances the fare on a refundable basis, while in quite a few cases the National Employment Service advances the fare or helps the employee in other ways to reach his employment. In the case of the Windsor situation, arrangements were made whereby the federal Government shared on a 50-50 basis with the Ontario Government the transportation costs of a worker moving to a job somewhere within the province, and the federal Government paid the total transportation bill for a move outside the province.

The Council heard a report on the administration of the Great Lakes Seamen's Security Regulations, introduced last March. Designed to ensure that only trustworthy men are employed on Canadian ships operating on the Great Lakes and upper St. Lawrence, the Regulations provided for the issuing of cards to seamen, after they had been screened by the RCMP.

To date, 15,632 applications for cards had been received, 14,210 had been processed by the RCMP and 6,635 regular cards had been delivered to seamen. Only seven applications had been refused.

National Union of Public Employees is Proposed

Organization of a proposed National Union or Council of Public Employees in Canada was discussed at the ninth annual convention of the Joint Council of Public Employees (B.C. Division) at New Westminster, B.C. The sponsors of the proposal hope to start the national organization next year with a potential membership of 50,000.

The joint council hopes to call the first national meeting in Winnipeg next September.

It is expected that the delegates will present their plans to the Trades and Labour Congress at its convention next year in Winnipeg. If approved, it would mean the unification of at least 50,000 municipal unionists who are at present members of over 100 individual TLC locals.

Unification of municipal union members into one body would make it the largest group within the Trades and Labour Congress and would thus enable it to exert a wide influence both within that body and over municipal councils throughout the country.

Demand for Engineers Continues Active

Present indications are that the demand in Canada for both experienced engineers and new graduates will be as active as in recent years.

The Technical Personnel Division of the federal Department of Labour, in its latest quarterly bulletin, reports that the number of new entrants to the engineering profession is expected to fall considerably short of the opportunities that will be offered over at least the next four years. Some relief may be afforded through immigration or by rearrangement of duties within engineering organizations; but the real key to the problem, the report states, is to be found in the number of suitable candidates who enroll as freshmen in the various engineering schools.

Enrolment figures have risen since the end of the last war. Of some 30,000 engineers in Canada, roughly one-half have graduated during the past ten years and 40 per cent within the past five years. Returns for the current college session indicates an increase in enrolment of possibly 10 per cent over last year.

"Starting off with some 2,000 freshmen," the report states, "deductions for failures and withdrawals before graduation will reduce the figure so that the class of 1955 will fall some hundreds short of the 2,000 new graduates per year which appears to be the desired minimum. There is, therefore, considerable scope for an intensification of the efforts of all concerned in the encouragement of suitable potential students."

The division also reports that the same urgency applies with equal force to the recruitment of students in the natural sciences.

Credit Union Membership More Than a Million

The steady growth recorded by credit unions in Canada each year continued throughout 1950. At the end of the year, chartered unions (exclusive of Newfoundland, from which no report was available) numbered 2,883, with a reported membership of 1,031,603. This marks the first year since national records have been kept that credit union membership has exceeded one million.

Credit Unions in Canada for 1950, a report compiled and published annually by the Economics Division of the Department of Agriculture, shows that Quebec, with a membership of 599,517, had the largest proportion of members; Ontario was next, with 144,871, followed by British Columbia, with 50,170.

Net Gain: 106

New charters granted totalled 153 and cancellations 47, leaving a net gain of 106. Although the increase in new credit unions in 1950 was low compared with increases reported in each of the post-war years, the increase in members was about the same.

Credit union assets at the end of the year were reported as \$311,186,955—an increase of \$29 million over the 1949 figure. The annual growth in assets since 1946 has been smaller and is attributed in part to curtailed savings occasioned by higher living costs.

Loans advanced to members during the year totalled \$108,358,203. According to the report, the effect on lending operations of consumer credit controls, introduced by the federal Government late in 1950, was not discernible at the end of the year.

CCL Protests Barring of West Indian Immigrants

The Canadian Congress of Labour will protest to the federal Government the discrimination against West Indians in immigration to Canada. A resolution adopted by the executive said it was now the practice of the Department of Citizenship and Immigration to refuse permanent residence to persons born in the West Indies on the ground that climatic conditions in Canada were unsuitable to them.

"This has been proven baseless by the experience of a large number of West Indians who are resident in Canada and who have served with the Canadian forces. The restriction was also a discrimination against British subjects who had received education in Canada," declared the resolution, which asked that all British subjects be admitted on a uniform basis.

The CCL also condemned action of the Government in placing a \$60 ceiling on social income tax for old age pensions. The executive said the Government's action was "reactionary" and called for "the principle of taxation according to ability to pay."

Number of Pensioners Increases by 4,000

The number of persons receiving old age pensions in Canada increased from 305,176 at June 30, 1951, to 309,200 at the end of the quarter September 30, 1951.

The federal Government's contributions under the federal-provincial scheme totalled \$25,925,479.71 for the quarter ended September 30, 1951, as compared with \$25,479,438.84 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$785,411,979.52.

The average monthly pension in the provinces ranged between \$34.78 and \$38.17. In the Yukon Territory and the Northwest Territories the average was slightly higher.

In only four provinces was the number of pensioners higher than three per cent of the total population.

In addition to the above, pensions were being paid to 11,319 blind persons as at September 30, 1951 as compared with 11,242 at June 30, 1951.

The cost of pensions in respect of blindness to the federal Government was \$1,003,229.04 for the quarter ended September 30, 1951, and \$992,615.17 for the quarter ended June 30, 1951. Since the inception of the Act, federal payments have totalled \$24,921,817.62. The average

monthly pension in the provinces was between \$37.98 and \$39.28. With only three blind pensions in the Yukon Territory and the Northwest Territories, the average was \$40.

Hour's Work Buys More In 1951 Than in 1929

The amount of foodstuffs that can be purchased by the Canadian industrial worker, as measured by the purchasing power of one hour of his work, has increased remarkably since 1929. This was indicated in a study of the industrial worker in 1929 and in 1951, prepared by the department of farm management of the University of Saskatchewan.

The university chose 1929 as a year for the comparison because, like 1951, it was a period of high prices and general prosperity. It was the peak year of the boom and the last pre-war non-depression year.

Using federal government price and wage figures, the university indicated the amounts of various foodstuffs a worker could purchase with the earnings from one hour of his work in 1929 and again in 1951. The wage rates were those based upon an hourly basis and were Canadian averages for employees in manufacturing. The rates were obtained from statistics issued by the Bank of Canada and the Dominion Bureau of Statistics. The 1929 figure was 41.5 cents per hour while the 1951 wage was \$1.28. The prices, also averages, were obtained from the *LABOUR GAZETTE*.

The following amounts of foodstuffs could be purchased in 1951 and in 1929 with wages for one hour's labour (the 1929 figures are in parenthesis): bacon 1.37 pounds (0.99), beef 1.25 pounds (1.51), bread 9.63 pounds (5.39), butter 1.45 pounds (0.85), cheese 1.73 pounds (1.23), eggs 1.75 dozen (1.03), flour 15.03 pounds (8.47), milk 5.84 quarts (3.32), pork 1.68 pounds (1.43), and potatoes 37.94 pounds (24.13).

In every case except that of beef the industrial worker is now able to buy more with an hour's wage than he could in 1929. The study points out that it was not always possible to get the prices of identical cuts or grades of food because of changes in methods of statistical listing between 1929 and 1951. It was found that generally they were the same but that where there was a difference, the cut or grade used in the 1951 study was better.

The prices and wages used were those existing in the month of April in 1929 and in 1951.

Will Not Charge Pension to Pensioner's Estate

"The fear among elderly people that the new federal old age pensions will be recovered from pensioners' estates is groundless," the federal minister, Hon. Paul Martin, has announced.

"The federal Government has equally no intention," he said, "of using liens against property to recover pension costs."

Mr. Martin's statement followed published reports that such action is being planned under the new Old Age Security Act.

"The confusion has no doubt arisen," Mr. Martin explained, "because the existing Old Age Pensions Act provides for the recovery of pension payments under certain circumstances. Under the new Old Age Assistance Act, passed at the last session of Parliament to provide assistance for persons 65 to 69 years of age, the provision regarding recovery of pension payments from the estates of deceased recipients was abolished. A similar procedure was followed regarding allowances under the Blind Persons Act.

"On the subject of liens," Mr. Martin explained, "the federal legislation has never at any time required the provinces to file liens against the property of persons on old age pension. Some provinces never used liens to recover pensions; other provinces, acting under the authority of their own provincial law, filed liens against real property owned by pensioners in order to secure their later claim to recovery from the estate of the pensioner when the pensioner died.

"It will be for each province," Mr. Martin concluded, "to decide whether or not it will discontinue the practice of filing liens when the new Old Age Assistance Act comes into effect on January 1 next. The federal legislation does not require it.

Canada's 1950 Gain from U.K. Migration only 6,500

Canada's net gain from United Kingdom migration in 1950 was 6,464 (3,361 males and 3,103 females). U.K. immigrants totalled 13,434 for the year, while the number of Canadians who left to take up permanent residence in the United Kingdom numbered 6,970.

Over 75 per cent of the immigrants came from England and Wales, slightly over 19 per cent from Scotland, and the remainder

from Northern Ireland. Fifty-five per cent of the total were in age groups ranging from 20 to 44.

Emigration from the United Kingdom to other Commonwealth countries amounted to 112,934. Australia's net gain was 47,019 and New Zealand's 7,472.

Outside of the Commonwealth, the United States was the most favoured country for United Kingdom citizens emigrating in 1950. Out of a total of 17,304 emigrating to "foreign" countries, 11,400 went to the U.S.A. The net gain to that country of U.K. citizens was 8,541, compared with Canada's net gain of 6,464.

Urge Greater Mobility Of European Labour

An increase in labour mobility was urged by the International Chamber of Commerce at its 13th Congress in Lisbon, Portugal, this summer.

As part of a program to "maximize production in Western Europe and thereby reduce the adverse effects of rearmament upon living standards," the ICC asked that the manpower of Western Europe be allowed to achieve "its fullest effectiveness". It was pointed out that unemployment exists in some areas while in others labour shortages have appeared. Labour, management and government co-operation was advocated as a means to permit "greater freedom of movement of labour in Western Europe both within each country and between countries."

The ICC felt that labour immobility was due in some cases to governmental regulation and in others to material conditions, such as a housing shortage. The convention recommended reduction of governmental restrictions on labour mobility through international agreements. In order to further encourage mobility, adequate housing for workers was advocated as well as increased facilities for the re-training of workers.

The ICC noted that post-war economic reconstruction had made large gains and stated that in view of the present rearmament program ". . . as little damage as possible should be done to the economic gains of the past five years so that, when the political scene brightens again, the world economy can be quickly re-built."

Canada was represented at the Congress by a delegation of ten business men.

Despite Controls, Wages in U.S. Rise 4 Per Cent

Gross hourly wages of factory production workers in the United States rose nearly four per cent between the wage stabilization order in January and September.

According to the U.S. Bureau of Labour Statistics, the average wage in January was \$1.55 an hour; by September it had risen six cents to \$1.61. The rise reflects not only the cost of living and other wage rate adjustments but also the fact that a large work force is employed in higher-wage defence production jobs.

Although at a slower pace than in previous months, the national income continued to rise, the U.S. Commerce Department reported. In the second quarter of 1951, seasonally-adjusted national income was at the rate of over \$274 billion, as against a rate of over \$269 billion for the first quarter of 1951 and about \$260 billion for the last quarter of 1950.

Amendment to U.S. Act Alters Control Powers

The United States Government's power to control prices and consumer credit was substantially limited in the Defence Production Act amendments of 1951, states *Monthly Labour Review* for September. The Act came into effect on August 1 and will be in force until June 30, 1952.

Most of the defence mobilization and anti-inflation controls which had been previously authorized were extended. While curtailing some of these controls, the Act strengthened others, particularly those which aid small business. No new powers were added, states the *Review*, and with few exceptions, no significant changes were made affecting wage stabilization.

The "Capehart" amendment, which limits price rollbacks and liberalizes the manner of calculating ceiling prices, is "probably the outstanding change in the law," continues the article. In establishing ceiling prices, the Office of Price Stabilization had formerly considered increases beyond the pre-Korean base period for only direct material and labour costs, but not for indirect costs. The amendment broadens the interpretation of cost to include "material, indirect and direct labour, factory, selling, advertising, office, and all other production, distribution, transporta-

tion, and administration costs, except such as the President may determine to be unreasonable and excessive."

Under the new regulations, ceilings on agricultural products, including livestock, cannot be below 90 per cent of the price received by producers on May 19, 1951.

A number of down-payment requirements were eased and time in which to pay was lengthened, thereby relaxing controls over consumer credit.

Rent control was continued, with authority extended to include more areas. However, in those areas which were under federal control as of the date of the Act, an increase of 20 per cent over June 30, 1947 levels is allowed (plus any increases which may be allowed on the basis of additional services or improvements).

France Ratifies Three ILO Conventions

The International Labour Office has announced that France had ratified three International Labour Conventions adopted by the ILO's general conference in 1949.

The Conventions are those which (1) provide for paid vacations for seafarers; (2) establish minimum standards of accommodation for ship's crews; and (3) provide guarantees of the right to organize and to bargain collectively.

The ratifications raised to 61 the total number of France's ratifications of the 100 Conventions adopted by the ILO to date. The total number of ratifications of the Conventions by all countries is now 1,232.

Trade Union Merger In Dutch Guiana

Complete unity of the trade union movement in Dutch Guiana (Surinam) was achieved with the establishment, on September 13, of a Labour Council grouping all existing organizations. These were the Surinam Workers' Organization (SWO), the Progressive Workers' Organization (PWO), the Surinam Mineworkers' Union (SMU) and the Surinam Workers' Federation (SWF).

Strained relations had existed for a long time between the PWO and the SWF, which are Christian, and the other two organizations, which are affiliated to the ICFTU. These have now been resolved, largely through the efforts of the ICFTU.

3 Million U.S. Workers Under Escalator Clauses

The Bureau of Labour Statistics reports a total of over 3,000,000 workers under escalator cost-of-living clauses by September, of this year, as against about 800,000 one year ago. Most of the clauses negotiated during the past year call for quarterly adjustments based on changes in the consumers' price index.

In the main, the workers covered by these escalator clauses are in the railroad brotherhoods, the CIO automobile workers union, the two electrical workers' organizations and the AFL machinists.

100 Formulas

The bureau reports over 100 formulas for applying cost-of-living adjustments under existing contracts. About 45 per cent of the workers, mostly in the railroad industry, are under provisions calling for adjustments of one cent per hour for each one-point change in the index, and 40 per cent are under provisions for a one-cent adjustment for each 1.14-point change in the index, the formula of General Motors and the CIO automobile workers.

The largest extension of the escalator-type contract last year was to railroad workers—AFL switchmen, AFL yardmasters, the 15 non-operating unions and the railroad trainmen.

New GE Agreement May Set Pension Precedent

A provision in the new agreement between General Electric and the CIO may have repercussions over a wide area, stated *Business Week* on October 13. It could mean, the magazine states, that General Electric will "become the precedent in the pension field that Chrysler did in the wage field . . ."

The settlement, which brought an end to strike threats, was concluded by the electric company and the International Union of Electrical Workers (CIO). When General Electric and the IUE negotiated a contract last year, they also negotiated a supplemental agreement on pensions to be in effect five years. At that time, General Electric departed from the regular practice followed by the leading steel and auto companies by granting the union the right to reopen the pension agreement once during the five-year term.

In the recent negotiations, the union did exercise this right, but later the pension demands were dropped in favour of wage increases. What is significant, states the article, is that General Electric accorded the union the right to reopen pension demands a second time.

"New Troubles"

While the agreement averted a possible strike, states *Business Week*, it may bring about "new troubles" from another source. General Electric's second big union is the United Electrical Workers, no longer affiliated with the CIO. Strong rivalry between the Electrical Workers and the CIO union has prompted the former to announce that it intends to bargain for even better terms.

Briefly, the agreement provided: (1) a 2½ per cent wage increase, with a minimum 3½ cents-an-hour raise effective September 15; (2) a further cost-of-living adjustment in pay next March 15, giving a one-cent increase in hourly wages for each one-point rise in the cost-of-living index from September 15 to March 15, 1952; (3) a reopening on pension plan changes on September 15, 1952; (4) three weeks paid vacation after 15 years instead of the present 20.

Union's Aims

United Electrical Workers announced that it would endeavour to obtain: (1) a \$165-a-month minimum pension with retirement permissible at 65; (2) an insurance plan paying \$40 a week to sick and disabled workers, and full surgical, hospital, and maternity benefits; (3) "substantial increases" in rates for day workers to eliminate "present inequities" between their earnings and what other production workers get.

French Labour Leader Given Peace Award

Leon Jouhaux, 72, French labour leader, was awarded the 1951 Nobel Peace Prize in November by the Nobel committee of the Norwegian Parliament. This year's prize is worth \$32,357.61.

Jouhaux, in his youth a pronounced leftist, opened a drive in 1947 to throw Communists out of the power they held in the French labour movement.

"The grand old man" of the French unions broke away from his 6,000,000-member French General Confederation of Labour, of which he had long been secretary-general, and became the leader of the new non-Communist "Force Ouvrière".

Productivity Up in N.S. And Prairie Coal Fields

Production per man-day increased in the Nova Scotia, Saskatchewan and Alberta domestic coal fields during 1950 and declined in the New Brunswick, British Columbia, Alberta bituminous and Alberta sub-bituminous areas, according to a report issued by the Dominion Coal Board.

Canadian coal mines realized a profit of 30 cents per net ton in 1950, which is eight cents less than the 1949 figure, and represents a return of five cents on the sales dollar. In British Columbia and Nova Scotia, profits per ton were in excess of the 1949 total, while the other coal mining areas reported declines ranging from two to 54 cents per ton.

The costs to coal operators increased on some items, remained stationary or declined on others. Labour costs tended to remain stable while charges for stores and materials declined. Increases were registered for insurance, taxes, administration, depletion, distribution and miscellaneous items.

The Coal Board report points out the percentage of strip-mined coal to total production in the different mining regions. In Nova Scotia no coal is strip-mined, while in Saskatchewan 98.8 per cent of the total is produced by this process. These figures noted as operating costs are generally lower in the areas where coal is strip-mined.

Layoffs of U.S. Workers Still Above Average

Layoffs of factory workers in September—at a rate of 13 per 1,000 employees—continued above the post-war average for the season for the third consecutive month, according to preliminary estimates of the U.S. Department of Labour's Bureau of Labour Statistics. Although layoffs in September remained relatively low in defence-connected industries, many consumer goods industries reported the highest layoff rates for the month since the end of World War II. However, the continued low level of unemployment in the nation as a whole indicated that many laid-off workers were being recalled to their jobs or were finding other employment without extended loss of working time.

The layoff rate in manufacturing plants this September, about the same as in the two preceding months, was nearly double the rate of a year earlier. Although over-

the-year increases in layoffs were reported in nearly every industry group, layoff rates were generally highest in consumer goods industries affected by reduced sales and increased inventories. In the furniture, textile, apparel, and leather industry groups, September layoff rates were at a post-war peak for the month.

ICFTU Urges Freedom For Asian Trade Unions

The International Confederation of Free Trade Unions has once again committed its support to trade union and human rights, social security, freedom of association, and collective bargaining in Asia.

At its Asian Regional Conference, the ICFTU adopted a resolution stating that "in some countries of Asia, Governments either directly or indirectly, have sponsored the formation and financing of trade unions which are in fact Government "labour fronts." The Conference also called upon the ICFTU "for aid in the preparation of booklets and pamphlets which would give the workers of Asia, in their own languages, comprehensive information regarding the accepted principles and practices of free-trade unionism, collective bargaining, etc."

Plantation Labour

With regard to plantation labour, the Secretariat submitted a report describing their working and living conditions. Subsequently, the Conference adopted a resolution stressing that plantation workers live under "a status of semi-slavery" and deploring that "most of the Governments of the countries covered by the report have failed to ratify most of the Conventions adopted since 1919 by the International Labour Organization in the interest and for the protection of one of the most exploited sections of workers in the countries of Asia and the Far East." It urged the Executive Board of the ICFTU to pursue this matter with the Governments concerned.

ICFTU delegates also adopted a resolution emphasizing the importance of outside technical and financial aid for the development and improvement of Asian industry and agriculture.

The Conference, states September's issue of *Industry and Labour* was held at Karachi from 28 to 31 May of this year. Countries represented were Ceylon, China (Formosa), India, Japan, Korea, Malaya, Pakistan and Thailand.

U.S. House Committee Reports on Price Index

A subcommittee of the United States House Committee on Labour, after a six-months' study of the consumers' price index, expressed unanimous confidence in the integrity and competence of the Bureau of Labour Statistics, which computes the index, and stressed the need for a free hand by the bureau's technicians.

The report notes that the index "enjoys widespread confidence," is the government's "most important single statistic," an "important factor in avoiding strikes and industrial strife," and should not be "subject to yearly fluctuations in budget and at the same time be required to do the same amount of work."

The subcommittee proposed the following: (1) the BLS should reject union demands to include income taxes in compilation of the index; (2) instead of major overhauling at ten- or fifteen-year intervals, there should be provision for continuing checks of prices and buying habits; (3) the Bureau of the Budget should analyse the need for special indexes to cover such groups as the aged, low-income families on relief and professional persons; (4) the inclusion of small and expanding cities needs more study; and (5) the old index, scheduled to be published for the last time in December, should be continued for a while longer and meantime every effort should be made by parties to collective bargaining to adjust themselves to the new index. The subcommittee turned down the CIO proposal that a tripartite committee advise the BLS in this area.

Article Deals with ILO and Industrial Relations

"When the nations signed the Treaty of Versailles in 1919, they launched a new international experiment in industrial relations, one without precedent to that time," V. C. Phelan, Director, Canada Branch of the International Labour Organization, states in an article "Industrial Relations and the International Labour Organization" appearing in the autumn edition of *Public Affairs*, a quarterly publication of the Institute of Public Affairs, Dalhousie University.

"Into the Treaty was written the Constitution of the International Labour Organization, designed to institute regular conferences among governments to con-

sider, to plan and to decide upon parallel action in all countries, aimed at the betterment of working and living conditions for the workers of the world."

In his article, Mr. Phelan gives a brief outline of ILO action in the field of industrial relations from the beginning until World War II, and in the post-war years following the restatement of objectives in The Declaration of Philadelphia in 1944.

Freedom of association, Mr. Phelan emphasizes, is the premise on which ILO conferences base all approaches to the subject of industrial relations. He discusses the implications and the difficulties confronting an international approach.

Strong Inflation Curbs Needed, Says U.S. Official

Eric Johnston, director of the Economic Stabilization Agency, predicted in a speech to a New York audience that "barring an all-out war" the United States would have the productive capacity to supply both civilian and military needs within two years if there was no weakening of economic controls.

At the same time, he warned that while "the crest of inflation is some distance away, of that there is no question," there have been mounting pressures to eliminate controls. Mr. Johnston, who recently returned from an economic survey of Europe, stressed that strong curbs on inflation here were major aids to our allies.

"Further inflation in Europe," he said, "can have only one effect—to strengthen the menace of communism and to weaken the cause of freedom."

U.K. Throne Speech Urges Co-operation In Industry

Increased consultation and co-operation between industry, labour and government was urged in the Speech from the Throne at the opening November 6 of the United Kingdom Parliament.

The Government promised to consider "all methods of creating that spirit of partnership between management and workers on which industrial harmony and a higher level of productivity must depend."

The Throne Speech also called attention to the "serious" shortage of skilled production workers in a number of essential industries. The Government stated that by

consultations with employer and employee representatives it would try to make more workers available for key industries and in general to make the best use of the existing labour force.

British Labour Ministry Issues Report for 1950

Activities of the British Ministry of Labour and National Service in 1950 are summarized in the Ministry's annual report for the year, published by H.M. Stationery Office in September. The main sections of the report deal with manpower and manpower policy, employment, training and welfare services, labour relations, international relations on labour matters, and the organization of the Ministry.

The total working population again showed an increase, and the Ministry reports that a satisfactory level of manpower was maintained in most of the more important industries with the exception of coal-mining. In the second half of the year, the report states, the defence program began to make higher demands, but the increase in the total working population made it possible for the forces to be strengthened while the civilian labour force continued to expand. Unemployment remained at a low level.

Disputes requiring settlement through the Ministry's conciliation and arbitration machinery, although considerable in number, were fewer than in 1949. The number of working days lost through stoppages of work caused by industrial disputes was the lowest recorded since 1941.

The revocation in March of the Control of Engagements Order removed the last of the wartime labour controls. The repeal of this order freed employers and workers from the necessity of consulting an employment exchange before offering or accepting employment.

Describe Work of U.K. Joint Advisory Council

Proposals to reduce the number of employees rendered idle by material shortages and other factors in industry, to increase the employment of women and older persons and to diminish the amount of electricity being used by both industry and the public in order to avoid power shortages were discussed by the National Joint Advisory Council in Great Britain

during the past 12 months, according to the August issue of the British *Ministry of Labour Gazette*. The Council is composed of government, employer and employee members and serves as consultative body for the Trades Union Congress, the British Employers' Federation and the government.

At its quarterly meeting in October, 1950, the Council considered the increased demand for labour caused by the rearmament program. In January, 1951, the Council recommended that the following measures be adopted to meet this demand: (1) Council members should let the Employment Exchanges know of any labour surpluses that have developed or that are likely to develop; (2) training programs should be commenced in different industries to increase the number of skilled workers (it was also recommended that this training could be complemented by courses at Government Training Centres); (3) the present arrangements by which the hours in industry are adjusted to permit the employment of women on a part-time basis should be extended; (4) the employment of women in semi-skilled positions should be increased; (5) each industry should be asked whether or not overtime on a systematic basis could increase production; and (6) it was recommended that the Council use its influence to prevent unfair competition in the recruitment of labour.

The Council at its session in July, 1951, again referred to labour surpluses in certain industries, this time noting the effect that material shortages have upon employment conditions.

The October, 1950, meeting had considered the effect upon industry of the call-up of reserve units. In the January and April meetings, the principles governing the selection or non-selection of certain classes were studied. In addition to discussing the position of skilled workmen and the possibility of mobilization, Council members discussed proposals for safeguarding certain reservists and National Service men who have now been covered by the Reinstatement in Civil Employment Act, 1950, and the Reserve and Auxiliary Forces (Training) Act, 1951. Such problems as the facilities provided by employers for the attendance of volunteers at annual Territorial camps and arrangements for the recall of certain classes for training during the summer of 1951 were looked into.

The Advisory Council's sub-committee on electricity reported in December, 1950, that a publicity campaign should be commenced to impress the general public and industry and commerce of the need to start

load-spreading measures with the object of securing a reduction in electricity usage of as much as 20 per cent.

More Strikes in U.S., Fewer Man-Hours Lost

While more strikes occurred in the United States in the first six months of 1951 than in any corresponding period since 1947, the man-days lost declined 58 per cent from the same period in 1950.

The Bureau of Labour Statistics reported that the number of strikes on record for the January to June period was 2,199, an increase of three per cent over the same months in 1950.

On the other hand, time lost because of strikes was 10,200,000 man-days while in the same period in 1950, time lost amounted to 24,370,000 man-days. Stoppages in the textile industry, transportation, communication and other public utilities accounted for the greatest number of man-days lost, while the building and construction industry sustained the greatest number of strikes.

As in the previous few years, wages, hours and various fringe benefits were the principal strike issues. About 50 per cent of the stoppages and about 75 per cent of the total idle time can be attributed to these causes.

Although they caused only 10 per cent of the total strike idleness, union organization and inter-union and intra-union disputes contributed to 23 per cent of the strikes recorded.

All Classes Not Helped Equally by Marshall Aid

A survey by *New York Times* correspondents in countries that have received Marshall Plan aid indicates a wide variety of opinion concerning the success of distributing such aid equitably among the various economic classes.

There is general agreement that the main task of aiding war-devastated Europe has been ably carried out by the Economic Co-operation Administration but there is a great difference of opinion as to how well these benefits have been distributed among Europe's classes.

The survey reports that in France, Marshall Aid has done little to benefit the condition of the workers. More employment, better conditions and improved equipment have been provided, but the

Government is charged with selling goods sent as aid at prices that are too high.

In Italy, the report states, both worker and industrialist have benefited, though perhaps not in the same proportion. The industrial worker's purchasing power in 1947 was only 89 per cent of what it had been in 1938. Under Marshall Aid, this increased to 108.4 per cent in 1948 and by July of 1951 stood at 123.1 per cent.

The survey showed that, despite the real progress made in Italy under ECA, the average industrial wage is still very low and is only about half of what would be required to ensure a decent standard of living.

The *Times* reports that in West Germany productivity has exceeded that of 1936 (the year as a base for calculations) but that workers complain that the bulk of the benefits has gone to industrialists, particularly the manufacturers of consumer goods.

In Austria, Marshall Aid is said to have contributed to increased production and employment and to have helped in balancing the budget but that its benefits have been less apparent to Austrian workers than to any other class.

The Norwegian survey indicates that Marshall Aid has provided full employment but has not resulted in higher wages or more goods at lower prices.

Britain is said to have used Marshall Aid generally to ensure the flow of raw materials and machines that would not have been available otherwise.

The survey reports that the Netherlands and Norway were able to maintain full employment while Belgium and Luxembourg, though only indirect recipients of aid, were able to maintain their export trade. Referring specifically to the Netherlands, the survey report states that Marshall Aid maintained full employment and considerably increased purchasing power and real wealth. It stated that there was no tendency among Dutch trade unions to feel that they had not shared in the benefits.

On an overall basis the *Times* notes that Marshall Plan aid was designed not to raise everyone's standard of living but to prevent the complete collapse of Europe's economy. In the partial accomplishment of this, the *Times* feels, the workers have benefited by not being the victims of an industrial collapse.

The *Times*' report concludes by noting that, without aid, France could not have raised production above pre-war levels in nearly every field and would not have begun the steady increase in her exports. It points out that the unemployment problem in West Germany and Italy has not yet been solved.

Predicts 8 Million in U.S. In Defence Jobs By 1952

United States Secretary of Labour Tobin has predicted that eight and a half million people will be employed in defence activities in 1952, as compared with 2,700,000 in 1950.

According to *Current News* for October 25, a recent manpower survey conducted by the Bureau of Employment Security estimated that two million more defence workers will be needed by the end of 1951, and that four and a half million more people will be in defence jobs by the end of 1952. Anticipating the full impact of

the defence program, the BES report predicted that "a multitude of spot problems, involving individual areas, industries and occupations are likely to arise before peak employment is achieved."

Department of Labour Reports for 1950-51

The annual report of the federal Department of Labour for the fiscal year ended March 31, 1951, is now published and available for distribution.

A summary of the principal developments that have occurred during the year is given in the first section of the report, which also lists the various statutes administered by the department. Detailed information on the activities of the several branches of the department is contained in the remaining sections.

Copies of the report are obtainable from the Circulation Manager, Department of Labour, Ottawa, at a cost of 25 cents per copy.

Extracts from Hansard of Interest to Labour

Voluntary Revocable Check-Off

October 12

Mr. Stanley Knowles (Winnipeg North Centre) moved for leave to introduce Bill No. 3, to amend the Industrial Relations and Disputes Investigation Act (voluntary revocable check-off).

Some hon. Members: Explain.

Mr. Knowles: The purpose of this bill is to add a new subsection 3 to Section 6 of the national labour code. The effect of this new subsection is to provide for the voluntary revocable check-off of trade union dues.

Motion agreed to and bill read the first time.

Fair Employment Practices

October 12

Mrs. Ellen L. Fairclough (Hamilton West) moved for leave to introduce Bill No. 5, to promote fair employment practices in Canada.

Some hon. Members: Explain.

Mrs. Fairclough: This is the same bill which was introduced and received first reading at the last session. Its intention is to provide legislation which will be of an anti-discriminatory nature.

Motion agreed to and bill read the first time.

Income Tax Deductions

October 19

Mr. Stanley Knowles (Winnipeg North Centre): **Mr. Speaker,** on Monday last I directed a question to the Minister of Finance concerning a recent decision of the income tax appeal board to the effect that expenses of lawyers attending conventions of the Canadian Bar Association are deductible for income tax purposes. At that time I asked the minister if steps had been taken to extend the same privilege to members of trade unions and other comparable groups.

Hon. Douglas Abbott (Minister of Finance): . . . the hon. member's question . . . is one of law. I have not examined the decision of the income tax appeal board; but I assume the board must have decided that the lawyer in question incurred these expenses as necessary expenses in earning his income. If a member of a trade union is in the same position in deducting expenses, and if he can say that his attendance at a trade union convention was necessary, incidental to the earning of his income, then I

assume that as a matter of law the court would hold the same thing. However, it is purely a question of law.

Mr. Knowles: May I ask this supplementary question: Does not the minister feel that the law should be changed so as to make sure that all these different groups are treated alike?

Mr. Abbott: No, I think it is strictly a question for the courts.

Question Regarding 40-Hour Week

November 5

Mr. Knowles:

1. Has the government received representations at any time since January 1, 1950, calling for the establishment of a 40-hour week in industries which come under federal labour jurisdiction?

2. If so, from whom have such representations been received?

3. Has consideration been given to same and with what results?

Mr. Côté (Verdun-La Salle):

1. Yes.

2. (a) Mr. George Burt, director, region 7, United Automobile, Aircraft, Agricultural Implement Workers of America, Windsor; (b) The Canadian Congress of Labour (1951); (c) United Electrical, Radio and Machine Workers of America, Toronto; (d) Mr. N. Allison, executive secretary, Rubber, Cork, Linoleum and Plastic Workers of America, Kitchener; (e) The Canadian Congress of Labour (1950); (f) The Trades and Labour Congress (1950).

3. On July 24, 1951, the Minister of Labour replied to the communication of Mr. George Burt . . . and on August 16 the Rt. Hon. the Prime Minister wrote to Mr. A. R. Moshier, President of the Canadian Congress of Labour, in connection with the various representations made by the Congress in its brief, and in connection with the recommendation for "The establishment of a national minimum wage of 85 cents per hour and a maximum work week of 40 hours" advised that "the matter of minimum wages and the maximum work week is within the jurisdiction of the provinces."

Increase in Maximum Annuity

November 8

Hon. Milton F. Gregg (Minister of Labour) moved that the house go into committee to consider the following resolution:—

That it is expedient to introduce a measure to amend the Government Annuities

Act to increase the maximum annuity which may be purchased under the act from twelve hundred dollars up to twenty-four hundred dollars and to provide greater flexibility in the provisions of the act relating to the issue, conversion and amendment to annuity contracts and payments thereunder.

. . . The Government has decided to introduce an amendment to this Act at this special session . . .

The purposes of the proposed amendments are to provide greater facilities for the benefit of purchasers and annuitants under the act, and to take care of some difficulties which have developed in the administration of the act.

The following matters are covered in the amendments to the act contained in the bill.

The amount of the maximum annuity which may be purchased is increased from \$1,200 to \$2,400 per annum. The amount of the minimum annuity which may be purchased is increased from \$10 to \$60 per annum. Provision is made for the issue of three additional types of annuity contract:—

1. A contract for the payment of a straight term annuity—that is to say, an annuity for a specified period of years not exceeding twenty years.

2. A contingent life annuity contract—that is to say, a contract under which an annuity is payable to one person for life, with continuation to a second person on the death of the first annuitant.

3. A contract providing for the payment of a combination of a term annuity with certain other authorized types of annuity. This will permit the issue of a contract which provides for payment of a maximum annuity for a specified term of years and will thereafter pay an annuity in a lesser amount for the remainder of the life of the annuitant. An annuity of this type commencing at the annuitant's retirement age, complemented by the old age pension payment received by the annuitant under the Old Age Security Act, will provide an over-all retirement pension of a uniform amount from date of retirement.

My colleague the Minister of National Health and Welfare (Mr. Martin) outlined that in his introduction to his bill. The provisions of the act authorizing the makeup of a group annuity contract with an employer to underwrite an employee pension plan are broadened in such manner as will permit a contract of this nature to be entered into either with the employer or any other persons administering the plan.

The amendments also authorize greater latitude for amendment of contracts in

proper cases, and the substitution of new contracts for the accommodation of purchasers and annuitants, and to provide for continuity of group contracts underwriting employee pension plans. It is proposed, also, that authority be given to make regulations providing cash surrender privileges in respect of annuity contracts. The new legislation requires that a review of mortality experience under the act be made at least once in every five years, in order that the mortality tables in use may be kept in line with mortality trends and experience.

The basis to be used in fixing the interest rate payable in respect of annuity contracts is also defined in the amendments. This basis is the average rate of return on long term government of Canada bonds.

Question: Newfoundland Cost of Living

November 14

Mr. Knowles:

1. Do the figures relating to the cost-of-living index for Canada as a whole include a figure for the cost of living in Newfoundland?

2. Is the cost-of-living index for Newfoundland based on 1935-39 as is the case for the rest of Canada? If not, what is the base period for Newfoundland?

3. If there is a different base period for Newfoundland, what method is employed by the Bureau of Statistics in incorporating changes in the Newfoundland cost of living into the general cost-of-living index for the whole of Canada?

Mr. McIlraith:

1. No.

2. No. The base period for the St. John's, Newfoundland cost-of-living index published by the Dominion Bureau of Statistics is June 1, 1951. Indexes on this base may be converted to base of October 1938 to provide continuity with the Newfoundland department of supply index, formerly published on that base, by multiplying each index on the new base by 185.4 (the June 1, 1951 index on the 1938 base). A detailed explanation of the Newfoundland cost-of-living index is given in dominion bureau of statistics reference paper, No. 28, entitled "St. John's, Newfoundland cost-of-living index (June 1951 = 100)."

3. Answered by No. 1.

Proof of Age for Pension

November 14

Mr. Gordon Graydon (Peel): I did not give the Minister of National Health and

Welfare notice of this question because the situation that I want to bring to his attention only came to my notice through a constituent of mine about an hour or so ago. Is it the minister's intention to avail himself of the census records in connection with proof of age for applications for universal pension? The reason I ask is that I understand the government has that in mind. I was hoping the minister would make some statement soon and that was going to be done, so the older people would be relieved of the anxiety they feel.

Hon. Paul Martin (Minister of National Health and Welfare): As I indicated when the bill was before the house last week, it was not practical, nor was it legal, to use census records in the sense contemplated by my hon. friend's question. As I indicated, steps have been taken to make census records available in our regional offices, and we hope that can be done by December 1. That undoubtedly will facilitate much of the question of assessing the validity of claims as to age. It should be pointed out, however, that even the census records are not necessarily absolute proof of age. That should be clearly understood because already some indications along that line have been established. I may say finally in answer to my hon. friend that the matter of applications is proceeding smoothly and no undue difficulty is being experienced.

Income Tax Deduction of Union Dues

November 15

Mr. Stanley Knowles (Winnipeg North Centre): . . . Will the minister (of National Revenue) have his department consider the possibility of sending out a supplement to the department's information bulletin No. 5 regarding the deduction of union dues for income tax purposes so as to make it clear that in the case of unions whose super-annuation funds have already been approved payments made to such funds can still be deducted, as well as regular dues for the work of the union? As the minister knows, bulletin No. 5 . . . sets out the form of receipt* that trade unions can use. But it is confusing some trade unions on the matter of pension fund payments that are already authorized as deductible.

Hon. J. J. McCann (Minister of National Revenue): Mr. Speaker, I will see to it that officials of the department give consideration to the suggestion of the hon. member for Winnipeg North Centre, if that information is not already contained in bulletin No. 5.

*See p. 1617.

Cost-of-Living Escalator Clauses in Collective Bargaining Agreements*

Escalator clauses in union management agreements increase in number during past several months. More than 40 per cent of workers covered by 1,140 collective agreements examined benefit from these clauses

An increase in the number of cost-of-living escalator clauses in union-management agreements has been a significant development of collective bargaining during the past several months. An examination of 1,140 collective agreements signed during the first eight months of 1951 discloses that 220, or approximately one-fifth of them, include an escalator plan. The number of workers covered by these clauses is 163,000, more than 40 per cent of the total of some 374,000 workers covered by all agreements examined.¹

Escalator clauses provide that when prices advance or decline, as indicated by the Cost-of-Living Index, wages should also advance or decline in fixed relation to changes in the index. To accomplish this, cost-of-living escalator clauses usually provide that for every increase of a specified amount in the official Cost-of-Living Index a wage rate adjustment or bonus of a stated amount per hour, per week, or per month will be paid. Similarly a reduction will be made for a decline in the index.

The simplest clauses state merely that wages will be adjusted in line with the Cost-of-Living Index or that changes in the Cost-of-Living Index will be the reason for equivalent adjustments to wages. Clauses of this type, which leave a considerable area for interpretation and possible dispute, were encountered infrequently among the 220 escalator plans analysed. More frequently, the clauses indicate the formula to be used in calculating upward and downward adjustments, the index to be used, the base on which

adjustments are to be computed, and the times at which adjustments are to be made. For example:—

A cost-of-living bonus shall be paid at the rate of 1 cent per hour for each 1.3 points rise or fall in the National Cost-of-Living Index as calculated by the Dominion Bureau of Statistics. Adjustments shall be based upon the March 1, 1951, index and shall be made each three months during the life of this contract.

Other agreements contain more elaborate escalator plans. These may indicate more precisely how adjustments are to be calculated; they may set a definite floor providing a limit to downward adjustments and, less frequently, a ceiling on upward adjustments; they may state the hours for which adjustments are to be paid; they may state that adjustments are or are not to be considered as part of wage rates; and they may state whether or not adjustments are to be included in the calculation of premium and holiday payments. An example of a plan which deals with many of these factors is as follows:—

The Company agrees to pay a cost-of-living allowance to hourly and production employees for whom the Union is the bargaining agency, based on the rise in the Index above 179.7 points (being the Index calculated as of February 1, 1951, and published in March, 1951) hereinafter called the "Base Index". "Index" as used herein shall mean the Index Number of the cost of living in Canada published monthly by the Dominion Bureau of Statistics. Such allowance shall be an amount equal to one (1) cent per hour for each rise of 1.3 points in the Index above the Base Index calculated to the nearest cent per hour. Such allowance shall first be paid commencing with the pay period beginning on June 29, 1951 on the basis of the Index calculated as of the 1st day of May 1951 and published in June 1951 and shall continue to be paid until adjusted as hereinafter provided. Adjustments shall be made upwards or downwards in the amount of such allowance by an amount equal to one (1) cent per hour for each rise or fall of 1.3 points in the index as follows and as calculated to the nearest cent per hour:

*No. 18 in the series of Collective Agreements Studies. Reprints will be available soon.

¹Included among the agreements having escalator plans are a number in Quebec each of which has been extended to cover a large number of workers under the *Collective Agreement Act* of that province. This largely accounts for the high proportion of workers affected by escalator plans as compared with the proportion of agreements containing such plans. If these extended agreements were disregarded it would be found that the escalator plans are not concentrated in agreements covering large units of workers as the figures seem to indicate.

(a) Commencing with the pay period beginning on October 5, 1951, such allowance shall be adjusted on the basis of the Index calculated as of the 1st day of August 1951 and published in September 1951, and

(b) Commencing with the pay period beginning on December 28, 1951 such allowance shall be further adjusted on the basis of the Index calculated as of the 1st day of November 1951 and published in December 1951.

Such allowance or adjusted allowance shall not be included as part of any employee's hourly wage rate for any purpose of this Agreement and if at any material time the Index shall fall to or below the Base Index then such allowance shall not be payable but prevailing wage rates shall not be subject to any reduction. Such allowance, when payable, shall be paid for each hour actually worked by an employee.

The escalator plans analysed in this study do not, of course, represent all such plans in effect in Canada. The study covers only agreements negotiated since January 1, 1951, and received in the Department prior to September 1. The 1,140 agreements examined represent approximately one-quarter of the total number in effect in Canada today.

The agreements examined containing escalator clauses are distributed over many industries although, as will be seen below, nearly half are in manufacturing.

	No. of Agree- ments	No. of Workers Covered
Logging	2	33,100
Mining	9	4,700
Manufacturing	108	43,400
Transportation and Com- munication	15	6,400
Construction	18	60,600
Public Utilities	6	10,000
Trade	28	1,600
Services	34	3,200
Totals	220	163,000

The proportionately large number of workers in Construction covered by escalator plans results from the extension of agreement terms to all construction workers in particular areas in Quebec under the Quebec *Collective Agreement Act*. One of the two logging agreements is the West Coast master agreement applying to the many employees of numerous operators.

Index Used

It is clearly indicated in the large majority of escalator plans that the index used in making adjustments is the national Cost-of-Living Index as prepared by the Dominion Bureau of Statistics. A small number of agreements in the manufacturing and construction industries provide that

the Dominion Bureau of Statistics index for the city in which the contract applies is to be used.² The index for computing adjustments is not specified in only two of the contracts.

Base Point

Practically all clauses set forth the level of the Cost-of-Living Index to be used as a basis for calculating wage adjustments. Normally, the Cost-of-Living Index at the time of concluding the contract becomes the base point. Where escalator clauses have been carried over from previous contracts, which occurs in a few cases, the base point of the prior agreement is frequently retained. Five agreements, small in terms of the number of workers affected, do not mention a base point in the Cost-of-Living Index.

Adjustment Formula

Almost all contracts define the amount of wage adjustment to be applied for specific changes in the Cost-of-Living Index. For hourly paid employees the common arrangement is to make a cents-per-hour adjustment for specified changes in the index. In other contracts, primarily those in which wages are paid on a weekly or a monthly basis, adjustments are applied to weekly or monthly earnings. A few formulae provide percentage adjustments for specified changes in the index. Table I shows the wide variety of formulae found among the 220 clauses analysed. Of those providing cents-per-hour adjustments, that prescribing a one-cent change for each 1.3 points fluctuation is the most common, both in terms of numbers of agreements and numbers of workers covered. On the basis of a 44-hour week this is the equivalent of 33.8 cents per week for each one-point fluctuation or 30.8 cents per week for a 40-hour week.

An adjustment to weekly earnings of 25 cents per point, a formula widely adopted during the recent war,³ still remains prominent among escalator adjustments to weekly salaries. Many of the clauses, however, as shown in the Table, provide greater adjustments to weekly earnings. The number of escalator clauses which adjust monthly earnings is relatively small, the range of adjustment being from \$1 to \$1.50.

²The Dominion Bureau of Statistics publishes Cost-of-Living Indexes by cities for the following: Halifax, Saint John, Montreal, Toronto, Winnipeg, Saskatoon, Edmonton, and Vancouver (see Table F-2 at the back of this issue).

³LABOUR GAZETTE, April 1941, p. 406 and Nov., 1941, p. 1367.

Industry patterns in the adoption of formulae are not markedly evident, although among the clauses studied the one cent for 1.3 points change in the index formula is predominant in those applying to manufacturing, transportation and communication, and logging firms. Twenty-five cents per week per point is a frequent formula in contracts of the service industries.⁴

⁴An example of the calculation involved in formula designed to maintain the real wages of the worker is found in the plan instituted during 1948 for the workers of the General Motors Corporation in the United States. When the National Consumers Price Index for April 15, 1948 (169.3) was divided by the average wage of the Company at that time (\$1.485), it was found that the employee was being paid 1 cent for every 1.14 points in the index. Consequently, the formula adopted stated that for every change of 1.14 points in the index a change of 1 cent per hour would be made in the wage rates in the plan.

Extent of Increase Necessary to Warrant Wage Adjustment

A number of the clauses examined provide that the index must move two or more points to warrant an adjustment to wages. Thus, although an escalator clause may state that adjustments will be made on the basis of one cent for a one-point change in the index, it may add that adjustments will only be paid for changes of five points or more. Approximately 20 per cent of the clauses analysed, applying to 40 per cent of the total number of workers covered, have provisions of this nature ranging up to adjustments only after fluctuations of 10 points or more have occurred in the index (See Table II).

A minority of plans—34 covering 10,300 workers—make specific provision for index changes which would result in wage adjustments of a fractional amount. These state that fractional adjustments of less than

Table. I.—Adjustment Formulae in 220 Escalator Plans

Formula	No. of Contracts	No. of Workers Covered
<i>Applied to Hourly Rates:</i>		
1 cent per 1 point change in index	11	2,300
1 cent per 1.2 points change in index	2	1,400
1 cent per 1.3 points change in index	70	71,300
1 cent per 1.4 points change in index	3	1,600
1 cent per 1.45 points change in index	4	200
1 cent per 1.5 points change in index	3	400
1 cent per 2 points change in index	6	32,900
3½ cents per 5 points change in index	1	19,100
5 cents per 5 points change in index	9	6,100
Other or percentage change in rates.....	16	2,600
<i>Applied to Weekly Earnings:</i>		
25 cents per 1 point change in index	35	6,400
34 cents per 1 point change in index	12	9,100
35 cents per 1 point change in index	5	700
40 cents per 1 point change in index	9	5,100
40 cents per 1½ point change in index	5	300
42 cents per 1 point change in index	1	100
<i>Applied to Monthly Earnings:</i>		
1.00 per 1 point change in index	4	500
1.10 per 1 point change in index	3	200
1.15 per 1 point change in index	4	500
1.50 per 1 point change in index	3	400
5.40 per 5 points change in index	3	200
Other	5	400
Formula not described.....	6	1,200
Totals	220	163,000

half a cent will be disregarded but those of half a cent or more will be regarded as a whole cent. In other clauses—58 covering 22,000—the possibility of fractional wage adjustments is eliminated by a stipulation that the index must fluctuate the exact amount specified in the formula before an adjustment will be made. Most clauses do not make special provision in this regard, but from their wording it appears that the index must fluctuate the full amount indicated in the formula before a wage adjustment becomes payable.

Frequency of Adjustment

Most clauses examined provide that adjustments will be made only at periodic intervals. If, at any of these times, the index has risen the amount required under the plan since the date of the last adjustment, a further revision will be made. As shown in Table III, a review of the index every three months for possible adjustments to wages is the common practice. Quarterly adjustments predominate in the contracts of the manufacturing and trade industries and are prominent in those of the service industries. The large number of workers entitled to half-yearly cost-of-living adjustments (Table III) is largely accounted for by two logging agreements,

one of which applies to a large bargaining unit of workers. In other industries no trend in this regard is evident. It will be noted in Table III that a substantial portion of the escalator provisions do not mention the times at which adjustments will be made. Presumably the index will be reviewed as it is issued, and adjustments made if it has fluctuated the amount required in the particular plan.

Limitations on Upward and Downward Adjustments

Few of the escalator clauses included in this analysis limit upward adjustments through what is commonly referred to as a "ceiling" provision. Six contracts, small in terms of workers covered, do specify that total increases during the life of the contract will be limited to a maximum number of cents per hour ranging from 3 to 10 cents. One provides that wage rates will be re-negotiated should the index reach a stipulated figure.

On the other hand a "floor" on downward adjustments is a common feature of the plans (See Table IV). Under the plans examined, the most common arrangement in all industries is to state that if the index falls below the base point of the escalator provision no further adjustments

Table II.—Extent of Fluctuations Required in Index before Cost-of-Living Adjustment will be Made

Minimum Change in Index	No. of Contracts	No. of Workers Covered
2 points fluctuation.....	3	400
2½ points fluctuation.....	2	200
3 points fluctuation.....	4	400
4 points fluctuation.....	3	400
5 points fluctuation.....	24	24,100
6 points fluctuation.....	2	9,600
7 points fluctuation.....	1	1,400
10 points fluctuation.....	3	32,750
No provision other than adjustment formula established in contract.	178	93,750
Totals	220	163,000

Table III.—Frequency of Cost-of-Living Adjustments

	No. of Contracts	No. of Workers Covered
Monthly Adjustments	21	2,500
Bimonthly	5	500
Quarterly	107	48,000
Half Yearly	26	46,000
Not Stated	61	66,000
Totals	220	163,000

will be made. That is, a "floor" is established at the level of the base point. A similar arrangement is to specify that wage rates as established in the contracts must not be lowered by downward revisions caused by a declining index. Under most plans these two arrangements amount to the same thing, since the base point in most is the level at the time of contract negotiation. Infrequently rates are allowed to fall somewhat below those established in the contract. A few clauses provide that wages will be subject to re-negotiation if the index drops below the base point. Twenty-three agreements specifically provide that downward adjustments below the base point will be made in the same manner as upward adjustments. It will be noted in Table IV that 37 agreements do not mention a "floor" arrangement. Although it is not specifically stated in these plans that basic contract rates will not be lowered owing to a declining index, it is perhaps significant that they all refer to adjustments as a "bonus".

Adjustments as a Bonus or as Part of Base Rates

A cost-of-living adjustment may take the form of a bonus in addition to, but separate from, basic contract rates or it may be incorporated into the basic rate structure of the contract. The distinction is important. If basic rates are actually adjusted, then all pay of the employee derived from those rates is affected. Premium overtime rates are altered as well as rates for such items as incentive payments, call-in pay, and holiday payments. Where percentage contributions are made by employees for pension or sickness benefit plans, the amounts contributed are also subject to fluctuation. On the other hand, if escalator adjustments are paid as a bonus and are regarded as a separate item from

basic wage rates, they may not be added to base rates for calculating overtime and various payments outside of regular pay.

Although room exists for such important variation in the effect of the cost-of-living adjustment on the pay of the worker, nevertheless many agreements do not specifically set forth the practice that is to be followed.

Among the plans analysed, approximately 20 per cent clearly indicate that escalator adjustments are incorporated in basic wage rates. The remaining agreements all refer to the cost-of-living adjustment as a bonus, but it is apparent that in a number of these also the adjustment is actually treated as part of the basic wage rate.

Only a few plans explicitly state that adjustments are not to be included with basic rates for any purpose of the contract, although it appears that in perhaps the majority of cases this is the practice actually followed. Where it is followed, a further question arises: whether the bonus is to be paid for all hours worked, including overtime, or whether it is to be limited to straight time or other specified hours.

Table V illustrates the variety of ways in which the cost-of-living adjustment is applied in the agreements studied.

Revision in Method of Calculating Official Index

A relatively small number of agreements make provision for voiding the escalator plan should the Dominion Bureau of Statistics make any change in its method of computing the index. Two types of clauses dealing with this matter were, however, part of 31 escalator provisions applying to 14,200 workers. One type states that the plan will be applied only as long as

Table IV.—Lower Limit or Floor on Downward Adjustments

Lower Limit	No. of Contracts	No. of Workers Covered
Base index of the plan.....	110	104,300
Base wage rates of the contract.....	24	4,800
Stated amount below wage rates of the contract.....	2	150
Wage rates to be re-negotiated if index falls below base index of the plan	3	100
No specific provision but contract refers to adjustments as bonuses*	37	13,150
No specific mention of downward adjustments.....	21	2,600
Upward or downward adjustments without limits.....	23	37,900
Totals	220	163,000

*Presumably no adjustment would be made which would lower basic wage rates of a contract.

the index continues to be calculated as at present. The other provides for re-negotia-

tion of the plan should any change be made in the method of computation of the index.

Table V.—Application of Cost-of-Living Adjustments

	No. of Contracts	No. of Workers Covered
Total escalator plans.....	220	163,000
Adjustment stated to be incorporated in basic wage rates or salaries.....	45	41,700
Adjustments stated to be bonuses.....	175	121,300
Paid for all hours worked.....	18	9,500
Not to be considered as part of base rates for any purpose of the contract.....	9	8,700
To be added to base rates for calculating premium and holiday payments.....	4	200
No mention of application in calculating premium payments.....	5	600
Paid for straight time hours, excluding overtime hours.....	17	6,800
Not to be added to base rates for calculating premium payments.....	6	4,500
To be added to base rates for calculating premium and holiday payments.....	1	100
No mention of application in calculating premium payments.....	10	2,200
No provision covering hours to be paid.....	140	105,000
Not to be added to base rates for calculating premium payments.....	17	4,300
To be added to base rates for calculating premium and holiday payments.....	3	200
No mention of application in calculating premium payments.....	120	100,500



The above chart graphically illustrates the numbers of Canadian workers employed in various industries and the proportion of them covered by collective agreements in 1950. (See article on p. 1639.)

Numbers of Workers Affected by Collective Agreements in Canada*

Further increase in number of Canadian workers covered by collective agreements is shown by Department of Labour's annual review for 1950

Slightly more than one out of every three paid workers in Canadian industry during 1950 were covered by a collective agreement, according to the Department of Labour's fifth annual compilation of this subject. At approximately 1,282,000, the total number of workers affected by agreements is 4.6 per cent above the 1949 figure, an advance sufficient to increase the proportion of paid workers covered to almost 35 per cent.

Total figures for this and previous surveys are shown below:—

Year	No. of Workers under Agreement
1946	995,736
1947	1,120,310
1948	1,214,542
1949	1,225,569
1950	1,282,005

The survey shows that certain industries have a higher proportion of workers under agreement than others. For example, about half of the paid workers in the manufacturing industry are affected by agreements. On the other hand, workers under agreement in mining and transportation represent approximately three-quarters of the workers in their respective industries, although forming only 27 per cent of the total covered in all industries. These two industries have a generally longer history of union-management relations than the manufacturing industries.

The percentage of paid workers¹ under agreement in the various industry groups is as follows:—

All industries	34.8
Agriculture	Nil
Forestry	47.0
Mining	72.1
Manufacturing	49.1
Construction	43.9
Transportation & Communication.	77.3
Public Utilities	51.3
Trade	7.0
Service	10.8

Several substantial increases took place in the numbers of workers covered in certain industry groups. In the forestry and logging industry, the rise was almost entirely the result of higher employment in the industry. In asbestos mining, collective agreements which were suspended by the strike in 1949 were once again in force during 1950. In metal mining, the increase is largely the result of the negotiation of agreements by the Porcupine Mine Workers' Union (CCL) in certain mines in Northern Ontario where no agreements had existed for several years.

The workers covered by agreements extended under the terms of the Collective Agreement Act of the province of Quebec number almost 200,000,² the majority of whom are in the manufacturing and construction industries. About a quarter of these are also covered by separate agreements with their employers. The latter workers are counted only once in the total figures used in this study.

As shown in previous surveys, the number of workers covered by agreements in Canada exceeds union membership, which at the end of 1950 was 1,028,521. In fact, the increase in the number of workers covered during 1950 was almost three times that in union membership.³

¹The figures used for numbers of paid workers are from *The Labour Force Quarterly Survey* for the week ended November 4, 1950 (Dominion Bureau of Statistics).

²Under 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.

³For a report on labour organization in Canada, see the *LABOUR GAZETTE*, Sept., 1951, p. 1210.

*No. 17 in the series of Collective Agreements Studies. Reprints will be available soon.

The divergence in these two figures arises from the fact that collective agreements apply to all workers in the bargaining unit—union members and non-union members alike. Only in a comparatively few cases are all workers required to be union members.⁴ Another factor causing a divergence between the two figures is that the present study includes agreements in which the workers are represented by independent local unions, employees' associations or plant councils, most of which are not included in the Department of Labour's survey of total union membership in Canada. Such workers account for 11 per cent of the total under agreement.

Nearly all the agreements known to be in existence in Canada are re-negotiated each year with relatively little disruption to production. Although 4,862 agreements were in force during 1950, only 69 strikes occurred during the life of these agreements, while an additional 55 strikes took

⁴See study of union security clauses, the *LABOUR GAZETTE*, Oct., 1951, p. 1359.

place for the re-negotiation of agreements. The most important of the latter disputes took place in the railway industry.

While some contracts covered only a part of the working force, many others covered more than one firm. The agreements for some of the craft unions, for example, frequently cover only a small part of the working force in the plant. On the other hand, an agreement such as that for the dressmakers in the city of Montreal covers as many as 250 firms.

The statistics included in this article were compiled from information received from employers in the annual survey of wage rates and hours of labour in Canada, supplemented by additional information from employers and unions. In the great majority of cases, then, the number of workers is that reported by individual employers or employers' associations. In the remainder, the unions' estimates were used; these apply mainly to agreements made between a local union and a number of employers each of which employs a small number of workers, e.g., many of the construction trades agreements.

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA 1946, 1949, 1950, BY INDUSTRY

Industry group	1946	1949	1950		Total (a)
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS	995,736	(b)1,225,569	1,133,881	192,228	1,282,005
Agriculture	nil	nil	nil		nil
Forestry, Fishing, Trapping	38,471	43,397	54,193		54,193
Fishing.....	7,671	10,613	9,070		9,070
Forestry and logging.....	30,800	32,784	45,123		45,123
Hunting and trapping.....	nil	nil	nil		nil
Mining (including milling), Quarrying, Oil Wells	48,823	(b)48,312	56,241	40	56,250
Asbestos mining.....	3,984	551	4,543		4,543
Coal mining.....	23,254	22,332	21,788		21,788
Metal mining.....	19,358	(b)22,020	26,337		26,337
Other mining.....	267	528	696	40	705
Oil and gas wells.....	842	859	772		772
Quarrying, sand pits.....	1,118	2,022	2,105	(c)	2,105

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA
1946, 1949, 1950, BY INDUSTRY**

Industry group	1946	1949	1950		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total(a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing	494,187	(b) 591,732	569,591	84,220	618,613
<i>Vegetable Foods</i>	24,623	26,322	22,950	322	23,253
Biscuits, confectionery, cocoa.....	1,233	4,747	4,560	.....	4,560
Bread and bakery products.....	8,977	6,189	4,906	322	5,209
Flour and feed.....	2,506	3,383	3,285	.....	3,285
Fruit and vegetable products.....	6,790	6,556	4,602	.....	4,602
Sugar products.....	2,286	2,741	3,037	.....	3,037
Other vegetable foods.....	2,831	2,706	2,560	.....	2,560
<i>Other Vegetable Products</i>	31,940	32,510	34,408	.....	34,408
Aerated and mineral waters.....	46	45	45	.....	45
Liquors, wines, beer.....	9,082	10,233	10,679	.....	10,679
Rubber products.....	16,638	15,506	16,969	.....	16,969
Tobacco, cigars, cigarettes.....	6,174	6,726	6,715	.....	6,715
<i>Animal Foods</i>	22,575	21,864	19,486	.....	19,486
Butter, cheese, condensed milk.....	798	894	799	.....	799
Fish products.....	4,762	6,571	4,800	.....	4,800
Meat products.....	17,015	14,399	13,887	.....	13,887
<i>Leather and Fur Products</i>	25,669	26,244	15,000	18,802	27,669
Boots and shoes.....	14,175	15,205	5,616	13,285	16,022
Fur products.....	4,312	5,117	4,851	3,902	5,598
Gloves.....	2,307	1,528	389	1,085	1,418
Harness and repair.....	41	nil	nil	.....	nil
Shoe repair.....	nil	7	nil	.....	nil
Tanning.....	3,691	3,226	2,788	530	3,275
Other leather products.....	1,143	1,161	1,356	.....	1,356
<i>Textile Products</i>	76,850	94,333	87,553	31,682	102,611
Awnings, bags, tents, sails.....	456	81	166	.....	166
Carpets, mats, rugs.....	535	812	725	.....	725
Cordage, rope, twine.....	982	739	765	.....	765
Cotton cloth, yarn, thread.....	17,400	22,299	24,980	.....	24,980
Hats and caps.....	4,882	3,609	2,727	1,453	2,843
Hosiery and knitted products.....	5,514	8,354	9,575	.....	9,575
Men's and women's furnishings, n.e.s.....	2,850	5,942	6,912	725	7,262
Silk and artificial silk.....	3,344	6,730	6,675	.....	6,675
Suits, coats, garments (including tailoring).....	32,932	36,297	24,418	29,504	39,010
Woollen cloth, yarn.....	6,709	7,020	7,387	.....	7,387
Other textile products.....	1,246	2,450	3,223	.....	3,223
<i>Wood and Paper Products (including printing)</i>	96,560	(b)123,227	115,939	17,178	127,245
Boats and canoes.....	nil	nil	nil	.....	nil
Boxes, baskets, barrels.....	1,167	2,356	2,037	.....	2,037
Carriages, wagons, sleighs.....	nil	202	291	.....	291
Furniture, upholstering and repair	6,968	9,571	5,222	5,488	9,571
Paper products.....	8,875	(b)13,641	11,827	3,101	14,170
Photography.....	nil	nil	nil	.....	nil
Printing, publishing, engraving... Pulp and paper.....	18,104	22,351	19,651	7,610	23,604
Saw and planing mill products.....	37,697	41,031	42,371	.....	42,371
Other wood products.....	21,573	32,183	32,653	979	33,314
	2,176	1,892	1,887	.....	1,887

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA
1946, 1949, 1950, BY INDUSTRY**

Industry group	1946	1949	1950		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Concluded)					
<i>Iron and its Products</i>	155,618	164,683	163,665	13,558	171,903
Aircraft.....	6,903	6,510	8,045		8,045
Automobiles and cycles.....	25,734	34,346	39,134		39,134
Automobile repair (including garages).....	(d)9,754	(d)10,480	3,842	(d)8,268	(d)10,965
Blacksmithing.....	nil	nil	nil		nil
Boilers, engines, machinery, n.e.s.	16,758	23,174	23,073		23,073
Farm machinery and implements	10,694	10,520	10,540		10,540
Firearms and guns.....	nil	85	101		101
Foundry products.....	14,826	18,514	20,300		20,300
Hardware and tools.....	2,116	5,968	6,363		6,363
Munitions, n.s.....	nil	nil	nil		nil
Primary iron products.....	16,091	17,163	18,294		18,294
Railway rolling stock and repair.	4,722	7,580	4,278	2,100	4,645
Sheet metal products and repair..	8,994	8,963	9,249	2,470	9,287
Shells and bombs.....	nil	42	51		51
Shipbuilding and repair.....	11,771	8,047	6,852		6,852
Tanks and universal carriers.....	nil	nil	nil		nil
Wire and wire products.....	3,202	6,624	7,176		7,176
Other iron products.....	4,053	6,667	6,357	720	7,077
<i>Non-ferrous Metal Products</i>	50,339	(b)61,434	66,636	595	67,231
Brass and copper products.....	4,889	4,922	5,160		5,160
Electrical products and repair....	25,046	(b)32,214	35,183		35,183
Jewellery, watchmaking and repair.....	1,201	1,832	1,087	595	1,682
Non-ferrous metal smelting, refining.....	8,890	9,645	10,830		10,830
Other non-ferrous metal products.	10,313	(b)12,821	14,376		14,376
<i>Non-Metallic Mineral Products</i>	15,795	(b)19,352	21,324	843	22,167
Asbestos products.....	708	1,230	1,652		1,652
Brick and tile.....	1,606	1,794	1,737		1,737
Glass products.....	3,353	2,129	4,257		4,257
Lime, plaster, cement.....	1,889	3,292	3,645		3,645
Monumental and building stone..	615	1,140	176	(c)843	1,019
Petroleum products.....	4,750	(b)6,475	6,318		6,318
Pottery and china.....	701	1,305	1,304		1,304
Other non-metallic mineral products.....	2,173	1,987	2,175		2,175
<i>Chemical Products</i>	11,325	15,114	15,988	1,230	15,988
Drugs and medicines.....	1,148	939	872		872
Explosives and ammunition.....	862	1,410	1,457		1,457
Paints and varnishes.....	2,367	2,662	2,638	1,230	2,638
Soaps and toilet preparations.....	923	1,369	1,458		1,458
Other chemical products.....	6,025	8,734	9,563		9,563
<i>Miscellaneous Products</i>	2,893	6,649	6,652		6,652
Electricity, Gas and Water Production and Supply	15,754	20,940	24,134		24,134
Electric light and power.....	13,837	18,188	21,407		21,407
Gas.....	1,917	2,752	2,727		2,727
Water.....	(e)	(e)	(e)	(e)	(e)
Construction (f)	96,873	127,632	51,876	78,530	129,202

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA
1946, 1949, 1950, BY INDUSTRY—Concluded**

Industry group	1946	1949	1950		Total(a)
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Transportation and Communication	232,248	(b)280,634	275,448	8,490	278,893
Air transportation.....	2,590	4,356	4,513	.....	4,513
Cartage and trucking.....	2,563	12,259	8,159	3,618	11,179
Electric railways and local bus lines	20,149	22,562	21,658	.....	21,658
Radio broadcasting.....	70	92	100	.....	100
Steam railways (including express)..	139,298	157,535	157,888	.....	157,888
Storage.....	1,837	4,111	2,240	.....	2,240
Taxicab and inter-urban bus lines..	3,475	5,041	5,319	.....	5,319
Telegraph systems.....	4,178	5,062	4,955	.....	4,955
Telephone systems.....	20,348	31,810	34,437	.....	34,437
Water transportation (including stevedoring).....	37,740	(b)37,685	36,049	4,872	36,604
Other transportation and communication.....	nil	121	130	.....	130
Trade	(d)20,828	(d)36,205	26,423	11,444	36,315
Finance and Insurance	(g)	(g)	nil	(g)	(g)
Service	48,552	(b)76,717	75,975	9,514	84,245
Professional establishments.....	6,175	(b)11,854	10,488	5,801	15,045
Public.....	26,067	42,389	46,078	127	46,205
Recreational.....	280	1,051	596	.....	596
Business.....	nil	nil	nil	.....	nil
<i>Personal</i>	<i>16,030</i>	<i>(b)21,423</i>	<i>18,813</i>	<i>3,586</i>	<i>22,399</i>
Barber and hairdressing.....	4,866	3,114	595	3,101	3,696
Domestic service.....	nil	nil	nil	.....	nil
Laundering, dyeing, cleaning, pressing.....	900	2,310	1,788	.....	1,788
Hotels, restaurants, cafes, taverns	9,865	14,398	14,499	250	14,749
Undertaking.....	233	232	nil	235	235
Other personal service.....	166	1,369	1,931	.....	1,931

(a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated.

(b) Revised.

(c) This agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service-Public".

(f) Agreements for construction workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

(g) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

CIO's 13th Annual Convention

Delegates voice strong protests against the Government's wage control policies. Administration speakers fail to change the convention's opposition. AFL's proposal for merger is rejected by Philip Murray

Strong protests against the Government's present wage control policies were voiced at the 13th annual convention of the Congress of Industrial Organizations, held in New York city from November 5 to 9. Delegates representing some 5,500,000 union members also passed resolutions regarding civil rights and liberties, labour unity, political action and racketeering.

Despite the appearance at the convention of several leading members of the Government's anti-inflation administration, and their request for moderation on the part of labour in wage demands, it is reported that unions will seek above-the-ceiling increases in future contract negotiations.

Pre-Convention Reports.—The resolutions committee of the CIO unanimously approved a declaration that wages were being held down while prices and profits were not subject to any effective Government restraint. This committee is headed by Walter Reuther, president of the United Auto Workers, and includes officers of all key CIO unions. Among its members are two labour representatives of the Wage Stabilization Board, Emil Rieve, president of the Textile Workers Union, and Joseph A. Beirne, president of the Communication Workers of America.

The committee also called upon the Wage Stabilization Board to avoid interference with pay increases negotiated through collective bargaining. The committee specifically singled out the Board's failure to act upon an above-the-ceiling increase of 12 cents per hour for workers employed by the major tire companies. The United Rubber Workers had negotiated contracts calling for the pay increases three months ago.

In another pre-convention development, the CIO international relations committee drew up a program for spreading free trade unionism in Europe, Asia and Africa and renewed its warning that too few of the benefits of American aid were going to workers overseas.

Jacob S. Potofsky of the Amalgamated Clothing Workers, chairman of the committee, stressed that the CIO wished to continue co-operative relations with the AFL in carrying on activities for the benefit of foreign workers.

The CIO Political Action committee, in preparation for the convention, made plans to concentrate labour's voting strength in 1952 upon 100 marginal seats in the House and 11 in the Senate, where the incumbents were elected to office by 55 per cent of the vote or less. Fifty-five of the House seats are held by Republicans and forty-five by Democrats. In the 11 Senate seats, three of the present Senators are Democrats and eight are Republicans.

To carry through its political action campaign, the committee will begin, after the first of the year, a drive to raise \$1,375,000, or one dollar from every fourth member of the Congress.

President Philip Murray.—Mr. Murray's report contained a ten-point economic program calling for stronger anti-inflation measures based upon the principle of equality of sacrifice. It reiterated the CIO's hostility to Communism and promised its support to policies intended to "preserve, expand and strengthen the democratic institutions of the free world."

Referring directly to the CIO's dislike of the present wage regulations, Mr. Murray stated: "The working population of America is in no mood to accept a one-sided, discriminatory form of regulation that operates solely against those who work for a living.

"I know that the workers of the country are prepared self-sacrificingly and uncomplainingly to give of their all if the same standard is applied to all. I think every right-thinking citizen in America wants all-out complete equality of sacrifice. They do not want to shirk these issues and flirt with price control while using the dagger in the back of the wage-earner through the regulations enforced by the Wage Stabilization Board."

Mr. Murray condemned certain groups within Congress for placing the burden of rearmament upon labour.

Address of President Truman.—President Harry S. Truman, unable to attend the convention in person, sent the delegates an address in which he asked labour to help the nation to reach its goal of peace and security in the world today. Mr. Truman stated: "The coming year will be

a crucial year for all of us—there are some vital things we must succeed in doing if we are to advance towards peace and security for ourselves and all free people everywhere.”

Pointing out the need for steady and increased production on the part of the nation, the President said: “First, we must get our own defence production program rolling in high gear—and we must find the way to do this without renewed inflation. This means steady production. It means restraint and responsible actions by businessmen and farmers and workers, too. It means an unremitting fight for the laws we need to do a good, strong anti-inflation job.”

Mr. Truman also asked labour to remember that the task of the United States was to help build up the strength of its allies as well as its own potential. Mr. Truman remarked, “. . . we must make sure that our allies overseas continue to get the help they need to make their full contribution toward security and progress for the whole free world. This means not only military aid—though that is vital—it also means real programs of economic and technical assistance. It means helping our European allies maintain decent living standards. It means a steadily increasing emphasis on the concept of Point IV, so that the underdeveloped countries can move faster to make freedom really meaningful for their own people.”

Other Speakers.—One of the principal Administration speakers to address the convention was Michael V. DiSalle, Director of the Office of Price Stabilization. Mr. DiSalle warned the delegates that labour must temper its demands in order to avoid another round in the inflationary spiral. Mr. DiSalle pointedly said that labour could not increase its “slice of the nation’s pie” without upsetting the anti-inflationary program. He warned that strong unions would have to temper their demands during the defence period to avoid winning gains at the expense of other workers. In this respect Mr. DiSalle said: “It is obviously impossible to base wage policy under controls upon the strength or weakness of unions. Neither can wage policy be based upon the employer’s ability to pay.

“If wage increases are granted only where employers can absorb them and denied where prices increases would be required, all equity disappears from the wage policy.

“Actually, if excessive wage increases are granted in industries where employers can absorb them, it is impossible to prevent similar wage increases in other industries where employers may be unable to absorb them. Thus, an excessive wage increase, granted in an industry which does not require price relief, either creates injustice if other unions are held down, or leads directly to inflationary price increases in other areas.”

Eric Johnston, Economic Stabilization Administrator, also addressed the delegates to the convention. Mr. Johnston told them that wages had to be kept within bounds if the cost of living was similarly to be kept within bounds. He asked industry, labour and the farmer to co-operate with the Government in holding a stabilized line on prices, rents and wages.

Referring to the efficacy of wage stabilization, Mr. Johnston stated that “the wage line is not a frozen line, but neither is it a sieve for wage inflation. The wage policies are fair, assuring stability in real earnings, while providing a strong framework of over-all wage stabilization.

“In living with the wage policy, labour makes a good bargain. It trades something for something. For wage adjustments which are less in many cases than the traffic would bear, it receives in return the assurance of stability and that means the maintenance of real wages.”

Nathan P. Feinsinger, Chairman of the Wage Stabilization Board, defended the policies of wage stabilization before the delegates. He stated that the policies were designed to encourage collective bargaining but at the same time there could be no real wage stabilization if the Board simply became a “rubber stamp” for approving increases that labour and management had agreed upon.

Labour Unity.—The CIO ruled out any possibility of union with the AFL on the proposals laid down by the AFL at its convention in San Francisco in September. Mr. Murray charged that the AFL was still dominated by the philosophy of craft unionism and was interested only in unity that would permit the crafts to carve up the CIO’s industrial unions.

The CIO has insisted that joint action on matters of mutual concern offered the most desirable approach to eventual unity. The AFL, on the other hand, has turned down joint action at the national level until organic unity had been attained.

Mr. Murray regretted the AFL’s decision to withdraw from the United Labour Policy Committee. He referred to this Committee

as "the most hopeful display of labour unity this country has ever seen," He accused the AFL of operating under the misconception that the CIO was ready to let itself be assimilated by the craft unions.

"I do not believe," Mr. Murray said, "that the leaders and members of the Congress of Industrial Organizations want organic unity on the only terms which the leaders of the AFL are apparently ready to offer—an organic unity in which the glorious record of industrial unionism will be subject to overriding by the craft union philosophy which still dominates the AFL."

(The AFL at its convention in San Francisco had endorsed a resolution calling for the outright merger of the CIO and the AFL and had stated that co-operating on legislative and economic matters was no substitute for union.)

Resolutions.—Several resolutions passed by the convention condemned the present wage stabilization program, warned organized labour to be on its guard against racketeering within its ranks, called for stronger state and federal measures to achieve equality among America's minority groups and criticized certain federal agencies charged with loyalty investigations.

Referring to wage and price controls, the CIO's resolutions committee stated that it would "reject any system of control which places the burden of sacrifice upon the workers of this country."

The convention's wage resolution was accepted by the leaders of every key affiliate and declared that wages were the only element in the economy subject to rigid control.

It criticized the Wage Stabilization Board for delays in the disposition of cases and for "tampering" with the results of collective bargaining.

The wage resolution continued: "We wish to make clear, however, that we shall never submit to discriminatory wage freezes or unfair policies of any other kind which will threaten the standard of living and the hard won collective bargaining advances of free American labour or will undermine the fundamental rights of workers to organize, to bargain collectively and to take concerted action for their mutual aid and protection."

Racketeering, which has been subject recently to a nation wide exposé by the Kefauver Committee, was also the subject of a convention resolution. The delegates were called upon to stamp out any racketeering within their ranks and to

guard against any corruption. CIO affiliates, were cautioned to be on the lookout for "racketeering operators" who might try to use unions for illegal purposes.

Referring to the expulsion of 11 Communist-dominated unions from the CIO, the resolution stated that "We are ready to act with similar firmness against any evidence of corruption that may ever arise within our ranks."

Civil liberties and rights received considerable attention by the convention delegates. During a civil liberties discussion, Mr. Murray attacked union members who "are just as bigoted against the Negro as the Ku Klux Klan ever dared to be."

As a means towards defeating bigotry and discrimination, Mr. Murray advocated organizing the unorganized, political action and education. He also appealed to Negro workers to join the union to work towards the attainment of these goals.

The first civil rights resolution presented to the convention urged each union affiliate to set up a human rights committee, demanded the repeal of Senate Rule 22, which permits filibustering, called for the passage of a Federal fair employment practices act and similar state acts, advocated a federal anti-lynching bill, an end to poll taxes, modernized federal civil rights laws and safeguards against segregation in all federal appropriations for state aid.

The second civil rights resolution dealt with civil liberties and internal security. It condemned the recent Supreme Court decision upholding the conviction of 11 Communist leaders under the Smith Act as a "grave blow to America's precious heritage of freedom of speech."

Referring to freedom of speech, the resolution stated, "We detest the men who were convicted, and despise the ideas they spew forth; but their conviction and imprisonment, not for conspiring and attempting to overthrow the Government by violence but solely for conspiring to 'teach and advocate' the 'prophiey' of such overthrow is a threat to the free speech of all free men."

Election of Officers.—Philip Murray was re-elected President of the CIO for his 12th consecutive term. Secretary-Treasurer James B. Carey was also re-elected, as were the nine vice-presidents, headed by Allan S. Haywood. Haywood will assume the position of executive vice-president to the Congress, making him second only to Murray in rank.

World Congress of the International Society for the Welfare of Cripples

Society holds first international meeting since 1939. Four Canadians among the 600 delegates. Rehabilitation of the crippled considered

The first general international meeting of the International Society for the Welfare of Cripples since 1939 was held in Stockholm, Sweden, between September 9 and September 14. The Congress, which was attended by over 600 delegates from over 30 countries, considered rehabilitation programs for the disabled and the problems that affect the handicapped, particularly the difficulties of those who are crippled.

Of the delegates present at the Congress, 22 were from Australia and New Zealand, 10 from South Africa, 84 from the United States, 135 from Northern Europe, 15 from Southern Europe, 260 from the Scandinavian countries and 75 from Great Britain.

Canada was represented by H. C. Hudson of the National Employment Service of the Unemployment Insurance Commission and R. W. Hopper, Executive Director of the Ontario Society for Crippled Children. Two Canadian visitors, Dr. J. Berkeley and Miss Marjorie Spence, attended the conference as delegates.

The Congress was officially opened by the Prime Minister of Sweden and was welcomed by Konrad Persson, President of the Congress and Director of the Royal Board of Pensions for Sweden.

In discussing international action on behalf of the physically disabled, Dr. Harold Balme, Consultant Adviser on Rehabilitation to the United Nations and the World Health Organization, indicated how the United Nations was developing co-operation and co-ordination in dealing with the wider aspects of rehabilitation. He pointed out that this was a logical development of the work done by the International Society for the Welfare of Cripples, the International Labour Office and the governments and organizations concerned with the care of the disabled at the local or national level.

The delegates heard a description of the rehabilitation program in effect at Vauxhall Motors Limited, England, by Dr. A. R. Thompson and H. H. Newell. They pointed out that it was the policy of the company to return an employee to work

at the earliest possible moment. Many workers had been back on the job the day after suffering a broken arm or leg.

The same two delegates noted that an important factor in the Vauxhall rehabilitation scheme was the use of the Perspex splint for workers suffering breaks and fractures. Where plaster casts are cumbersome, and usually immobilize the whole limb affected, the new splint holds the joint securely but at the same time permits motion and the ventilation of the rest of the limb. In addition, this splint allows the doctor to watch the healing process at all times.

During the sessions of the Congress, delegates saw demonstrations of technical aids for the disabled, including some in which adjustments were made to machines to permit certain operations to be carried out by use of the hand rather than by the foot, and vice versa. Such aids as strong rails in bedrooms for the use of paraplegics and various types of automobiles and wheelchairs for the crippled were shown to the delegates.

One of the final sessions of the Congress considered the employment of the disabled and the handicapped. G. C. H. Slater, Assistant Secretary to the Ministry of Labour and National Service in Great Britain, described the operation of the compulsory quota system for the employment of the handicapped in his country. Vernon Banta, Technical Adviser on the Handicapped in the United States Department of Labour, described how the President's program for the "National Employ the Handicapped Week" had become an all-year concern and indicated the increased support it was receiving from various community groups.

The other main speaker on this topic was Mr. Hudson, the Canadian Government's delegate. Mr. Hudson emphasized the manner in which the National Employment Service endeavoured to secure interest in the problems of the disabled. He made reference to the Councils for the Guidance of the Handicapped at Vancouver and Montreal.

The Congress passed resolutions commending various agencies and organizations for their interest in and action on behalf of the disabled. These included: the General Assembly of the United Nations, the World Health Organization, the United Nations International Children's Emergency Fund, the United Nations Educational, Scientific and Cultural Organization, the International Refugee Organization and the International Labour Office. A succeeding resolution urged national societies engaged in rehabilitation work to extend the strongest possible support to these international bodies. National rehabilitation societies were also urged to investigate the possibilities of obtaining and distributing

additional statistical and sociological material regarding the extent and effect of physical disability.

In a final resolution the Congress called attention to the unsatisfactory condition which exists in many countries regarding the treatment and rehabilitation of spinal paraplegics. The Congress recommended that a standing advisory committee should be established to "encourage the setting up of an organization of spinal units equipped with adequate facilities for research, medical treatment and social and industrial resettlement of spinal paraplegics."

Konrad Persson of Sweden was elected president of the Society at the last business session of the Congress, succeeding Dr. Kessler of the United States.

ICFTU Seeks Reforms in Underdeveloped States

The establishment of labour's rights and of progressive labour relations is fundamental to the successful growth of underdeveloped areas, according to the world's free trade unions.

The International Conference of Free Trade Unions maintains that urgent reforms needed are: the freeing of trade unions from all controls and interference (governmental or otherwise); the right to bargain collectively and to strike; outlawing of unfair labour practices; and workers' wages sufficient to secure the necessities of life and ultimately to raise the standard of living.

These views were addressed by Alfred Braunthal, ICFTU representative, to the 13th Session of the Economic and Social Council. They are reproduced in a recent ICFTU *Information Bulletin*.

Other factors considered basic to the development of the "have-not" countries are social security legislation, improved public health services, civil liberties, equality of rights for women, education for the masses.

The ICFTU, stated Mr. Braunthal, has always stressed that development of underdeveloped states requires the coinciding of two factors. The first is progressive and sustained action by the governments and peoples of the countries in question. The

other is outside financial and technical aid which, to be most effective, should be organized on an international scale.

With regard to the latter, the ICFTU stated that it "wholeheartedly welcomed and endorsed a report prepared by a group of experts appointed by the Secretary-General of the United Nations. The report referred to, *Measures for the Economic Development of Underdeveloped Countries*, "recognized (for the first time) the need for concrete international financing activities . . .," the ICFTU spokesman stated.

The UN experts' report also called for other forerunners to effective development. These included abolition of privileges based on race, colour, caste or creed; progressive taxes; and a program of mass education.

It further suggested that up to \$3,000 million per year be transferred from advanced to underdeveloped countries as grants-in-aid and that up to \$1,000 million be loaned to them by the International Bank for Reconstruction and Development.

At the Second World Congress of the ICFTU, Mr. Braunthal stated, a resolution was passed appealing to the UN Economic and Social Council to adopt the program. He said that the free trade unions, both in the economically underdeveloped and advanced countries, were agreed on the necessity of these reforms and were prepared to promote them.

Wage Stabilization Policy in the U.S.

Retiring Wage Stabilization Board chairman reviews wage stabilization program; gives reasons for main regulations, outline of future policy

The retiring chairman of the Wage Stabilization Board, George W. Taylor, on August 29 made a report to the Economic Stabilization Administrator in which he reviewed the activity of the Board during his chairmanship and explained the policies of the Board in the past and for the future.

His report describes the situation on May 8, 1951, date of reconstitution of the present 18-member Wage Stabilization Board, which includes representatives of labour, management and the public. Its predecessor had ceased to function February 15 when the labour members withdrew. Seven regulations of the original nine-member Board and three others issued by the Economic Stabilization Administrator were already on the books; but these represented only a start on the complicated problem of regulating wages.

Both the original and the present Board considered that wage stabilization comprised two tasks. The first was to "unscramble" the wage inequities built up during 1950. The second was to frame long-range policies designed to ensure wage stability and contribute to the nation's anti-inflation and mobilization effort. Mr. Taylor considers that the present Board, after nearly four months of operation, has virtually completed the first task and has made much progress in the development of a long-range program, although much remains to be done.

Organization

The report goes on to review the work accomplished by the Board since May 8. It has issued five new General Wage Regulations and made major revisions to two others. An important achievement has been the development of its administrative organization in Washington and throughout the country. The Board has established 14 regional offices to help speed case processing, to provide information sources on local levels, and generally to facilitate the operation of the national program. Each regional office will be manned by 12-member tripartite Boards composed of four public, four industry and four labour representatives as well as an adequate staff of specialists.

Enforcement

A new feature of the Board's organization is the three-member National Enforcement Commission already established and the similar commissions being set up in the regional offices. The enforcement and litigation division of the Board will direct investigations and deal with prosecutions, while the enforcement commissions will sit in a quasi-judicial capacity to determine whether there have been violations and what penalties should be invoked. The program of enforcement is designed to ensure that those who comply with wage regulations are not put at a disadvantage. During September, 2,500 investigations were authorized. The Board views most seriously deliberate violations of wage regulations in order to meet manpower problems at the expense of other competitors. Serious penalties are provided for such cases in the Defence Production Act, including a \$10,000 fine or one year in jail or both, denial of the illegal wage payments for income tax purposes and withholding of materials priorities.

During Mr. Taylor's chairmanship, the Board was faced with a backlog of cases from every part of the country. The appointment of a tripartite Review and Appeals Committee and of various sub-committees and commissions to deal with particular issues or industries speeded up the disposition of these cases. From May 8 to August 17, 3,579 petitions for wage adjustments were decided. Of these 2,813 were approved, 113 partially approved, 41 given modified approval, and 612 not approved. The current backlog includes 7,298 petitions. New petitions are now being sent to the regional offices, so that the previous steady increase in the number of cases pending before the Board should be arrested.

Labour Disputes

Mr. Taylor explains the new function given to the reconstituted Board of limited jurisdiction in labour disputes. After collective bargaining, mediation and conciliation have failed, the Board may have jurisdiction if a dispute is submitted to it by agreement of the parties concerned or referred to it by the President, but the

Board does not have the right to intervene in a dispute on its own motion. Mr. Taylor considers that, since collective bargaining during a national emergency is subject to the restraints of wage stabilization, it is proper for the Government to provide supplementary machinery for settling disputes having an impact on the mobilization effort, not, however, by-passing nor replacing procedures established by law. Several disputes have been submitted to the Board by the President.

Long-Range Objectives

However, the report states that 99 per cent of the Board's attention has been devoted to wage stabilization. Mr. Taylor goes on to discuss its long-range objectives. The Defence Production Act requires that the program to achieve wage stability be carried out in accordance with three other aims: the preservation of industrial relations stability, the preservation of collective bargaining to the fullest possible extent and the fostering of maximum defence production. The policies developed by the Board must, therefore, represent a balancing of four objectives. No arbitrary wage freezing or single formula such as a 10 per cent ceiling for wage adjustments would be adequate, since glaring wage inequities would still exist to cause employee dissatisfaction and resulting loss of production. Mr. Taylor points out that lower production could aggravate inflationary tendencies just as seriously as increased purchasing power resulting from wage increases and continues:—

Wages provide purchasing power. But they also have other economic functions to perform. When people are paid sensibly in accord with the work and skill involved, there then exists an incentive to production. That is also the basis for stable industrial relationships. The kind of a wage stabilization program that is needed is one which will regulate wage movements in such a way as to minimize inflationary pressures, buttress price controls and prevent manpower "pirating" while retaining the flexibility necessary to correct hardships and inequities and encourage maximum industrial output.

Wage Adjustment

Mr. Taylor then discusses the tangled wage situations created in 1950, when inflationary fears caused employees to seek, and employers to grant, wage increases in anticipation of rises in the cost of living and tightening of manpower. Wage increases during the year ranged from five to 15 cents an hour and even higher; finally, in January, 1951, the coal industry provided

an increase of 20 cents an hour. About 40 per cent of wage-earners received no increase at all during the same period. The Government arbitrarily froze wages on January 25, 1951, and gave the job of restoring reasonable equity in wage relationships to the Board.

The report describes the three policies adopted by the Board for this task. The first was the 10 per cent formula contained in Regulation 6, which provided that any employer who had not increased wages 10 per cent after January, 1950, might raise them to that level without further permission from the Board. It did not mean that wages must be increased, nor that a 10 per cent ceiling was set, but that increases beyond that figure must have the prior authorization of the Board.

Regulation 6 also contained the "base date abnormality policy". If in the base period of January, 1950, the wages paid by a company or industry were grossly out of line with their normal relationships, application could be made to the Board for a more appropriate base period against which to measure the 10 per cent allowance. Relatively few industries were found in that situation and most of these were seasonal. Also in this category was shipbuilding, which had been a depressed industry at the beginning of 1950. Increases beyond 10 per cent were approved for railroad trainmen, since they had been negotiating for an adjustment for two years. Regulation 6 also permitted increases beyond 10 per cent if necessary to meet serious manpower shortages in vital defence industries, but this policy has been used sparingly.

The third provision for the elimination of wage inequities was the "tandem" policy set forth in Regulation 10 issued by the Economic Stabilization Administrator. This allowed a plant which traditionally follows another company's leadership in the timing and amount of wage changes to continue the process of catching up which the wage freeze had interrupted, so that the balance between them is maintained. The "tandem" regulation also allowed a company to re-establish the normal wage ratio among its various departments.

With reference to long-range policies, one problem will be how to deal with manpower shortages. The Board has worked out procedures for allowing the use of wage increases to attract and retain workers in critical labour-shortage situations. Such a method may be adopted only in "rare and unusual" cases, where the interested government procurement

agency and the Defence Manpower Administration certify that the national interest requires a preferred situation for a particular industry, and where all other efforts are unavailing. The Board will give careful consideration to the findings of these other agencies, but reserves the right to make the final decision in each case.

Another problem is how to adapt wage stabilization rules to the constant intra-plant adjustments necessary for smooth-functioning operation. General Wage Regulation 5 (Revised) sets the standard under which employers may provide for merit and length-of-service increases, promotions and transfers, so that these adjustments will result in better performance and higher production, and yet not have an unstabilizing effect.

Cost of Living

A third problem is how to adjust wages in relation to a changing cost of living. Early regulations of the Board presented two different approaches to the problem of general wage movements. Regulation 6 tied wage adjustments to a January, 1950, base date, while Regulation 8 approved the operation of escalator clauses negotiated prior to the wage freeze tying wages to the cost of living. The Board re-examined its basic policy, and on August 2 adopted unanimously an important new plank in the wage stabilization program, which provides that the wages of all workers, organized, or unorganized, are permitted to be related to the cost of living.

Escalator clauses covered from three to four million workers. Since nullification of these clauses would have meant industrial strife and the upsetting of collective bargaining agreements, the Board considered that its approval of the clauses was consistent with its responsibility for preserving industrial relations stability, collective bargaining to the fullest possible extent, and maximum defence production. Approval of existing escalator clauses necessitated the extension of permission for wage adjustment in relation to increased living costs to all workers. Regulation 8 (Revised) allows employers and unions to decide how they will make this adjustment, whether by escalator clauses, contract re-opening clauses, or some other device.

Escalator clauses in effect before the January 25, 1951, freeze date may be continued. New escalator clauses may be negotiated, if they do not allow the wage percentage increase to exceed the percentage increase in the Bureau of Labour

Statistics Consumers Price Index or another price index acceptable to the Board, and if they provide for wage reductions if prices are reduced. The downward adjustment need not go below the level at the time the escalator provision was adopted.

Another possible method of adjusting wages in relation to living costs is the periodic re-opening of contracts. Where there is no escalator clause, an employer may put into effect no more frequently than every six months a wage increase to compensate for the change in the cost of living from January 25, 1951, to the date of the adjustment. Increases made under this arrangement do not have to be adjusted downward if the BLS price index declines.

Where an employer or an employer and a union believe that hardships or inequities exist because of a decline in the real value of wages, due to a rise in an acceptable index from a base period after January 15, 1950, application may be made for the approval of a subsequent base date for the purpose of correcting such hardships or inequities. Mere differences in wage levels between plants or companies do not in themselves represent inequities.

Mr. Taylor says of the new policy that it cannot result in any immediate upheaval in wages, since the BLS index has risen only a little over two per cent since last January, and that the stability of wages in the future depends on the degree of stability achieved in the cost of living.

Policies Being Shaped

The report refers to other aspects of wage stabilization for which complete policies have not yet been developed. These include pension, health, and welfare programs, commission earnings, productivity or annual improvement factors, price-exempt industries, job evaluation plans, and incentive plans. Mr. Taylor reports that the Board, assisted by a six-member tripartite committee of experts, is currently preparing standards under which health, welfare and pension programs will be allowed. Another tripartite panel is studying the problem of applying wage stabilization to commission earnings.

Another problem is inter-plant wage adjustment, an issue which is involved in the largest number of cases before the Board. When manpower is short and profits good, as in the current mobilization period, the differences between occupational wage rates among various plants in a given area tend to narrow. The policy finally adopted by the Board is expected to allow

for the reduction of inter-plant differences which would mean hardships to small and medium-sized companies and would prevent low-wage plants from filling their defence production orders.

A wage increase that does not result in higher production costs is not inflationary, and should be encouraged in the program of wage stabilization. The future policy of the Board on productivity or annual improvement factor will be based on this

fact. The Board has already approved certain contracts in the automobile industry which provided for annual increases in recognition of increased productivity, while guaranteeing that the employer would not seek to raise prices. The nation has a vital stake in higher production with lower costs, so that any incentive payments which help to save unit labour costs, produce more goods and reduce prices are valuable.

Health and Welfare Plans in the United States Automobile Industry

Automobile industry provides outstanding example of rapid extension and development of health and welfare plans in United States economy

Extension and development of health and welfare plans in industry in the United States during the past few years has been rapid. Using the automobile industry as an example, the *Monthly Labor Review*, published by the Bureau of Labor Statistics, United States Department of Labor, in an article in the September issue, examines 60 collective agreements containing provision for health and welfare programs for workers in the industry.

Many plans had existed prior to their inclusion in labour-management contracts, the article points out, but in several instances prolonged bargaining and at times court decisions were necessary for the successful negotiation of such plans. In one particular case, the National Labor Relations Board ordered a company "to refrain from taking any action with respect to its group health and accident insurance program which affects any of the employees in the unit represented by the union, without prior consultation with the union and, in addition . . . to bargain collectively with the union upon request."

With the general increase in the employee's desire for security and the relief allowed the employer under income tax regulations for part of the costs of health and welfare programs, more emphasis was placed on such schemes by many unions.

As the adoption of these programs became more frequent, attention was directed towards the types of plans, adequacy of benefits, extent of coverage, forms of administration and other items

considered necessary in devising an insurance plan that most suited the employer's and the employees' needs.

In the auto industry, nearly complete worker coverage was achieved in a brief period. Three years ago none of the major producers in the industry had negotiated such programs with the unions whereas by 1951, at least 90 per cent of the workers were covered by some form of program secured through collective bargaining.

In order to determine the scope and characteristics of the plans, the Bureau of Labor Statistics analysed 63 plans, covering some 683,000 workers in 60 companies under 64 agreements. The United Auto Workers (CIO) was represented by 45 agreements covering all but three per cent of the workers surveyed, the United Automobile Workers (AFL) by eight, the United Steel Workers (CIO) by five. Six other unions held one contract each.

Of the plans surveyed, 34 were jointly financed by the employer and the employees while 29 were of the non-contributory type. Over 94 per cent of the workers covered contributed to such plans and in general secured a greater number of benefits than those under non-contributory schemes.

The six major benefits studied by the Bureau were: life insurance; accidental death and dismemberment insurance; cash payments for loss of time resulting from temporary sickness and accident; hospitalization, surgical and medical benefits.

The great majority of the workers were provided with all these benefits, two out

of three being covered by plans that included all these items and better than nine out of 10 receiving five or more.

Every worker without exception was insured for accident and sickness disability and over 97 per cent were protected by life insurance. Over half the plans, covering nearly 70 per cent of the workers, provided for accidental death and dismemberment insurance.

Though only 30 of the plans contained provision for medical benefits, these plans covered 90 per cent of the workers included in the survey. In nearly all the plans were contained provisions for maternity benefits. In addition, the dependents of more than 96 per cent of the workers were eligible for some form of benefit, usually hospitalization and surgical.

With regard to the financing of the plans, the survey revealed that of the 34 that were jointly financed, eight made provision for the employee's contributions to vary with his earnings and with the number of his dependents. Under these eight plans, which covered 62 per cent of the workers, the amounts of life insurance, accidental death and dismemberment insurance and accident and sickness disability payments also varied according to the basic hourly, weekly or annual earnings of the employee. Such variations did not exist with respect to the hospital, surgical and medical benefits.

Most of the plans stipulated that a worker had to undergo a waiting period, varying from one to three months, before becoming eligible to join the program.

Approximately two-thirds of the health programs provided for the extension of their benefits. More plans allowed for this extended coverage during periods of lay-off than did for voluntary leaves of absence or involuntary leaves of absence due to disability. In general, life and accidental death insurance were extended for longer periods than were the other benefits.

Life insurance, as a benefit, was included in the terms of all but two per cent of the plans and the insurance guaranteed was, in four out of five cases, a specified amount. Most of the workers thus covered by life insurance were insured for amounts varying between \$3,000 and \$3,600. This amount usually approximated the average annual amount of the employee's earnings. Twenty of the plans, which accounted for nine-tenths of the workers, made provision for insurance protection after the worker's retirement, though at reduced amounts.

Of the 683,000 workers included in the Bureau's survey, 422,000 were protected by

insurance against accidental death and dismemberment. There were 37 plans including this form of benefit, 31 providing a flat benefit payment while six others scaled the amounts according to the worker's earnings.

The Bureau of Labor Statistics noted that the accident and sickness disability clauses found in many of the welfare plans filled a need not provided for in the federal and most state social insurance legislation. Thus disablement due to a non-occupational cause which is not met by workmen's compensation or unemployment insurance legislation can be covered through negotiated welfare schemes. The popularity of such protection is indicated by its inclusion in every plan surveyed by the Bureau.

Hospitalization benefits were contained in 60 of the plans and provided for either a daily cash allowance or payment for a certain number of services (usually room, board, anaesthesia, oxygen, therapy, drugs, laboratory services, etc.). The plans that provided service benefits rather than cash allowances covered the majority of the workers and in most cases permitted a hospitalization period of up to 120 days.

Surgical benefits, which are usually based upon a schedule of allowances for specified operations, were contained in 60 of the plans. Payments ranged from \$150 to \$400 in these schedules.

Thirty of the welfare plans made provision for medical benefits and of these, 15, covering 90 per cent of the workers, made payments for visits to the patient while "hospitalized" only, while the other half, covering a much smaller number of employees, made allowance for home, hospital and office visits. The maximum for "hospitalized" visits was usually \$350 or \$370 while that for home and office calls varied between \$150 and \$250.

Maternity benefits generally were provided in connection with the specific benefit—accident and sickness disability, hospitalization and surgical. A provision that the worker be insured when pregnancy commenced, or nine months prior to claiming benefit, was found in the plans.

Of the plans analysed, two-thirds made provision for the payment of benefit to a worker on account of his dependents, paid wholly or in part by the employer. Hospitalization, surgical and some form of maternity benefit was available to the dependents of over 650,000 workers and medical benefits were provided for the dependents of 215,000 employees. The report points out that the hospitalization

benefits made available for dependents were the same as those provided for the employees in three out of four plans. The only difference occurred in the plans that offered cash allowances instead of services. In this case payments were

generally one to two dollars lower than those granted to the actual employee.

The Bureau's report indicates that when maternity care is made available to dependents, the benefits were usually the same as those granted the workers.

ECOSOC Reviews Employment Problems

Because of its desire to keep so vital a matter under continuous review, the Economic and Social Council of the United Nations has devoted six meetings to a review of world employment problems. Full employment was discussed for the first time.

The discussions and decisions of the Council are recorded in the October 1 issue of the *United Nations Bulletin*.

Speaking for the United Kingdom, John Edwards emphasized that the real danger for the U.K., which was particularly vulnerable to the impact of international economic forces, lay in disequilibrium in the balance of payments.

Because of its dependence on imported raw materials, fluctuating world prices would undermine its present full employment unless all countries pursued full employment policies.

G. B. Rogers, of Canada, advanced the belief that full employment was only one objective of economic policy. Equally important were high living standards and increasing productivity, frequently, but not always, by-products of full employment. Canada had not only full employment but over-employment, Mr. Rogers added. He was of the opinion that automatic or rigid measures and standards would not, necessarily, ensure full employment within a country.

Isadore Lubin, representing the United States, pointed out that employment goals, for each coming year, were usually stated by the President in terms of both employment and unemployment. Under the present strain of defence mobilization these objectives naturally differed from those of peace time.

Because of their increased productive capacity, most of the Western European countries could soon be independent of Marshall Aid, were it not for the need to re-arm against possible aggression, Mr. Lubin observed.

Under present world conditions, said Atwar Hussein, of Pakistan, it might be beyond the power of underdeveloped

countries to increase their employment levels without assistance from advanced countries.

Although impressed with the high level of employment in the United States, Mr. Hussein was desirous to know whether that country's policy was adequate to meet a marked recession. Such a recession, if prolonged, would "bring nothing but disaster to many countries," he said.

Speaking in a similar vein, Mr. B. P. Adarkar, of India, observed that underdeveloped countries could solve their employment difficulties only in an atmosphere of world-wide economic expansion.

It was the opinion of the Czechoslovakian, Polish and USSR representatives that "increased production and employment in capitalist countries during 1950 were mainly due to programs for war preparation carried out at the expense of the living standards of the masses."

While there was no serious unemployment in United States now, said G. P. Arkadiev, of the USSR, that nation was exporting unemployment to Europe and underdeveloped countries "in the form of inferior quality surplus products which, under the Marshall Plan and the war-aid program, had a deteriorating influence on European markets."

Militarization in the capitalist countries, stated Mieczyslaw Blusztajn, of Poland, had further complicated their economic problems. The shift to a war economy had brought inflation and caused unemployment in those branches producing peace-time goods.

At the conclusion of discussions, the Council decided that from 1952 on it would annually consider the problems of reducing structural unemployment and underemployment in the less-advanced countries and of removing obstacles to economic development.

In addition, it asked the Secretary-General to amend the questionnaire to governments on full employment so as to take account of any special problems facing underdeveloped countries in implementing last year's recommendations of the Council.

International Labour Organization

France Makes Vocational Guidance Survey

Results regarded as proof of the usefulness of vocational guidance.
Greater contentedness and success found among those following advice

Results of a recent survey carried out in France are regarded as proof of the usefulness of vocational guidance. Greater contentedness, stability and success in employment were found among young people who had followed the advice given. The proportions of unskilled labourers among them was lower.

The survey was undertaken last year by the National Labour Research and Vocational Guidance Institute of France in an attempt to measure the results of vocational guidance in individual cases and evaluate policy and methods.

France has considerable experience of vocational guidance, the *International Labour Review* observes in a report on the survey contained in the July issue. In the 200 centres functioning under the Ministry of Education, young persons are now being counselled at a rate exceeding 200,000 a year.

The inquiry was carried out by means of questionnaires and covered three groups of young persons, those who had been given vocational guidance one year, three years, and five years previous to the survey.

A study of the results showed that in the case of those counselled one year before the survey, 83 per cent had followed the advice either in part or in full. Of those who had followed the advice in full, 66·5 per cent stated that they were "very satisfied"; the proportion of dissatisfied was 0·8 per cent. Among those who had not followed the advice, 39·5 per cent were very satisfied and 4·4 per cent dissatisfied.

The effect of vocational guidance, the report states, was marked in the case of young persons in the "waiting" category—mainly unemployed persons. The percentage of those who had followed the advice in full was 1·8 as against 11 who had not.

Among young persons apprenticed to employers, 13·9 per cent had followed the advice in full, 32·6 had not. More than

three-quarters of those who had followed the advice in full and only less than half of those who had not were stated to be very satisfied. The conclusion drawn is that the vocational guidance officers encourage young persons to become apprenticed with an employer only when they have made sure that such training is in every way suitable for them. It was found that the number of juveniles advised to take a technical course was much larger than the number advised to enter private apprenticeship.

Only 0·2 per cent of the youths who had followed the advice in full were employed as labourers as against 2·7 per cent who had not. The guidance officers, the report explains, direct youths to unskilled employment only if they are incapable of anything else, and even in such cases prefer to send them to a vocational education centre so that they may improve their general education.

As regards young persons counselled three years previous to the survey, the percentage of persons who had followed the advice was only slightly smaller than in the case of those counselled one year before the survey, and was also in excess of 75 per cent. Only a very small number stated that they did not like the trade learned.

In the technical study courses, only 7·3 per cent of those who had followed the advice were unsuccessful, as against 26·1 per cent of those who had not followed it. Maladjustment was found in 2·8 per cent of those who had followed the advice and 17·4 per cent in those who had not.

In the case of young persons apprenticed to employers, the percentage who had followed the advice of the guidance officer was much lower, as this way of entering a career is often chosen by those who had not the means to attend a training school

as recommended by the guidance officer. In this group, as in the group who had been counselled one year before the survey, the guidance officers seem to have been particularly successful in their choice of employers. In general, there was not only greater stability but also a higher degree of success among those who had followed the advice given.

The follow-up after five years covered only a small number of persons. There were very few cases, the report states,

where the difference between the percentage of those who had followed the advice and of those who had not was definitely significant. Such cases as there were, however, showed that those who had followed the advice had an advantage. As in the other groups, the majority of young persons were satisfied with the advice. Nearly three-quarters of those who had followed the advice said that they were satisfied, compared with 55 per cent of those who had not done so.

Swedish Unions, Employers Agree on Equal Pay for Women Workers

Joint recommendation is of interest in view of the recently-adopted ILO convention concerning equal remuneration for work of equal value

Trade unions and employers in Sweden agree that arbitrary wage differentials according to sex should be abolished. They believe that a better method is to fix wages according to the contribution of the individual to production.

Since 1948, the Confederation of Trade Unions and the Federation of Employers have been studying female wages and women's position in Swedish industrial life generally. In a recent report, representatives of both organizations describe what can be done by joint effort within industry to promote equal pay.

Their findings and recommendations, states *International Labour Review* for July, are of interest in the light of a recently-adopted international convention on equal pay for work of equal value. As in a number of countries, wage differentials are traditional in Sweden. Moreover, in the fixing of wages there has been little or no intervention by public authorities. Implementation of the convention, therefore, will depend largely upon agreement between workers' and employers' organizations, the *Review* states.

Main emphasis in the enquiry was placed on present job opportunities for women, future supply of female labour, and wage differentials based on sex: why they exist and how to eliminate them.

To attain equality of pay, the employer and union representatives proposed that

wage rates be made dependent upon the character of the job performed, with a detailed classification of tasks within each branch of industry. The value of individual effort would also be dependent upon such factors as regular attendance, capacity to adjust to changes, length of employment and experience, and vocational training and skill in general. Because wages would be determined in a different way, the need to retain separate rates for men and women would, as a result, decrease.

The report also recommended that a joint body representing the employers' and workers' organizations should be appointed to deal with female labour questions. Its work, among other things, would be to assist in planning social measures that would meet women's needs and, by means of propaganda, to stimulate their ambition and pride in their work. Collective bargaining issues would be beyond the scope of the joint body.

To achieve greater equality between the sexes in the labour field, the report also recommended the extension of vocational training for women, improved arrangements for care of children, more convenient shop-closing hours, and further study of certain aspects of taxation and social policy which may discourage women from taking employment.



A total of 159 suggestions in the first year of operation of the Labour-Management Production Committee is the record established at Port Arthur Shipbuilding Company Limited. Of these suggestions, 36, or one in every four, qualified for the minimum award. From these 36 suggestions, the four best were chosen for additional recognition. Cash awards were presented by G. P. McDougall, General Manager, at a banquet held to mark the first anniversary of the LMPC.

The first prize was for a suggestion for oiling two punches. The suggestor recommended the installation of oilers on the machines. One of these was a gravity-type oiler, the other a pump-type. The punches can now be oiled without stopping them and, as a result, wear and tear has been considerably reduced. In addition, this system reduces heating and breakage of punches.

Participating unions at this shipyard are: Industrial Union of Marine and Shipbuilding Workers, Local No. 11, CCL; Brotherhood of Painters, Decorators and Paperhangers of America, Local 1365 (AFL-TLC); United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the U.S.A. and Canada, Local 620 (AFL-TLC); United Brotherhood of Carpenters and Joiners of America, Local 850 (AFL-TLC); and the International Union of Operating Engineers, Local 865 (AFL-TLC).

The recently formed LMPC at an Ontario furniture plant has already made several suggestions resulting in improvements. One suggestion led to a better method of machining drawer fronts, eliminating three operations and effecting considerable savings in time and money.

The plant is the Meaford Manufacturing Co., Ltd., Meaford, Ontario; the union participating in the LMPC is Local 108, International Woodworkers of America (CIO-CCL).

LMPC Termed "Most Beneficial"

C. G. Tarbuth, plant manager at Ray-O-Vac (Canada) Limited, has described the operation of the LMPC there as

"most beneficial". Organized about one year ago, the Committee has succeeded in improving cleanliness, increasing production, reducing operator fatigue, and remedying a safety hazard.

* * *

The fourth in a series of bulletins issued by the Labour-Management Co-operation Service, "The Labour Representative on an LMPC", has just been released. The bulletin is designed to assist labour representatives on LMPCs in their work. Copies of the bulletin may be obtained at any branch office of the Labour-Management Co-operation Service, or by writing to the Department of Labour, Ottawa.

* * *

Re-issue of the LMPC filmstrip *A Man With a Plan* as a 16 mm. colour sound film is scheduled for the near future. Originally produced as a filmstrip in 1947, the new film has a running time of 13 minutes.

The picture outlines the correct method of organizing an LMPC and points out its advantages as a means to improve efficiency and morale in industry. It begins with the visit of a field representative of the Labour-Management Co-operation Service to a plant where production suffers because of misunderstanding and friction between labour and management. The representative is successful in persuading the company manager and the union president to visit a plant where a successful LMPC is functioning. He then explains how they too can establish a committee.

The film also outlines the most frequent objections to LMPCs, and shows how these are often based on inadequate understanding of the true purpose of labour-management production committees. Five conditions essential to a successful LMPC are summarized at the end of the film.

Interested groups may arrange showings of this film by writing to the Labour-Management Co-operation Service, Department of Labour, Ottawa.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition, to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

Industrial Relations and Conciliation

Board Rejects CP Application for Revocation of Certification Order

Application was made by three employees included in bargaining unit. Reasons for judgment given in full. Conciliation officer appointed in a dispute over revision of agreement covering CNR hotel employees

In a decision which attracted widespread interest, the Canada Labour Relations Board at its October session rejected an application for the revocation of an earlier order certifying the American Newspaper Guild as bargaining agent for a unit of employees of The Canadian Press, consisting of editorial employees, including office boys. The application for revocation was made to the Board by three employees who are included in the bargaining unit, and was supported by the signatures of forty-seven employees of the company appended to a statement that they were eligible for membership in the American Newspaper Guild but did not wish to be represented by the Guild as bargaining agent.

In its Reasons for Judgment, reproduced below, the Board took the position that, having regard for the nature of the conditions attendant upon the making of an application for certification involving the displacement of an existing bargaining agent, at least equal care should be exercised in revocation proceedings; that an application for decertification should not ordinarily be entertained while collective bargaining was in process between the bargaining agent and the employer; and that the evidence as to the status of employees in the bargaining unit submitted in support of such an application should relate unmistakably to a period of three months immediately preceding the making of an application* and should be

*In an application for certification the Board requires that a majority of the employees affected be members in good standing, i.e., have paid at least one month's union dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending upon the date of the application, or an admission fee at least equal to one month's union dues. In the application for revocation of certification discussed above, most of the employees' signatures were dated during January, 1951, and the application for revocation was received and entertained by the Board on May 4, 1951.

of a definite nature and should establish the authority of the applicants to make the application on behalf of the employees.

The Reasons for Judgment added that the Board was of the opinion that the evidence submitted by the applicants in support of the application, which purported to be an expression of the attitude of employees towards the Guild as bargaining agent at a time several months prior to the making of the application, could not in the circumstances of the case be accepted as relevant or satisfactory evidence of the attitude of such employees at the time of the making of the application, nor as sufficient authority to the applicants for the making of the application.

CNR Hotel Employees Ask Conciliation

The question of the five-day forty-hour work week, coupled with a demand for a general wage increase for employees of hotels operated by the Canadian National Railways came to the fore again during October when the General Adjustment Committee for Hotels of the Canadian Brotherhood of Railway Employees and Other Transport Workers made a request to the Minister of Labour for the appointment of a Conciliation Officer to deal with a dispute involving the revision of a collective agreement covering employees of the Chateau Laurier, Ottawa. The Minister was informed that the union had given the railway management notice of revision in July in respect of agreements in effect at the Charlottetown Hotel, Charlottetown, P.E.I.; Fort Garry Hotel, Winnipeg, Man.; Prince Arthur Hotel, Port Arthur, Ont.; Prince Edward Hotel, Brandon, Man.; Bessborough Hotel, Saskatoon, Sask.; Jasper Park Lodge, Jasper, Alta.; and the Chateau Laurier. It had been agreed by

the parties that negotiations would commence in connection with the agreement covering employees in the Ottawa establishment, after which negotiations would be set for the other hotels.

The Minister of Labour granted the request and appointed a Conciliation Officer on November 1. The main issues were the demands for a general wage increase of 20 cents per hour and for the adoption of a five-day forty-hour work week with hourly rates of pay increased by 20 per cent to

maintain take-home pay and no reduction in weekly or monthly rates of pay. A number of other demands concerning particular classifications were also involved.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board issued seven certificates designating bargaining agents, rejected four applications for certification and one application for revocation of certification, and received three applications for certification.

Applications for Certification Granted

1. The National Association of Marine Engineers of Canada, Inc., on behalf of second, third, fourth and fifth engineers employed aboard vessels operated by Canada Steamship Lines Limited, Montreal (L.G., Aug., 1951, p. 1091).

2. National Seamen's Association of Canada, on behalf of unlicensed personnel employed aboard tubs operated by Consolidated Oka Sand and Gravel Company, Limited, Montreal (L.G., Nov., 1951, p. 1526).

3. Commercial Cable Staff's Association, on behalf of employees of The Commercial Cable Company, employed at Hazel Hill, Guysborough County, N.S. (L.G., Oct., 1951, p. 1368).

4. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of clerical employees of Canadian National Railways, employed at Edmonton, Alta., in the district office of the general superintendent (L.G., Aug., 1951, p. 1092).

5. Canadian Navigators' and Engineers' Federation, on behalf of mates and pilots employed aboard vessels operated by Canada Steamship Lines Limited, Montreal (L.G., Nov., 1951, p. 1526).

6. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of Northwest Communications System, Canadian National Railways, Communications Department, employed at Dawson Creek, B.C., and Whitehorse, Y.T., in the Company's Works and Buildings, Stores, and Automotive Transport Departments (L.G., Oct., 1951, p. 1368).

7. Malt and Grain Process Workers (Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America), on behalf of employees of Federal Grain Limited, employed at its Seed Division, 120 Empress St., Winnipeg (L.G., Nov., 1951, p. 1526).

Applications for Certification Rejected

1. Canadian Navigators' and Engineers' Federation, applicant, and Canada Steamship Lines Limited, Montreal, respondent (L.G., Aug., 1951, p. 1091). The application was rejected for the reason that it was not supported by a majority of the employees affected.

2. Seafarers' International Union of North America, Canadian District, applicant, and S.S. Texaco Warrior, Limited, Montreal, respondent (L.G., Oct., 1951, p. 1368). The application was rejected for the reason that it was not supported by a majority of the employees affected.

3. Seafarers' International Union of North America, Canadian District, applicant, and S.S. Texaco Chief, Limited, Montreal, respondent (L.G., Oct., 1951, p. 1368). The application was rejected for the reason that it was not supported by a majority of the employees affected.

4. Local 452, United Brotherhood of Carpenters and Joiners of America, applicant, and Vancouver Hotel Company Limited, Vancouver, respondent (L.G., Nov., 1951, p. 1526). The application was rejected for the reason that the two employees affected, who were classified as carpenters, were not employed as carpenters to an extent sufficient to warrant the establishment of a separate bargaining unit.

Application for Revocation of Certification Rejected

Messrs. T. F. Rhude, W. R. Wheatley, and Darcy O'Donnell, applicants, and the American Newspaper Guild, respondent, and The Canadian Press, respondent (L.G., July, 1951, p. 968) (See Reasons for Judgment below).

Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of unlicensed personnel employed on vessels operated by General Sea Transportation Limited, Vancouver (Investigating Officer: G. R. Currie).

2. Malt and Grain Process Workers (Local 105, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America), on behalf of employees of McCabe Grain Company Limited, Winnipeg, employed in the Com-

pany's Shamrock Feed Mill and Elevator, Plinquet St., St. Boniface, Man. (Investigating Officer: J. S. Gunn).

3. International Union, United Automobile, Aircraft and Agricultural Implement

Workers of America, on behalf of employees of Aero Caterers, Limited, Montreal Airport, Dorval, Que., employed in the Company's Flight Kitchen (Investigating Officer: C. E. Poirier).

REASONS FOR JUDGMENT

in Application for Revocation of Certification Affecting

**T. F. Rhude, W. R. Wheatley and D. O'Donnell, Applicants,
and
American Newspaper Guild, Respondent,
and
The Canadian Press, Respondent.**

On April 5, 1950, this Board made an order certifying the Respondent, the American Newspaper Guild, hereinafter referred to as the "Guild", as bargaining agent for a bargaining unit consisting of editorial employees, including office boys, employed in Canada by Respondent, The Canadian Press, hereinafter referred to as the "Company".

On May 4, 1951, the Applicants who are three employees of the Company in the aforesaid bargaining unit, filed with the Board an application under Section 11 of the Industrial Relations and Disputes Investigation Act asking that the Board revoke the aforesaid order of certification on the ground that the majority of employees in the bargaining unit no longer wished to be represented by the Guild as bargaining agent.

In support of the application, the Applicants submitted a number of documents bearing in all the signatures of 47 employees of the Company and worded as follows:—

We, the undersigned editorial employees of the Canadian Press, state that we are eligible for membership in the American Newspaper Guild, but that we do not wish to be represented by the Guild as bargaining agent.

Each such document bears, in addition to signatures of employees affixed thereto, the date of signature and the name of the local Company Bureau to which the employee was at that time attached. Forty-three signatures bear date as having been affixed in January and two in February, 1951; 1 signature bears date as having been affixed in April, 1951; 1 signature is undated. There were 71 employees in the bargaining unit as of May 4, 1951.

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. Deschamps, A. J. Hills and A. R. Mosher, members. The Judgment of the Board was delivered by the Vice-Chairman and Acting Chairman.

The signatures were obtained by a canvass made by the Applicants of their fellow employees in the bargaining unit.

The Guild in opposing the application contended *inter alia* that same should be rejected as the evidence submitted by the Applicants does not make out a *prima facie* case to warrant the Board in taking action under Section 11 of the Act, in that the signatures of the employees to the documents relied on by the Applicants were obtained with few exceptions in January, 1951, at a time when the compulsory collective bargaining negotiations prescribed by the Act were still in process and in any event more than three months prior to the making of the application. The Guild submitted that evidence of the nature tendered, given and relating only to this earlier period should not be accepted as evidence of the desires of the employees in the matter of bargaining representation at the time the application was made. The Guild further contended that the signed documents do not carry sufficient weight to show the desire of employees that the order of certification be revoked, as no reference is made therein to any application for decertification, and the signing of a round robin of this nature is not sufficient to establish a *prima facie* case for decertification.

In addition, the Guild claimed further that many signatures to these documents were given by employees under pressure from the Company, and under fear of discrimination in respect of their employment by the Company.

The Guild submitted evidence that a number of the employees who had signed documents were no longer in the employ of the Company or in the bargaining unit at the date of the filing of the application and that a number of employees who had signed the documents had paid union dues subsequently to signing and prior to the date of the application.

The Company in replying to the application stated that it did not intend to either oppose or support the application, as being a matter for the determination of the employees, but did intervene to deny that the Company in any way interfered or encouraged or exerted pressure or exercised or threatened discrimination against its employees as alleged by the Guild.

Section 7 (3) of the Industrial Relations and Disputes Investigation Act provides that where no collective agreement is in force but a bargaining agent is certified under the Act for a unit of employees, an application for certification to displace the existing certified bargaining agent may not be made until after the expiry of twelve months from the date of the existing certification, without the consent of the Board.

The end purpose of certification is to determine the right of the applicant union to act as collective bargaining agent for a unit of employees with a view to the ultimate conclusion of a collective agreement, and the above-cited provision of the Act is evidently designed to provide an adequate opportunity for a newly certified bargaining agent and the employer to carry on collective bargaining for a reasonable period without fear of disruption of negotiations by the intervention of a third party seeking to displace the existing bargaining agent.

Under Section 9 of the Act and the Rules of the Board, an applicant for certification is required to produce evidence to satisfy the Board in the first instance that the majority of employees in the bargaining unit are members in good standing of the applicant union. The mere

signing of a document by an employee stating that he desires the union to represent him for collective bargaining is not sufficient evidence for this purpose. The Rules of the Board provide that for the purposes of certification to be a member in good standing of a trade union at the date of the application for certification, the employee shall be a member of the union and have paid on his own behalf at least one month's dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made, and ending upon the date of the application or, where he has joined the union within that period, has on his own behalf paid the union application or admission fee in an amount at least equal to one month's union dues.

Section 11 of the Act gives the Board a broad discretion as to the time and circumstances under which it may exercise the authority for decertification vested in it by that section. However, having regard for the nature of the conditions attendant on the making of an application for certification involving the displacement of an existing bargaining agent, which are designed to maintain stable employer-employee bargaining relations, the Board is of opinion that at least equal care should be exercised in proceedings under Section 11, and that an application for decertification should not ordinarily be entertained until at least twelve months have elapsed following certification, which condition has been met in this instance, nor ordinarily while collective bargaining is in process between the bargaining agent and the employer. The evidence as to status of employees in the bargaining unit submitted in support of such an application should relate unmistakably to a period of three months immediately preceding the making of the application and should be of a definite nature and should establish the authority of the applicants to make the application on behalf of the employees.

In considering the present application, the Board is of opinion that the evidence submitted by the Applicants in support of the application, which purports to be an expression of the attitude of employees towards the Guild as bargaining agent at a time several months prior to the making of the application, cannot in the circum-

stances of this case be accepted as relevant or satisfactory evidence of the attitude of such employes at the time of the making of the application nor as sufficient authority to the Applicants for the making of the present application.

The Board accordingly rejects the application. In the circumstances, it is not necessary for the Board to deal with other issues raised in connection with the application.

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

W. Z. ESTEY, Esq.,
for the Applicants.

J. H. OSLER, Esq.,
for the American Newspaper Guild.

J. W. BROOKE, Esq.,
for The Canadian Press.

Dated at Ottawa, October 17, 1951.

Conciliation and Other Proceedings Before The Minister of Labour

Conciliation Officers Appointed

During the month of October, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Abitibi Coach Lines and Transportation Company Limited, Val D'Or, Que., respondent (Conciliation Officer: L. Pepin).

2. National Association of Marine Engineers of Canada, Inc., applicant, and Badwater Towing Company Limited, Vancouver, respondent (Conciliation Officer: G. R. Currie).

Conciliation Board Appointed

On October 25, the Minister established a Board of Conciliation and Investigation to deal with matters in dispute between the National Harbours Board and the

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, affecting elevator system, cold storage, and general maintenance employees of the Board at Montreal. The Board was appointed following receipt of the report of L. Pepin, Conciliation Officer (L.G., Nov., 1951, p. 1529). Constitution of the Board had not been completed at the end of the month.

Settlement Following Board Procedure

Advice was received in October that matters in dispute between The Canadian Overseas Telecommunication Corporation and Local No. 6, Canadian Communications Association, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Aug., 1951, p. 1095).

A concise account of the origin, functions, the membership and structure of the International Labour Organization and Canada's part in it. . .

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Collective Agreements and Wage Schedules

Changes in Wage Rates, Hours of Work in Recent Collective Agreements

Wage rate increases included in agreements received during the third quarter of 1951 tend to be larger than in those received during the first six months this year. Reductions in hours of work infrequent

The wage rate increases included in the 771 agreements received in the Department of Labour during the third quarter of 1951 tend to be larger in amount than those in contracts received during the first six months of the year.* Reductions in standard hours of work are infrequent. Only 7 per cent of the agreements indicate a reduction in normal hours, compared with 10 per cent for the agreements received during the first half of the year. Approximately one in five, or the same proportion found for the agreements of the earlier months, has an escalator clause linking wages with the cost of living.

As will be noted from Table I, the largest proportion of the third-quarter agreements provide for wage increases of 15 cents an hour or more. The tendency during the first half of the year was to increases ranging between 10 and 15 cents. The pattern of wage increases for both periods is shown by the following percentage distributions:—

	From January to June %	From July to September %
No change	8.7	5.1
Less than 5 cents..	4.7	3.0
5-9.9 cents	33.3	20.9
10-14.9 cents	33.6	30.9
15 cents or over...	19.7	40.1
	<hr/> 100.0	<hr/> 100.0

*For an analysis of wage rate increases provided in agreements received during the first four months of 1951, see LABOUR GAZETTE, June 1951, p. 832; for the fifth and sixth months see LABOUR GAZETTE, August, 1951, p. 1111. It must be noted that many agreements received during the third quarter were negotiated and signed earlier in the year.

As can be seen, the more recently negotiated wage increases are in most cases larger than those negotiated earlier in the year. About 70 per cent of the agreements received since July provide for wage increases of 10 cents or more, as compared with approximately 50 per cent of the agreements received during the first six months of the year.

Some 140 agreements covering 59,000 workers contain an escalator clause for adjusting wages periodically in accordance with the cost of living. Table II shows the wide variety of formulae used. Certain formulae, however, have a greater appeal than others. Among the 150-odd clauses found in the agreements, about one-third provide an hourly adjustment of one cent for every 1.3 points rise in the index. Another formula widely used is that providing an adjustment in weekly rates of twenty-five cents per point. This formula is found in 21 agreements. Wages are usually adjusted to the cost of living periodically, most frequently at quarterly intervals.**

The length of the work week appears to be a relatively unimportant item in negotiations. This is borne out by the small number of agreements which provide a shortening of the work week. Only 59, covering approximately 25,000 workers, include a provision for reducing the hours of work. In practically all cases, the reduction occurs where the normal work week is still comparatively long, for example, reduction from 48 to 44 or 45 hours per week.

**For a detailed analysis of escalator clauses see this issue of the LABOUR GAZETTE, p. 1633.

TABLE I.—INCREASES IN HOURLY WAGE RATES IN COLLECTIVE AGREEMENTS RECEIVED BY THE DEPARTMENT OF LABOUR DURING THE MONTHS OF JULY, AUGUST AND SEPTEMBER, 1951*

Amount per Hour	Logging		Mining		Manufacturing		Construction		Transportation and Communication		Public Utilities		Trade Finance and Services		Total	
	No. Agreements	No. Employees	No. Agreements	No. Employees	No. Agreements	No. Employees	No. Agreements	No. Employees	No. Agreements	No. Employees	No. Agreements	No. Employees	No. Agreements	No. Employees	No. Agreements	No. Employees
No Change.....			3	450	20	10,680			3	440	1	50	3	470	30	12,090
Less than 5 cents.....					8	5,600			3	130			7	790	18	6,520
5—9.9 cents.....			3	280	63	12,000	2	720	27	10,040	4	9,700	25	4,610	124	37,350
10—14.9 cents.....	1	220	2	1,920	105	42,020	20	3,300	17	8,080	1	80	37	2,790	183	58,360
15 and over.....	2	21,500	3	1,450	112	35,850	63	14,290	30	13,400	10	850	17	1,660	237	89,000
First agreements (wage change not stated or comparable).....			2	150	40	2,280	19	900	15	320	5	2,900	60	1,520	141	8,160
No comparison possible.....					11	2,120	5	900	10	970			12	1,530	38	5,520
Total.....	3	21,720	13	4,250	359	110,550	109	20,110	105	33,330	21	13,670	161	13,370	771	217,000

* Weekly and monthly increases are expressed on an hourly basis. Where increases varied within a plant, a weighted average was adopted. The table is based on Agreements received in the Department during these months but many of the agreements were actually signed earlier in the year.

TABLE II.—COST OF LIVING ADJUSTMENT FORMULAE IN COLLECTIVE AGREEMENTS

An analysis of clauses contained in 140 agreements out of 771 agreements received in the Department of Labour during July, August and September 1951.

Adjustment	No. of Agreements	Workers Covered
Adjustment of Hourly Rates.....	80	42,020
1 cent per hour per point.....	16	4,730
1 cent per hour per 1.3 points.....	48	27,840
1 cent per hour per 1.4 points.....	1	6,620
1 cent per hour per 1.2 points.....	1	430
1 cent per hour per 1.66 points.....	1	430
1 cent per hour per 1.7 points.....	1	40
1 cent per hour per 1.8 points.....	6	1,260
1 cent per hour per 1.9 points.....	1	80
$\frac{1}{2}$ cent per hour per point.....	1	50
2 cents per hour per 5 points.....	4	540
Adjustment of Weekly Pay.....	39	14,530
25 cents per week per point.....	21	4,510
30 cents per week per point.....	1	10
34 cents per week per point.....	12	9,130
35 cents per week per point.....	1	10
40 cents per week per point.....	3	830
42 cents per week per point.....	1	40
Adjustment of Monthly Pay:.....	14	1,320
1.00 per month per point.....	4	430
1.08 per month per point.....	2	30
1.10 per month per point.....	1	40
1.15 per month per point.....	4	400
1.50 per month per point.....	3	420
Percentage of Basic Rates per point.....	7	1,130
Totals.....	140	59,000

Recent Collective Agreements

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

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc. are summarized in a separate article following this.

Manufacturing

Vegetable Foods

Edmonton, Alta.—*Certain Bakeries and the Bakery and Confectionery Workers' International Union of America, Local 276.*

Agreement to be in effect from July 1, 1951, to May 15, 1952; if either party desires

A compulsory check-off of union dues of a specified amount from the pay of all employees in the bargaining unit and the right of each employee, from whose pay such union dues are deducted, to vote as if a member of the union in good standing at any election of local officers of the union, are provisions of two agreements, between the Consolidated Mining and Smelting Company of Canada Limited (Trail, B.C. and Calgary, Alta.) and the International Union of Mine, Mill and Smelter Workers, summarized below.

to make any changes in the agreement, the other party must be notified 60 days prior to the expiration date of the agreement.

Union security and check-off: union shop and voluntary check-off of union dues, fines and assessments.

Hours: 42 per week, the company to determine the schedule of working hours for each employee, which may be changed from time to time. All employees shall be allowed a consecutive period of 24 hours off in every week.

Overtime: time and one-half for work in excess of the daily scheduled hours or over 42 hours in any one week and for work on any day which would normally be an employee's holiday. All employees will be allowed 9 specified *paid holidays* and any other statutory holiday proclaimed by the government, provided it is generally observed by the grocery trade, or one day off with pay in lieu thereof.

Rest periods: employees will be allowed two 10-minute rest periods per shift.

Vacations with pay: one week after one year's service, 2 weeks after 2 years' service. Employees must take their vacation when requested, seniority to apply in the choice of dates.

Weekly wage rates: doughman, ovenman \$55.25; bench and machine hands, male \$52, female \$38.25, helpers (male) \$43.25; shipper \$49.75 and \$52.50; assistant shipper \$42.50; receiver \$47.50; checkers and bread wrappers (male) \$40; janitor \$42; bread packers and rackers (male) \$37.75; bread wrappers, packers and rackers (female) \$32.25 and \$34; senior cake shop girl \$36.50; cake shop, wrappers, icers and packers \$30 and \$32.25; female in cake shop doing bench work \$31.25 to \$40; doughnut machine operator \$35.50. The above rates are, with a few exceptions, \$5 or \$6 per week higher than the previous rates. Jobbers (part-time workers) and helpers 10 cents per hour above prevailing rate; jobbers and extra help working less than five hours on a shift will be paid time and one-half. Apprentices, starting rate \$25 per week with an increase of \$2 per week every 6 months for 4 years.

Night shift differential: 15 cents per hour extra will be paid for all work between 7 p.m. and 6 a.m. There shall be no split shifts.

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

Calgary, Alta.—Certain Bakeries and the Bakery and Confectionery Workers' International Union of America, Local 252.

Agreement to be in effect from August 25, 1951, to August 24, 1952; should either party desire to make any changes in the agreement 60 days' notice must be given to the other party, prior to the expiration date.

Union security and check-off: union shop and a voluntary and revocable check-off of union dues, fines and assessments.

Hours: 43 per week, the company to determine the schedule of working hours for each employee, which may be changed from time to time. All employees shall be allowed 24 consecutive hours off in every week. **Overtime:** time and one-half for work in excess of the daily scheduled hours, or over 43 hours in any one week, and on a statutory holiday where one day off in lieu thereof is not allowed. All employees will be allowed 9 specified *paid holidays* or equivalent time off with pay. No employee will be requested to work on Christmas Day.

Rest periods: employees will be allowed two 10-minute rest periods per shift.

Vacations with pay: 2 weeks after one year's continuous service. Employees must take their vacations when requested, seniority to apply in the choice of dates.

Weekly wage rates, retroactive to August 5, 1951: doughmen, ovenman and cake bakers \$53.50; dividerman, moulderman and bench hands \$51; doughman's, ovenmen's and moulderman's assistant \$47.50; shippers in charge \$46.50; shippers, bread rackers (male), bread wrapping machine operators, janitors, cleaners, pan washers \$43.50; mechanics \$48.50; receiver, machine pan greasers, maintenance man \$45.50. Females: breadshop—checkers and packers \$37, rackers and bread wrappers \$35.50; cake shop—help doing bench work, cookie machine operator, doughnut machine operator \$38.50; cake depositor operator \$41.50; cake machine wrappers, finishers, wrappers (hand machine), packers, liners and box makers \$35.50. Inexperienced employees will start at a rate 10 per cent below the regular rate and reach the regular rate at the end of 12 months. Jobbers (part-time workers) will be paid 10 cents per hour over the regular rate. Apprentices' rate—from \$33.50 in first 6 months to \$47.50 in eighth 6 months, thereafter \$49.

A night shift differential of 10 cents per hour will be paid for all work performed between 9 p.m. and 6 a.m. There shall be no split shifts.

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

Metal Products

Montreal, P.Q.—Canadian Vickers Limited and Certain Craft Unions Affiliated with the American Federation of Labor and the Trades and Labour Congress of Canada.

Agreement is to be in effect from August 17, 1951 to August 16, 1952, and thereafter from year to year, subject to 30 days' notice. The agreement is similar to the one previously in effect (L.G., Aug., 1951, p. 1102) with the following changes:—

Statutory holidays: the number of paid holidays has been increased from 3 to 4.

Wage rates are increased by 13 cents per hour, except that employees who only received a 3 cents per hour additional increase under the previous agreement, i.e. those who on September 26, 1950, did not have the required 5 years' continuous service for a 5-cents increase, will now receive an additional 2 cents per hour.

Cost-of-living bonus: in the event that the national cost-of-living index increases 5 or more points prior to March 1, 1952, over the index of September 1, 1951, a cost-of-living bonus of 1 cent per hour (previously 25 cents per week) will be given for each full point of such increase from March 15, 1952, to September 15, 1952. This cost-of-living bonus to be based on a full week of 45 hours and will be in addition to the basic wage rate.

Kingston, Ont.—Aluminum Company of Canada Limited and United Steelworkers of America, Local 343.

Agreement to be in effect from May 24, 1951, to May 23, 1952, and thereafter from year to year, subject to 60 days' notice. The

agreement is similar to the one previously in effect (L.G., Jan., 1951, p. 59) with the following changes:—

Hours of work are reduced to 40 per week—8 per day, 5 days a week.

Paid holidays: the number of paid holidays is increased from 6 to 8.

Vacation with pay provisions now require only a minimum of 1,600 (previously 1,800) hours of work from the time an employee last qualified for a vacation until he is entitled to another one.

Hourly wage rates are increased in most cases by from 20 to 26½ cents per hour; this increase brings the basic minimum wage rate up to \$1.18 an hour.

Kingston, Ont.—*Aluminum Company of Canada Limited and International Association of Machinists, Local 54.*

Agreement to be in effect from May 24, 1951, to May 23, 1952, and thereafter from year to year, subject to 60 days' notice. The agreement is similar to the one previously in effect (L.G., Jan., 1951, p. 60) with changes similar to the ones made in the agreement between the company and United Steelworkers of America, noted above.

Trail, B.C.—*The Consolidated Mining and Smelting Company of Canada Limited and International Union of Mine, Mill and Smelter Workers, Local 480.*

Agreement to be in effect from June 1, 1951, to May 31, 1952, and thereafter, subject to 2 months' notice. This agreement is similar to the one previously in effect (L.G., Oct., 1950, p. 1674) with the following changes:—

Check-off provisions are changed following the award of an Arbitration Board under the chairmanship of the Hon. Gordon McG. Sloan, Chief Justice of British Columbia. The company is now obligated to deduct from the pay of each employee, as a condition of his continued employment, a specified amount and remit same to the union. Each employee from whose pay such amount is deducted shall have the right to vote as if a member of the union in good standing at any election of local officers of the union. Union dues and assessments in excess of the specified amount will be deducted by the company from the pay of employees who so authorize; such authorization may be revoked at any time.

Vacations with pay: 3 weeks are now granted after 20 years' service, instead of after 25 years' service as previously.

Hourly wage rates are increased by from 23 to 28 cents.

Vancouver, B.C.—*Certain Jewellery Firms and the International Jewellery Workers' Union, Local 57.*

Agreement to be in effect from May 1, 1951, to April 30, 1952, and thereafter from year to year, subject to notice.

Union security: any employee who is now or who becomes a member of the union must, as a condition of employment, pay union dues for the duration of the agreement.

Hours: 8 per day, 42 per week; employees may work 44 hours in any one week, but the hours of work must not exceed 84 in any 2-week period. *Overtime*: time and one-half for work in excess of above hours and for work on Sundays and on all statutory holidays, 4 of which are *paid holidays*.

Vacations with pay will be granted in accordance with the provisions of the provincial Annual Holiday Act; employees with 5 or more years of continuous service (1,250 working days) will receive an additional week.

Minimum hourly wage rates, retroactive to April 23, 1951: journeymen watchmakers, clockmakers and material pickers \$1.50, provided that no employee, covered by the agreement, shall receive a wage increase of less than 8 per cent over the previous wage rate; apprentices from 25 per cent of journeyman's wage rate in first 6 months to 85 per cent in tenth 6 months. Apprenticeship rates shall apply as a minimum to all employees who are not journeymen. Homework is prohibited.

Apprentices: both parties will make a joint request to the B.C. Apprenticeship Board to have the watchmaking trade brought under the B.C. Apprenticeship Act. Trade schooling with respect to apprenticeship or equivalent shop training will be planned after being studied by the union, the Apprenticeship Board and those concerned.

Seniority: competency considered, seniority will prevail in determining the order of lay-offs and of re-employment after a lay-off. The available work must be distributed as equally as possible among all employees until a minimum of 30 hours a week is reached, before any employees are laid off.

Provision is made for *grievance procedure*.

Non-metallic Minerals and Chemicals

Toronto, Ont.—*Canadian Industries Limited (West Toronto Paint and Varnish Works) and Canadian Chemical Division, District 50, United Mine Workers of America, Local 13,392 (Office Employees).*

Agreement to be in effect from October 1, 1951, to September 30, 1952. Either party may, on 10 clear days' notice, require the other party to enter into negotiations for the renewal of the agreement within the period of 2 months prior to the expiry date, and both parties shall thereupon enter into such negotiations in good faith.

Check-off: the company will deduct monthly union dues from the salary of all employees who so authorize. The authorization may not be revoked except during the 2-weeks period immediately preceding the anniversary of the effective date of the agreement.

Hours: 37½ per week, scheduled from Monday through Friday. Eight specified days will be recognized as holidays.

Rest periods: two rest periods during the normal daily hours of work will be scheduled for all employees.

The application of the Industrial Relations Plans, including the rules governing them, and the practices governing the granting of

vacations and leave of absence shall continue in respect of the employees in conformity with their general application to clerical and office personnel throughout the company.

Monthly salary range: clerical groups—group 1 (mail clerk, order register clerk) \$125 to \$145; group 2 (duplicating machine operator, file clerk, invoice and freight clerk, colour advisory clerk) \$135 to \$165; group 3 (cost clerk, pricing clerk, sales order clerk, payroll clerk, tracing clerk, automotive clerk, switchboard operator—all grade I; order records clerk, allocation clerk, warehouse clerk, shipping clerk, advertising stock-keeper) \$165 to \$200; group 4 (cost clerk, pricing clerk, sales order clerk, payroll clerk, tracing clerk, automotive clerk, switchboard operator—all grade II; stock control clerk, clerical leader grade I, cashier) \$205 to \$235; group 5 (cost clerk grade III, automotive clerk grade III, clerical leader grade II, engineering clerk, scheduling clerk) \$225 to \$275; group 6 (sales assistant, works supply assistant) \$250 to \$325. Stenographic groups—group 1 \$150 to \$170; group 2 \$180 to \$220. Typing group \$145 to \$160. Clerical typing group \$170 to \$220. The above rates are from \$15 to \$35 per month higher than the rates provided in the previous agreement; this includes the interim salary increase of from \$5 to \$15 per month which became effective May 1, 1951.

Seniority: in the event of a lay-off, a demotion, or a promotion to a classification within the bargaining unit, seniority shall govern as between employees who possess equal qualifications and potentialities.

Provision is made for *grievance procedure*.

Calgary, Alta.—The Consolidated Mining and Smelting Company of Canada, Limited (Alberta Nitrogen Department) and the International Union of Mine, Mill and Smelter Workers, Local 690 (Alberta Nitrogen Workers' Union).

Agreement to be in effect from June 1, 1951 to May 31, 1952, and thereafter until terminated by either party upon two months' notice.

Check-off of union dues of a specified amount is compulsory for all employees in the bargaining unit; each employee from whose pay union dues are deducted shall have the right to vote as if a member of the union in good standing at any election of all local officers of the union held during the life of the agreement. (Previous agreement did not provide for a check-off of union dues.)

Hours: for day shift and maintenance crews, except those on shift work—8 per day Monday through Friday, a 40-hour week; for operating crews and maintenance men on shift work—8 per day (except where a change in shift is scheduled), with 42 hours, or the equivalent, in a normal working week. **Overtime:** time and one-half for work in excess of the scheduled shift and for work on an employee's scheduled day off; double time for work on 6 specified *paid holidays*.

Vacations with pay: employees with less than 20 years' service in accordance with provincial legislation, after 20 years' service

3 weeks. (Previous agreement provided vacations with pay in accordance with provincial legislation for all employees.)

Hourly wage rates: welders, pipefitters, insulators, machinists, mechanics, fitters, carpenters, electricians, instrument men, blacksmiths \$1.61 and \$1.73; painters \$1.55 and \$1.67, tool room attendant and radial drill operator \$1.49; oilers \$1.47; steam engineers, second class \$1.73; general helper \$1.41; operators \$1.47 to \$1.59; assembly man \$1.41, helper \$1.35; labourer \$1.35; janitors \$1.31 and \$1.35; truck and cat driver \$1.47; chemical services, benchman \$1.31, junior analyst \$1.41, plant analyst \$1.53; warehouse floorman \$1.41. (The above rates are from 24 to 26½ cents per hour higher than the previous rates.)

Off-shift differential: a premium of 4 cents per hour shall be paid for time worked on the afternoon shift and of 8 cents per hour for time worked on the night shift.

Provision is made for *seniority rights, grievance procedure* and the setting up of a *Joint Safety Committee*.

St. John's, Nfld.—The Building Trades Employers' Association Limited of St. John's and the United Brotherhood of Carpenters and Joiners of America, Local 579.

Agreement to be in effect from October 1 1951, to October 1, 1952, and thereafter from year to year, subject to 60 days' notice.

Hours: 9 per day between 8 a.m. and 6 p.m. or 9 per night (at regular day rate) between 7 p.m. and 5 a.m. **Overtime:** time and one-half for work between 6 p.m. and midnight; double time for work between midnight and 8 a.m. and for work on Sundays and on 9 specified holidays.

A classification board, consisting of 2 members of the Employers' Association, 2 members of the union, and such further representation as may be designated by the Labour Relations Officer or the Deputy Minister of Labour, shall have power to classify all members of the union according to their capacity as carpenters into 3 classes and issue them appropriate cards. Any cards issued previously by a previously constituted board shall be valid and recognized by both parties.

Hourly wage rates: carpenters, class A \$1.16, class B \$1.06, class C 91 cents (an increase of 16 cents per hour over the previous rates); foreman (in charge of 7 or more carpenters) not less than 20 cents per hour more than a class A carpenter.

Provision is made for *grievance procedure* and *out-of-town work*.

Calgary, Alta.—The Calgary General Contractors' Association and Certain Other Calgary Employers and the International Hod Carriers, Building and Common Labourers' Union, Local 1111.

Agreement to be in effect from July 1, 1951, to June 30, 1952. Should either party wish to change, add to or amend the agreement, 60 days' notice in writing shall be given prior to termination date.

Union security: union members shall be given preference of employment; similarly, employers party to this agreement, shall be given preference in the supplying of union labour. Before any union members work for any employer who is not a party to the agreement, such employer must sign a copy of the agreement.

Hours (effective August 15, 1951): 8 per day Monday through Friday, 4 on Saturday, if required. *Overtime:* time and one-half for work in excess of above hours and double time for work on Sundays and on 9 specified holidays.

Minimum hourly wage rates (effective August 15, 1951): common building labour \$1.05, mortar mixers and hod carriers \$1.15. Present existing higher differentials of wage rates shall be maintained for all classifications.

Night shift differential: 8 hours' pay for 7 hours' work shall be paid for any time worked after 5 p.m. and before 8 a.m. if these hours are part of the regular 7-hour night shift.

Transportation: on jobs in the City of Calgary, which are beyond the regular terminus of the street car line or bus service, the employer shall pay for any additional transportation or provide same. For projects beyond the 10-mile limit special arrangements with regard to daily time and transportation shall be agreed upon for each project. On jobs away from Calgary, where labourers are hired in Calgary, transportation, including meal and berth where necessary, is to be provided by the employer and travelling time (8 hours in 24) one way paid. Return transportation shall be provided on or after 60 days' satisfactory service or the termination of the job.

Provision is made for the settling of disputes.

Prince Rupert, B.C.—*The Principal Builders and Contractors Located in the City of Prince Rupert, B.C., and the United Brotherhood of Carpenters and Joiners of America, Local 1735.*

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter from year to year subject to 60 days' notice.

Union security: when men are required, competent union journeymen shall be hired; if none are available the contractor may obtain men elsewhere but they must join the union within 2 weeks or be replaced by union tradesmen as available.

Hours: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for the first 4 hours in excess of 8 hours until a break of 8 hours occurs; double time thereafter and for work on Saturdays, Sundays and on 9 specified holidays. No work shall be performed on Labour Day. In case of necessity shift work may be allowed, provided shifts continue for 3 consecutive nights and are run in addition to the regular day shifts. Night shifts shall be granted 8 hours' pay for 7 hours' work. On jobs in occupied buildings where work must be done after

regular working hours, a night shift may be worked at 8 hours' pay for 7 hours' work on any shift starting after 4 p.m.

Vacations with pay: 2 per cent of wages to be paid annually as provided by provincial law.

Hourly wage rates, effective July 1, 1951: journeymen carpenters, sawfilers, sawyers and planemen \$2 (an increase of 32 cents per hour over the rate provided in the previous agreement). Foremen in charge of work shall be paid not less than \$1.60 per day of 8 hours over the journeymen's rate.

Out-of-town jobs: on jobs in the vicinity of Prince Rupert, but beyond the city limits, transportation shall be provided either by motor vehicle or by the payment of excess car fare over ordinary city fares. Travelling time, when it exceeds 30 minutes from the city limits, shall be paid at the regular rates. Where employees do not return daily, they will receive first-class transportation to and from the job. In case of night travel a sleeper will be provided. Meals and travelling time (up to 8 hours in 24) will be paid for. If a man quits before he has been on the job 30 calendar days, return transportation and travelling time will not be paid. On the job, employees shall not be charged over \$2 per day for accommodation where the employer maintains a camp. Where no camp is provided, carpenters shall be allowed \$2 per day, in addition to wages, towards out-of-town expenses.

Apprentices shall be employed in accordance with the provisions of the British Columbia Apprenticeship Act. All apprentices must be registered with the union.

Provision is made for *grievance procedure.*

Transportation and Public Utilities

Electric Railways and Local Bus Lines

Saskatoon, Sask.—*The City of Saskatoon and the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 615.*

Agreement to be in effect from April 1, 1951, to March 31, 1953, and thereafter from year to year, subject to notice.

Union security and check-off: provision is made for a union shop for all new employees with maintenance of membership for all employees. Union fees will be deducted and remitted to the union in accordance with the Trade Union Act.

Hours: street car, trolley coach and bus operators—the schedule of regular runs shall be arranged to conform as nearly as possible to 7½ hours per day and not more than 44 hours per week; as far as possible runs shall be completed within 10½ hours. Barn and mechanical department, day shift—8 per day, 5½ days per week, a 44-hour week; night shift—48 hours per week alternating with 40 hours, an average 44-hour week. Office staff shall work under as near the same conditions as other office workers of the city as is consistent with the operation of the transit system. *Overtime:* time and

one-half for work in excess of 8 hours in any one day or 44 hours in any one week and for work on an employee's regular day off; double time for work on all civic holidays and double time and one-half for work on 8 specified statutory holidays. All civic and statutory holidays are *paid holidays*. Office staff will be granted 2 extra days' pay per month in lieu of overtime.

Vacations with pay: for monthly-rated employees—after one year's service 21 days; for hourly-rated employees—after one year's continuous service 2 weeks and after 3 years' continuous service 3 weeks.

Paid sick leave: employees will be allowed sick leave with pay at the rate of one day per month of service. In the case of monthly-rated employees such sick leave is cumulative up to 7 months and in the case of hourly-rated employees up to 156 days. During his first year an employee will not be paid for time absent through illness, but he will be credited with the number of days to which he is entitled. No sick pay shall be granted to hourly-rated employees for the first day on each occasion of absence on sick leave.

Wage rates platform: monthly—chief inspector \$268, inspector \$258; hourly—inspector (relief) \$1.35½; transit system operators from \$1.02½ during first 6 months to \$1.22 after third year; track: hourly—foreman \$1.10½, sub-foreman \$1.05, truck operator \$1.02, trackmen 99½ cents and \$1.02; labourer, permanent 94 cents, casual 88½ cents, flagman 93½ cents; offices: monthly—chief clerk \$210.50 to \$253, clerk "A" \$165.50 to \$227, clerk "B" \$227 to \$237, night clerk \$183, clerk-stenographer \$123 to \$173; barn: monthly—night foreman \$253; hourly—assistant master mechanic \$1.38; machinist, electrician, carpenter, painter, mechanics, lineman and truck repairer, welder and repairer \$1.13 to \$1.26; charge hands in charge of one or more tradesmen \$1.31; truck repairman and serviceman \$1.02 and \$1.07½, general worker 95½ cents and \$1.02, cleaner 88½ and 95½ cents; charge hands in charge of truck repairmen and servicemen \$1.13. The above monthly rates are, in most cases, \$19 or \$21 higher than the previous rates, while the hourly rates have been increased by 10 cents. Effective July 1, 1951, the above monthly rates are increased by \$4 and the hourly rates by 2 cents.

Escalator clause: in addition to the above basic wage rates employees will be given a cost-of-living allowance based upon the Dominion Bureau of Statistics' cost-of-living index. For every one point rise in the index above 184.1 (index figure for June 1, 1951) monthly-rated employees will receive an allowance of \$1.15 per month, while hourly-rated employees will receive an allowance of three-fifths of one cent per hour. Adjustments in the cost-of-living allowance will be made every 3 months. No reduction in the basic rates will be made if the index falls below 184.1.

Night shift differential: men working on the 12 midnight to 8 a.m. shift will be paid 5 cents per hour extra for time actually worked.

Transportation: all employees of the department will be granted free transportation on the city's street cars, trolley coaches and buses.

Provision is made for *seniority rights, grievance procedure* and the *supplying of uniforms* and special work clothing to employees.

Service

Business and Personal

Port Arthur and Fort William, Ont.—

Lakehead Hotel Keepers Association and the Hotel and Restaurant Employees' and Bartenders' International Union, Beverage Dispensers, Local 757.

Agreement to be in effect from January 1, 1951, to December 31, 1952, and thereafter from year to year, subject to notice.

Union security: agreement provides for a closed shop. The employer shall call the union for additional employees, when required; if the union does not have any suitable people available, non-union persons may be employed with the understanding that they must apply for membership within 30 days.

Hours: 48 per week to be worked within a period of 6 days. No employee shall work more than 4 night shifts in any one working week, except by mutual consent of the individual employer and his employees. *Overtime* is to be worked only in emergency; work performed outside the regular working week will be paid for at the rate of \$1 per hour. Any regular employee who works on any of 4 specified holidays shall be allowed equal time off within 3 weeks. Two additional holidays as well as election days will be *paid holidays*.

Vacation with pay: after one year's service 12 days per year.

Minimum monthly wage rates: footmen \$179, tapmen \$206. Extra help 90 cents per hour with a minimum of 4 hours; if employed a full week the monthly rate shall apply. The above monthly rates are \$10 higher than the previous rates, while the hourly rate for extra help has been increased by 10 cents.

Sick leave with pay: after one year's service an employee will be entitled to 3 days each year. Such leave is not cumulative. If an employee is disabled by an injury received in the normal performance of his duties he will receive full pay for the time he is not entitled to benefits under the Workmen's Compensation Act of Ontario.

Seniority shall apply in the case of lay-offs and re-hiring after a lay-off. The employer shall have the right to select personnel on the basis of ability and conduct for any specific job or promotion.

Union label: the union agrees to use all its influence with organized labour and its friends to make them patronize only such places as display the union label of the international union, the label to be supplied by the union.

Uniforms will be supplied by the employer without cost to the employees.

Provision is made for *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the repeal of another, the correction of two, and the amendment of seven others. In addition to those summarized below, they include: the correction of the agreement for the shoe manufacturing industry in the province, published in the *Quebec Official Gazette*, issue of September 29; the repeal of the agreement for barbers and hairdressers in Missisquoi county, and the amendment of the agreement for barbers and hairdressers at St. John and Iberville, in the issue of October 6; the amendment of the agreement for the building trades at Montreal, gazetted October 13, and the correction of the agreement for retail stores at Chicoutimi, in the issue of October 20.

A request for a new agreement for barbers and hairdressers at Roberval and a request for the amendment of the agreement for the building trades at Chicoutimi were gazetted September 22; requests for the amendment of the agreements for garage employees at Sherbrooke, for bakers and bakery salesmen at Quebec and for the shoe manufacturing industry in the province were gazetted September 29; a request for the amendment of the agreement for truck drivers at Montreal was published October 6.

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

*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. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Textiles and Clothing

Dress Manufacturing Industry, Province of Quebec.

An Order in Council, dated October 17, and gazetted October 20, extends the previous Orders in Council for this industry (L.G., May, 1949, p. 604; Jan., 1950, p. 77; May, 1951, p. 690, Oct., p. 1376, and previous issues) to July 31, 1952.

Construction

Building Trades, Chicoutimi and Neighbouring Counties.

An Order in Council, dated September 27, and gazetted October 6, amends the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872; Aug., 1949, p. 987; Aug., 1950, p. 1185, Nov., p. 1904; March, 1951, p. 358, May, p. 691, Sept., p. 1251, and previous issues) by substituting the name "Le Syndicat des Métiers de la Construction de Charlevoix" for the name "Syndicat national catholique de Charlevoix-Est".

Territorial jurisdiction is amended by the addition of St. Félicien to the territory comprising zone I; zone III-A now comprises the counties of Chicoutimi, Roberval and Lake St. John, with the exception of the parts of these counties included in zone I, in the case of hydraulic power operations, industrial establishments construction and national defence works, providing the cost thereof exceeds \$150,000, including wages and material.

Building Trades, Quebec.

An Order in Council, dated September 19, and gazetted September 29, amends the previous Orders in Council for this industry (L.G., Sept., 1950, p. 1679; July, 1951, p. 977, Aug., p. 1109, Sept., p. 1251, Nov., p. 1539, and previous issues).

Minimum hourly wage rates: pipe mechanic—contractor (personal services), electrician—contractor (personal services) \$1.85 in zone I, \$1.65 in zone II, \$1.60 in zone III, \$1.50 in zone IV. (The above rates are 20 cents per hour higher than those previously in effect.)

Transportation and Public Utilities

Water Transport

Longshoremen (Ocean Navigation), Quebec.

An Order in Council, dated September 19, and gazetted September 29, amends the previous Order in Council for this industry (L.G., Sept., 1949, p. 1116).

Hours remain unchanged at 8 per day, 8 a.m. to 12 noon and 1 p.m. to 5 p.m.

Overtime: time and one-half for work performed between 5 p.m. and 8 a.m.; double time for work on Sundays and 4 specified holidays. Work performed during any meal hour, and each succeeding hour until discharged, is payable at double the regular rate on week-days and at double time and one-half Sundays and specified holidays.

Minimum hourly wage rate is increased from \$1.30 to \$1.45 per hour. For loading or unloading ammonium nitrate fertilizer or any other hazardous cargo, a differential of 35 cents per hour will be paid; for loading or unloading of other cargoes, specified in agreement, a differential of 15 cents per hour will be paid. Work performed in holds which have been seriously affected by smoke, gas, or flooded by water will be paid for at double the prevailing rate.

Men ordered out to work during the day will receive a minimum of one hour's pay at regular rate and during the night or on Sundays and holidays a minimum of two hours' pay, whether put to work or not.

Regular rates of wages will be paid during any day or night hours, including Sundays and holidays, except for meal hours, when any vessel is worked day and night, on shifts.

Other provisions governing the weight and size of slingloads, etc. are included in this amendment.

Checkers (Ocean Navigation), Quebec.

An Order in Council, dated September 19, and gazetted September 29, makes obligatory the terms of a new agreement between certain companies and International Longshoremen's Association, Local 1605. This agreement applies to checkers of the Harbour of Quebec working on ocean vessels, and is to be in effect from September 19, 1951, to December 31, 1951, and thereafter from year to year, subject to notice.

Hours: 9 per day, 8 a.m. to 12 noon and 1 p.m. to 6 p.m.

Overtime: time and one-half between 5 p.m. and midnight and between 1 a.m. and 7 a.m., double time for Sundays and 4 specified holidays. Work done during any meal hour and each succeeding hour until discharged, is payable at double the regular rate on week-days and at double time and one-half on Sundays and specified holidays.

Minimum hourly wage rates: \$1.20 per hour. For work on board or at side of any vessel discharging or loading ammonium nitrate fertilizer, or any other hazardous cargo, a differential of 35 cents per hour will be paid. When employed temporarily as head checkers on stowage checkers will receive an additional 10 cents per hour; when employed in office work 5 cents per hour additional. Regular rates will prevail during day or night hours, including Sundays and holidays, with the exception of meal hours, when any vessel is worked day and night, on shifts.

Provision is made for *grievance procedure* for individual employees.

Local and Highway Transport

Truck Drivers, Quebec.

An Order in Council, dated September 19, and gazetted September 29, amends the previous Orders in Council for this industry

(L.G., Feb., 1949, p. 178, Dec., p. 1559) by substituting the name of "L'Association de Transport Routier du Québec Inc." (section régionale de Québec) for the name "L'Association des Camionneurs de Québec Inc." This amendment, to be in effect from June 1, 1951, also extends the term of the agreement, as amended until April 30, 1952, and thereafter from year to year subject to notice.

Paid holidays: employees paid on an hourly basis, after one year of service with the same employer, are now entitled to 2 specified *paid holidays*.

Minimum wage rates for those employees paid on an hourly basis are 5 cents per hour higher and are now as follows: truck drivers 70 cents per hour; float drivers, rubber wheel tractor drivers or operators 75 cents; helpers or labourers 65 cents; weekly rates for truck drivers are increased from \$31 to \$34 per week and those rates for helpers and labourers are increased from \$29 to \$31 per week.

Vacations with pay: employees who leave their employers or who are dismissed will be entitled to cash remuneration equal to 2 per cent of their wages until termination of employment. Employees who have not been given their vacation within the time limit set by this agreement may claim cash remuneration equal to 2 per cent of their wages earned during the period from the preceding May 1 to April 30 next, inclusive.

Trade

Retail Stores, Chicoutimi.

An Order in Council, dated October 3, and gazetted October 13, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1254; Sept., 1947, p. 1308; Nov., 1948, p. 1248; Dec., 1949, p. 1559).

Hours for groceries, butcher shops, grocer-butcher shops, licensed groceries, restaurant groceries are unchanged at 50 per week for female employees and 53 per week for male employees; in other establishments 47 per week for females and 50 per week for male employees (a reduction of 3 hours per week). In certain establishments in which a single food product fabricated by the owners of such establishments is sold exclusively, and at a single price, working hours during which sales are carried out may be prolonged until 10 p.m. during specified periods, but must not exceed 47 hours per week.

Minimum weekly wage rates: the table of minimum wage rates is revised by the addition to, or deletion of certain classifications and new rates for certain occupations are now as follows: departmental manager or head clerk (male) \$47 per week, (female) \$32 per week; floor walker (male) \$36, (female) \$28; accountant, window dresser \$45; butcher \$47; clerks (male) from \$16 during first 6 months to \$33 in fifth year, (female) from \$15 during the first 6 months to \$23 in fourth year; male employees with 5 years of experience or more $\frac{1}{2}$ class "A" \$35, $\frac{1}{3}$ class "B" \$37, $\frac{1}{4}$ class "C" \$40; female employees with 4 or more years' experience $\frac{1}{2}$ class "A" \$25, $\frac{1}{3}$ class "B" \$27, $\frac{1}{4}$ class "C" \$30; delivery man with truck \$41, helper \$33;

cashiers, seamstresses, and bookkeepers with 5 years' experience are paid the same rates as clerks; bookkeepers after 5 years' experience (male) \$40, (female) \$30.

Male employees who do not presently earn \$50 per week and female employees who do not presently earn \$40 per week must be given a raise of at least \$2.50 per week. To determine the amount of such readjustment of wages, one must take into account the increases given since January 1, 1951, over and above the old minimum wage scale,

with the exception of the gradual increases provided for in the agreement. However, such increases shall not exceed \$5 per week.

Cost-of-living wage adjustment clause provides for a \$1 per week increase or decrease for each 3-point rise or fall in the cost-of-living index for Canada (base 182 points) published by the Federal Bureau of Statistics. However, there will be no reduction in wage rates if the cost-of-living index should go below 182.

Industrial Standard Acts, Etc.

Schedules of wages and hours recently approved by provincial Orders in Council in New Brunswick, Ontario and Alberta

Recent proceedings under the Industrial Standards Acts, etc.* include three new schedules and the amendment of one other, all summarized below.

NEW BRUNSWICK

Construction

Plumbers, Moncton.

An Order in Council approved September 6, and gazetted September 26, makes binding the terms of a new schedule for the plumbing and pipefitting trades in the zone comprising the area within a radius of 5 miles from the City Hall in the City of Moncton and including the Village of Dieppe, to be in effect from October 1, 1951, until December 31, 1951. This schedule will not apply to maintenance men, etc.

Hours: 8 per day, Monday through Friday, 4 on Saturday, 44 hours per week. Work which cannot be done during regular work-

*In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta—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 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*, August 1951, p. 1110.

ing periods, because of its nature, or prevailing conditions, may be carried out during other periods of the day and these periods will be known as *special working periods*, such periods not to exceed in the aggregate 7½ hours Monday through Friday, 3¾ hours on Saturday.

Overtime: time and one-half for work performed during the first 6 hours in excess of regular hours; double time thereafter, and on Sundays and 9 specified holidays. Work on Labour Day only under exceptional conditions.

Minimum hourly wage rates: \$1.25 per hour during regular working periods; \$1.33 per hour during *special working periods*.

ONTARIO

Construction

Electrical Workers, Cornwall.

An Order in Council, dated September 13, and gazetted September 29, makes obligatory the terms of a new schedule for the electrical repair and construction industry in the Cornwall Zone, to be in effect from October 8, 1951, "during pleasure".

Hours: 8 per day, Monday through Friday, 4 on Saturday, 44 hours per week. Work, not exceeding 8 hours, which because of its nature cannot be done during regular working periods, may be performed during other hours and such work shall be *night work*. Work performed in 2 or more shifts, if an employee works not more than 8 hours in any 24-hour period, shall be considered a regular working day. If 2 or more shifts are worked on the same job only one shall be a day-shift.

Overtime: time and one-half during the 5-hour period immediately following the working period of a regular working day; double time for all other overtime work and on Sundays and 8 specified holidays. No overtime work without a permit from the advisory committee and no work shall be done on a holiday except in cases of extreme necessity.

Minimum hourly wage rates: \$1.50 per hour during regular working periods and for *night work*. Employees on night shift will receive 8 hours' pay for 7 hours' work. The

advisory committee is authorized to set a lower minimum rate for handicapped workers.

ALBERTA

Manufacturing

Metal Products

Garages and Service Stations, Calgary.

An Order in Council, dated August 20, and gazetted August 31, amends the previous Order in Council for this industry (L.G., Sept., 1946, p. 1257).

Overtime: time and one-half for work in excess of regular shifts as formerly in effect, but this provision is now extended to include the one hour previously allowed to complete a job in progress and paid for at regular rates. Washmen and greasemen, etc., are now included in overtime provisions.

Specified paid holidays: automotive mechanics, washmen, greasemen and partsroom countermen are now entitled to 8 specified paid holidays. (Previously 7 holidays without pay.) Non-mechanical employees—gas pump attendants, front end men, etc. working their regular shift on Sunday or any of the above specified holidays are entitled to equal time off in lieu thereof.

Minimum wage rates: mechanics class "AA" \$1.30 per hour, class "A" \$1.20, class "B" \$1.10; washmen, greasemen 90 cents; partsroom countermen first 6 months \$125 per month to \$140 during second 6 months, and thereafter \$15 per month per year up to \$200 per month. Provision is made for those employees paid on a weekly basis and for mechanics who do not work full time on any day or days of the 46½-hour week.

Vacations with pay are subject to the provisions of Holidays with Pay Orders

issued by the Board of Industrial Relations under Section 43 of the Alberta Labour Act and shall apply to all employees, and in particular Holidays with Pay Order No. 5, as amended.

Garages and Service Stations, Camrose.

An Order in Council, dated August 20, and gazetted August 31, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry at Camrose to be in effect from September 10, 1951, "during pleasure".

Hours: 48 per week of 5½ days as formerly in effect. Regular shifts for mechanics, gas pumps attendants and front end men shall not exceed 9 hours per day.

Overtime: as previously in effect all work in excess of the above maximum or outside the regular hours of shifts, and on Sundays or 7 specified holidays is payable at time and one-half. Front end men, floor service men, night watchmen, storage attendants and/or gas servicemen working on their regular shifts on statutory holidays will be granted a day off in lieu thereof within the ensuing 7 days, or be paid time and one-half.

Minimum wage rates: rates for class "AA" mechanics are increased from 90 cents to \$1 per hour, class "A-1" from 85 to 90 cents, class "A" unchanged at 80 cents per hour; minimum rates for washmen and greasemen are unchanged at 60 cents per hour; non-mechanical employees permitted to do washing and/or greasing work, if such work does not take more than half their total time are to receive not less than the minimum wage established by an Order pursuant to Part II of the Alberta Labour Act.

Vacation: as previously in effect 2 weeks vacation with pay for automotive mechanics after one year's employment.

Apprenticeship regulations are governed by the terms of the Apprenticeship Act.

Fair Wages Conditions In Dominion Government Contracts

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

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

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

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

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

Schedules Prepared and Contracts Awarded - September

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

During September the Department of Labour prepared 164 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 195 construction contracts was awarded by various Government departments. Particulars of these contracts appear below.

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

eight per day and forty-four 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 forty-four 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 and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy

Department	No. of Contracts	Aggregate Amount
Agriculture	2	\$ 44,520.74
Defence Production.....	12,946	208,647,993.00
Post Office.....	11	37,341.99
Public Works.....	2	40,357.00

that wage rates must equal those current in the district:—

(3) Arrears of Wages

During the month of September the sum of \$1,114.64 was collected from 3 employers who had failed to pay the wages required

by the labour conditions attached to their contracts. This amount was distributed to the 9 employees concerned.

Contracts Containing Fair Wages Schedules

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages

Awarded During September

and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Near Lethbridge Alta: Emil Anderson Construction Co Ltd, construction of earthfill dam, Bow River project.

Central Mortgage and Housing Corporation

Chatham N B: Maritime Landscape Gardening Co,* landscaping; Maritime Landscape Gardening Co,* repairs to landscaping. *Summerside P E I:* L G Rawding,* landscaping; L G Rawding, hardsurfacing walks, driveways & streets. *Chicoutimi P Q:* Desbiens & Gilbert,* landscaping. *Montreal North P Q:* Verrault Ltee,* cutting, grading & supplying fill. *Quebec*

P Q: Le Service Paysagiste,* landscaping. *Val D'Or P Q:* Raymond Bourbeau,* landscaping. *Ajax Ont:* O Maurer,* construction of sidewalks; A Stroud, changes in piping, central steam heating plant; Rosehall Nurseries Ltd,* landscaping. *Barriefield Ont:* McGinnis & O'Connor Ltd,* supply of fill. *Camp Borden Ont:* Ainsworth Electric Co Ltd,* installation

of fire alarm feeder. *Centralia Ont*: Scott-Jackson Construction Ltd, construction of storm sewer; Hamilton Garden Services,* landscaping. *Clinton Ont*: Hamilton Garden Services,* landscaping. *Fort Francis Ont*: Jas A Deschamps,* painting of gable ends. *Guelph Ont*: Rosehall Nurseries Ltd,* landscaping. *Merriton Ont*: Henry W Colton, exterior painting. *North Bay Ont*: Sterling Construction Co Ltd, construction of roads & driveways. *Petawawa Ont*: W E Baker,* landscaping. *Rockcliffe Ont*: Rosehall Nurseries Ltd,* landscaping; Rosehall Nurseries Ltd,* landscaping. *Brandon Man*: Bird Construction Co Ltd,* rental of equipment for rough grading. *Rivers Man*: J. E. Chatten,* landscaping. *Shilo Man*: Mid-West Engineering Co Ltd,* thawing out water pipes. *Winnipeg Man*: Bird Construction Co Ltd,* replacement of soffits; Bird Construction Co Ltd,* treatment of basement floors. *Lloydminster Sask*: C M Miners,* replacing storm latches, resetting clothes line poles, installing tile & weather stripping. *Moose Jaw Sask*: H. R. Hannah,* exterior painting; H. Cox,* patent defects. *Prince Albert Sask*: Stewart Electric,* patent defects; A T Dodge,* patent defects. *Regina Sask*:

Victoria Construction & Manufacturing Co,* construction of canopies; Victoria Construction & Manufacturing Co,* repairs to porch roofs. *Saskatoon Sask*: Shoquist Construction Co,* installation of porch rails, door knobs & latches; Harold Wells,* patent defects. *Swift Current Sask*: Walter J Burden Ltd,* patent defects; Kruse Painting Co,* patent defects, exterior painting. *Calgary Alta*: Rosehall Nurseries Ltd,* landscaping; Peterson Electrical Construction Co, installation of electrical distribution system. *Leduc Alta*: J R Garlough,* installation of thermostatic controls. *Lethbridge Alta*: A L Batty Construction Co,* re-surfacing of floors. *Medicine Hat Alta*: J H Back,* patent defects. *Suffield Alta*: Hislop Construction Co,* landscaping; F R Gibbs,* grading. *Vancouver B C*: Underhill & Underhill,* surveys; Robertson Development Co Ltd,* miscellaneous maintenance of roads & lanes; G S Eldridge & Co Ltd,* continuous inspection & testing of asphalt mix; C H E Williams Co Ltd,* installation of underground pipe. *Belmont Park (Victoria) B C*: Rosehall Nurseries Ltd,* landscaping; Rosehall Nurseries Ltd,* landscaping.

Defence Construction Limited

Bedford N S: Fundy Construction Co Ltd, installation of heating distribution system, etc. *Greenwood N S*: Dominion Bridge Co Ltd,* erection of steam generating units. *Halifax N S*: Foundation (Maritime) Ltd, construction of deep water jetty, storage area & finishing of View St, Seaward Defence Base. *Chatham N B*: Foundation (Maritime) Ltd, construction of central heating plant. *Renous N B*: Kenney Construction Co Ltd, construction of magazine & auxiliary bldgs. *Chicoutimi P Q*: Jobbing Construction Co Ltd, construction of quonset bldg. *Longue Pointe P Q*: E C Scrivens & Co, construction of ventilating system #10 bldg. *St Hubert P Q*: Frank Ross Construction Ltd, construction of sewage disposal plant & collection system. *St Malo P Q*: Union Quarries & Paving Ltd, asphaltic concrete paving. *Shawinigan Falls P Q*: B & H Metal Industries Co Ltd, erection of structural steel for armoury. *Valcartier P Q*: Union Quarries & Paving Ltd, construction of roads & paving. *Ville La Salle P Q*: Connolly & Twizell Ltd, installation of equipment in central heating plant. *Barriefield Ont*: A Stroud Ltd, installation of equipment in central heating plant. *Camp Borden Ont*: Brennan Paving Co

Ltd, re-surfacing of roads; Brennan Paving Co Ltd, grading & paving of parking & storage compound; John Inglis Co Ltd,* erection of steam generating units. *Centralia Ont*: Truscon Steel Co, construction of reinforced steel for sludge sewage disposal plant; Swansea Construction Co Ltd, construction of cast iron water pipe line; Windler Electric Co, extensions & additions to electrical distribution, street lighting & fire alarm systems, RCAF Station; W. C. Brennan Construction Ltd, erection & finishing of armco steelox bldg. *Clinton Ont*: John Gaffney Construction Co Ltd, alterations & extension of sewage disposal plant. *Downsview Ont*: John Inglis Co Ltd,* erection of steam generating units. *Ipperwash Ont*: F A Stonehouse & Sons, paving of roads. *Kingston Ont*: T A Andre & Sons Ltd, alterations & additions to officers mess; Green Construction Co, construction of timber bleachers. *Kingston & Barriefield Ont*: McGinnis & O'Connor Ltd, re-surfacing of roads, RMC artillery park. *London Ont*: Towland Construction Co, paving of roads, Wolseley Barracks. *North Bay Ont*: Sterling Construction Co, construction of central heating plant; Sterling Construction Co, erection of armco steelox bldgs. *Petawawa Ont*:

M Sullivan & Sons, installation of sewers & water lines for mess, barrack block, heating plant & workshop. *Picton Ont*: H J McFarland Construction Co Ltd, interior repairs at armouries. *Shirley Bay Ont*: Horton Steel Works Ltd, erection of water storage tank; Yates Construction Co Ltd, construction of water, electrical, sewer & steam distribution systems. *Uplands Ont*: Shore & Horwitz, erection of steel bldgs; John Inglis Co Ltd,* erection of steam generating units. *Portage La Prairie Man*: Coivin & Co, erection of reinforced steel for water & sewer structures; Vulcan Iron Works Ltd,* erection of steam generating units. Nelson Rivers Construction Ltd, installation of sewer & water services. *Rivers Man*: Foster-Wheeler Ltd,* erection of steam generating units. *Shilo Man*: Kummert & Shipman Electric Ltd, installation of electrical distribution system for barrack blocks & messes; Maple Leaf Construction Ltd, hard surfacing & gravelling of roads; Claydon Co Ltd, construction of garage & tank hanger. *Winnipeg Man*: Vulcan Iron Works Ltd,* erection of steam generating units. *Moose Jaw Sask*: Foster-Wheeler Ltd,* erection of steam generating units; Olynk Construction Ltd, installation of water & sewer services. *Saskatoon Sask*: Foster-Wheeler Ltd,* erection of steam generating units; W C Wells Construction Co Ltd, installation of water & sewer services. *Swift Current Sask*: Dominion Bridge Co Ltd, construction of structural steel for armoury. *Calgary Alta*: Burns

& Dutton Concrete & Construction, construction of concrete roads. *Edmonton Alta*: Sparling-Davis Co Ltd, paving, landscaping, etc. *Namao Alta*: Vulcan Iron Works Ltd,* erection of steam generating units; Sparling-Davis Co Ltd, erection of steel tanks. *Penhold Alta*: Foster-Wheeler Ltd,* erection of steam generating units; Alexander Construction Ltd, construction of water, sanitary & storm sewer distribution system. *Wainwright Alta*: Sparling-Davis Co Ltd, installation of sewer & water services; W C Wells Construction Co, construction of canteens; W C Wells Construction Co, construction of barrack block; Baynes-Manning Ltd, construction of water supply system; W C Wells Construction Co Ltd, construction of flame fuel mixing plant; Northwestern Utilities Ltd, installation of gas mains & services. *Chilliwack B C*: Vancouver Associated Contractors Ltd, construction of central heating plant, RCSME. *Comox B C*: Smith Bros & Wilson Ltd, erection of stop butt, VHF/DF bldg & officers quarters. *Ft Nelson B C*: Marwell Construction Co Ltd, construction of central heating plant, units & equipment. *Mile 295 (Ft Nelson) B C*: Marwell Construction Co Ltd, construction of workshop; Marwell Construction Co Ltd, construction of combined mess & barrack block. *Massett B C*: Hansen Construction Co Ltd, construction of married quarters. *Whitchorse Y T*: Marwell Construction Co Ltd, construction of central heating plant, units & equipment.

Defence Production Limited (August Report)

Goose Bay Labdr: Northern Roofing & Metal Workers Ltd, roof replacement, RCAF Station. *Greenwood N S*: M F Schurman Co Ltd, replacement of permanent sub-floor in various bldgs, RCAF Station. *Halifax N S*: Walker & Hall, renewal of stringers & decking, HMC Dockyard. *Camp Utopia N B*: J E Wilson Roofing Co Ltd, re-roofing of various bldgs. *Chatham N B*: Maritime Asphalt Products Ltd, roof replacement on hangars & lean-to's, RCAF Station. *Moncton (Berry Mills) N B*: Geo H Hamilton & Son, roof replacement, supply depot, RCAF Station. *Sussex N B*: Irvine T Long, renewing of foundations for bldgs. *Montreal P Q*: Simard & Frere Enr'g, repairs to tar & gravel roofs on bldgs, 25 COD, Longue Pointe; J A Francoeur & Co, removal of old boiler, etc & installation of new boiler. *St Johns P Q*: Phillippe Baillargeon, repairs to roads & parade square, RCAF Station. *Sherbrooke P Q*: Ross Biron

Electric Ltd, re-wiring & re-lighting, Belvedere St Armoury. *Angus Ont*: B Phillips Co Ltd, exterior painting of bldgs, 13 "X" Depot. *Aylmer Ont*: Johnson Bros Co Ltd, repair of runways, taxi strips & parade grounds, RCAF Station. *Camp Borden Ont*: Municipal Spraying & Oiling Co Ltd, spraying 9.8 miles of road with asphalt prime; Gunitite & Waterproofing Ltd, repairs to swimming pool, RCAF Station. *Camp Ipperwash Ont*: James Builders Supplies Ltd, re-roofing 34 bldgs. *Centralia Ont*: John Gaffney Construction Co Ltd, permanent sub-floor replacement & rehabilitation of ablation areas, RCAF Station. *London Ont*: W A Moffatt Co, re-roofing 9 bldgs, 27 COD. *Ottawa Ont*: J C Robinson & Sons Ltd, installation of air conditioning in offices, 26 COD. *Trenton Ont*: R A Blyth, repairs to timber marine float & ramp, RCAF Station. *Camp Shilo Man*: MacDonald Bros Sheet Metal & Roofing

Co Ltd, re-roofing of built-up roofs, military camp. *MacDonald Man*: Waterman Waterbury Mfg Co Ltd, installation of heating system in certain bldgs; Murray Air Conditioning Ltd, repairs & re-activating of lee heaters in hangars & drill hall, RCAF Station; Cotter Bros Ltd, installation of heating system in certain bldgs, RCAF Station. *Portage la Prairie Man*: H G Hay Decorating Co, exterior painting, RCAF Station. *Winnipeg Man*: West End Contractors Co Ltd, permanent sub-floor

replacement of kitchen area & foundation renewal, officers' mess, RCAF Station. *Saskatoon Sask*: H D Wheeler Ltd, installation of a low pressure heating system, RCAF Station. *Claresholm Alta*: Seaboard Advertising Co Ltd, exterior painting, RCAF Station. *Wainwright Alta*: W B McCready Roofing & Supply Co, re-roofing of bldgs. *Patricia Bay B C*: W R Menzies & Co Ltd, renewal of gasoline & water lines, RCAF Station.

National Harbours Board

Halifax Harbour N S: Canada Gunito Co Ltd, reconditioning concrete cope wall.

Department of Public Works

Bailey's Brook N S: Stanley Mason,* dredging. *Pirate Harbour N S*: Donald F Cantley, wharf repairs. *Edmundston N B*: Yvon Nadeau, yard paving, cribwork, retaining wall, etc, Customs & Immigration Bldg. *Loggieville N B*: Comeau & Savoie Construction Ltd, harbour improvements. *Matane P Q*: B Joncas, construction of breakwaters. *Montreal P Q*: J J Shea Ltd, alterations to Immigration & Detention Bldg; Key Construction Ltd, alterations & additions for RCMP "C" Division Headquarters. *Pointe St Pierre P Q*: Alphonse Montmigny, construction of breakwater-wharf. *Ste Marthe de Gaspé (Rivière a la Martre) P Q*: Edgar Jourdain, wharf reconstruction. *Belleville Ont*: Theode Robidoux,* dredging. *Nanticoke Creek Ont*: McNamara Construction Co Ltd,* dredging. *Ottawa Ont*: Edgar Dagenais, alterations for fire protection purposes, Science Service Bldg; A Lanctot Construction Co, new roof covering, Temporary Bldg #8; Thomas Fuller Construction Co Ltd, construction of radio & electrical engineering laboratory for National Research Council; A Lanctot Construction Co, new roof covering, Temporary Bldg #7; A Lanctot Construction Co, new roof covering, Temporary Bldg #6; A Lanctot Construction Co, ventilation of roof spaces, Temporary Bldgs 1, 2 & 4; Hart Construction Co Ltd, alterations to quonset hut "B"; A Lanctot

Construction Co, alterations to radio-activity laboratory, Victoria Memorial Museum. *Toronto Ont*: Taylor Bros, alterations to bldg, 260 Richmond St West. *Windsor Ont*: Granite Construction Ltd, alterations to Sandwich, Windsor & Amherstburg Railway Bldg. *Hodgson Man*: Bolton Construction Co Ltd, construction of doctor's residence for Department of National Health & Welfare, Fishing River Indian Reserve. *Grand Prairie Alta*: Poole Construction Co Ltd, erection of public bldg. *Departure Bay B C*: Ed Walsh & Co Ltd, construction of salt water fire protection system, Pacific Biological Station. *Fairview Bay B C*: Skeena River Pile Driving Co Ltd, construction of Department of Fisheries floats. *Nanaimo B C*: A & B Construction Co Ltd, construction of laundry bldg, Indian Hospital. *Prince Rupert B C*: Skeena River Pile Driving Co Ltd, construction of Department of Transport float. *Salmon Arm B C*: Atlas Construction Ltd, wharf reconstruction. *Vancouver B C*: Geo D McLean & Associates Ltd, repairs to roof, etc, Old Military Bldgs, Shaughnessy Hospital; Allan & Viner Construction Ltd, alterations to Immigration Bldg; Vancouver Pile Driving & Contracting Co Ltd, improvements to Immigration wharf. *Westview B C*: Northern Construction Co & J W Stewart Ltd, wharf reconstruction.

Department of Resources and Development

Prince Edward Island National Park P E I: Island Construction Ltd, construction & priming of stabilized gravel base on Dalvay-Stanhope & Rustico-New

London Bay Highway. *Jasper National Park Alta*: G F Bried, construction of engineer's residence & junior engineer's residence.

Department of Transport

Bagotville P Q: North Shore Construction Co Ltd, construction of concrete alert buttons, Saguenay Airport. *Sorel P Q*:

Canadian Flooring Tile Co Ltd, installation of tile, terrazzo & concrete base work, administration bldg. *Dainville Ont*: Cana-

dian Steeplejacks, painting bridge 18, Welland Ship Canal. *Lake Erie Ont*: Intrusion-Prepakt Ltd, underwater repairs to foundation, Colchester Reef. *Uplands Ont*: Taggart Construction Ltd, construction of localizer bldg. *Portage la Prairie Man*: Marjorie, Erven & D D Tallman,

additional airport development. *Saskatoon Sask*: W C Wells Construction Co Ltd, additional airport development. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, additional airport development. *Medicine Hat Alta*: T J Pounder & Co Ltd, surface treatment of runways.

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Labour Legislation in Newfoundland Enacted at 1951 Session

Enactment of important labour laws was continued at the 1951 session. Workmen's compensation, safety in mines, apprenticeship and vocational training, and the school-leaving age are among the matters dealt with

The enactment of important labour laws, which has been characteristic of each session of the Newfoundland Legislature since Confederation, was continued at the 1951 session held from March 7 to June 22.

Benefits payable under the Workmen's Compensation Act were fixed which compare favourably with those of most of the other provinces. A new Regulations of Mines Act was passed setting a high standard of safety for workmen. Two new Acts relating to apprenticeship and vocational education will further vocational training in the province. Action was taken to separate the operation of the Labour Relations and Trade Union Acts so that certification of a bargaining agent will no longer be conditional on compliance with the Trade Union Act. The school-leaving age was raised from 14 to 15 years. A provincial federation of fishermen was incorporated.

Workmen's Compensation

An Act to amend the Workmen's Compensation Act, 1950, was assented to on March 30, 1951. The amendments brought the Act into effect as of April 1, fixed the scale of compensation payable, increased the waiting period and made several other changes.

Scale of Compensation

Benefits payable under the Act were not fixed when the Act was passed in 1950 but are now set out in nine new sections.

Death Cases

If the injury results in the death of a workman, a maximum of \$125 is allowed to cover funeral expenses; where the body has to be taken a considerable distance for burial, a further sum, not exceeding \$125, may be paid. A lump sum of \$100 and \$50 a month is payable to the widow or to

an invalid widower and an additional monthly payment of \$10 may be made in respect of each child under 16 years of age. A monthly sum of \$20 may be paid for each orphan child under 16. Where the dependants are other than consort and children, the Board may pay any sum it determines to be reasonable and proportionate to the pecuniary loss sustained. In respect of the latter dependants, payment is to continue so long as the Board considers the workman would have contributed to their support.

In death cases, the compensation payable, exclusive of the amount allowed for burial expenses, may not be more than 66 $\frac{2}{3}$ per cent of the workman's average earnings, and compensation payments in excess of this percentage must be reduced accordingly. However, the monthly payments to a widow and children or to orphan children may not be reduced if the total does not exceed \$100.

Where there is no widow, or if the widow dies, monthly payments may be made to a suitable person who acts as foster mother to the dependent children, on the same basis as if she were the widow of the deceased workman.

A dependent widow who remarries is entitled to a lump sum equal to the monthly payments for one year, the lump sum to be paid within one month after her marriage. This provision does not apply to payments to a widow in respect of a child.

Payments in respect of a child cease when the child reaches the age of 16 or dies. An exception is made, however, where the Board considers it advisable to continue a child's education, in which case payments may be made to the age of 18. Payments to invalid children are continued without regard to age so long as the Board considers the workman, had he

lived, would have continued to contribute to their support. In case of the illness of an invalid child or of a dependent child under 18, an additional amount, not exceeding \$10 a month, may be paid for the duration of the illness.

Disability

A workman who is permanently totally disabled is entitled to receive for life a weekly or other periodical payment equal to 66⅔ per cent of his average weekly earnings during the previous 12 months or for any lesser period during which he may have been employed. In any case, he is not to receive less than \$65 a month or the full amount of his earnings if they are less than \$65.

If a workman suffers a permanent partial disability, his compensation is a periodical payment for life of 66⅔ per cent of the difference in his earnings before and after the accident. Where the impairment of earning capacity is not more than 10 per cent, the Board may allow a lump sum instead of periodical payments.

The Board is also authorized to pay compensation to a workman who has suffered a permanent injury which the Board considers capable of impairing his earning capacity, even though his earning capacity has not been diminished.

Temporary total or temporary partial disability is compensated at the same rate as permanent total and permanent partial disability, that is, 66⅔ per cent of average earnings or 66⅔ per cent of the difference in earnings, respectively, but in such case compensation is payable only so long as the disability lasts. The minimum payment for temporary total disability is \$12.50 a week or the amount of earnings if they are less than \$12.50, and for temporary partial disability, a corresponding amount in proportion to the impairment of earning capacity.

If a workman is injured in the course of his employment while doing rescue work in a mine or in any other industry to save human life after an explosion, fire or other catastrophe, compensation will be computed on the basis of 100 per cent of his average earnings instead of 66⅔ per cent.

In computing average earnings, \$3,000 a year is the maximum amount which may be taken into account, the same maximum as in Manitoba and Saskatchewan.

Waiting Period

The waiting period which must elapse before compensation is payable was increased from three to six days, the waiting

period in Alberta and British Columbia. No compensation other than medical aid is payable for a disability of three days or less, but if the disability lasts for more than three days but less than six, the injured worker receives compensation from the fourth day of his injury. A disability lasting longer than six days is compensable from the date of the accident.

Other Provisions

The industries of fishing, including seal fishing and whaling, the operation of trawlers, tankers, draggers and other fishing vessels, and marine salvage were deleted from the list of industries to which Part I of the Act applies. Fish handling and fish processing on shore by other than the members of the crews of fishing vessels are, however, within the scope of Part I.

Also struck out was a section which permitted the Board to admit to Part I of the Act the members of the crew of a fishing vessel who are remunerated by shares in the profits or gross earnings if they and the owner of the vessel applied to the Board to be admitted. Masters and members of the crews of fishing vessels are still covered by the Workmen's Compensation Act, 1948, the individual liability statute, which is now repealed except for its application to fishing vessels. Seamen have been excluded from Part I by regulation.

The Act, as amended, authorizes the Board to exclude from Part I, by regulation, any industry or industries, or any trade, employment or occupation for any industry. It may also exclude an industry or industries by number limit, and regulations were made (L.G., 1951, p. 839) providing that those employing less than three workmen are outside the Act.

New provisions similar to those in effect in some other provinces govern compensation for hernia. Clinical hernia is compensable only if it is of disabling character and of recent primary demonstrability, and if it can be shown that an accident immediately preceded its onset. The worker is required to report his condition to his employer at the time of the accident, or within 72 hours if he ceases to work, and to undergo an operation within two weeks if an operation is deemed advisable. However, if the worker does not comply with these requirements but the Board deems his failure to do so excusable, compensation may be paid for a minimum period of seven days before the operation and 42 days afterwards, if the hernia is not complicated.

Labour Relations

Amendments to the Labour Relations Act, 1950, repealed the sections of the Act which required a trade union to comply with the Trade Union Act in order to be granted certification and the right to bargain with an employer under the Act. The Trade Union Act, besides protecting unions from civil suits, sets out certain provisions which the rules of a union must contain and requires a union to file with the Minister of Labour a copy of its rules, the names and addresses of its officers and other information.

The Newfoundland Federation of Labour (TLC), in its annual memorandum of legislative proposals to the Newfoundland Government, protested against combining the two Acts, stating that Newfoundland was the only province "where unions were compelled to comply with the provisions of a statute other than that governing labour relations before being granted certification and the right to bargain with their employers". The Federation requested that certification proceedings be carried out under the Labour Relations Act (L.G., 1951, p. 790).

The repealed sections of the Act provided that a union which failed to comply with any of the provisions of the Trade Union Act might not be certified as a bargaining agent of employees, nor by notice require an employer to commence collective bargaining with a view to the renewal or revision of an agreement or the conclusion of a new agreement while such failure continued. A third section permitted the Labour Relations Board to revoke the certification of a union already certified if it failed to comply with the Trade Union Act.

Another amendment, which was also asked for in the labour organization's brief, repealed the section of the Act which permitted the Board to order that collective bargaining be suspended while the application of a union for certification as bargaining agent was pending or while the Board was considering the revocation of the certification of the bargaining agent.

Other amendments concern an unfair labour practice and the penalty to which a trade union is liable for an illegal strike. Section 4 (8) formerly prohibited a trade union, a trade union representative or any employee from supporting, encouraging, condoning or engaging in "any activity that is intended to restrict or limit production". As now amended, the prohibition applies to "any organized slowdown intended to restrict or limit production".

The maximum fine to which a trade union declaring or authorizing an illegal strike is liable was reduced from \$250 to \$150 for each day that the strike exists, the penalty provided under the federal Industrial Relations and Disputes Investigation Act. The Newfoundland Federation of Labour requested that the penalty be reduced to \$100 a day.

A new section added to the Act provides that an extra-provincial company whose board of directors does not meet in Newfoundland must appoint a person resident in the province to bargain collectively and to conclude and sign a collective agreement on its behalf. The agreement signed by such person is to be binding on the company. Failure on the part of an extra-provincial company to comply with this requirement is an offence against the Act. Similar sections regarding extra-provincial companies are contained in the Alberta Labour Act and the British Columbia Industrial Conciliation and Arbitration Act.

Trade Unions

An amendment to the section of the Trade Union Act, 1950, which requires a trade union to file with the Minister of Labour, upon his request, an audited statement of its receipts and expenditures, empowers the Minister to ask for such a statement only when he has been requested to do so by not less than seven members of the union. As previously, the minister may, if he deems it necessary, require a further audit of the union's accounts to be made by a person appointed or approved by him, but the expense of the audit is now to be paid by the Department of Labour instead of by the union. The minister may request the union to make available any documents which the auditor deems necessary for his purpose. A new penalty clause has been inserted. A trade union which fails to comply within the time specified with a request made by the minister under this section is liable to a penalty not exceeding \$100, with an additional \$10 for each day on which such failure continues.

Previously, the minister was required to issue a certificate annually to every union that had filed the required returns. The word "annually" has now been removed so that there is no longer any requirement as to the annual renewal of a certificate, but a new paragraph provides that the minister may revoke any certificate if he knows that the trade union is no longer complying with the Act. The union must then return the certificate to the minister.

Protection of Workmen in Mines

A new Regulations of Mines Act was passed, replacing an earlier statute which had become out-of-date. In general, the Act and the regulations which are appended to it, cited as the Mines (Safety of Workmen) Regulations, 1951, are similar to the Quebec Mining Act. In its minimum age of 18 for employment underground, its hygiene and welfare provisions and its safety requirements, the Newfoundland Act is up to the standard of the most advanced mining legislation in Canada.

The Act itself provides for the appointment of inspectors and sets forth their powers and duties, requires the notification and investigation of accidents, sets out the duties of the mine operator with respect to the keeping of mine plans, makes provision for the fencing of abandoned mines, and charges the operator and manager with the responsibility of taking all necessary measures for the enforcement of the Act and regulations.

The Act authorizes the Lieutenant-Governor in Council to make regulations respecting the sanitary conditions and safety of workers in mines, and these regulations, set out in a schedule, constitute the main part of the Act.

By proclamation, the Act went into effect on August 1, 1951.

Inspection

Provision is made for the appointment of a chief inspector and a staff of inspectors to administer the Act. The chief inspector is required to report annually to the Minister of National Resources on the observance of the Act during the preceding year.

An inspector must inspect mines and workshops for the reduction of minerals to see that the Act and regulations are being observed. He may order a manager to remedy any condition or practice which he considers dangerous, or to stop all work immediately and to have the mine or workshop vacated until satisfactory steps have been taken to protect the workmen.

Employment

The minimum age for employment of boys underground was raised from 13 to 18 years. Higher age limits are set for particularly dangerous work and for work on which the safety of others depends. Twenty years is the minimum age for persons entrusted with the transmission of signals and orders for putting machines in

motion, for persons in charge of machinery used for hoisting, lifting or haulage, and for those responsible for the charging of blasting holes with explosives or for firing explosives. Twenty-one years is fixed as the minimum age for persons in charge of hoists or windlasses used for raising or lowering workmen. As in other provinces, the employment of women and girls in the working of a mine is forbidden, with the exception of those engaged in office or laboratory work.

Investigation of Accidents

When an accident occurs which disables a workman so that he is unable to resume work the next day, the manager must immediately send written notice to the minister stating the nature of the accident and the name of the person injured.

In the case of a fatal accident, the manager must immediately notify the chief inspector by telephone or telegraph. Until an inspector has investigated the circumstances, nothing must be moved or disturbed except to save life or relieve human suffering. If it is impossible for an inspector to investigate immediately, the chief inspector may permit the removal of wreckage to allow the work of the mine to be carried on, after photographs or drawings showing details of the scene of the accident have been made.

In conducting an investigation into a fatal accident, the inspector has power to compel the attendance of witnesses and the production of books and documents and to take evidence upon oath. The chief inspector must report to the minister describing the circumstances which resulted in the accident.

The manager must report certain other accidents in writing to the chief inspector within 24 hours, whether or not the accidents result in loss of life or personal injury. These accidents include overwinding a cage or skip; a breakage of a hoisting rope or cable, excluding rope haulage on levels; an unexpected inrush of water; an outbreak of fire below ground; and a premature or unexpected explosion.

General

To prevent accidents from falling materials, the walls and roofs of all underground workings and the sides and walls of open pits and trenches must be scaled free of all loose rocks or stones. Proper equipment must be maintained for scaling. Sufficient life-lines must be provided and must be used by workmen whenever they

are in dangerous places. Every person working underground must wear an approved protective head covering.

In drawing ore from a storage place, the manager must take steps to ensure that the material is settling freely above. Any person entering the storage place to free a hang-up must wear a safety belt with an attached and anchored life-line and must be attended by another person.

Hoisting

Detailed rules are set out with respect to the safe construction and protective equipment of cages, skips and hoists.

Hoisting from underground workings by horse and pulley block is prohibited. An underground hoist must not be used for raising or lowering persons unless it is installed at least 10 feet from a winze or shaft.

Except in shaft-sinking operations, cages or skips in a vertical shaft or one inclined to more than 60 degrees from the horizontal must travel on rigid guides and be provided with guard rails, safety catches and a hood. In vertical shafts over 400 feet deep, safety cages equipped with a specified type of safety catch, a hood and a metallic side casing with doors must be provided for the raising or lowering of men at each change of shift.

Mechanical brakes and automatic safety controls must be provided for hoists operating at a rope speed of over 900 feet per minute. All hoisting engines must be provided with a brake independent of the power which runs the engine and within easy reach of the hoistman's seat. A hoist used for raising or lowering persons or in shaft sinking must not be equipped with a brake operated by the hoistman's foot unless each brake is an auxiliary electrical device.

Hoisting engines must be provided with a reliable depth indicator visible by the hoistman at all times.

Special rules are included for the safe operation of cages and skips. No person is permitted to travel in a cage loaded with explosives, pipe, drill steel, rails or timber except for the purpose of handling them. A notice must be posted at the collar of the shaft stating the number of persons and the maximum weight of materials allowed to be carried on the cage or skip. The cagetender has authority to prevent crowding or disorder in the vicinity of the shaft. In the course of shaft sinking, the cage may not be lowered directly to the bottom of the shaft if there are men work-

ing there but must be held at least 15 feet from the bottom until the workmen below give the signal to lower.

The operator of a hoisting engine used for raising or lowering persons or in shaft sinking must have had at least one month's experience in operating a reversing hoist. He must have a medical certificate issued within the previous 12 months stating that he has been examined and found mentally and physically fit, and free of defects of eyesight and hearing which, in the performance of his duties, might endanger the safety of the employees.

In excavations more than 50 feet deep, signals to set in motion any machinery used for hoisting material or for travelling must be transmitted to the hoistman by a signalling apparatus, but in operations carried on with cable-derricks, the chief inspector may approve of the transmission of signals by motion of the hand. Where an electric signalling system is used, the hoistman must return the signal to the person giving it when men are to be hoisted or lowered. During shaft sinking, the men working at the bottom of the shaft must be able to see or hear the signals. A code of signals for hoisting, lowering, stopping, and warning of danger is given, a copy of which must be posted in front of the hoistman, at the bottom of the shaft, and at all shaft stations. As few persons as possible are to be authorized to signal hoist movements, and a list of the persons authorized must be shown to the chief inspector on request.

In shafts of over 600 feet in depth, adequate provision must be made to warn the hoistman when the bucket, skip or cage arrives at a point in the shaft not less than the equivalent of three revolutions of the drum of the hoisting engine from the top of the shaft.

At least once a week a careful inspection must be made of all parts of the hoisting equipment by a competent person appointed by the manager, and his observations must be recorded in a special book. In all new installations or in case of changes in existing installations, a hoist must not be used for raising or lowering persons until tests are carried out to the satisfaction of the chief inspector.

A hoistman's log book must be kept at every shaft or winze, in which the hoistman must make a daily report of the working condition of the hoist, the safety devices, the signalling apparatus, any special instructions received involving the safety of persons, all abnormal circumstances in con-

nection with the operation of the hoist, and a report of all trial trips made after any shut-down of over two hours.

The hoistman must test all overwind devices at least once every 24 hours and a report of the test must be recorded in his log book. After going on shift, and before a conveyance is raised or lowered, the hoistman must assure himself that the brakes are in proper condition to hold the loads suspended on the corresponding drum or drums by testing the brakes of the drums against the normal starting power of the engine or normal starting current. He must not unclutch a drum of the hoist until the test has been made. When hoisting has been suspended for more than two hours or for repairs, the bucket, cage or skip must have made one complete trip up and down the working portion of the shaft before persons may be raised or lowered. The trip must also be recorded in the log book.

Additional rules are set out for double-drum hoists and for electric hoists.

No hoisting rope may be used unless a certificate has been issued by the manufacturer giving the information specified in the regulations. A copy of the certificate must be kept on hand at the mine to be shown to an inspector on request. Specifications for the factor of safety of hoisting ropes are set out.

A used hoisting rope must not be again put into use except with the written permission of the chief inspector.

A special hoisting rope record book must be kept for every mine and certain information must be recorded for each rope and copies forwarded to the minister.

When a hoisting rope is installed, and every six months afterwards, a piece not less than eight feet long must be cut off the lower end from a position above the detachment and retained at the mine for inspection by the chief inspector. An inspector may instruct the manager to send the piece of rope to an approved rope-testing laboratory and to supply the chief inspector with a copy of the certificate.

Passageways

Every shaft more than 100 feet deep sunk after the regulations come into force is to have a passageway boarded off from the part of the shaft where material is hoisted, and provided with strong, securely fastened ladders inclined to not more than 80 degrees from the horizontal, in lengths of 25 feet or less, with rest platforms con-

structed so as to prevent a man from falling through. Ladders must have rungs regularly spaced not more than 12 inches apart nor less than four inches from the wall. They must extend at least three feet above each platform unless strong hand rails are provided. Except during the period of preliminary work, there must be in every mine at least two passageways through which the men working in any section may travel to the surface, and conspicuous signs underground showing the way to emergency exits. In all workings made after the regulations come into effect, the passageways must be at least 100 feet apart and have their outlets in separate buildings.

Workmen carrying tools in a ladderway must carry them in bags or otherwise make them secure against falling.

Surface Buildings

Any building erected over the mouth of a shaft must be isolated and covered with fire-resistant materials. All shaft-houses must contain adequate fire-extinguishing apparatus. No inflammable substances may be kept there. Gasoline or oil is not to be stored within 100 feet of a shaft-house. No office, storage room, repair shop or other construction may be contained within a shaft-house without written permission of the chief inspector, and blacksmith or drill-sharpening shops may not be located within 50 feet.

The operator of a mine must keep all buildings well lighted and ventilated, and free from harmful gases and dusts. An inspector must be notified of any major construction or alteration of a building, and he may require that the construction plans be formally approved by the chief inspector. Buildings must have adequate exits, halls and stairways, kept clear so as to permit the rapid egress of all employees. Stairs and runways more than five feet high must be provided with hand-rails and every opening in a floor must be effectively guarded. Oily waste must be kept in closed metal containers marked "inflammable", and not placed in or near a stairway. Machinery must have adequate guards so as to prevent accidents.

Fire Protection Underground

Rules for fire protection include the requirement that inflammable refuse and timber must not be allowed to accumulate underground, and that oil and grease kept underground must be in metal containers and must not exceed the requirements for seven days. Cylinders of oxygen must be kept upright in a dry and well-ventilated

place and separate from acetylene cylinders. Oxygen and acetylene must not be stored in the same place as inflammable or explosive materials nor come in contact with any source of direct heat. Both types of cylinders must be sent to the surface when exhausted. Calcium carbide is to be stored only at the surface in a dry place and in its original container; only sufficient quantity for one day's use may be taken underground in individual containers. Except for the usual miner's carbide lamp, no acetylene generator may be taken underground.

All underground rooms must be constructed so as to reduce fire hazards to a minimum, and, unless exemption is granted by the chief inspector, fire-doors must be installed to cut off the shaft from other workings of the mine, and kept in good working order at all times. No person may build a fire underground unless he has received instructions from the manager, and fire-fighting equipment has been placed close at hand. Suitable fire-fighting equipment, including head-frames, must be maintained underground and in buildings at the surface. In every underground shaft-hoist-room, the mine owner must supply a gas mask or other approved self-contained breathing apparatus. All fire-fighting equipment must be inspected every month by an authorized person, who will make a report on its condition to the manager.

Whenever the chief inspector considers that a grave fire hazard exists, he may designate a "fire hazard area", to be indicated by suitable signs. In a fire hazard area, no one may smoke, or have open-flame lamps or matches without the permission of the chief inspector.

Every mine producing over 100 tons of ore a day, and any other mine designated by the chief inspector, must have an apparatus for introducing into the mine ethyl mercaptan or other warning gas whenever it is necessary to warn workmen underground of an emergency necessitating speedy evacuation.

Explosives

Detailed rules are also set out for the use of explosives. All storage places for explosives must be kept meticulously clean, must be substantially built with strong doors and locks, and must be clearly marked on the outside with the words "Danger—Explosives". The manager must appoint a competent person to be in charge of all magazines, and must permit only

competent persons to handle explosives. Not more than a 48-hour supply of explosives, including caps and fuse, may be kept underground. No person may smoke while handling explosives. It is the duty of every workman, before blasting in any place, to cause all entrances to be guarded, and to give due warning by a conventional signal to all persons in the vicinity. Workmen must not light a fuse in underground workings without having a second light placed conveniently close. When a round of holes is fired, the workman must, where possible, count the number of shots exploding and report any misfires and their location to the shift boss, who must pass on the information to the shift boss in charge of the next relay of workmen.

Use of Electricity

Both general and specific rules are laid down for the use of electricity in mines.

The manager must appoint an experienced and competent person to be in charge of electrical apparatus or machinery. Only an authorized person may repair, extend or change any electrical equipment and conductors. No person except the one authorized by the manager is allowed to enter an electrical supply station or interfere with the working of a machine transformer or motor. When the authorized person is not present, he must see that the door of the station is securely locked.

The regulations require that all electrical equipment must be so constructed, installed and maintained as to reduce life and fire hazard to a minimum. For the purposes of the regulations, all materials and apparatus approved by the Canadian Standards Association are deemed to be approved.

Electrical equipment must comply with the regulations when placed in service, and must be periodically inspected.

Use of Locomotives

On every level where mechanical haulage is used, there must be a clearance of at least 18 inches on each side of the car or 24 inches on one side, unless clearly marked refuges less than 100 feet apart are slashed in the walls. No person except members of the train crew may ride on a loaded car. Every locomotive, trolley or motor car must be equipped with a bell, whistle or horn to be sounded when starting and whenever warning of danger is required, and must have a light at the front and rear when moving underground. No internal

combustion engine may be operated underground. Any locomotive used must be specially designed for underground use and approved by the chief inspector, and adequate precautions must be observed against carbon monoxide gas. The locomotive may be operated only in well-ventilated haulage-ways having a minimum of 10,000 cubic feet of free air per minute at all times. It must be equipped with an approved scrubber and filter, and the carbon monoxide content of the exhaust gases must never exceed 0.25 per cent. The operator of the mine must keep a log book in which he must record at least once a shift, the free air supply and the carbon monoxide content of the exhaust gases for each locomotive.

Steam Boilers

An operator who has a boiler for generating steam at a working pressure of over 15 pounds p.s.i. must notify the minister of the maker, shop number, date of construction, name and address of the issuer of the last certificate of inspection, and the date on the certificate. Such a boiler must not be used without permission from the chief inspector, who may require the boiler to be inspected and certified as to its safe maximum pressure. Only a properly qualified person may supervise the operation of a stationary steam engine or boiler. The minister may require an annual inspection of each boiler by an inspector appointed under the Boiler and Pressure Vessel Act; the inspector must submit a written inspection report to the minister. An annual inspection of a tank storing compressed air with a pressure above 40 pounds p.s.i. and with a capacity of more than six cubic feet may also be required by the minister. Before a workman removes a valve or parts of pipe under pressure, he must ensure that the pressure has been shut off.

Hygiene

In every treatment plant or workshop, the operator must provide a safe supply of drinking water, facilities for washing, and a toilet for every 25 men. Where there is danger from harmful reagents or substances, signs must be placed to warn the workers, and antidotes and washes provided for the treatment of injuries. Care must be taken to prevent cyanide from coming into contact with any acid substances, and rubber gloves must be supplied to all workers handling cyanide salts or solutions. The maintenance of an adequate number of sanitary conveniences in the underground

workings of a mine is required. In every mining operation underground, where more than 10 men work on a shift, the operator must provide and maintain at the surface a suitably large, well lighted, ventilated and heated dry-house equipped with hot and cold water, basins and showers, where the men can wash themselves and change and dry their clothes.

Masks

The operator must supply masks, of a type approved by the chief inspector, to all workmen who are exposed to dust, gas or fumes. Every workman is responsible for cleaning his mask every day, and no workman may use another's mask. The operator must sterilize all masks at least once a week. A competent person appointed by him must inspect all masks regularly, and a workman who notices a defect in his mask must report it to the manager for repair or replacement. Dust masks must be inspected at least once a month, and the apparatus designed for poisonous substances once a week. Masks must be protected against dust when not in use.

Ventilation

Either by natural ventilation where this is possible or by mechanical means, the air in every mine must contain sufficient oxygen for health and be free from dangerous amounts of harmful impurities, including dust. Where possible, there must be main fans at the surface, housed in fireproof structures. Whether underground or on the surface, ventilating fans must be reversible from the surface. Disused workings must be examined before being used again to ascertain whether foul air or dangerous gases have accumulated.

Protection from Water

Every mine must be supplied with machinery and appliances for keeping the mine free from water, and precautions must be taken against a sudden breaking through of water. The permission of the chief inspector is required for the erection of any dam or bulkhead more than three feet high, and its location must be shown on the mine plan.

First Aid

If more than 25 persons are employed in mining or quarrying operations, the operator must provide suitable stretchers, bandages and other first-aid equipment to be kept at or near the works for immediate use in case of accidents. If the mine

has more than 50 employees, the operator must provide during working hours a trained first-aid attendant.

Open Cast Workings

Safe means must be provided for conveying men and materials in open cast workings. Derricks are not to be used for conveying workmen except in case of serious emergency. Travelways must be provided, with ladders or stairways where necessary. These ladders and stairways, if built on an angle of more than 45° from the horizontal, must have landings every 30 feet unless an inspector authorizes otherwise. All stairways must have handrails, and the requirements for ladders are the same as in underground workings. Other regulations are designed to prevent accidents from falling sand and gravel. All unconsolidated material must be removed for a distance of six feet from the working surface. Before men begin to work near a pit-wall, it must be examined and declared safe by the foreman. Every man working on a pit-wall to clean it of loose material must wear a life-line which is attached to a solid anchor and supervised from above.

Where work is being done by hand in unconsolidated materials, the method of undercutting is prohibited. No vertical working face must be higher than 10 feet, so that if the material to be excavated is more than 10 feet thick, the work must be done in benches or at an angle of safety. Unless otherwise authorized in writing by the chief inspector, all open cast workings more than 100 feet deep must be worked in benches not higher than 65 feet and wider than they are high, unless excavation and loading are done by mechanical means.

Plans

Mine operators are required to keep exact, up-to-date plans, as specified in the Act, of the surface and underground workings of the mine. The minister may also require additional plans to be made to give a better knowledge of the deposits and of the work done in the mines for the protection of the workmen. If work is suspended for at least one month, the operator is required to forward to the minister within two months a certified copy of the plans of the underground works existing at the date of cessation of the work.

Abandoning a Mine

Where a mine has been abandoned or the work discontinued, the owner must see that the top of the shaft and all entrances

from the surface as well as other dangerous pits and openings are kept securely fenced to the satisfaction of an inspector. An owner who fails to comply with this requirement after written notice from an inspector is guilty of an offence. Where an inspector finds that, because of danger to health or property, fencing is required immediately, he may have the work done at the expense of the Department of Natural Resources. The expense with interest is a lien upon the mine or mining work, and no dealings with the mine will be legal until the owner has discharged his debt to the Crown.

Responsibility for Enforcement

The operator is required to appoint a manager to take responsibility for the direction of the mine. The operator and manager are responsible for the enforcement of the provisions of the Act and regulations and must take all necessary measures to ensure that they are observed by every employee. Foremen, shift bosses, mine captains and department heads are responsible for the enforcement of the rules which are applicable to the work over which they have supervision. Workmen are also required to carry out their duties in accordance with the rules. The manager must appoint a suitable person to take responsibility for enforcing the requirements of the Act during his absence.

If work in or about a mine is let to a contractor or sub-contractor, he must comply with the Act and regulations, and he is punishable for non-compliance as if he were the operator or manager. Any book of special rules prepared by the manager of a particular mine must be reviewed by the chief inspector and, if approved by him, will be deemed to be incorporated in the regulations at that mine. A copy of the regulations and special rules must be given to each workman.

Penalties

Penalties are provided for various offences under the Act. A workman is prohibited from entering a mine or from going near any machinery in motion while under the influence of or while carrying intoxicants. All prosecutions for offences may be taken in the name of the minister, the chief inspector or an inspector.

Boilers and Pressure Vessels

Changes were made in the Boiler and Pressure Vessel Act, 1949. An amendment to the definition of "boiler" stipulates that the Act does not apply to a boiler used

solely for heating a building occupied by not more than four families if the building is one used only for residential purposes. New paragraphs were added to this section defining "design", "design pressure", "welding" and "working pressure". These terms are used in the Act but were not hitherto defined.

Another amendment prescribes more clearly the duration of an inspection certificate. The certificate, issued by the Minister of Labour after inspection and payment of the prescribed fee, authorizes the operation of the boiler, pressure vessel or plant from the date of inspection as stated in the certificate until the date of the next inspection, unless the certificate is cancelled or unless a shorter period is specified in the certificate.

The Lieutenant-Governor in Council is empowered to make regulations requiring the manufacturer of a boiler or pressure vessel to make a report on its construction, and prescribing the information to be contained in the report and the manner in which the information may be verified. This new provision replaces one which permitted regulations to be made providing for the licensing of persons or companies manufacturing, selling or installing boilers, pressure vessels and other equipment.

Apprenticeship

An Apprenticeship Act passed May 11, similar to the New Brunswick Act, makes provision for contracts of apprenticeship and training for apprentices. Under the new statute, a person of at least 16 years of age may enter into a contract of apprenticeship with an employer in a skilled trade. The apprentice agrees to learn a trade requiring a minimum of 4,000 hours of reasonably continuous employment. In addition to practical training, the contract provides for a course of related technical instruction provided and paid for by the provincial Government.

The Minister of Labour is charged with the general administration of the Act. Under his direction, a Director of Apprenticeship, appointed by the Lieutenant-Governor in Council, will supervise and inspect all apprenticeship training carried on under the Act. There is to be also a Provincial Apprenticeship Board, appointed by the Lieutenant-Governor in Council, composed of an equal number of representatives of employers and of employees, together with one official from the Department of Labour, one from the Department

of Education, and a chairman. Members of the Board will serve without salary, but may be paid necessary travelling expenses and a per diem allowance when attending meetings of the Board. Quarterly meetings must be held, and any special meetings that the chairman considers necessary. Full records must be kept of all proceedings.

It is the duty of the Board to determine whether any trade is a skilled trade appropriate for a contract of apprenticeship. It must register all apprentices and keep a record of every contract. It may approve and certify contracts of apprenticeship as binding upon the parties. It may refuse to certify a contract which it considers is not in the best interests of either employer or apprentice, and may demand any evidence which it considers necessary, including a copy of the birth certificate of the apprentice. The Board may grant credit to a person desiring to become an apprentice for any trade experience he has acquired as a workman or in the Armed Forces, or for any training received in a vocational school or in the Forces, and may decide the further time required to complete his period of apprenticeship. The Board will determine the nature and duration of courses of technical instruction. It may provide for periodic trade tests and for the final examination of apprentices, and may issue certificates to those who pass the necessary tests and complete their training successfully. An advisory committee equally representative of employers and employees may be appointed by the Board for any particular trade. The Board has final authority to settle any dispute arising out of a contract of apprenticeship or a plan of apprenticeship training.

The Act requires that certain information be included in every contract of apprenticeship. The names of the contracting parties, the date of birth of the apprentice, the date on which the contract begins and ends, and the trade in which the apprentice is to be trained must be stated. The contract must also fix the number of hours to be spent by the apprentice in reasonably continuous employment, the nature of his duties, the maximum number of hours in a day and days in a week to be worked and the number of hours to be devoted to a course of related technical instruction. It must also provide a scale of wages with increases at fixed intervals to be paid to the apprentice by the employer. The rate of wages must never be less than the rate of wages established by collective agreement

or otherwise established as the standard rate for apprentices in the trade. The Lieutenant-Governor in Council, on the recommendation of the Board, may make regulations fixing the remuneration, if any, to be paid to an apprentice for the time spent in technical class instruction.

Every contract must allow for a probationary period of not less than three months, during which time either party may terminate the agreement upon giving one week's notice in writing to the other and to the Board. After the period of probation, a contract may be terminated by the Board with the mutual agreement of the parties or for due cause. The contract must also contain a provision that if an employer is unable to carry out the terms of the contract, he may, with the approval of the Board and the consent of the apprentice, transfer the apprentice to another employer who agrees to assume his obligations.

Upon the written complaint of any interested person or upon his own initiative, the director may make an investigation to determine whether either party to a contract has violated it. He must report his findings to the Board, which will decide whether or not there has been a violation, and if so, the contract is rendered voidable at the option of the aggrieved party. Either party may suspend a contract for gross misconduct on the other's part, but only with the consent of the director, who must investigate the circumstances and report to the Board. Within three weeks of the suspension, the Board must consider the reasons for the suspension and either cancel the contract or terminate the suspension and must determine the wages to be paid to the apprentice for the period of suspension.

Provision is made for an employer or group of employers and one or more trade unions to agree on a plan of apprenticeship training for the trade in which they are all engaged. The plan may provide for the form and requirements of the contracts of apprenticeship to be used, which must comply with the minimum requirements under the Act. It may state the ages above or below which no person is eligible to be an apprentice in the trade, and the ages above or below which no person may be employed except under a contract. The plan may limit the number of apprentices having regard to the future need of skilled employees in the trade, and may fix the ratio of apprentices to journeymen in the case of each employer. No plan is to go into effect until it has been

approved by the Board. Upon receiving a joint petition in writing of employers and unions, the Lieutenant-Governor in Council may order that a plan of apprenticeship training approved by the Board will apply to the entire trade within a designated area or areas of the province, if he is satisfied that a sufficient proportion of the employers and employees to be affected by the plan desire it. After the order has gone into effect, no person may be apprenticed in the trade in the area specified except in accordance with the plan.

No apprentice may be required to work in a plant where work has stopped because of a labour dispute.

The minister, with the approval of the Lieutenant-Governor in Council, may enter into agreements concerning apprenticeship with the Government of Canada or with municipalities, and the Government may make regulations for the administration of the Act.

A penalty clause provides a fine not exceeding \$100 for contravention of or failure to comply with the Act, regulations or an order of the Provincial Apprenticeship Board, and for violation of a contract of apprenticeship or plan of apprenticeship training.

Vocational Education

Besides its new Apprenticeship Act, Newfoundland enacted a Vocational Education Act. Vocational education is defined as "any form of instruction below university level, the purpose of which is to fit any person for gainful employment or to increase his skill and efficiency therein, and includes instruction to fit any person for employment in agriculture, forestry, mining, fishing, construction, manufacturing, commerce, or in any other primary or secondary industry in Canada". The Act, which is to be administered by the Minister of Education, provides for the appointment of a Director of Vocational Education and of a Vocational Education Advisory Board of eight members, and authorizes the Lieutenant-Governor in Council to establish vocational schools.

The Lieutenant-Governor in Council is empowered to appoint a Director of Vocational Education who will be head of a division of the Department of Education, known as the Division of Vocational Education, and principal of the St. John's Vocational Institute, and will hold office during pleasure.

The Act also authorizes the Lieutenant-Governor in Council to set up a Vocational Education Advisory Board, of which the Deputy Minister of Education is to be

the chairman and the Director of Vocational Education secretary. Its members will include the Deputy Ministers of Labour and of Fisheries and Co-operatives, two persons recommended by the Newfoundland Board of Trade, two persons recommended by the Newfoundland Federation of Labour, and one person recommended by the Council of Education. Members are to hold office for three years and will be eligible for reappointment, but one each of the representatives of the Board of Trade and of the Federation of Labour will retire each year, beginning at the end of the Board's second year of office.

The Vocational Education Advisory Board will advise the minister in any matter relating to vocational education and assist in the establishment of vocational schools and their supervision. Subject to the approval of the minister, it will select equipment and text books, recommend courses of instruction, and recommend adequate establishments for the staff for each school. The Board must annually, by October 31, submit to the minister a report of its activities for the preceding year.

Vocational schools may be established by the Lieutenant-Governor in Council in certain suitable localities and instruction provided to meet the requirements of the population and industries in the districts designated. The minister, with the approval of the Lieutenant-Governor in Council, will appoint the instructors and administrative staff and fix their salaries. Upon the recommendation of the Board, the minister may provide for evening vocational classes to be given to persons over 15 years of age.

Whenever a vocational school or course of instruction has been established, an advisory committee with special knowledge of a particular trade or occupation and of local needs may be appointed by the minister on the advice of the Board. As far as possible, employers and employees must be equally represented on these committees. Upon the recommendation of a committee and with the approval of the Minister of Labour, schools and courses may be established for the instruction of apprentices.

The Lieutenant-Governor in Council is empowered to make regulations for the carrying out of the purposes of the Act, including regulations providing for the operation of vocational schools, for schedules of tuition fees, and for the establishment of bursaries or scholarships for vocational students or for those desiring to train as vocational teachers.

School Attendance

An amendment to the 1942 School Attendance Act raises the minimum school-leaving age from 14 to 15 years.

Shop Closing

An amendment to the Shops Act, 1940, allows the Minister of Provincial Affairs by order to change the hours and days listed in Schedule A of the Act, which fixes the opening and closing hours for shops in shop-closing areas, and provides that shops shall not be open on specified holidays. Any change made by the minister under this section will apply to the area or areas referred to in the order.

Additions are made to Schedule B, which lists the special businesses which are exempted from the provisions of the Act regulating hours of closing. Eggs, fresh yeast, fresh green vegetables, cakes, pastries and ice cream are now included in the list of foods which may be sold. The sale of pens, pencils, ink, exercise books and other school supplies is now permitted, and also the sale of soft drinks.

Amendments were also made to the Exploits Valley (Closing Hours) Shop Act, 1938, adding the communities of Windsor and Millertown to the area covered by the Act, and making additions to the schedule of businesses not required to comply with the hours of closing regulations. These include the additions made to Schedule B of the general Shops Act already listed, and also the sale of photographic films, and the Canadian National Railways business.

Organization of Fishermen

At the invitation of the Government of Newfoundland, representatives of the fishermen of the province held a conference in St. John's to form a province-wide occupational organization. An Act passed June 22 incorporated the Newfoundland Federation of Fishermen and set out the constitution of the new organization. The aim of the federation is to promote "the welfare, progress and protection of Newfoundland fishermen", particularly to improve their economic position by working for the general improvement of the fishing industry.

Teachers

The Newfoundland Teachers' Association Act incorporates the Newfoundland Teachers' Association and requires all teachers except those exempted by by-laws to be members of the Association.

Drivers' Licences

The new Highway Traffic Act, assented to June 22, which repeals an Act of 1941, sets a minimum age of 16 for drivers of motor bicycles, and a minimum age of 17 for drivers of any other type of motor vehicle. No provision is made for a chauffeur's licence, but regulations require the owner of a public service vehicle to file with the Minister of Public Works medical certificates for each driver, certifying that he has no physical defect likely to interfere with safe driving, and that his sight meets the required standard. The owner must not allow anyone to operate the vehicle unless he has had at least one year's driving experience extending through

the four seasons, and is competent to operate the type of vehicle he is required to drive.

Old Age Pensions

An amendment to the Old Age and Blind Persons Pension Act, 1949, requires the chairman of the Old Age Pensions Board to submit to the Minister of Public Welfare not later than May 30 each year a report of the administration of the Act for the preceding financial year, together with a statement of expenditures and an estimate of the sum required for the next year. The minister must present the report and the financial statement to the Legislature within 15 days if it is then in session, or within 15 days of the opening of the next session.

Legal Decisions Affecting Labour

Supreme Court of Canada deals with division of legislative powers in respect to regulation of bus transport. Application to quash order refusing certification of police union is dismissed in Nova Scotia. Quebec court rules box plant workers not entitled to printers' wages

The Supreme Court of Canada, in an important constitutional case, has held that transport of passengers by bus beyond the boundaries of a province is within the exclusive legislative jurisdiction of Parliament but that transport by bus entirely within the province, even if carried on as part of interprovincial operations, is subject to provincial authority.

In Nova Scotia, the Supreme Court has dismissed an application to quash an order of the Labour Relations Board refusing to certify a bargaining agent for policemen, holding that policemen are not employees under the Nova Scotia Trade Union Act.

Upholding a judgment of the Superior Court, the Quebec Court of King's Bench, Appeal Side, has found the Printing Trades Decree under the Quebec Collective Agreement Act does not apply to two employees engaged in printing operations in a box factory.

Supreme Court of Canada

The Supreme Court of Canada, in a decision given October 22, held that the Motor Carrier Board of New Brunswick acted beyond the scope of provincial authority in prohibiting an American bus company which operates between Boston

and Glace Bay, N.S., from picking up or putting off passengers in New Brunswick. Local transport, that is, the carrying of passengers between two points within the province, was held to be subject to provincial control. This was a reversal of a judgment given by the Appellate Division of the Supreme Court of New Brunswick.

The appellant, Winner, who resides at Lewiston, Maine, operates a passenger bus service under the name of MacKenzie Coach Lines between Boston and Glace Bay, through New Brunswick. Between Boston and the New Brunswick border he operates under a certificate granted by the Interstate Commerce Commission, a federal commission in the United States having jurisdiction over inter-state transportation.

Two New Brunswick statutes, the Motor Vehicle Act and the Motor Carrier Act, are applicable to bus operations on New Brunswick highways. The Motor Vehicle Act provides for the regulation of every motor vehicle using the highways and for the making of regulations dealing with fixing fees, classifying vehicles, regulating the size, weight, equipment or loads to be permitted, and the speed and handling of traffic. Winner had at all times purchased a licence as required by this Act.

The Motor Carrier Act deals with the business of public carriage on the highways. In the Act as passed in 1937, a public motor bus was defined as:—

A motor vehicle plying or standing for hire by, or used to carry, passengers at separate fares to, from or in any part of the province.

A 1939 amendment struck out the words "to, from or in any part of the province" and substituted therefor "from any point within the province to a destination also within the province." In 1949 this last clause was struck out. The Motor Carrier Board established under the Act is empowered to

grant to any person, firm or company a licence to operate or cause to be operated public motor buses or public motor trucks over specified routes and between specified points within the province.

The 1949 amendment to the definition of public motor bus was intended to enable the Motor Carrier Board to prohibit the taking on or putting off of passengers. On June 17, 1949, the Board issued to Winner a licence reading as follows:—

Israel Winner doing business under the name and style of "MacKenzie Coach Lines", at Lewiston in the State of Maine is granted a licence to operate public motor buses from Boston in the State of Massachusetts, through the Province of New Brunswick on Highways Nos. 1 and 2, to Halifax and Glace Bay in the Province of Nova Scotia and return, but not to embus or debus passengers in the said Province of New Brunswick after August 1, 1949.

At the time of applying to the Motor Carrier Board for a licence, Winner challenged the validity of the Motor Carrier Act, and after August 1, 1949, incidental to carrying passengers on inter-provincial and international trips, he had continued to pick up within the province passengers and their baggage, including those having a destination also within New Brunswick. He intended to continue to do so unless a court of competent jurisdiction declared that such operations are prohibited by the Motor Carrier Act or other legislation.

The S.M.T. (Eastern) Ltd., another bus company operating over the same highways in New Brunswick, brought an action against Winner complaining that he continually took on and put off passengers within the province, contrary to his licence, after August 1, 1949. The company claimed

an injunction against Winner to restrain him from so doing, and asked for an accounting of fares received from the carriage of passengers within the province, together with damages and costs.

By a Statement of Defence, Winner claimed that his operation of public motor buses was primarily international and inter-provincial within the meaning of subsection 10 (a) of Section 92 of the BNA Act, and that his operations were not prohibited by, or subject to, the Motor Carrier Act, and that the statute is *ultra vires* of the Legislature of the province.

The case came before Mr. Justice Hughes in the Chancery Division of the Supreme Court of New Brunswick. Mr. Justice Hughes ordered that certain questions of law be raised for the opinion of the Supreme Court of New Brunswick (Appellate Division) and that in the meantime proceedings in the action be stayed. It was further ordered that, after the questions had been answered, the matter should be referred back to the Supreme Court Chancery Division for further proceedings.

The questions asked whether Winner's operations within New Brunswick or any part of them were prohibited or in any way affected by the Motor Carrier Act or orders under it; whether the 1949 amendment to the Motor Carrier Act (concerning the definition of public motor bus) was *intra vires* of the New Brunswick Legislature; and whether the Motor Vehicle Act and regulations under it prohibited or affected his operations. The Appellate Division answered "yes" to these questions. From that decision Winner appealed to the Supreme Court of Canada.

The Supreme Court of Canada allowed the appeal and set aside the order appealed from. The answer of the Court "to such parts of the questions submitted as it is considered necessary to answer for the disposition of the issues properly raised in the pleadings" is as follows:—

It is not within the legislative powers of the Province of New Brunswick by the statutes or regulations in question, or within the powers of the Motor Carrier Board by the terms of the licence granted by it, to prohibit the appellant by his undertaking from bringing passengers into the Province of New Brunswick from outside said province and permitting them to alight, or from carrying passengers from any point in the province to a point outside the limits thereof, or from carrying passengers along the route traversed by its buses from place to place in New Brunswick, to which passengers stop-over privileges have been extended as an incident of the contract of carriage.

The case was heard before the full Court. The Attorney-General of New Brunswick was a party to the action, upholding the validity of the Motor Carrier Act, and the Attorney-General of Canada, and the Attorneys-General of six other provinces, as well as the two large railway companies and two motor transport companies, intervened. Nine separate reasons for judgment were given.

The Chief Justice held that it was not within the competency of the Motor Carrier Board, under the powers given it by the Act, to issue a licence to a non-resident. He considered that it was only the Motor Vehicle Act which provided for issuing a licence to a non-resident operator. Therefore, as the licence upon which the S.M.T. (Eastern) Ltd. relied in asking for the injunction was issued wholly without a shadow of authority, Winner's appeal should be allowed. He accordingly gave the following separate answer to the questions submitted by the trial judge:—

The operations or proposed operations of the defendant-appellant within the Province of New Brunswick or any part or parts thereof as above set forth are not prohibited or in any way affected by the provisions of The Motor Carrier Act 1937 and amendments thereto. On the contrary, such operations or proposed operations are specifically provided for in Regulation 13, made under authority of The Motor Vehicle Act. The attempt to restrict them in the Order made by the Motor Carrier Board is illegal and *ultra vires*.

As the other eight members of the Court did not consider that the Board had exceeded the powers given it by the Act, they followed a different line of reasoning in reaching their decision. They considered that the main question was whether Winner's operations, in whole or in part, came within Section 92 (10) (a) of the BNA Act, which would bring it within the legislative jurisdiction of Parliament. Section 92 (10) (a) reads:—

92. In each province the Legislature may exclusively make Laws in relation to Matters coming within the Classes of Subjects next hereinafter enumerated; that is to say,—

10. Local Works and Undertakings other than such as are of the following classes:
(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.

The effect of this is to transfer the excepted works and undertakings to Section 91 and thus to place them under the exclusive jurisdiction of Parliament.

The New Brunswick Court held that Winner's business was not an undertaking within this definition since they considered that, in order to fall within the class of matters referred to in subheading (a) it was necessary that undertakings should be local in their nature, those "which have their origin and situs within the province." Winner's undertaking, in their view, "was 'local' in the State of Maine. It is not local in New Brunswick." The Supreme Court of Canada did not concur in restricting the scope and meaning of the words in this manner. In dealing with this point, Mr. Justice Estey said:—

The section read as a whole indicates that included in the phrase "local works and undertakings" are activities other than, as well as, those which were initiated or have their head offices in the province. It is rather the scope of the operations that determines the legislative jurisdiction.

Mr. Justice Fauteux further pointed out that while what is described as the main office of Winner's company is situated in Lewiston, he has agencies at several strategic points on the bus line he operates, in New Brunswick as well as in Nova Scotia. He did not think that "the point from which an undertaking is partly or wholly managed or directed may become the decisive element in the consideration of the question." Mr. Justice Locke cited previous cases in which the words had not been given the limited meaning ascribed to them by the New Brunswick Court.

It was also held in the New Brunswick Court that Winner, being a foreign national, had no status entitling him to question the validity of the legislation. The Supreme Court of Canada held that the fact that the appellant was an alien did not affect his right to challenge the legislation in question. Mr. Justice Kellock cited the precedent of *Porter v. Freudenberg* (1915) in which Lord Reading stated:—

Alien friends have long since been, and are at the present day, treated in reference to civil rights as if they were British subjects, and are entitled to the enjoyment of all personal rights of a citizen.

To determine whether Winner's operations came within Section 92 (10) (a), the Court examined the words "local works and undertakings." It was argued on

behalf of the respondent that this phrase could not cover bus transport. Mr. Justice Estey cited Lord Reid's explanation of the meaning of these words in the *Empress Hotel* case:—

The latter part of the paragraph makes it clear that the object of the paragraph is to deal with means of interprovincial communication. Such communication can be provided by organizations or undertakings, but not by inanimate things alone.

He also quoted from Viscount Dunedin in the *Radio* case:—

"Undertaking" is not a physical thing, but is an arrangement under which of course physical things are used.

He concluded that Winner's organization, under which he operates his bus service, is, within the foregoing, an arrangement connecting New Brunswick and Nova Scotia. This arrangement, together with his equipment, constitutes a works and undertaking within the meaning of Section 92 (10) (a). Mr. Justice Fauteux, also commenting on this point, was of the opinion that, in the light of what was said by Viscount Dunedin,

the conclusion that the operation of the bus line of the appellant is an undertaking within the meaning of the word in the subsection and that it is an undertaking which connects one province to another, is, with deference, inescapable.

There was general agreement with this reasoning among the eight judges.

Having determined that the international and interprovincial aspects of the bus line brought it within Section 92 (10) (a), the next question for determination was whether the exception bringing it under federal control applied to all parts of the operation. It is the carrying of passengers into New Brunswick from the United States or from another province of Canada, and picking up passengers in New Brunswick to be carried out of the province, that give it the essential characteristic which brings it under the legislative jurisdiction of Parliament. Winner contended that local service, that is, the transportation of passengers between points within the province, was necessarily incidental to these operations and likewise under federal control. In support of this contention it was argued that the same considerations as apply to railways and telegraphs should apply to bus operations. Mr. Justice Estey held that there was a sharp distinction between them.

These works and undertakings are quite different in character. The owners of the former provide the roadbed and tracks, the latter the wire and poles, and both provide all other facilities necessary to their respective operations. The appellant's works and undertaking consist of his buses and the arrangement under which they are operated. As such, his works and undertaking are designed and developed to operate upon the provincial highways, which must be located, constructed, maintained and controlled by the province. The essential difference is that, while railways and telegraphs operate upon their own property, the appellant operates his bus service upon the highways maintained and controlled by the province. The factors that militate against a practical severance of the intra-provincial railway and telegraph businesses are not, to an important degree, present in the appellant's bus service as he has developed it, or as it would be in the ordinary course of such a business.

Mr. Justice Locke further pointed out that:—

The distinction between an undertaking such as this and that of the railway companies is that in the case of the latter it is an essential of the operation that there should be railway stations established at regular intervals along the line and large expenditures incurred for that purpose, and that there be facilities afforded for the carriage of both passengers and freight between these stations as a necessary part of an effective railway operation. These considerations do not, in my opinion, apply to an undertaking such as that of the appellant.

The opinion of the majority of the members of the Court was that it is only the "through" as distinct from the "local" carriage which it was *ultra vires* of the Provincial Legislature to prohibit. Speaking of the carrying of passengers between points within the province, Mr. Justice Fauteux said:—

In law, it has by itself none of the features which, considered alone, would bring it within the meaning of subsection 10 (a) of Section 92. In fact, such local transportation is not a necessary incident to the interprovincial service of the appellant. The operations carried on by S.M.T. (Eastern) Ltd., the respondent, sufficiently indicate that such local service is in itself a complete undertaking. It is true that both the interprovincial and local services may merge in one undertaking. This, however, is no reason to ignore the legal premises on which the issue must be determined, and further to conclude that either the local or the interprovincial part of the whole service must be considered as a necessary incident to the other. These local operations remain within provincial control.

The practical consequences of removing the local operations of an interprovincial bus company from provincial control were discussed by Mr. Justice Kellock:—

Local carriage of traffic by bus has become, over wide areas, an essential public service, and, unless regulated to prevent excessive competition, the section of the public dependent upon such service will often suffer. Such regulation would be impossible if any person, merely because he operates across a provincial boundary, perhaps at no great distance away, could compete with a purely local undertaking, free from any local control. It is past question, in my opinion that a local legislature may, as a purely local matter, authorize the granting of exclusive transport franchises within the province in the interests of the inhabitants intended to be served.

Only one kind of local bus service was deemed to be necessarily incidental to interprovincial operations—the transporting between points in the province of passengers travelling beyond the province to whom stop-over privileges have been extended. Mr. Justice Locke reasoned:—

It is properly a part of such an operation to afford to passengers brought into the province, or those who embark upon the buses to be carried out of the province, what are commonly called stop-over privileges of the nature above referred to as an incident of the contract of carriage.

Several judges were careful to point out that the right of a province to legislate concerning highways in certain aspects was well established, having been upheld by the Supreme Court in *Provincial Secretary v. Egan* (1941), and, as pointed out by Mr. Justice Taschereau, “even if federal control may be exercised over interprovincial operations as indicated, the control of the roads and highways and the regulation of traffic” remains within the jurisdiction of the provinces. The duty of providing, maintaining and controlling highways is placed on the province.

The Court held, however, that the claim for provincial control advanced in the argument before the Court was excessive. Mr. Justice Rand considered that the first and fundamental accomplishment of the BNA Act was the creation of a single political organization, “the basic postulate of which was the institution of a Canadian citizenship.” The authority to legislate concerning citizenship is not expressly allocated to either the Dominion or the provinces, but as it lies at the foundation of the political organization, as its character is national, and by implication from

the fact that “Naturalization and Aliens” are assigned to the Dominion, it is to be found within the residual powers of the Dominion. Because of his national status, a Canadian citizen has certain inherent rights, which can be modified, defeated or destroyed only by Parliament. The privilege of using highways is such an essential attribute of Canadian citizenship status.

Highways are a condition of the existence of an organized state: without them its life could not be carried on. To deny their use is to destroy the fundamental liberty of action of the individual, to proscribe his participation in that life: under such a ban, the exercise of citizenship would be at an end.

Similarly, Mr. Justice Kellock concluded:—

I find nothing in Section 92 of the British North America Act which authorizes a province to shut itself off from any other province by denying entry to it to persons presenting themselves at its borders from other provinces or another country.

Accordingly, the appeal was allowed, and the appellant was awarded his costs of the hearing before the Appeal Division and two-thirds of his costs of the appeal to the Supreme Court of Canada. *Winner v. S.M.T. (Eastern) Ltd.*, Supreme Court of Canada, October 22, 1951.

Supreme Court of Nova Scotia

The Supreme Court of Nova Scotia on July 13, 1951, dismissed an application to quash an order of the Nova Scotia Labour Relations Board which had refused certification under the Trade Union Act to the Dartmouth Branch of the Canadian Association of Policemen. An application for an order requiring the Board to reconsider the case, on the ground that it had previously refused to exercise its lawful jurisdiction, was also dismissed. The Court was unanimous in its judgment that the Board's decision to dismiss the application of the Association for certification as bargaining agent was not made in error, since policemen were not “employees” within the meaning of the Trade Union Act.

On August 29, 1950, the Canadian Association of Policemen (Dartmouth Branch), made application to the Labour Relations Board for certification as bargaining agent under the Trade Union Act for the employees of the Dartmouth Police Department with the exception of the Chief of Police. The Board considered the matter on January 19, 1951, and on January

22 issued an order dismissing the application. The reason for the Board's action was disagreement as to whether the members of the Dartmouth police force were "employees" under the Trade Union Act for whom a bargaining agent could be certified. The question was then brought before the Supreme Court of Nova Scotia by the Canadian Association of Policemen.

In presenting his reasons for decision, Mr. Justice Macdonald stated that the case involved three questions. The first was whether or not the Board's order was open to review by the Court. The applicant union contended that the question whether the policemen were "employees" to whom the provisions of the Trade Union Act for collective bargaining applied was a question involving the scope of the Board's jurisdiction, and therefore was reviewable on *certiorari*. Mr. Justice Macdonald upheld this view, which in his opinion followed the precedent of other judicial decisions in Canada. The power of a court to review an order of a labour relations board had been upheld in Saskatchewan in a similar case involving the position of policemen. (*Bruton v. Regina City Policemen's Association*, L.G., July, 1945, p. 1011).

His Lordship referred also to the case *Re Lunenburg Sea Products Ltd.* (L.G., 1947, p. 381), in which an order of the Nova Scotia Labour Relations Board certifying bargaining representatives for certain fishermen was reviewed on *certiorari*, and was quashed since it was held that the Board was without jurisdiction because the employer-employee relationship did not exist between the ship owners and the fishermen. The theory of this case was that the jurisdiction of the Board depended on the existence of the employer-employee relationship between the applicants for certification and the respondent, and that a decision of the board involving this jurisdictional question was open to review.

A second question at issue was whether or not the power of the Court to review the Board's order was taken away by the Trade Union Act. Section 58 of the Act reads:—

If in any proceeding before the Board a question arises under this Act as to whether (a) a person is an employer or employee; . . .

The Board shall decide the question and the decision or order of the Board shall be final and conclusive and not open to question or review.

In Mr. Justice Macdonald's opinion, the language of this section was not precise

enough to take away the established right of a court to determine the existence of jurisdiction. Privative sections much more definite than Section 58 had been held not to remove the right to review the existence of jurisdiction as distinct from review of decisions on the merits made in the exercise of an established jurisdiction. Therefore in the present case the Supreme Court did have power to review the order of the Board.

His Lordship then considered the issue on which the application to quash the Board's order depended, the question whether or not the police officers of Dartmouth were "employees" under the Trade Union Act. The Act requires that the persons whom a union seeks to represent in collective bargaining must be employees of an employer, and must be employed to do skilled or unskilled, manual, clerical, or technical work. Mr. Justice Macdonald considered that if the police force of Dartmouth were to come within this definition, it must be found that a legal relationship of employment existed between the policemen and the town of Dartmouth, and that the primary purpose of their employment was to do work for the town.

In seeking to determine whether these two conditions were present, His Lordship examined the legal nature of a constable's position. He found that under common law

the basic position of constables is that they are holders of offices of trust under the Crown whose primary purpose is to exercise the rights and discharge the duties conferred or imposed upon the holders of that office by the common or statutory law.

They are not servants of the appointing municipality, for whose wrongful acts that municipality is liable at law, but rather they are officers sworn to perform public duties of an executive character in the general administration of justice. He showed how statutory law also indicates the special nature of the position of police officers. The Towns Incorporation Act of Nova Scotia, which gives authority to a town to appoint constables and to raise money for the maintenance of a police force, states that police officers "shall hold office during pleasure and may be dismissed at any time by resolution of the Council." Regulations of the Town of Dartmouth provide that the police shall be charged with the duty of preserving the peace, preventing crimes and offences, and apprehending offenders, and "shall have generally

all the powers and privileges and be liable to all the duties and responsibilities which belong by law to all police officers duly appointed."

Mr. Justice Macdonald held that the special nature of the duties, appointment, and tenure of office of policemen means that they are not employees within the definition of the Trade Union Act. He summarized his reasons for this decision in these words:—

My view is that the relationship between the town and its police officers is not essentially that of employer-employees according to the general law; that such duties as the officers render to the town and such incidents of their work as are within the control of the town, and such features of their engagement and tenure as may savor of employment, do not alter the fact that *in essence* they are officers of the law and not servants of the town; that in substance they are not "employed to do skilled or unskilled, manual, clerical or technical work," but to perform the duties and exercise the powers assigned by the law, and that whatever work they do of a manual, clerical or technical nature is merely incidental and does not alter the substance of their position.

He found that the text of the rest of the Act did not give any clue whether the legislature intended constables to be covered by it. The position of police officers is sufficiently different from that of normal employees to suggest that if the legislature had intended them to be able to bargain by certified agents under the Trade Union Act it would have made that intention clear, as was done in Saskatchewan.¹

His Lordship pointed out that the position of police constables has presented a special problem in relation to collective bargaining legislation in other provinces of Canada, in the United States and in Great Britain. In Saskatchewan, where a very similar Trade Union Act was in effect, the view that policemen were excluded from the Act was upheld by the Appeal Court in the case of *Bruton v. Regina City Policemen's Association*. In Ontario, policemen are expressly excluded from the

¹In 1946 in Saskatchewan, following the decision in *Bruton v. Regina City Policemen's Association*, the City and Town Acts were amended to provide that for the purposes of the Trade Union Act, 1944, the Board of Police Commissioners, the municipal council or the town council, depending on the population, must be deemed to be the employer of policemen, and members of the police force deemed to be employees.

Labour Relations Act;² in Quebec, their position as regards membership in a trade union and their right to collective bargaining is expressly qualified; and in Manitoba, a trade union representing members of a municipal police force cannot be certified if it is, or is a local of, a provincial, national or international trade union. In Great Britain, policemen are prohibited from membership in an ordinary trade union. In His Lordship's view, these facts supported the conclusion that the Trade Union Act of Nova Scotia did not apply to the policemen of Dartmouth.

He held that the order of the Board had not been made in error as to the effect of the law, and that the application to quash it should be dismissed with costs. The mandamus application was also dismissed, since the Board had not refused to exercise its lawful jurisdiction in the matter.

The King, on the relation of Reginald Bonang et al v. Nova Scotia Labour Relations Board, Supreme Court of Nova Scotia, July 13, 1951, unreported.

Court of King's Bench, Quebec

The Court of King's Bench, Appeal Side, in Montreal on June 26, 1951, upheld the judgments of the Superior Court of Quebec delivered June 6, 1950, which had dismissed the actions instituted by a Parity Committee to claim wages on behalf of two employees in a box manufacturing plant at l'Epiphanic.

The case involved the examination of two decrees under the Quebec Collective Agreement Act, a statute under which the wages, hours and certain other provisions of a collective agreement voluntarily entered into by representatives of employers and employees in any industry may be made legally binding by Order in Council on all the employers and employees in the industry in a given area. Before the Government issues a decree, it must be satisfied that the employers and employees who are parties to the agreement represent a sufficient proportion of the industry. Enforcement is by means of Parity Committees, which are incorporated bodies financed by employers and employees, with power to collect information and to sue for unpaid wages.

The Parity Committee formed in accordance with the Collective Agreement Act

²In Ontario, bargaining rights of members of a police force are set out in the Police Act, RSO 1950, c. 279.

to enforce the provisions of the decree (No. 1884) relating to the paper box industry, sought in three separate actions to collect \$1,119.62 on behalf of two employees, as the difference between the wages actually paid to them and the wages to which they were entitled. The decree states that printing trade employees working in the paper box industry are to be governed by the provisions of the decree (No. 3088) relating to the printing trades in the district of Montreal. The work of the two men consisted in operating presses for the printing of labels on cardboard and wooden boxes. The question in the case was whether the two employees were eligible to receive the wages authorized by the printing trades decree for pressmen.

The Court held that the two employees were not entitled to receive printers' wages. The second clause of Section 1 of the printing trades decree excepts from its application "all persons engaged in the production of printing on metal, wood, etc. . . ." and "all persons engaged in the production of printing in plants manufacturing matches,

shipping containers (folding or set-up boxes) provided such persons limit their work to printing on the products manufactured and sold by their respective establishments". The Court held that the two employees in the case were covered by this clause, and therefore were not eligible for printers' wages.

Mr. Justice St. Jacques in separate reasons for judgment held further that the decree relating to the printing trades would not apply to the two men in any case, since they were not qualified printers. They had not served as apprentices in a printing establishment, and had no broader experience in the trade than that which their limited printing job in the paper box plant had given them. Therefore, they were not entitled to receive consideration as qualified workers in the printing trade.

Comité Paritaire de l'Industrie de la Boîte de Carton de la Province de Québec v. Canada Manufacturing Co. Ltd., Rapports Judiciaires de Québec (1951), B.R. Montréal, No. 7, 537.

Recent Regulations, Dominion and Provincial

Two provinces amend minimum wage regulations. The safe operation of hot-water heating plants and qualifications required for vocational teachers' certificates are among other subjects dealt with recently

The minimum wage for stationary steam engineers has been increased in British Columbia; that for all classes of woodsmen, in Quebec. British Columbia has also made regulations for hot-water heating plants. Manitoba has added to the regulations governing teaching certificates, making provision for the certification of vocational teachers.

The increase in the minimum wage rates for Quebec woods workers is the second within a year.

DOMINION

Department of Veterans Affairs Act

The regulations governing the operation of sheltered employment workshops for disabled veterans were amended with respect to public holidays with pay, by an Order in Council (P.C. 4702) of September 12, gazetted September 26.

The original regulations, which were gazetted on January 10, 1951 (P.C. 6242), authorized the Minister of Veterans Affairs

to operate sheltered employment workshops known as Vetreraft Shops. Workers in such shops are paid at wage rates recommended by the minister and approved by the Treasury Board. The minister is also authorized to supplement the production of workers in such shops where he deems it necessary by contracting with home-workers on a piece-work basis.

The Civil Service Act, The Unemployment Insurance Act and the Prevailing Rate Employees General Regulations are declared not to apply to workers in sheltered employment workshops.

Two more public holidays will now be granted with pay, the King's Birthday and one other holiday to be selected by the deputy head from the remaining holidays observed in the area of employment. The other nine holidays are New Year's Day, Good Friday, Easter Monday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Armistice Day and Christmas Day.

Emergency Powers Act

Great Lakes Seamen's Security Regulations

An Order of the Minister of Labour, made September 20 and gazetted October 10, amended his Order of July 31 which had exempted six classes of workers from the obligation to hold a seaman's card imposed by the Great Lakes Seamen's Security Regulations. One class exempted included men engaged in transporting or handling pulpwood or logs or in constructing pulpwood and log storages or booms. The amendment provides that the personnel of tugboats and other vessels which tow or transport pulpwood or logs are covered by the regulations, except the operators of work boats exclusively engaged in these operations in storage areas or in salvaging pulpwood or logs from shore areas.

PROVINCIAL

British Columbia Boiler and Pressure-vessel Act

New regulations governing hot-water heating plants were made by Order in Council No. 2049 on August 25, gazetted October 4, replacing the earlier regulations covering hot-water boilers contained in the "Boiler Code" of the province. In 1950 the Act was broadened to include the inspection and registration of hot-water boilers as well as of steam boilers and pressure vessels (L.G., 1950, p. 1058).

The regulations apply to hot-water boilers over 10 h.p. Those under 10 h.p. are covered if installed in a school, hospital, church, theatre, hall, auditorium or other public building. They apply also to hot-water supply-boilers and storage-tanks in a plant that is within the scope of the Act. Only boilers operated at a pressure of 160 p.s.i. or less, or at a temperature under 250° F, are covered. Boilers operated at a greater pressure and temperature are classed as high-pressure boilers to which the regulations governing high-pressure boilers apply, and which must be in the charge of a certificated engineer.

Since these regulations are of a highly technical nature, they are not summarized in detail. They govern the construction and maintenance of the boiler-room, the installation of the boiler and the fittings required for safe operation.

All boilers, pressure-vessels and fittings must be approved as to design, and registered.

The owner of a hot-water boiler must hold a certificate of its inspection and the boiler may not be operated without such

certificate. A newly-installed boiler may not be operated until the chief inspector has been notified and an inspection made, or unless an interim certificate has been issued authorizing the operation of the plant until an inspection may be carried out.

No welding may be done on the pressure parts of a heating plant except by a licensed welder, and no welded repairs may be made without the approval of a boiler inspector.

British Columbia Male Minimum Wage Act

Stationary Steam Engineers

A new Order of the Board of Industrial Relations, No. 18 (1951), increases the minimum wage for stationary steam engineers from 50 to 90 cents an hour. The Order applies to every stationary steam engineer authorized by a certificate of competency issued under the Boiler and Pressure-vessel Act to be in charge of a steam boiler, and to every special engineer holding a special or temporary certificate, but not to those employed as janitor-engineer in apartment buildings, to whom Order No. 43 (1950) applies. For a special engineer, or for a stationary steam engineer employed in a plant where a certificate of competency is not required, the minimum wage is now 70 cents instead of 40 cents an hour.

The Order lays down the usual requirements regarding overtime pay, i.e., time and one-half after eight and 44 hours, and for the daily guarantee, namely, where an engineer reports for work at the call of an employer, he must receive two hours' pay at the regular rate if there is no work done and four hours' pay if work is commenced. As in other minimum wage orders, the employer is required to pay wages regularly at least as often as semi-monthly, to post minimum wage orders and schedules of working hours, and to keep a record of the wages paid and hours worked in his establishment.

With regard to hours of work, the Order states that, except where longer hours are allowed under the Hours of Work Act or in accordance with two Regulations (Nos. 4B and 6) which permit engineers to work extra hours to perform special preparatory or repair work, no stationary steam engineer or special engineer may work more than eight hours in a day or 44 in a week unless written permission is obtained from the Board of Industrial Relations.

Order No. 18 was made August 24, gazetted August 30 and became effective September 24.

Manufacturing

Order No. 25 (1948) setting minimum wages for male and female workers in manufacturing industries was amended. The amendment makes it unnecessary to obtain a permit from the Board for overtime work to be paid for at the overtime rate where it is accident or emergency repair work authorized by Section 6 of the Hours of Work Act or by Regulation 6 made under that Act. Order 25B was made August 24, gazetted August 30, and went into effect August 31.

Manitoba Public Schools Act and Education Department Act

New sections added to the regulations under the above Acts governing teaching certificates and qualifications make provision for the certification of vocational teachers. The amendments (Regulation 32/51) were filed September 11 and gazetted September 29.

The four new types of teaching certificate which may be issued are: Interim Vocational Certificate, Permanent Vocational Certificate, Interim Industrial Arts Certificate, and Permanent Industrial Arts Certificate. Both the Interim and Permanent Vocational Certificate must be designated as commercial, industrial or agricultural.

To be qualified for an Interim Vocational Certificate, an applicant must have successfully completed the Grade XI General Course or the third year Technical Course. He must furnish evidence of satisfactory trade experience, and, if his trade is one designated under the Apprenticeship Act, must hold a certificate of qualification issued under that Act, and have had at least three years' practical experience as a journeyman. One year's training in a normal school or its equivalent, or two approved summer school sessions, are also required. The applicant must be recommended by an inspector of technical schools, and, if he is in a designated trade, by the Provincial Trade Advisory Committee.

To obtain a Permanent Vocational Certificate, an applicant must hold, or be eligible for, the Interim Certificate, and must have had two years' teaching experience in an approved vocational school. He must have had one year's normal school training or, if he acquired his training at a summer school, he must have completed four sessions, which may include the two sessions required for the Interim Certificate. He must also secure the recommendation of an inspector of technical schools.

An applicant for an Interim Industrial Arts Certificate must obtain Grade XII Normal Entrance standing, and must successfully complete one year's normal school training or its equivalent, or two summer school sessions. To supply the necessary evidence of competence in at least one area of general shop, he must either have taken industrial arts courses, or have had satisfactory work experience. Extra training (one year of normal school or four summer school sessions) and two years' experience in teaching industrial arts are required in order to obtain a Permanent Certificate. The applicant must first hold the Interim Certificate and be recommended by an inspector.

These certificates entitle the holders to teach approved vocational or industrial arts subjects within the scope of their certificates.

Nova Scotia Apprenticeship Act

The Trade Regulations for the Plumbing and Steamfitting Trades and for the Motor Vehicle Repair Trade were amended by Orders in Council of September 21, gazetted October 3. The regulations previously allowed a person who had been engaged in the trade as long as the required period of apprenticeship (five years in plumbing and steamfitting, four years in motor vehicle repair) before the effective date of the regulations to be granted a certificate of qualification, without examination, on payment of a \$1 fee. This provision has been repealed with respect to all three trades.

Ontario Labour Relations Act

The Ontario Labour Relations Board has issued regulations (202/51 and 203/51), gazetted September 22, making amendments to the forms to be used in connection with the application of a union to be recognized as the bargaining agent for a group of employees. The union applying to the Board for certification is now required to prove that it genuinely represents a group of employees by submitting with its application documentary evidence that employees have complied with the standard of the Board respecting "membership in good standing". The documentary evidence must include individual applications for membership in the union signed by the employees, and individual receipts from them for payment of at least \$1 on account of the union's initiation fee or monthly dues or evidence of having taken the members' obligation or some other proof of membership. The same evidence

must be furnished by a union which intervenes to dispute the applicant's claim to represent the employees.

Quebec Minimum Wage Act

An increase of about 10 per cent in the minimum wage rates for all classes of woodsmen was provided for by amendments to Order 39 governing forest operations. This is the second recent increase in the rates established by Order 39. In November, 1950, a general increase of approximately 20 per cent was put into effect (L.G., 1951, p. 247). The present amendments were approved by Order in Council No. 1071 of September 27, and gazetted October 6.

The first category of employees to whom the Order applies includes cooks, teamsters, tradesmen and others whose work is necessary for any forest operation regardless of the use to which the wood is to be put. The minimum daily rate of pay for cooks now ranges from \$4.70 per day in camps of nine men or fewer to \$6.50 per day in camps of 50 or more. "Cookees", "choreboys" and other camp helpers must be paid \$3.60 a day. For a stableman the minimum daily wage is now \$4.90; for a teamster, \$5.70, with an additional 70 cents if he uses his own horse and an additional \$1.70 if he has a team of two horses. Carpenters, blacksmiths, sawfilers, shotfirers, mechanics, truck and tractor drivers, enginemen and motormen are entitled to a daily minimum of \$5.90.

The second category includes workers engaged in pulpwood operations, except those who belong to category I. In this group employees hired on a fixed wage basis must be paid \$5.50 a day, except those whose work is roadmaking or construction of camps for which the minimum rate is \$5.20 per day. For pieceworkers engaged in felling trees, cutting and piling wood, and constructing small hauling roads, the minimum pay per 100 solid cubic feet of wood ranges from \$2.15 for 16-foot logs to \$4.70 for logs from four to six feet long. If the wood is measured by the cord, the minimum rate is \$4 per cord. Where the wood is aspen or poplar, the rate of pay is approximately 25 per cent lower in every case. If the employee must also peel the wood, he is entitled to an additional wage of \$2 per cord or \$2.30 per 100 solid cubic feet, or if the wood is aspen or poplar, to \$1.55 per cord or \$1.80 per 100 solid cubic feet. For workers belonging to this category but not engaged in any of the types of work specified, lower wages may

be agreed upon, but they must be stated in the hiring contract and must not be less than \$4.50 per day.

For cutting firewood and charcoal wood, the minimum daily rate for workers on a fixed wage basis is now \$4.50. Pieceworkers who chop and pile firewood are entitled to be paid \$4 per cord for four-foot logs. For shorter logs, the minimum rate per 32 square feet of piling surface ranges from \$1.50 for 15-inch logs to \$3 for 36-inch logs.

For cutting sawlogs and other kinds of wood and making small hauling roads, the minimum daily rate for workers engaged at a fixed wage is now \$4.70. For pieceworkers in this category, the minimum rate is \$4 per cord and \$4.70 per 100 solid cubic feet, and, where the rate is set per 1,000 board feet, varies from \$4.30 for 16-foot logs to \$6.50 for logs from six to ten feet long. If the work of the employee includes peeling the wood, an additional wage must be paid of \$2 per cord, \$2.30 per 100 solid cubic feet, or \$4.95 per 1,000 board feet. In sawlog, as in pulpwood operations, employees engaged in other kinds of work may be paid at a lower rate, if the amount is fixed in the hiring contract and is not less than \$4.50 per day.

The fifth category of woodsmen includes the workmen who float or drive the logs, and those who prepare for the drive. The minimum daily wage for drivers has been raised to \$7. Workers engaged in sorting, rafting, booming, towing and other types of work accessory to driving are entitled to \$5.50 per day. For dam guardians the minimum rate is \$4.70 per day.

The last category of workers covered by this Order includes apprentices and incapacitated men whose production is less than normal because of their age or infirmity. Not more than 20 per cent of the workers in a camp may belong to this category. The minimum wage for these workers has been raised from \$4.20 to \$4.50 per day.

Amendments to the second part of the Order which regulates the hours and conditions of work of woodsmen serve to clarify the meaning of the regulations. It is stated that the clauses providing that the minimum wage rates fixed by the Order apply to a maximum work-week of 60 hours, requiring the employee to receive the full daily wage regardless of the number of hours worked per day unless he has wilfully wasted time, and providing that a worker who is required to walk more than a mile from the camp before beginning work must be paid for his travelling time, all apply only to workers hired on a

fixed wage basis. A slight change in wording makes it clear that an employer who provides board and lodging is for-

bidden to deduct more than \$1.50 per day from his employee's wages for these services.

New British Order for the Prevention and Settlement of Industrial Disputes

Emphasis on voluntary principle is maintained in the new Order, which restores the right to strike and provides for compulsory arbitration only when other methods of settling differences have been ineffective

On August 2, Alfred Robens, United Kingdom Minister of Labour and National Service, announced the repeal of the wartime *Conditions of Employment and National Arbitration Order*, commonly known as Order 1305, and its replacement by a new Order for the settlement of industrial disputes.

History and Background of Order 1305

Order 1305 was adopted in 1940 to prevent loss of war production through work stoppages. It prohibited strikes and lockouts except under certain exceptional circumstances and provided instead for compulsory arbitration.

Under the Order, any trade dispute could be reported to the Minister of Labour, who was required to refer it for settlement to any suitable existing joint machinery. If such machinery did not exist or was exhausted and the dispute could not be otherwise settled, the minister was required to refer it to the National Arbitration Tribunal, which was established to provide compulsory arbitration where other methods were ineffective. Only if the minister failed to refer the dispute for settlement within 21 days from the date on which it was reported to him did the worker have the right to strike or the employer to declare a lockout. From 1940 to June, 1951, the Tribunal issued 1,689 awards.

Compulsory arbitration was only one aspect of the procedure adopted. Order 1305 required employers to observe terms and conditions of employment not less favourable than "recognized terms and conditions". These were defined as terms and conditions settled by collective agreement or arbitration where the negotiating parties represented substantial proportions

of employers and workers in the industry and district. The Order, therefore, required working conditions and wages throughout an industry to be at least as good as those achieved through normal collective bargaining.

The introduction of compulsory arbitration and the prohibition of strikes and lockouts were unprecedented steps in Great Britain, where traditionally the whole system of industrial relations has been established mainly on a voluntary basis. The British system has been based on the free negotiation of wages and conditions of employment between associations of employers and employees or their representatives, and the settlement of differences by discussion and agreement between the parties, or, failing agreement, by an agreed reference to voluntary arbitration. In this voluntary industrial relations structure, the role of the State has been to help industry to maintain and develop the principle of self-government.

Although compulsory arbitration was a new process, the Order did not represent a complete break with tradition in that it was made with the full support of employers and trade unions along lines recommended to the Government by a fully representative labour-management body—the National Joint Advisory Council to the Minister of Labour and National Service. This Council, set up in 1939, is composed of equal numbers of representatives of the Trades Union Congress and the British Employers' Confederation, the organizations which represent, respectively, the majority of organized workers and employers. The nationalized industries are also represented on the Council and the Minister of Labour acts as chairman. Since

establishment of the Council, the Government has sought its advice on all questions affecting labour.

Order 1305 was continued in force during the post-war period on the understanding that, if either management or labour asked for its repeal, it would be revoked. In 1946, 1948 and 1950 resolutions asking for its repeal were defeated at the annual conventions of the Trades Union Congress.

Experience in the operation of the Order had shown that the taking of legal action against persons participating in illegal and "unofficial" strikes gave rise to extreme difficulties. Trade union reaction to prosecutions against London gasworkers and dockers led the General Council of the TUC to vote early this year for the withdrawal of the Order. Discussions with employers' and workers' groups lasting over several months resulted in the framing of Order 1376.

The New Industrial Disputes Order

The new Industrial Disputes Order, 1951 (No. 1376), which went into operation on August 14, restores the freedom of workers to strike and of employers to declare a lockout; sets up a new tribunal to replace the National Arbitration Tribunal; and retains the provision for compulsory arbitration but restricts the type of dispute which may be referred to the new tribunal. As with 1305, the disputes which may be considered by the tribunal are those which prove otherwise incapable of being settled. In general, therefore, except for the fact that strikes and lockouts are no longer illegal, Order 1376 provides for the same system of dealing with industrial disputes as did the 1940 Order. There are, however, some important differences between the new Order and Order 1305.

Differences from Order 1305

The new Order, as did 1305, enables reports of disputes to be made to the minister; but both the power to report disputes and the definition of disputes are narrower in scope.

The term "dispute" is confined to a difference between an employer and the workmen in his employ connected with terms or conditions of employment. It is expressly stated not to include a dispute "as to the employment or non-employment of any person or as to whether any person should or should not be a member of a trade union". Reportable disputes are thus those relating to wages and conditions of employment. Disputes regarding the rein-

statement of an employec, recognition of trade unions or the closed shop, and those between workmen and workmen are specifically excluded.

Under Order 1305, disputes could be reported by, or on behalf of, either party. Under the new Order, disputes may be reported only by the employer concerned in the dispute, an employers' organization or a trade union. Two further restrictions are placed on the right to seek the minister's assistance. If there is machinery in the industry concerned for the voluntary settlement of terms and conditions of employment, the employer, organization or union reporting the dispute must habitually make use of such machinery. If there is no joint negotiating machinery, the organization or union must represent a substantial proportion of the employers or workers in the industry. This change, restricting the right of reporting disputes to official and recognized organizations, is intended to strengthen the machinery for negotiation and conciliation within industries. "Breakaway" unions or disaffected splinter groups may not report a dispute.

Finally, Order 1376, unlike 1305, does not place a general obligation on employers to observe recognized terms and conditions. It, however, permits an "issue" as to whether a particular employer is observing those conditions to be reported and dealt with in the same manner as a dispute, and the tribunal may make an award requiring the employer to observe the recognized terms and conditions.

Particulars of New Order

Form of Report

A report of a dispute must be made in writing and the minister may require a report to be enlarged if he considers that insufficient particulars have been given. The minister's decision as to whether a report has been made in accordance with the Order and as to the time it was made is conclusive for all purposes.

Steps to Promote Settlement

Where a dispute is referred to the minister and he believes that the possibilities of effecting a settlement through established joint machinery have not been exhausted, he must refer the dispute back to that machinery. An agreement reached by this method constitutes a final settlement for the purposes of the Order.

Where such machinery does not exist or is exhausted, the minister may "take any steps which seem to him expedient

to promote a settlement". The steps open to him, apart from a reference to the Industrial Disputes Tribunal, are outlined below.

If any action taken does not result in settlement, the dispute must be referred to the tribunal, normally within 14 days of the date on which it was reported to the minister. (The corresponding period under Order 1305 was 21 days.) The minister may extend the 14-day period if he sees fit.

The minister has discretion to refuse to refer a dispute to the tribunal if action is being taken by either party designed to compel the acceptance of the terms or conditions of employment which are the subject of the dispute and resulting in a strike or lockout or a substantial breach of the agreement. If such action occurs after a case has been referred to the tribunal, the minister may cause proceedings already in progress to be suspended.

Other Machinery for Settling Disputes

As has been noted above, it is left to the minister's discretion to take any steps which appear to him expedient to bring about agreement in any situation where recourse is not had to voluntary machinery.

Such a step might be the intervention of conciliation officers which are made available by the Ministry of Labour if requested by either party. A nation-wide conciliation and arbitration service is provided by the Ministry of Labour under the powers conferred on the minister by the Conciliation Act, 1896, and the Industrial Courts Act, 1919.

Further steps include reference to voluntary arbitration, by consent of both parties, by a single arbitrator (appointed by the minister), an *ad hoc* Board of Arbitration, or the Industrial Court, a permanent tribunal established under the Industrial Courts Act. An award made under the Conciliation Act or by the Industrial Court is to be regarded as constituting a final settlement of the dispute.

In a dispute of major importance affecting wider interests than those of the immediate parties concerned, the minister may appoint a Court of Inquiry under the Industrial Courts Act. A Court of Inquiry is primarily a means of informing Parliament and public opinion of the facts and underlying causes of a dispute. Its recommendations are not binding but in many instances form the basis of a settlement.

The powers conferred on the minister under the Conciliation Act also enable him to appoint a Committee of Investigation

to inquire into the causes and circumstances of a dispute. There is no obligation to lay the report of a Committee of Investigation before Parliament.

Industrial Disputes Tribunal

The Industrial Disputes Tribunal is constituted on the same basis as the National Arbitration Tribunal. It will consist of three appointed members, one of whom is to be chairman, together with two other members, one representing employers; the other, workers. The members are to be selected for each case from panels constituted by the minister. The panels of employers' and workers' representatives are to be established after consultation with the BEF and the TUC, respectively. One appointed member, one employers' representative, and one workers' representative will constitute a quorum.

The tribunal is required to make its award without delay and, where practicable, within 14 days of the date of reference.

Award Becomes Part of Contract

A decision or award of the tribunal becomes an implied term of the contract between the employer and the workers to whom the award applies. It is to have effect from the date of the award or some other date set by the tribunal, not earlier than the date on which the dispute or issue first arose.

Order is Experimental

Order 1376, while it has continued a form of compulsory arbitration, has not altered the traditional British system of labour-management relations and it is intended to maintain that system. As the Minister of Labour stated, it was designed "to develop and strengthen the voluntary system of negotiation and to uphold the sanctity of agreements and awards".

Finally, by not introducing legislation in a more permanent form, the Government intended that both sides of industry should have an opportunity of testing the effectiveness of the Order. In the words of the minister,

This new Order is experimental. That is our way of doing things in this country. I have informed the representatives of the organizations with whom I have had discussions that if at any time either side wishes the Order to be discontinued, it will be reviewed immediately.

But I venture to hope that this may not be necessary and that the Order may provide a piece of machinery suitable for our peace-time requirements and capable

of rendering the maximum assistance to industry in the settlement of disputes peaceably without recourse to lockout or strike. Our industrial relations system

rests on the voluntary principle and it is my hope that that principle and that system will be strengthened by this new Order.

Labour Management Relations Act of the United States Is Amended

Union shop agreements permitted without elections. Proceedings of the National Labour Relations Board before the AFL and CIO executive officers had filed non-Communist affidavits have now been validated

On October 22 the Taft-Humphrey amendment to the Labour Management Relations Act of the United States became law. The amendment repeals the provision in the Act requiring an election to be held before a union-shop agreement is made, and validates some 4,700 union-shop contracts, the validity of which had been cast in doubt by the decision of the Supreme Court last May in the Highland Park Case. The Bill was approved by unanimous voice vote in the Senate on August 21 and passed the House of Representatives on October 9 by a vote of 307 to 18. This is the first amendment to the Taft-Hartley Act since it was enacted in 1947.

The Taft-Hartley Act, as passed in 1947, permitted employers and employees to make union-shop agreements requiring as a condition of employment union membership after 30 days, if the following conditions were met. The union had to be the recognized bargaining agent of the employees of the unit concerned and had to have filed with the National Labour Relations Board certain documents on financial and other matters and "non-Communist" affidavits as required by the Act. Finally, upon petition to the Board by a minimum of 30 per cent of the employees, a special "union-shop" election was required to be held by the NLRB and the union had to obtain authorization by the favourable vote of a majority of all the workers eligible to vote.

By the amendment to Section 9 of the Act, special elections will henceforth no longer be required before union-shop con-

tracts are signed. In a statement issued by the President at the time of signing the Bill, Mr. Truman said:—

Union-shop elections have involved expenditures in excess of \$3,000,000 of public funds. Experience has proved them to be not only costly and burdensome, but unnecessary as well. In practically every election, the employees have confirmed their desire for the union-shop agreement.

The Taft-Humphrey amendment, however, retains the provision for union-shop de-authorization elections on the petition of 30 per cent of employees who wish to cancel an existing union-shop agreement.

The amending Bill, by adding a new Section 18, was also designed to validate the union-shop agreements which had been entered into by the Congress of Industrial Organizations and the American Federation of Labour after the officers of the individual unions had filed the non-Communist affidavits required by the Act, but before the officers of the parent organizations had done so. Officers of the AFL signed the required affidavit on November 7, 1947, but officers of the CIO did not comply until December 22, 1949.

The validity of such agreements and of other proceedings under the Act, including certifications which had been dealt with by the Board before the officers of the CIO and AFL had filed their non-Communist affidavits, was called into question by the Supreme Court's decision in the Highland Park case. In that case the Court held that the AFL and CIO are "national labour organizations", the officers of which must comply with the provisions

of the Taft-Hartley Act before their affiliates can qualify for use of the NLRB's processes.

On the basis of this decision, the Board later ruled in a case involving the Ford Motor Company that union-security elections which were held at a time when the top officers of the CIO and AFL were not in compliance with the Taft-Hartley Act were invalid. It was apparent that the validity of certification or other proceedings carried out by the Board before the CIO and AFL had fully complied with the Act might also be questioned. This matter was also clarified by the amendment.

The Taft-Humphrey amendment therefore provides that "no petition entertained,

no investigation made, no election held and no certification issued" under Section 9 of the Act, which sets out the powers of the Board with respect to certification of bargaining agents and with respect to union shop agreements, will be invalid by reason of the failure of the CIO and AFL to have complied with provisions of the Act requiring the filing of financial and other documents and non-Communist affidavits before December 22, 1949, and November 7, 1947, respectively. The amendment makes it clear, however, that no liability will be imposed under a provision of the Act on a person for failure to honour any such election or certificate before the effective date of the amendment.

Unemployment Insurance

Decisions of the Umpire under the Unemployment Insurance Act

Digests of two selected decisions rendered by the Umpire

Decision CU-B* 745, October 2, 1951

Held: (1) *That the most important factors to be considered in determining whether a claimant's main employment is the operation of a farm are his employment history, the number of contributions to his credit, the seasons during which they were earned and the extent of his participation in the operation of his farm.*

(2) *That as the claimant had a fairly consistent history of industrial work for the seasons during which a farmer is normally kept busy on his farm the extent of his participation in the operation of the farm was minor in relation to his outside employment and he was not primarily a farmer within the meaning of Benefit Regulation 5 (3).*

Material Facts of Case.—The claimant, married, 41 years old, owned and operated a 12-acre fruit farm in the Canyon district (B.C.). On January 9, 1951, he filed an application for benefit wherein he stated that his gross return from the farm for the year 1950 amounted to \$900 (mortgage and interest \$530, operating expense \$400—loss \$30); his orchard was not in full productivity, but he hoped to make farming his main means of livelihood in the near future. He added that he had been employed by a local fruit co-operative as a packinghouse worker at a rate of pay of 85 cents an hour for the following periods during the last three years: July 17, 1950, to January 5, 1951; April 1949, to December, 1949; April, 1948, to December, 1948; and that during the winter months he was available for suitable employment in the district.

The local office commented that there were no industries in the claimant's home district and that his only opportunity of employment during the winter months would be pruning in the local orchards.

*Decisions are published in two series: Those designated CU-B refer to benefit cases; those designated CU-C, coverage cases.

The insurance officer considered that the claimant's main occupation was farming and, as he had insufficient contributions to entitle him to relief from disqualification during the off season under Benefit Regulation 5 (3), disqualified him from the receipt of benefit for an indefinite period as from January 9, 1951, because he had not proved that he was unemployed within the meaning of Section 27 (1) (a) of the Act.

The claimant appealed to a court of referees which unanimously upheld the decision of the insurance officer.

The claimant was re-employed at the co-operative on a temporary basis from February 7, 1951 to February 21, 1951. On the latter mentioned date he filed a renewal claim but the insurance officer re-imposed an indefinite disqualification as he was of the opinion that the claimant's status had not changed.

The claimant appealed to a court of referees which again unanimously upheld the decision of the insurance officer. The chairman of the court, however, granted the claimant leave to appeal to the Umpire for the following reasons:—

The Court has had a large portion of its appeals from the same area, i.e. Creston, Alyndel, and the same problem: small fruit ranchers. Some of the cases are borderline cases and the Court feels that a decision from you would clarify the situation somewhat.

Conclusions.—The difficulty in dealing with cases like the one before me is to determine whether or not the claimant's main employment is the operation of a farm within the meaning of Benefit Regulation 5 (3).

Many factors must be considered, the most important of which are the claimant's employment history, the number of contributions to his credit, the seasons during which they were earned and the extent of his participation in the operation of his farm.

In the present case the claimant's employment and contributions records indicated, at the time he filed his claim for benefit, that for the last three years he had had a fairly consistent history of industrial work for the seasons during which a farmer is normally kept busy on his farm. It follows, therefore, that the degree of his participation in the operation of the farm was minor in relation to his outside employment.

Under the circumstances, it seems reasonable to conclude that at the time the claimant filed his claim for benefit he was not primarily a farmer within the meaning of Benefit Regulation 5 (3).

Inasmuch as he could perform the work on his farm outside the ordinary working hours of his usual employment and as the evidence indicates that the profit received therefrom did not exceed \$2 a day, it must be concluded also that the claimant could not be deemed not to be unemployed within the meaning of Section 29 (1) (b) of the Act.

It has been repeatedly stated in decisions of the Umpire dealing with cases of self-employment that because a claimant proves that he is available for work, he does not establish, *ipso facto*, that he is unemployed. Conversely, and objectively speaking, a claimant does not establish, *ipso facto*, that he is available for work within the meaning of the Act, because he proves that he is unemployed.

In the present case, while it appears that the opportunities of work during the winter months in the Canyon district were not too good, the evidence shows that the claimant succeeded in obtaining a few weeks' employment shortly after he filed his initial claim for benefit and there is no valid reason to doubt his statement of March 1951 that he was expecting to be again gainfully employed in industrial work in the near future.

Under the circumstances, and while the claimant cannot expect to receive Unemployment Insurance benefit as a matter of fact every winter, I do not consider that it would be fair to disqualify him from the receipt of benefit on the ground that he was not available for work within the meaning of the Act.

The appeal is allowed.

Decision CU-B 751, October 5, 1951

Held: (1) *That a labour dispute within the meaning of the Act existed at a mill when an outside union insisted on being recog-*

nized as the bargaining agent for the employees and the employer firmly resisted the intrusion.

(2) *That as the labour dispute culminated in withdrawals from work and dismissals affecting about 70 of approximately 323 employees with the result that production dropped by more than 25 per cent, there was a stoppage of work within the meaning of the Act.*

(3) *That as the claimant was one of the 70 employees unemployed by reason of the stoppage of work and he did not establish that he fulfilled the conditions laid down in subsection 2 of Section 39 of the Act, he was properly disqualified for the duration of the said stoppage.*

Material Facts of Case.—The claimant, a weaver, filed a claim for benefit on October 3, 1950, stating that he had been employed as such in a textile mill from May 1950 to October 2, 1950, and that he had lost his employment by reason of "a lockout due to a labour dispute".

It appears from the file that a collective agreement which existed between his employer and a shop union was due to expire on October 21, 1950. In August 1950, another union, affiliated with one of the major labour organizations, started to organize the employees and, claiming the support of a sufficient number of the workers, eventually applied to the Provincial Labour Relations Board for recognition as the bargaining agent at the mill. On September 26, the Board ordered that a vote be taken of all the employees in order to decide which, the shop union or the affiliated union, would represent the employees.

On October 2, 1950, the president of the affiliated union called a meeting of the interested workers which was held in the plant at 2 p.m. At 2.20 p.m. the superintendent appeared at the scene and notified those present that if they did not resume work immediately they would be dismissed from the company's employ, whereupon some employees left the plant, while others belonging to later shifts failed to report for work. These employees, totalling about 70 of approximately 323 at the plant, received at home their wages, their contributions to the pension fund and their unemployment insurance book. Some picketing was done at the entrance, but it did not prevent the other employees from working.

The insurance officer was of the opinion that the claimant had lost his employment on October 2, 1950, by reason of a stoppage

of work due to a labour dispute and disqualified him for the duration of the stoppage (Section 39 of the Act).

The claimant appealed to a court of referees on the ground that he had been dismissed because of his union affiliation. The court, after having heard all the interested parties, unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire. Hearings, which were held on July 12, 1951 and September 4, 1951, were attended by union and Commission representatives.

Conclusions.—The salient fact of this case is the insistence of the affiliated union in being recognized as the bargaining agent at the mill and the resistance thereto by the employer; that insistence and resistance finally, on October 2, 1951, culminated in a refusal of the employer to keep a certain number of persons in his employ (lockout) and in a withdrawal from work, as a protest, by some of their fellow workers (strike). It is therefore evident that the employer made it a condition of employment that his employees abstain from membership in the affiliated union.

This in itself is the essence of a labour dispute within the meaning of Section 2 (d) of the Act, which reads as follows:—

“labour dispute” means any dispute between employers and employees, or between employees and employees, which is connected with the employment or non-employment, or the terms or conditions of

employment of any persons, whether employees in the employment of the employer with whom the dispute arises, or not;

As the evidence indicates that these dismissals and refusals to return to work on October 2, 1950, affected some 70 employees and that, as a result, production dropped by more than 25 per cent, there is no doubt that there was then a stoppage of work within the meaning of Section 39 (1) of the Act.

It must be concluded, therefore, that the 70 employees in question lost their employment by reason of a stoppage of work due to a labour dispute which took place on October 2, 1950, at the factory where they were employed.

The claimant, who was one of the 70 and who did not establish that he could meet the requirements of subsection 2 of Section 39 of the Act, was therefore subject to disqualification for the duration of the stoppage.

The insurance officer, taking into consideration the fact that production at the plant was, on November 24, 1950, 85 per cent of normal and that the number of employees at work was 95 per cent of what it was on October 1, 1950, decided that the stoppage of work ended on November 24, 1950. In view of the evidence before me, I do not see any valid reason to disturb his decision.

The appeal is dismissed.

Monthly Report on Operation of the Unemployment Insurance Act

Statistics for September 1951* show increase in number of claims over same month last year; automotive industry lay-offs mainly responsible

During September a total of 62,456 initial and renewal claims were filed at local offices of the Unemployment Insurance Commission, according to the monthly report issued by the Dominion Bureau of Statistics on the operations of the Unemployment Insurance Act. This number represents a substantial increase over the

total of 49,229 for the same month last year. Practically all of this increase may be ascribed to claims resulting from lay-offs in the automotive industry in Ontario. In Newfoundland, Quebec and British Columbia, claims filed also increased somewhat but the total of these increases was offset by decreases of about the same magnitude in claims filed in the remaining provinces.

*See Tables E-1—E-7 at end of book.

Persons on the live unemployment register on the last working day of the month numbered 108,665, of whom 83,140 were ordinary claimants. The great majority of claimants not in the ordinary claimant category were short-time claimants whose numbers remained at a high level this month because of plant lay-offs in Ontario and Quebec.

During September, 61,443 initial and renewal claims were adjudicated. Of these, 49,595 were entitled to benefit and 11,848 were not. Claims disallowed totalled 4,665. Chief reasons for disqualification (including revised claims) were: "voluntarily left employment without just cause" 3,173 cases; "not unemployed" 2,590 cases; "not capable and not available for work" 940 cases; and "refused an offer of work and neglected an opportunity to work" 856 cases.

A total of 38,181 persons began receiving benefit on initial and renewal claims during September as compared with 32,401 in September, 1950.

During September, a total of \$3,456,965 in benefit payments was paid in respect of 1,378,344 unemployed days. In the same month last year \$3,843,797 was paid in respect of 1,633,140 days.

During the week September 29-October 5, 64,256 persons were paid \$845,822 in respect of 338,556 days. For the week September 30-October 6, 1950, 61,578 persons received \$812,841 in respect of 352,188 days.

The average daily rate of benefit for the week September 29-October 5 was \$2.50. For the week August 25-August 31, the rate was \$2.48, and for September 30-October 6, 1950, it was \$2.31. The average duration of benefit paid was 5.3 days for the week September 29-October 5; 5.4 days for the week August 25-31; and 5.7 days for the week September 30-October 6, 1950.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission showed that during September, 1951, insurance books were issued to 3,961,882 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1951. This was an increase of 101,517 during the month.

As at September 30, 1951, employers registered totalled 243,837—an increase of 85 since the end of August.

Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch of the Department of Labour on the basis of reports from the National Employment Service, the Dominion Bureau of Statistics, and other official information.

October 1951

Employment conditions in October were improved over last year in all regions except Ontario. In the Maritimes, the situation was generally stable, while in the Prairies there was a definite shortage of workers for both harvesting and construction work. Lay-offs and short-time work in consumer goods industries produced unsettled conditions in southern Ontario and in textile centres of Quebec. In the Pacific, the logging and sawmill industries were back to normal after a summer-long forest closure.

Continued readjustments in consumer goods employment, while labour requirements in other industries were generally high, featured the October labour market. Employment reductions— indefinite lay-offs and short-time work—took place in the textile, household appliance and automobile industries. Reflecting this condition, applications on file with the National Employment Service increased from 135,000 to 155,000 during the month, the first time during the year that the total had moved above 1950 levels. Otherwise, labour demand was strong. Construction and farm work was being finished up for the season. The logging industry was in the process of building up the largest labour force in its history. In manufacturing, defence and defence-supporting industries were still expanding.

Labour requirements in farming were strong, although the season's work was nearing completion. The western harvest was delayed in some areas by weather conditions. In the East, fall ploughing, potato and apple picking and general chores kept most farmers and farm workers busy. Organized movements of potato and apple pickers were carried out in the Maritimes during the month. Some interest in immigrant farm labour was shown but many farmers can do without winter help and Displaced Persons must be brought in under a one-year contract. In areas close to the woods in the East, there was a movement of farmers into bush work but, it was reported fewer farmers were seeking factory employment for the winter because of poor employment conditions in some sections of the manufacturing industry.

The demand for woods workers was exceptionally strong with the number at work in the industry about one-fifth higher than at the same time last season and at approximately the same level as in the record 1947-8 season. Further staff additions were planned, if men were available, as most camps had only about two-thirds to three-quarters of their peak requirements. In addition to farm labour, which provides the bulk of the labour force in the East, some men were going into woods work from manufacturing centres, although there was evidence of reluctance on the part of applicants to accept this work. In British Columbia, logging employment continued to expand contra-seasonally as operators were attempting to make up for time lost during the long summer closure.

The manufacturing labour market showed a sharp contrast between the strong demand situation in the defence and heavy industries and a decided weakness among consumer goods firms. As well, some industries were seasonally active, such as vegetable canning and sugar refining. There were continued lay-offs scattered throughout all manufacturing areas, particularly in the textile, automobile and household appliance industries. In Montreal, for example, an additional 54 firms placed their employees on short-time work during the month of October. In general, however, the aircraft, non-ferrous metal and iron and steel industries were hiring more workers. As a result there were surpluses of unskilled and semi-skilled workers on the labour market but shortages of tech-

nicians and tradesmen, such as set-up men, machine tool operators and tool and die makers.

The construction industry was in its end-of-season flurry of activity as contractors were rushing work to completion before the cold weather sets in. There was an urgent need for skilled men for some jobs while at the same time other workers were being laid off as projects were completed. Lay-offs were scattered, however, and most of the men affected were quickly absorbed in other jobs or other industries. The high proportion of large-scale projects and defence construction under-way maintained employment until late in the season and will continue to do so throughout the winter in many cases.

Regional Analysis

During October, the upward trend in employment in the *Atlantic* region continued; the demand for manpower in the primary industries and construction remained at a high level. Farm labour shortages occurred in some areas and are expected to persist, since persons seeking jobs are attracted by higher pay in other industries. The demand for woods workers appears to be as high as last year and, although the demand for rough lumber declined slightly, employment offered by the flourishing pitwood industry will likely offset any slackening in lumber production. There were about 1,100 vacancies for woodsmen in the region with no serious shortage in any area. Employers generally are reluctant to train inexperienced workers. Fishing and fish processing throughout the region is generally stable with improved conditions in some areas over the month previous. In New Brunswick, catches have been good and a heavy run of small sardines in the Bay of Fundy resulted in a record level of employment in the canning plants. On the Nova Scotia south shore, the beginning of the herring run meant job opportunities to inshore fishermen who were experiencing one of their worst seasons in years. Dragnets were used in Prince Edward Island and the record catch of haddock will be processed and filleted for export. In Newfoundland, catches were about average with a good export market and prices slightly in excess of last year. Although some of the smaller coal mines in the region continued on a part-time basis, the larger mines were operating steadily and, except in the Minto area, where approximately 100 hand pick

miners are required for shaft mining, the labour supply is adequate to meet all requirements. An important factor contributing to the favourable conditions in the region is the increasing improvement in manufacturing. The Sydney Steel plant, with the highest employment in its history, is working at top capacity. At the Eastern Car plant, New Glasgow, work commenced on an order for steel "gondolas" for the CPR. A large defence contract for ammunition boxes necessitated expansion of a plant in the Saint John area which, when completed, will require additional workers. Seasonal slackening occurred in heating equipment and farm implement manufacturing. Construction activity continued at a high level throughout the region and bricklayers, plumbers, plasterers and electricians were urgently required in many areas. The Halifax Shipyards are still busy and the demand for skilled tradesmen such as machinists and welders is hard to meet. The Saint John Drydock has started two new contracts, maintaining steady employment for 847 workmen. The ship repair work of Steel and Engine Products, Liverpool, N.S., has more than trebled the normal working force and indications are that seasonal unemployment in this area will be reduced during the winter.

The employment picture in the *Quebec* region during October was better than that for the same period last year. The data on unplaced applicants and unfilled vacancies indicate that at October 25, 1951, the applicant total was 41,571, as compared with 44,137 at the same time last year; vacancies showed a level of 22,315 and 18,448 for the same dates respectively. These indicate a generally good employment situation. However, the labour market showed spotty areas as lay-offs and short-time work occurred due to lack of orders, high inventories, credit restrictions, high prices and a scarcity of certain materials in certain manufacturing industries. In agriculture the harvest was completed, despite a lack of sufficient farm help coupled with large crops. The movement of sugar beet harvesters was quite successful, although the crop was much smaller than that of last year because of bad weather conditions. Logging requirements were heavy with the registered demand standing at 10,000. However, farmers were going to the woods in increasing numbers and there were indications that some construction workers were also drifting to the forest operations. The companies are optimistic about meeting their quota, even with a scarcity of labour that is expected to continue in the

province this winter. Sawmills were being closed at an increasing rate and this, coupled with the end of the fishing season and closure of processing plants, should make more workers available for forestry operations. The demand for workers in mining was at a low point because of seasonal factors and because immigrants had nearly closed the gap between the demand and the supply of miners. However, machine men and specialized hands were still in demand but hard to find. In manufacturing, employment in total was at a higher level at October this year than during the same month last year. Defence expenditures did not create the expected shortages of labour. Sales continued to decline among manufacturers of consumers' durables and semi-durables. That in turn was translated into spotty lay-offs and short-week employment. The industries hit by these factors were continuing to be the electric appliances, the furniture, the primary and secondary textiles and the shoe and leather industries. The hardest hit were still the textile goods manufacturing firms. Indications, however, are pointing to better conditions in the furniture industry as employers are expecting to hire more workers. The food processing and meat packing plants were busy in preparation for Christmas trade. Heavy industry and other users of steel were plagued by a shortage of steel while the non-ferrous industry was producing at full capacity. Employment in the shipyards was at a high point for the season, with an expected increased activity for the completion of outside work before winter sets in. Employment in construction was still at a high level because of good weather conditions, although there were some signs of a slowdown because of shortage of such materials as steel, plumbing and electrical goods. However, craftsmen were still in demand and difficult to find.

In **Ontario**, the effect of the completion of some phases of outdoor work and continued lay-offs in consumer goods manufacturing cut down the demand for labour. These factors outweighed the effect of increasing requirements of pulpwood operators and defence-supporting industries, as indicated by a rise in number of workers who registered with the National Employment Service. Job applications increased by almost 10,000 during the month to a total of 53,800 at November 1. The margin of increase in non-agricultural employment over last year's level declined from 8 per cent in July to 6 per cent in

September, and there are indications that this trend continued in October. In that month, declines in employment occurred in the electrical apparatus, motor vehicle, men's clothing, leather products, iron castings and railway rolling stock industries. Although some lay-offs were seasonal in nature, employment in the majority of these industries was lower than the previous fall, when buying and production of civilian goods were increasing in anticipation of shortages. Following this increase in production and demand in the last of 1950 and the first quarter of 1951, manufacturing inventories by the summer of 1951 were estimated at nearly 15 per cent above the 1950 average level. Consumer goods industries, which hold almost two-thirds of all manufacturing inventories, contributed well over half the value of this increase. Some liquidation of these inventories is necessary before there can be a return to previous levels of employment and to a normal work week. On the other hand, improvement was noticeable in some industries during October. Increased demand enabled furniture firms in Toronto and Kitchener to return to a five-day week. Additional defence contracts maintained employment in some sections of the textile industry, aided by price reductions and declining retail inventories. Mild weather during the month made possible a high level of employment in the construction industry. The expansion of steel capacity, hydro development, military construction, and the plant expansion of defence and defence-supporting industries brought the value of construction contracts to \$344,000,000 in the first eight months of the year. As a result, construction employment showed a year-to-year increase of 13 per cent at September 1. Despite the demand for construction labour, however, some surpluses have occurred in urban centres, chiefly as a result of the lag in residential building.

Unfavourable weather has altered the prospective fall farm income in the **Prairie** provinces. Ultimate production of wheat will exceed that of any year since 1928, according to latest estimates, but the heavy snowfall during October delayed, and in some cases prevented the completion of, harvesting operations. Reports indicate that about one-third of the crop is under snow and will likely remain unharvested until spring. The freezing weather also caused extensive damage to sugar beet and potato crops in south-eastern Alberta. The disappointing harvest conditions retarded the usual fall impetus

to business. Wholesale and retail trade, into which buyer resistance had already penetrated, were less optimistic regarding the prospects of trade this fall. Another effect was an accelerated movement of workers into the forest industries, which are the chief source of demand for labour at this time of year. In the Lakehead district alone 3,000 were added to the payrolls of pulpwood operators during September and October. A further 5,000 workers could be absorbed before the peak employment level is attained early in December. Smaller but significant increases in the seasonal demand for mill and woods workers occurred at Yorkton, Prince Albert and southwest Alberta. This year, pulp companies are optimistic regarding proposed production targets because of the heavy summer cut and because the poor harvest in many northern areas has made more farm workers willing to accept woods work. NES offices and representatives of Ontario firms recruiting woods labour have had good results, particularly in northern Saskatchewan. Construction activity continued at a reasonably high level despite the unfavourable weather. Most lay-offs that occurred resulted from the cessation of highway construction. Employment in building construction has been buttressed by the large volume of defence work now underway, notably provision of housing accommodation at airfields and army camps. Since many of these projects must be completed before spring, contractors are holding their crews together, in some cases by paying for time lost through bad weather. Material shortages prevented any further expansion of employment in the manufacturing of aircraft and prefabricated huts at Canadian Car and Foundry, Fort William. In Winnipeg, however, some additional job opportunities were created in textile mills and clothing firms by defence contracts totalling \$1,150,000. The mining industry showed increased activity during the month. There was a heavy demand for mining labour in the Alberta coal fields and in the Yellowknife area, but it is notable that the emphasis has turned increasingly toward experienced hard-rock miners and certificated coal miners. For some time labour requirements of the industry have been met by promoting semi-skilled workers to skilled positions and absorbing immigrants into the less skilled jobs; but this program has reached its limit in many mines and skilled workers are needed.

In the *Pacific* region, the resumption of logging operations after a long summer shutdown resulted in a temporary, contra-seasonal upswing in employment during October and early November. An extensive back-to-work movement in the logging areas on Vancouver Island was sufficient to cause a decline in the total number of workers seeking employment through the National Employment Service. Elsewhere in the region, job opportunities declined as fishing and harvesting operations neared completion and construction activity slackened. NES offices in Vancouver and other interior points also experienced increasing registrations of workers from the Prairie Provinces and Eastern Canada. Although the season had not ended, the majority of fishing boats ceased operations for the year, and employment in canneries dropped. Despite the failure to locate the albacore tuna run, income from fishing this year has been high. Salmon fishing has been particularly successful, the catch exceeding last year's by over one-third. For the remainder of the year, activity in the industry will be limited chiefly to herring fishing. Employment in the construction industry continued to decline as many contracts reached the completion stage. Work on the Alcan project and the Consolidated Mining and Smelting Company expansion will continue throughout the winter; but the weather will prohibit much outside work and substantial reductions in crews will be necessary. In addition, the low level of housing construction activity in Vancouver and other urban centres contributed to the surpluses of carpenters and unskilled construction workers that appeared during October. The construction of mills, bunkhouses and other mining facilities for the many base metal developments of the region is being rushed to completion before winter. The demand for mining labour is rising. Since the tunnelling job at Kitimat is continuing to absorb hard-rock miners, the scarcity of this skill has become acute. The difficulty has been partially overcome by the increased volume of immigrants but, because of language difficulties and unfamiliarity with Canadian work methods, immigrants are chiefly employed as unskilled or semi-skilled workers. Further expansion is limited by the supply of competent men.

Rise and Fall of Employment in Canada

Industrial employment in the major Canadian industries has been at record levels throughout 1951. This statement is graphically illustrated by the chart on the following page.

A rise of about 6 per cent over 1950 levels has occurred in the non-agricultural industries as a whole. The greatest employment increase over the year has been in manufacturing, although some slackening here is noticeable in recent months. Since last April, forestry employment has

exceeded the previous record levels reached in 1948. Only in the case of agriculture, for which monthly data are not available, has employment declined over the past year.

This chart also shows the relatively high seasonal swings of employment which occurred in Canada. These swings are particularly noticeable in forestry and transportation industries, as well as in construction and agriculture, for which the picture is not shown in this chart.

Harvard Begins Tenth Course for Unionists

Harvard university this Fall began its 10th annual course for training union officials in leadership responsibilities.

The project became international in scope this year when six union leaders from European countries joined eight from American unions for the intensive 13-week program. The six Europeans were sponsored by the Economic Co-operation Administration.

Though the emphasis is on preparing union officials for leadership and responsibility, international labour problems will receive increased attention this year.

With the trade union members from Britain, Ireland, Norway, Austria, the Netherlands and Germany, the eight American officials will spend 24 hours a week in class studying such topics as economic analysis, labour law, accounting and the analysis of financial statements, arbitration and wage incentives. Though resident on the same campus, the labour students meet with other students only in a class on labour relations taught by

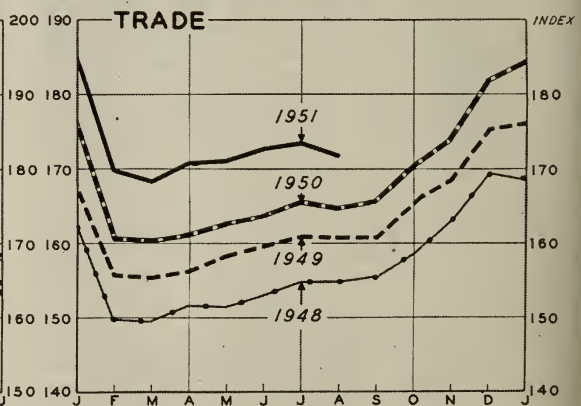
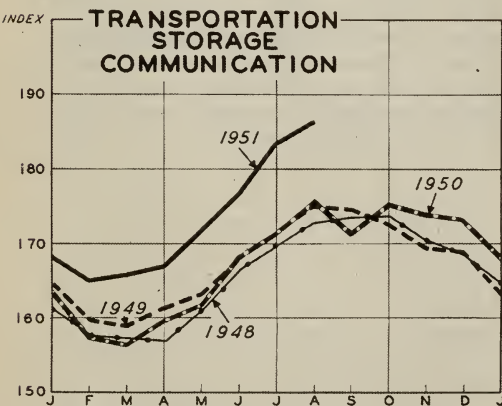
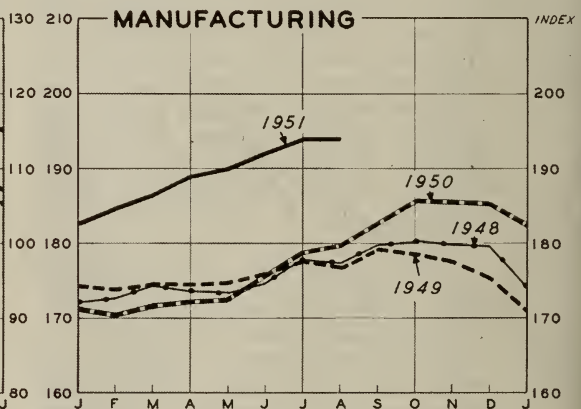
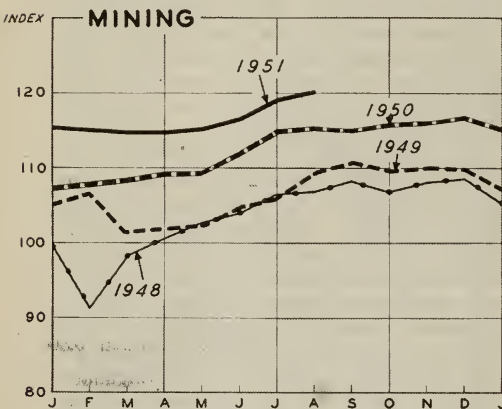
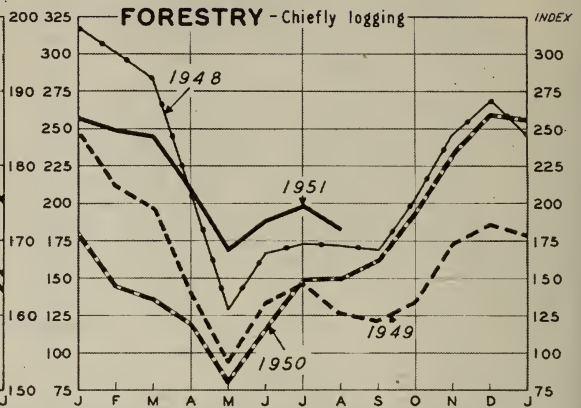
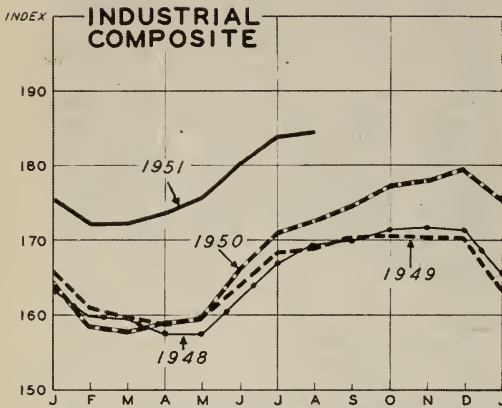
Professor James J. Healy. In this particular course they are associated with business executives of the Harvard Business School, six of whom are also sponsored from abroad by the Economic Co-operation Administration.

The union leaders live in residence at the Harvard Business School, a foreign representative sharing a suite with an American labour official. Classes begin in the morning at 8.45 and last till 1.00 with a half hour break during which the members meet with management students. In the afternoon, classes are continued until 3.30. Twice a week special dinner meetings are held at which labour and management members discuss topics of mutual interest.

This program is the only one in the United States specifically designed for union leadership training. The sponsoring of six students by ECA was felt to be a means towards creating an understanding of the problems and philosophies of labour organizations in democratic countries and thereby assisting the economic recovery of the various countries concerned.

RISE AND FALL OF EMPLOYMENT CANADA

BASE: 1939 = 100



Wages, Hours and Working Conditions

Wholesale and Retail Trade, October 1950

In October of 1950 there was evidence of considerable expansion in Canadian trade over a year previously. The dollar volume of wholesale trade was greater by 8 per cent while in the retail division the increase was 3 per cent over October 1949. Average wages and salaries of employees in trade, both wholesale and retail, stood at \$39.32 per week at October 1, 1950—an increase of more than 5 per cent during the year. Employment showed an increase of more than 3 per cent.

Average weekly wage rates as shown in Tables I and IV for selected occupations in the principal Canadian cities were generally higher than in 1949. The trend towards a shorter work week is also apparent in terms of both days and hours. The proportion of employees in Trade enjoying a five-day week increased from 17 per cent in October 1949 to 24 per cent in 1950; similarly the proportion working a 40-hour week increased from less than 20 to 23 per cent. Less significant changes between 1949 and 1950 have occurred with respect to other conditions of work such as vacations, statutory holidays, etc.* In the following analysis Wholesale and Retail Trade are dealt with separately. In addition, a further subdivision is shown for the working conditions items, wholesale trade being divided into Wholesale Food and Other, and retail trade into three groups, Retail Food, General Merchandise and Other.

WHOLESALE TRADE

Information for this article was obtained from 1,029 establishments employing 30,886 non-office workers. Geographically, the distribution of workers was as follows:—

Atlantic Provinces.....	3,271
Quebec.....	4,695
Ontario.....	9,788
Prairie Provinces.....	7,201
British Columbia.....	5,574

*Wages, Hours and Working Conditions in Wholesale and Retail Trade, October, 1949, LABOUR GAZETTE, April, 1951, p. 566.

Some of the significant changes in working conditions in wholesale trade during the year preceding October 1950 are: an increase in the proportion of employees working 44 hours or less, an increase in the proportion of employees receiving an initial vacation of two weeks, and a growth in the proportion of those who could become eligible to receive a maximum vacation of three weeks.

Average Wage Rates (Table I).—Of the four male occupations covered in this comparative study, General Office Clerk was the highest paid in nine of 17 cities; Truck Drivers in the remaining eight. Warehousemen was the lowest paid class of workers in all but two centres.

Substantial regional variations in wage rates for similar occupational categories were in evidence. Differentials were most marked in the case of Truck Driver salaries, which ranged from \$32.55 a week in Moncton to \$50.56 in Vancouver, and least apparent in those for Warehouseman, which varied from \$33.90 a week in Halifax to \$41.98 in Victoria.

Among female workers, Bookkeeper was the highest paid of six occupations in the majority of cities covered in this analysis. The salary pattern for Stenographer, Office Appliance Operator and General Office Clerk was somewhat lower than that for Bookkeeper. Comparative salary levels as between these three occupations varied according to locality, with stenographers the second highest paid workers in eight centres, office appliance operators in six, and general office clerks in one. Telephone Switchboard Operator and Typist were among the lowest paid female occupations in all 17 cities.

Regional variations were not as pronounced for female workers in similar occupational classifications as for males. Salary differentials between the highest paying and lowest paying communities ranged from \$6.13 a week for Bookkeeper to \$9.62 for Telephone Switchboard Operator.

A comparison of the average weekly wage rates for General Office Clerk, Male, and General Office Clerk, Female, the only

**TABLE I—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN WHOLESALE TRADE IN SEVENTEEN CANADIAN CITIES
OCTOBER, 1950**

Locality	Bookkeeper Female		General Office Clerk Male		General Office Clerk Female		Office Appliances Operator Female		Shipper and Receiver	
	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia— Halifax.....			42.88	29.61-57.69	31.77	20.77-45.62	29.93	26.54-36.12	35.71	29.09-46.15
New Brunswick— Moncton..... Saint John.....			39.27 36.65	25.00-54.23 20.50-48.46	25.67 26.34	17.00-35.00 18.46-36.00	32.40 27.18	25.13-38.08 19.62-36.92	35.26 37.20	29.31-42.00 28.55-45.21
Quebec— Montreal..... Quebec.....	37.10	32.00-46.15	42.72 39.16	26.54-60.23 24.00-51.69	31.86 28.38	23.00-42.15 23.77-36.46	34.44 28.97	27.10-42.44 23.00-34.62	39.13 37.75	30.00-51.65 28.00-44.50
Ontario— Hamilton..... London..... Ottawa..... Toronto..... Windsor.....	36.02 32.88 41.43 37.41	27.69-44.00 26.00-42.00 28.85-55.83 30.00-60.00 30.00-45.00	42.07 42.49 28.95 44.10 41.95	30.00-55.38 28.85-55.83 28.85-56.59 30.00-60.00 33.46-53.69	30.69 29.31 28.95 33.78 31.66	24.00-40.00 21.72-37.00 20.77-35.77 25.00-43.50 25.58-39.23	29.60 29.76 32.27 35.81 31.41	26.00-33.00 27.00-33.46 29.00-36.92 29.00-42.31 25.00-35.77	42.13 40.70 34.48 42.76 41.16	37.50-47.50 34.62-48.46 25.00-42.44 34.00-48.80 32.31-48.40
Manitoba— Winnipeg.....	34.59	27.50-43.00	40.95	25.38-57.69	28.02	21.00-35.00	31.70	25.00-40.38	38.91	30.00-47.00
Saskatchewan— Regina..... Saskatoon.....	31.28 31.92	26.57-38.77 30.00-32.31	44.64 38.67	32.31-58.96 28.85-47.20	31.70 28.50	25.04-37.27 23.08-35.77	36.22 30.40	30.23-45.12 25.00-34.78	36.66 38.57	28.85-44.15 26.54-46.15
Alberta— Calgary..... Edmonton.....	34.62 35.62	31.15-39.23 28.85-37.38	43.23 39.90	31.15-55.38 28.85-55.38	30.22 31.46	21.25-39.23 23.08-39.23	29.68 32.04	23.08-34.62 26.54-36.00	39.57 37.26	30.00-46.80 28.15-44.53
British Columbia— Vancouver..... Victoria.....	36.13	28.85-45.00	45.01 43.83	32.31-62.25 31.15-57.55	30.44 32.31	21.92-45.50 30.00-34.62	35.58	30.00-42.69	42.48 44.09	32.31-45.58 35.77-51.92

Locality	Stenographer Female		Telephone Switchboard Operator Female		Truck Driver		Typist Female		Warehouseman		
	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Nova Scotia—											
Halifax.....	30.95	23.08-37.85	27.54	22.00-36.12	36.34	28.00-44.01	30.63	24.23-34.62	33.90	23.00-43.00	
New Brunswick—											
Moncton.....	29.60	22.99-35.77	.....	.....	32.55	30.26-38.30	27.69	22.34-31.15	35.23	27.92-45.00
Saint John.....	26.87	30.00-33.46	25.45	20.31-30.00	38.15	32.00-40.85	25.68	20.31-32.31	35.14	27.23-43.15	
Quebec—											
Montreal.....	35.89	27.69-42.69	32.18	26.00-39.23	41.84	33.00-50.20	29.31	22.01-36.46	36.35	27.00-46.60	
Quebec.....	30.12	22.00-34.62	31.71	26.50-36.12	41.80	36.50-51.61	26.56	21.23-31.95	35.90	30.00-43.20	
Ontario—											
Hamilton.....	31.64	24.00-40.14	32.20	30.00-36.69	42.88	36.00-52.83	27.03	24.00-30.00	37.33	32.00-45.00	
London.....	31.41	26.54-36.92	29.07	20.77-43.00	41.76	35.08-50.39	26.39	23.08-31.15	35.96	30.00-43.42	
Ottawa.....	32.63	27.69-38.13	28.42	23.00-36.69	38.47	31.15-50.20	28.57	20.77-38.13	34.08	27.84-41.70	
Toronto.....	36.24	28.00-43.00	35.07	27.69-42.69	43.67	36.00-50.39	31.94	26.00-38.14	38.19	30.00-46.00	
Windsor.....	30.70	25.38-36.92	31.22	30.00-32.50	45.63	40.38-52.70	30.33	.....	35.02	33.00-43.42
Manitoba—											
Winnipeg.....	31.44	25.38-39.44	28.18	23.08-32.31	39.96	33.46-47.80	27.86	21.92-33.69	34.58	28.85-40.38	
Saskatchewan—											
Regina.....	33.69	25.38-42.69	31.61	23.08-35.88	42.60	32.31-50.52	29.02	25.04-34.62	39.46	28.85-48.80	
Saskatoon.....	29.24	23.08-34.78	28.00	24.23-32.31	41.57	33.75-50.25	28.34	23.08-32.31	34.73	26.54-45.00	
Alberta—											
Calgary.....	31.11	23.08-38.08	28.80	24.23-33.69	39.54	36.92-45.75	29.41	25.00-34.62	37.92	33.46-43.50	
Edmonton.....	31.16	24.92-39.23	29.43	23.08-34.62	41.00	36.92-45.75	29.75	25.38-36.00	36.29	29.91-42.45	
British Columbia—											
Vancouver.....	34.20	27.69-43.15	33.59	25.38-42.69	50.56	39.00-61.15	31.49	25.38-38.13	39.00	35.00-43.85	
Victoria.....	35.29	30.00-41.15	.....	.....	50.45	45.00-62.50	.....	.....	41.98	30.00-53.00

occupation in which both sexes were represented in this study, reveals that the men averaged from \$8.44 to \$14.57 per week higher than the women.

The Normal Work Week (Table II).—Normal weekly hours varied considerably in Wholesale Trade, ranging from less than 40 hours to more than 48 hours per week. About 61 per cent of the employees were working 44 hours or less and 13 per cent were working longer than 48 hours; of the latter group, more than half the workers were in British Columbia and most of the remainder were employed in establishments situated in the Atlantic provinces and Quebec.

Some indication of the variation of normal weekly hours between regions may be observed in the following table, which shows the proportion of employees working 44 hours or less a week as compared with those on a longer work week:—

Region	Normal Weekly Hours	
	44 hours or less	More than 44 hours
	%	%
CANADA	61	39
Atlantic Provinces..	42	58
Quebec	52	48
Ontario	62	38
Prairie Provinces...	80	20
British Columbia...	54	46

The inclusion of data covering an additional 5,000 employees in the 1950 survey

has affected the proportion of employees working 44 hours or less as compared with 1949. This is particularly noticeable in the Atlantic and Prairie provinces, where in 1949, 64 and 89 per cent respectively were reported working 44 hours or less. In the Atlantic provinces, most of the additional workers covered in the 1950 survey were employed in Newfoundland establishments which were not included in the 1949 analysis. In Quebec there has been an increase in the proportion of employees working 44 hours or less, from 42 per cent in 1949 to 52 per cent in 1950. In the other regions no significant change has taken place since the previous survey.

One-third of the employees were on a 5-day week in 1950, which is about the same as the proportion reported in 1949.

Overtime Payment.—Time and one-half was the usual overtime rate for work after standard daily or weekly hours. Establishments employing the majority of workers did not report any policy covering payment for work on Sunday. Of those who received extra pay for Sunday, most were paid time and one-half or double time. Slightly less than one-half of the employees were paid time and one-half, double time or double time and one-half, for work required on statutory holidays which are paid for though not worked.

Annual Vacations with Pay (Table III). Sixty per cent of the workers in Wholesale Trade were employed by firms which gave an initial vacation of one week with

TABLE II.—THE NORMAL WORK WEEK IN WHOLESALE TRADE, OCTOBER 1950

Number of Employees

Normal Weekly Hours	All Wholesale Trade	By Region					By Group	
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Food	Other Merchandise
Employees on a 5-day Week								
Under 40.....	897	79	286	303	116	113	61	836
40.....	6,478	405	921	2,836	930	1,356	130	6,348
Over 40.....	2,653	41	505	1,605	202	300	87	2,566
Total.....	10,028	525	1,712	4,744	1,248	1,799	278	9,750
All Employees								
Under 40.....	1,272	194	343	383	221	131	61	1,211
40.....	6,993	408	1,144	2,969	1,025	1,447	223	6,770
Over 40 and under 44....	3,979	273	655	1,543	1,149	359	159	3,820
44.....	6,468	509	348	1,040	3,339	1,232	1,386	5,082
Over 44 and under 48....	3,628	553	793	1,794	479	9	718	2,910
48.....	4,458	455	669	2,005	947	382	1,347	3,111
Over 48.....	4,083	879	800	70	.....	2,339	2,546	1,542
Total.....	30,886	3,271	4,752	9,804	7,160	5,899	6,440	24,446

pay, and 40 per cent were in those which gave two weeks with pay, usually after a year or less of employment.

The Prairie provinces had the largest proportion of workers, 61 per cent, receiving an initial vacation of two weeks and the Maritimes had the next largest proportion, 50 per cent. Thirty-eight per cent of the workers in British Columbia, 32 per cent in Ontario and 28 per cent in Quebec were in establishments which gave an initial vacation of two weeks.

About 71 per cent of the workers in Wholesale Trade were in establishments which increased the vacation period as the term of workers' employment continued. Thirty-five per cent of the workers were in establishments which increased vacations from one to two weeks with pay after five years or less of employment, and 36 per cent in those which increased the initial vacation from one or two weeks, to three or four weeks, usually after 15 to 30

years of service. Employees who could become eligible for a three or four weeks vacation could also become eligible for a vacation of two weeks after a shorter period of employment.

The proportion of employees receiving a maximum vacation of three weeks ranged from 20 per cent in the Atlantic provinces to 40 per cent in Ontario. Most of the workers who could become eligible for a maximum vacation of four weeks were located in Ontario and Quebec.

During the year preceding October 1950 there was an increase in the proportion of workers receiving an initial vacation of two weeks. About 40 per cent received this vacation in 1950 as compared to one-third in 1949. The number of employees who could become eligible for a maximum vacation of three weeks has risen from 24 per cent in 1949 to about 32 per cent in 1950.

TABLE III.—ANNUAL VACATIONS WITH PAY IN WHOLESALE TRADE, OCTOBER 1950

Number of Employees

Length of Vacation and Service Requirements	All Wholesale Trade	By Region					By Group	
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Food	Other Merchandise
Initial Vacation								
<i>One Week With Pay</i>	18,206	1,521	3,377	6,688	2,682	3,938	3,735	14,471
After: Less than 1 year.....	6,022	733	1,106	2,170	1,582	431	544	5,478
1 year.....	11,746	788	2,140	4,406	1,100	3,312	2,978	8,768
Other.....	97	.....	97	.....	.....	.....	97	.....
Service not specified.....	341	.....	34	112	.....	195	213	128
<i>Two Weeks With Pay</i>	11,954	1,471	1,318	3,100	4,440	1,625	2,270	9,684
After: 1 year or less.....	11,014	1,148	1,204	3,056	4,420	1,186	1,890	9,124
Service not specified.....	940	323	114	44	20	439	380	560
<i>Three Weeks With Pay After 1 Year</i>	90	.....	.....	.....	79	11	.....	90
Total.....	30,250	2,992	4,695	9,788	7,201	5,574	6,005	24,245
Maximum Vacation								
<i>Two Weeks With Pay</i>	10,531	1,130	1,618	3,380	1,359	3,044	2,551	7,980
After: 1 year.....	3,178	588	452	1,226	722	190	261	2,917
2 and 3 years.....	3,320	500	350	1,145	554	771	683	2,637
5 years.....	3,522	42	412	927	83	2,058	1,593	1,929
Other.....	511	.....	404	82	.....	25	14	497
<i>Three Weeks With Pay</i>	9,626	638	1,607	3,905	2,177	1,239	1,560	8,066
After: Less than 15 years.....	714	.....	141	114	49	410	352	3,62
15 years.....	3,530	396	569	1,431	681	453	121	3,409
20 years.....	1,943	99	400	737	513	194	221	1,722
25 years.....	3,065	112	476	1,465	817	195	866	2,199
Other.....	374	31	21	158	117	47	.....	374
<i>Four Weeks With Pay After: 20, 25 and 30 years</i>	1,198	55	442	522	112	67	.....	1,198
<i>Initial Vacation Maintained</i>	8,895	1,169	1,028	1,981	3,553	1,164	1,894	7,001
One Week.....	1,761	107	619	861	40	134	564	1,197
Two Weeks.....	7,044	1,062	409	1,120	3,434	1,019	1,330	5,714
Three Weeks.....	90	.....	.....	.....	79	11	.....	90
Total.....	30,250	2,992	4,695	9,788	7,201	5,574	6,005	24,245

Statutory Holidays (Table IV).—All but one per cent of the employees in Wholesale Trade were in establishments which reported observance of some statutory holidays. Sixty-eight per cent of the workers were in those which observed from 7 to 9 holidays and about one-quarter in those which observed 10 or more days. The largest group of workers, 28 per cent, observed 8 days and the next largest, 25 per cent, observed 9 holidays. The proportion observing 10 or more days has increased since the 1949 survey.

Almost 89 per cent of the workers were paid for some or all of the observed statutory holidays. The largest group of workers, 27 and 24 per cent, were paid for 8 or 9 holidays respectively, and a further 21 per cent were paid for 10 or more days.

In the Atlantic provinces the largest group of workers, 40 per cent, most of whom were in Newfoundland, were paid for more than 11 holidays and the next largest

group, 31 per cent, was paid for 8 or 9 days. In Quebec about one-quarter of the workers were paid for more than 11 days, 16 per cent, 7, 23 per cent, 8 and 10 per cent 9 days. In Ontario, 41 and 31 per cent and in the Prairie provinces, 27 and 28 per cent of the employees were paid for 8 and 9 days respectively. In British Columbia about 40 per cent of the workers were not paid for any of the observed statutory holidays when not worked and of the remainder, most were paid for 8 to 10 days.

On the whole, there has been no significant change since 1949 throughout the provinces in the number of statutory holidays observed and the number paid for, although the inclusion of Newfoundland data in the 1950 survey has increased the proportion of workers being paid for 10 or more holidays.

Rest and Wash-up Periods.—Recognized rest periods were reported by firms employing 52 per cent of the workers. Of

TABLE IV.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN WHOLESALE TRADE, OCTOBER 1950

Number of Employees

Number of Statutory Holidays Observed	All Wholesale Trade	By Region					By Group	
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Food	Other Merchandise
None.....	41	38		3				41
Less than 6.....	621	167	230	182	42			621
7.....	1,302	93	436	525	219	29	81	1,221
8.....	4,643	202	853	1,376	657	1,555	1,870	2,773
9.....	8,643	573	1,086	4,395	1,905	684	1,328	7,315
10.....	7,798	499	480	3,201	2,127	1,491	1,404	6,394
11.....	2,293	121	186	72	926	988	405	1,888
More than 11.....	2,625	79	141		1,270	1,135	1,171	1,454
No information.....	2,772	1,338	1,261	58	55	60	122	2,650
Total.....	183	161	22				7	176
Total.....	30,921	3,271	4,695	9,812	7,201	5,942	6,388	24,533
Number of Statutory Holidays Paid For Although Not Worked								
None.....	3,229	313	47	347	151	2,371	2,344	885
Less than 6.....	840	49	368	224	58	141	13	827
6.....	1,711	62	422	845	318	64	79	1,632
7.....	2,814	177	752	1,178	547	160	627	2,187
8.....	8,236	528	1,072	4,021	1,923	692	1,221	7,015
9.....	7,397	489	480	3,045	1,977	1,406	1,270	6,127
10.....	2,078	105	146	72	908	847	405	1,673
11.....	1,685	79	141		1,264	201	291	1,394
More than 11.....	2,726	1,308	1,245	58	55	60	109	2,617
No information.....	205	161	22	22			29	176
Total.....	30,921	3,271	4,695	9,812	7,201	5,942	6,388	24,533

those workers allowed rest periods, the largest group, 57 per cent, was permitted two 10-minute periods and the next largest, 29 per cent, two 15-minute periods each day.

Wash-up periods were allowed to about 23 per cent of the workers, most of whom were either permitted two 10- or 15-minute periods daily or were allowed "break times" at their own discretion.

The following table gives details of the number of workers permitted rest and wash-up periods:—

Number and Duration of Periods	Number of Workers Rest Periods	Number of Workers Wash-up Periods
One period of:		
5 minutes .....	..	306
10 minutes	319	396
15 minutes	1,031	96
Other	115	229
Two periods of:		
5 minutes	43	1,677
10 minutes	9,218	1,308
15 minutes	4,673	209
Other	227	418
Other specific periods	132	350
Informally permitted	343	2,074
Total	16,101	7,063
Not allowed.....	14,822	23,860
Total	30,923	30,923

RETAIL TRADE

Information for this article was obtained from 1,429 retail trade establishments employing 110,038 non-office workers. The distribution of employees, by region, is as follows:—

Atlantic Provinces.....	7,533
Quebec	23,142
Ontario	48,084
Prairie Provinces.....	19,567
British Columbia.....	11,673

The three groups into which retail trade has been divided according to employment are: Food, 23 per cent of the workers; General Merchandise, 43 per cent; and Other Retail Trade, 34 per cent.

There have been few changes in working conditions of employees in Retail Trade during the year preceding October 1950. Although there has been little

change in normal weekly hours since the 1949 survey, there has been a sharp increase in the proportion of workers on a 5-day week. A trend towards payment for more statutory holidays in 1950 is also noticeable, the proportion of workers receiving payment for 7 or more holidays being greater than in 1949.

Average Wage Rates (Table V).—Male sales clerks on commission were the highest paid workers in retail trade in the 17 centres covered in this analysis. It should be borne in mind, however, that there is a great month to month variation in the earnings of such workers, and that the averages shown apply to the month of September only. Female sales clerks on commission generally averaged a few dollars higher than those on time work but the actual earnings of such workers were, for the most part, not as high as those of secretaries or bookkeepers. Of the sales clerks reported, about 23 per cent of the males and 17 per cent of the females were paid on some form of commission basis. These proportions were much higher however, in Saint John, Montreal, Toronto and Regina than in the other centres.

Secretary was the highest paid of the female workers on a time basis in the five cities for which averages were compiled and Bookkeeper the highest paid in eight of the remaining twelve cities. As in Wholesale Trade, Typist and Telephone Switchboard Operator were among the lowest paid occupations in all centres. Salaries ranged from \$18.44 a week for Elevator Operator in Ottawa to \$47.19 for Secretary in Winnipeg.

Of the male workers paid on a time basis, sales clerks received the highest rates in seven cities, truck drivers in five, general office clerks in three, and warehousemen and stockkeepers in one city each. Salaries of such employees ranged from \$23.15 for Stockkeeper in Saint John to \$51.60 for Truck Driver in Windsor.

Regionally, wage rates were generally highest in Montreal, Toronto, Windsor and Vancouver; the lowest rates were most frequently found in Halifax, Saint John, Moncton and Quebec City.

The Normal Work Week (Table VI).—Normal weekly hours varied considerably in Retail Trade, although nearly 60 per cent of the workers were in stores which reported a normal work week of from 40 to 44 hours.

In the Atlantic provinces, 35 per cent of the employees were on a normal work week of between 40 and 44 hours. 23 per cent were working 44 hours and about

TABLE V.—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN RETAIL TRADE IN SEVENTEEN CANADIAN CITIES, OCTOBER, 1950

Locality	Sales Clerk—Male						Sales Clerk—Female						Bookkeeper—Female	
	On Time Work			On Commission			On Time Work			On Commission			Average Wage Rate	Range of Rates
	Average Wage Rate	Range of Rates		Average Wage Rate	Range of Rates		Average Wage Rate	Range of Rates		Average Wage Rate	Range of Rates		Average Wage Rate	Range of Rates
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia—														
Halifax.....	32.66	22.00-44.00		38.36	36.45-47.50		21.11	17.00-25.00		38.94	20.75-31.16		30.75	23.00-45.00
New Brunswick—														
Moncton.....	36.58	25.00-45.00					23.79	18.00-29.00					33.16	30.00-37.00
Saint John.....	29.39	20.00-43.00		35.02	18.00-51.00		19.13	15.05-24.00					25.22	17.00-32.00
Quebec—														
Montreal.....	40.25	28.00-50.00		50.98	31.92-71.16		23.79	18.00-30.00		32.41	25.00-42.92		37.95	28.00-47.00
Quebec.....	37.82	23.00-48.00					19.59	13.00-25.00						
Ontario—														
Hamilton.....	48.60	32.50-63.00		55.70	49.64-60.50		25.12	20.00-34.20		27.01	21.00-33.50		33.49	25.00-43.99
London.....	41.23	27.00-57.60		54.94	36.20-81.00		24.74	20.00-31.68		33.19	25.00-40.00		34.61	28.85-41.54
Ottawa.....	41.87	25.00-55.80		60.01	25.00-30.52		23.70	18.00-32.40		27.61	20.31-33.82		36.55	30.00-42.00
Toronto.....	46.73	32.75-63.00		56.27	30.00-63.45		29.12	22.00-37.00		32.63	22.82-43.58		37.04	32.00-43.75
Windsor.....	49.11	33.12-69.60		60.11	40.00-80.00		26.37	19.00-39.36		25.94	22.00-30.00		47.10	40.00-51.93
Manitoba—														
Winnipeg.....	43.81	30.00-58.00		74.39	43.54-121.57		26.99	21.00-34.00		31.32	23.50-45.02		36.02	28.85-45.00
Saskatchewan—														
Regina.....	42.04	30.00-57.50		43.70	30.00-60.00		24.69	21.00-30.00		25.46	22.00-30.00		32.54	30.00-38.00
Saskatoon.....	40.31	30.00-50.50					26.26	21.00-32.50					30.92	30.00-32.31
Alberta—														
Calgary.....	41.48	30.80-50.00					25.37	20.77-32.00					36.46	32.31-45.00
Edmonton.....	42.92	35.00-50.00		80.57	61.00-104.00		25.51	21.00-30.00					33.98	32.00-37.00
British Columbia—														
Vancouver.....	41.86	32.00-52.36		73.56	40.00-97.41		27.89	23.00-35.00		54.16	30.00-59.45		35.35	28.00-45.00
Victoria.....	41.55	30.00-52.36		110.73	35.00-82.34		27.64	22.00-34.15		60.20	27.00-106.20		32.29	30.00-33.46

TABLE V.—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN RETAIL TRADE IN SEVENTEEN CANADIAN CITIES, OCTOBER, 1950—Con.

	Cashiers Female		Elevator Operator Male		Elevator Operator Female		General Office Clerk Male		General Office Clerk Female		Janitor Male	
	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates
Nova Scotia—												
Halifax.....	24.40	18.00-30.00	27.33	20.00-37.00			38.10	34.75-41.00	21.59	20.00-25.00	30.63	25.00-35.00
New Brunswick—												
Moncton.....	24.40	18.75-30.00					37.89	24.00-51.93	25.99	22.00-31.00		
Saint John.....	28.55	23.00-37.75					26.67	20.00-35.00	19.86	16.00-26.00		
Quebec—												
Montreal.....	27.56	18.00-33.75	30.34	25.00-36.00	25.41	24.00-27.00	39.38	24.00-55.00	28.58	20.00-38.00	34.45	25.00-42.50
Quebec.....	23.78	17.00-33.00					37.42	22.00-52.00	21.62	15.00-29.00		
Ontario—												
Hamilton.....	32.80	24.00-45.00					32.92	20.77-40.38	30.12	20.00-38.50	33.63	25.00-41.93
London.....	28.53	22.50-36.00					38.36	31.00-45.00	25.41	20.77-30.00	31.42	25.00-36.92
Ottawa.....	25.36	18.00-37.75	27.55	20.95-34.00	18.44	17.64-19.00	33.40	23.00-45.00	25.19	20.00-32.00	28.80	27.50-32.00
Toronto.....	31.34	25.75-40.00	40.36	38.00-42.00	27.51	25.00-29.00	42.20	28.85-54.25	29.23	24.00-36.00	38.96	33.83-45.00
Windsor.....	31.96	25.00-47.00					44.52	37.50-51.93	27.32	21.35-37.50	35.00	30.00-40.00
Manitoba—												
Winnipeg.....	26.85	23.00-32.00	41.02	38.00-44.00	23.60	22.00-26.00	45.75	31.15-60.00	27.59	21.00-36.00	37.25	30.00-41.00
Saskatchewan—												
Regina.....	26.67	23.00-32.00					32.55	22.00-40.00	24.76	21.00-30.00	33.16	30.00-35.00
Saskatoon.....	27.23	23.00-34.00			25.00	23.00-26.00	43.29	40.38-47.50	27.66	23.08-35.50	33.31	24.00-44.22
Alberta—												
Calgary.....	25.73	23.00-30.00			24.11	23.00-26.00	40.75	33.00-48.47	28.56	23.00-35.00	38.42	34.62-40.00
Edmonton.....	27.13	22.00-35.20					40.98	40.04-47.50	27.79	23.00-34.80	36.30	32.00-42.00
British Columbia—												
Vancouver.....	28.51	24.00-32.00	39.77	34.50-47.00	25.22	23.00-27.00	39.06	25.00-55.00	29.43	24.00-36.00	39.26	35.54-42.00
Victoria.....	28.86	25.50-30.00			24.89	19.62-29.40	33.78	25.38-42.69	28.09	21.92-33.15	38.91	33.00-42.00

TABLE V.—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN RETAIL TRADE IN SEVENTEEN CANADIAN CITIES, OCTOBER, 1950—Con.

Locality	Office Appliance Operator Female		Secretary Female		Shipper and Receiver Male		Stenographer Female		Stockkeeper Male		Telephone Switchboard Operator Female	
	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia— Halifax.....	25.90	25.00-28.00			29.97	28.00-35.00	27.25	25.00-30.00	27.45	27.00	22.40	22.00-24.00
New Brunswick— Moncton..... Saint John.....	27.34	24.00-33.00			39.56 26.24	31.00-45.00 24.00-33.00	29.49 22.40	25.39-35.00 22.00-24.00	42.05 23.15	33.00-51.00 16.00-30.00	27.66	20.77-33.00
Quebec— Montreal..... Quebec.....	31.62	24.00-39.00	45.68	37.00-52.00	40.02 35.07	30.00-48.00 27.00-44.00	35.83	28.00-45.00	33.28 26.39	22.00-47.00 18.00-34.00	29.47 26.20	24.00-37.00 22.00-32.00
Ontario— Hamilton..... London..... Oshawa..... Ottawa..... Toronto..... Windsor.....	30.91 30.90 34.59 32.47	23.08-38.08 25.00-40.00 26.42-43.00 24.00-40.39			41.19 36.75 34.38 41.98 44.46	25.00-52.00 33.00-45.00 25.00-42.00 38.00-49.00 41.76-48.96	29.77 31.24 32.55 35.06 31.41	20.00-36.92 25.38-36.92 27.00-39.00 30.00-42.00 23.08-38.00	31.88 33.11 29.39 38.75 29.05	23.00-47.50 26.00-44.00 20.00-40.00 33.54-45.00 25.00-32.00	24.80 28.90 26.38 30.18	20.00-30.00 24.00-34.62 22.00-30.00 25.00-36.00
Manitoba— Winnipeg.....	30.13	24.00-39.23	47.19	42.69-53.00	42.30	32.00-50.00	33.13	25.00-43.00	39.49	25.00-50.00	26.14	23.00-30.00
Saskatchewan— Regina..... Saskatoon.....	26.28 32.43	23.00-30.00 27.69-37.00	36.61	32.00-40.75	36.02 38.02	30.00-40.00 31.00-45.00	27.38 29.48	24.00-31.00 21.92-37.00	35.20 32.58	27.00-41.00 26.00-40.00		
Alberta— Calgary..... Edmonton.....	31.42 28.69	28.00-36.00 26.00-32.00			37.57 41.42	30.00-42.00 28.00-41.42	31.50 32.27	25.39-37.50 26.00-40.68	36.52 39.26	26.00-45.00 27.50-49.00	30.04 27.50	25.39-35.00 25.00-30.47
British Columbia— Vancouver..... Victoria.....	32.46	28.00-35.00	40.27	33.00-46.15	41.74 37.30	32.00-50.00 27.69-46.15	31.74 30.98	25.00-38.75 26.54-35.20	36.54 37.22	23.00-48.00 32.00-40.00	30.16 28.11	25.38-35.00 24.23-31.85

TABLE V.—AVERAGE WEEKLY WAGE RATES FOR SELECTED OCCUPATIONS IN RETAIL TRADE IN SEVENTEEN CANADIAN CITIES, OCTOBER, 1950—Conc.

Locality	Truck Driver Male		Typist Female		Warehouseman	
	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates	Average Wage Rate	Range of Rates
	\$	\$	\$	\$	\$	\$
Nova Scotia—						
Halifax.....	33.53	25.00-37.00	22.70	22.00-24.00	29.39	17.30-30.95
New Brunswick—						
Moncton.....	35.20	27.69-41.00	26.09	23.00-29.00	33.60	25.38-42.69
Saint John.....	28.15	25.00-30.00			24.00	20.00-25.00
Quebec—						
Montreal.....	39.61	33.00-45.00	27.71	22.00-32.00	41.35	30.00-53.00
Quebec.....	35.11	33.00-37.00				
Ontario—						
Hamilton.....	44.25	41.25-49.58				
London.....	36.05	34.00-40.00			39.66	38.00-42.69
Ottawa.....	35.15	30.00-38.00	25.48	21.00-26.50	34.30	30.00-42.00
Toronto.....	48.09	41.50-54.45	29.10	25.00-34.00	39.69	28.00-49.72
Windsor.....	51.60	40.00-56.50				
Manitoba—						
Winnipeg.....	42.09	38.00-45.00	26.79	22.00-31.00	37.68	35.00-41.54
Saskatchewan—						
Regina.....	35.14	30.00-40.00	25.15	22.00-28.00		
Saskatoon.....	37.49	34.62-42.00				
Alberta—						
Calgary.....	39.99	35.00-45.00	26.86	24.00-30.00	38.51	32.50-48.23
Edmonton.....	43.08	38.00-47.31	27.12	23.00-32.00	37.57	30.00-47.03
British Columbia—						
Vancouver.....	49.61	43.00-53.12	26.59	23.00-30.00	38.87	27.00-48.00
Victoria.....	47.69	45.00-50.00				

one-quarter 48 hours or more. In Quebec about 60 per cent were working from 40 to 45 hours per week and 22 per cent normally worked more than 48 hours. In Ontario nearly two-thirds of the employees were working 40 to 44 hours, with 11 per cent and 15 per cent working 45 and 48 hours respectively. In the Prairie provinces 39 per cent of the employees were working between 37½ and 40 hours and 53 per cent from 40 to 44 hours. In British Columbia 63 per cent of the workers, equally divided, were on a 40- or 44-hour week and about 20 per cent on a 37½-hour week.

More than half the employees in British Columbia, one-quarter in Quebec, one-fifth in Ontario, a tenth in the Prairie Provinces and less than one per cent in the Atlantic provinces were on a 5-day week.

There has been no significant change in weekly hours during the year preceding October 1950. However, there has been an increase in the number of employees on a 5-day week, with the proportion in 1949, 13 per cent, rising to 22 per cent in 1950.

Overtime Payment.—Time and one-half was the general overtime rate for work after standard daily or weekly hours. This rate was also predominant for work on Sunday, although double time was reported in a substantial number of cases. However, about two-thirds of the workers were in establishments which did not report any overtime policy covering payment for Sunday work.

For work on statutory holidays which are paid for though not normally worked, double time and double time and one-half were the common rates reported.

Annual Vacations with Pay (Table VII).—Of the 110,000 non-office workers covered in this study, 88 per cent were in establishments which gave an initial vacation of one week and 11 per cent in those which gave two weeks, usually after a year or less of employment. Most of the workers who received two weeks initially were in establishments situated in the Atlantic provinces, Ontario and the Prairie provinces.

Only 14 per cent of the employees were in stores which did not increase the vacation period as the term of workers'

employment increased; of these, 72 per cent were in those which gave two weeks initially. Employees comprising 28 per cent of the total in Retail Trade could become eligible for a maximum vacation of two weeks, generally after 5 years or less of employment, 47 per cent for three weeks, usually after 5 to 30 years, and 12 per cent four weeks, in almost all cases after 25 years. About half the workers in the Atlantic provinces, Quebec and Ontario and more than two-thirds in the Prairie provinces and British Columbia could become eligible for maximum vacations of three weeks.

Twenty-three per cent of the workers in the Food division, 90 per cent in the General Merchandise division, and 42 per cent in stores engaged in Other Retail Trade could become eligible for a vacation of three or more weeks.

There has been no significant change in annual vacations with pay since the previous survey in 1949.

Statutory Holidays (Table VIII).—All but two per cent of the workers were employed in establishments which reported observing some statutory holidays in 1950.

Thirty-one per cent of the workers were in stores which observed 8 days and 36 per cent in those which observed 9 holidays. The remainder, equally divided, were in establishments observing less than 8 days and in those observing more than 9 days. Eight and nine statutory holidays were the predominant numbers observed in each division of Retail Trade.

Almost all of the employees were paid for some or all of the observed holidays. About 30 per cent of the workers were paid for 8 holidays and 36 per cent were paid for 9 days. The largest group of workers in the Atlantic provinces and Quebec was paid for 8 statutory holidays while in the other regions the largest group is paid for 9.

In the Food division, 28 per cent of the employees were paid for 2 holidays, 32 per cent for 8 days and 20 per cent for 9 days; in the General Merchandise division, 84 per cent were paid for 8 or 9 statutory holidays. In stores engaged in other retail dealing, the number of paid holidays varied considerably, although a third of the workers were paid for 9.

TABLE VI.—THE NORMAL WORK WEEK IN RETAIL TRADE, OCTOBER 1950
Number of Employees

Normal Weekly Hours	All Retail Trade (1)	By Region					By Group		
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Food	General Merchandise	Other Retail Trade
Employees on a 5-day Week									
Under 37½	507		351	49		107	17		490
Over 37½ and under 40	2,564			116		2,448		1,784	780
Over 40	67			41		26	39		28
Over 40 and under 44	11,305	10	2,282	4,415	1,432	3,166	3,003	7,233	1,069
Over 44	711		603	66	1	41	631		80
Over 44 and under 45	1,340	18	55	398	476	393	867		473
Over 45	197			197			197		
Over 45	5,688		1,818	3,870			5,489		199
Over 45	1,345		602	743			1,192		153
Total	23,724	28	5,711	9,895	1,909	6,181	11,435	9,017	3,272
All Employees									
Under 37½	548	1	359	80		108	17		531
Over 37½ and under 40	2,609			116		2,493		1,829	780
Over 40	9,078	361	14	660	7,198	845	45	7,882	1,151
Over 40 and under 44	25,279	129	6,551	11,222	3,654	3,723	3,063	20,416	1,800
Over 44	20,720	2,603	2,253	12,389	2,670	805	739	12,847	7,134
Over 44 and under 45	18,659	1,753	2,156	7,122	3,955	3,634	5,405	2,180	11,074
Over 45	1,375	81	771	410	113		204	668	503
Over 45 and under 48	7,904	133	2,614	5,065	47	45	5,591	612	1,701
Over 48	5,510	563	1,211	3,325	411		1,969	614	2,927
Over 48	11,596	941	2,179	7,082	1,374	20	4,618	268	6,710
Over 48	6,760	968	5,034	613	145		3,042	279	3,439
Total	110,038	7,533	23,142	48,084	19,567	11,673	24,693	47,595	37,750

(1) Includes 39 employees in the Northwest Territories.

TABLE VII.—ANNUAL VACATIONS WITH PAY IN RETAIL TRADE, OCTOBER 1950

Number of Employees

Length of Vacation and Service Requirements	All Retail Trade (1)	By Region					By Group		
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Food	General Merchandise	Other Retail Trade
Initial Vacation									
<i>One Week With Pay</i>	96,891	5,448	22,097	43,405	15,042	10,899	21,025	44,500	31,366
After: Less than 1 year.....	39,995	2,388	9,324	20,426	5,088	2,849	10,937	8,256	20,802
1 year.....	56,177	3,006	12,539	22,804	9,994	7,834	9,761	36,110	10,306
Service not specified.....	719	54	234	175	40	216	327	134	253
<i>Two Weeks With Pay</i>	12,993	1,861	987	4,798	4,497	816	3,659	3,095	6,244
After: 1 year or less.....	12,993	1,861	987	4,798	4,497	816	3,659	3,095	6,244
<i>Three Weeks After: 1 Year</i>	80				80		80		
<i>Other Vacation Periods</i>	31	8		13	10				31
Total.....	110,000	7,317	23,084	48,216	19,629	11,715	24,764	47,595	37,641
Maximum Vacation									
<i>Two Weeks With Pay</i>	30,492	1,310	8,465	14,356	3,130	3,181	14,800	3,032	12,660
After: 1 year.....	15,519	1,219	2,821	9,892	1,009	578	7,823	1,210	6,486
2 years.....	6,871	61	2,563	1,736	1,482	1,029	3,897	686	2,288
5 years.....	3,954	30	2,156	1,364	62	342	558	894	2,502
Other.....	4,148		925	1,364	627	1,232	2,522	242	1,384
<i>Three Weeks With Pay</i>	51,223	2,524	10,415	19,067	11,838	7,329	5,700	33,709	11,814
After: 5 years.....	7,077	601	1,797	3,266	717	696			7,077
15 years.....	3,912	89	625	251	1,106	1,841	415	2,834	663
20 years.....	3,897	25	57	557	1,986	1,272	670	2,815	412
25 years.....	10,444	442	3,483	5,703	543	273	4,079	3,422	2,943
30 years.....	24,470	1,321	4,072	9,098	7,050	2,929	25	24,445	
Other.....	1,423	46	381	192	486	318	511	193	719
<i>Four Weeks With Pay</i>	13,271	1,063	1,799	8,575	1,600	234		9,123	4,148
After: 25 years.....	13,138	1,063	1,737	8,575	1,529	234		9,052	4,086
Other.....	133		62		71			71	62
<i>Other Vacation Periods</i>	44				44				44
<i>Initial Vacation Maintained</i>	14,970	2,420	2,405	6,218	2,917	971	4,264	1,731	8,975
One week.....	4,156	593	1,555	1,532	220	256	971	93	3,092
Two weeks.....	10,734	1,827	850	4,686	2,617	715	3,213	1,638	5,883
Three weeks.....	80				80		80		
Total.....	110,000	7,317	23,084	48,216	19,629	11,715	24,764	47,595	37,641

(1) Includes 39 employees in the Northwest Territories.

TABLE VIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN RETAIL TRADE, OCTOBER 1950

Number of Employees

Number of Statutory Holidays Observed	All Retail Trade (1)	By Region					By Group		
		Atlantic Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Food	General Merchandise	Other Retail Trade
None.....	1,904	57	63	503	17	1,264	1,504	.....	400
1.....	751	38	.....	695	.....	.....	99	.....	652
2.....	5,295	371	885	3,607	391	41	4,671	.....	624
3 to 5.....	2,146	37	1,221	641	188	59	1,182	125	839
6.....	3,213	510	959	1,013	581	150	471	.....	2,742
7.....	7,255	329	3,381	2,911	547	87	1,254	2,480	3,521
8.....	34,262	1,780	8,783	17,946	4,769	984	8,610	17,626	8,026
9.....	40,010	1,522	1,327	19,211	10,118	7,832	4,963	22,505	12,542
10.....	6,359	1,318	887	581	2,259	1,293	641	2,409	3,309
11.....	2,990	440	1,835	41	669	5	813	1,065	1,112
12.....	1,283	51	112	1,030	90	.....	14	1,094	175
13.....	3,279	.....	3,279	.....	.....	.....	536	26	2,717
More than 13.....	1,109	943	166	.....	.....	.....	6	240	863
No Information.....	387	101	220	66	.....	.....	.....	25	362
Total.....	110,243	7,497	23,118	48,245	19,629	11,715	24,764	47,595	37,884
Number of Statutory Holidays Paid For Although Not Worked									
None.....	3,841	246	363	1,403	381	1,448	1,975	16	1,850
1.....	776	38	.....	720	.....	.....	99	.....	677
2.....	5,814	266	961	3,970	576	41	5,092	.....	722
3 to 5.....	2,651	63	1,376	644	301	267	1,125	125	1,401
6.....	2,818	510	1,050	645	496	117	192	.....	2,626
7.....	7,214	393	3,244	2,933	547	97	1,276	2,480	3,458
8.....	32,809	1,756	8,652	17,102	4,429	870	8,025	17,626	7,158
9.....	39,253	1,471	1,283	19,035	9,881	7,583	4,861	22,486	11,906
10.....	6,059	1,318	733	581	2,238	1,168	641	2,409	3,009
11.....	2,822	440	1,672	41	669	.....	813	1,065	944
12.....	1,249	43	86	1,030	90	.....	14	1,094	141
13.....	3,266	.....	3,266	.....	.....	.....	536	26	2,704
More than 13.....	1,006	840	166	.....	.....	.....	5	240	761
No Information.....	665	113	266	141	21	124	110	28	527
Total.....	110,243	7,497	23,118	48,245	19,629	11,715	24,764	47,595	37,884

(1) Includes 39 employees in the Northwest Territories.

During the year preceding October 1, 1950 there was a slight increase in the proportion of workers employed by stores observing and paying for more than 7 statutory holidays.

Collective Agreements.—Two-thirds of the workers in Retail Trade were covered by some form of written collective agreements. The largest group of workers was represented by Employees Associations, a slightly smaller proportion by unions affiliated with the AFL-TLC and a substantial number by CIO-CCL unions.

Rest and Wash-up Periods.—More than three-quarters of the workers in Retail Trade were permitted recognized rest periods two-thirds of these being allowed two 15-minute periods each day.

Wash-up periods were reported by retail stores employing 27 per cent of the workers. Most of these stores allowed clean-up periods at the discretion of the employee.

The following table gives details of the number of workers in Retail Trade receiving rest and wash-up periods:—

Number and Length of Periods	Number of Employees Rest Periods	Wash-up Periods
One period of:		
5 minutes .....	..	396
10 minutes	1,245	176
15 minutes	7,117	313
20 minutes	4,119	..
Other	67	38
Two periods of:		
5 minutes .....	..	1,089
10 minutes	14,816	1,207
15 minutes	57,414	904
Other	918	259
Other specific periods	677	4,195
Informally permitted	1,096	20,708
Total	87,469	29,285
Part of store employees only....	342	..
Not allowed	22,326	80,852
Total	110,137	110,137

Wage Rates in the Logging and Wood Products Industries^{*}

Wage-rate levels in Eastern Canada logging advance by almost 15 per cent in one year; on the Pacific Coast by 18 per cent in 18 months increases in wood products industry average 8.3 per cent in a year

LOGGING INDUSTRY

Wide differences in physical and climatic conditions in Canada have brought about a widespread and rather unequal distribution of forest wealth among the various provinces and have, in conjunction with economic needs, resulted in Canadian timber resources being put to a large variety of uses.

The provinces of Quebec and Ontario, for example, produce most of Canada's pulpwood and fuelwood, with important contributions by New Brunswick and Newfoundland, whereas British Columbia's forest output largely goes to supply West Coast sawmills and planing mills with logs and bolts for manufacturing into lumber and secondary wood products. Provinces

such as Alberta, Saskatchewan and Nova Scotia, on the whole not important for logging, are large producers of such lesser forest products as fenceposts, fence rails, and round mining timber.

^{*} Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for October, 1950, conducted by the Economics and Research Branch of the Department of Labour. Data for Logging-Eastern Canada were obtained through similar surveys conducted in February, 1950, and February, 1951. Employers were asked to report on wage rates (straight-time earnings for pieceworkers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

For information on working conditions in the logging and wood products industries, see the article on this subject in the LABOUR GAZETTE, October, 1951.

Topographic and climatic conditions, in determining the species, size and density of stands of Canadian forests, have in turn affected the type of operations necessary to extract the timber and the seasonal nature of such operations. Differences in operations are particularly marked between the coastal logging industry of British Columbia and that of Eastern Canada. As considerable variation exists in the occupational structure and in the duties performed by logging workers in Eastern Canada compared with British Columbia, this study deals separately with the logging industry in the two regions.

Tables of daily wage rates for Eastern Canada logging are shown in Table 1, with final figures applying to February 1, 1950 and preliminary figures to February, 1951. Data on wages in British Columbia, shown in Table 2, apply to October, 1950.

The following table gives indexes of average changes in wage rates in Eastern Canada and British Columbia logging on a base of 1939 as 100:—

	1949	1950	April 1951
Eastern Canada.....	210.1	200.5	229.8 ¹
British Columbia (Coastal)	239.2	264.2	283.9 ²
Canada	216.2	213.7	241.2

Eastern Canada.—Wage rates in this area, which on the average suffered a slight decline between the winter of 1949 and 1950, increased by 14.8 per cent during the following year to attain record high levels at the time of the peak of the 1951 cutting and hauling operations.

Pulpwood cutters, teamsters and blacksmiths were the highest paid of the eight occupations studied, while roadmen and swamper and cookees were among the lowest. Workers employed on a piece-work basis, which includes the majority of those on pulpwood and sawlog operations as well as some in loading and hauling, received higher wages than those in similar occupations paid on a straight-time basis. Daily wages, whether piece-work or time work, were often highest in Ontario, but

¹ Preliminary index for the pay period preceding February 1, 1951, based on returns received from employers in the Department's annual survey of wages and working conditions.

² Estimate of wage changes up to April 1, 1951, based on sample survey of employers. For further details concerning this survey, see June issue of the *LABOUR GAZETTE*.

this trend is marked only in the cases of the numerically important group of workers who are not provided with free board.

British Columbia (Coastal).—Wage rates in this region advanced by 11 per cent on the average between October, 1949 and October, 1950, and another seven per cent between October, 1950, and April, 1951.

Fallers and buckers, who perform the only operations in the West Coast logging industry generally paid for on a piece-work basis, received much higher daily rates than the other occupations covered in this analysis. Of the unskilled workers, bullcooks and flunkies received the lowest rate, \$9.65 per day.

WOOD PRODUCTS INDUSTRY

Canada is one of the world's most important producers and exporters of secondary wood products, such as lumber, shingles, plywood, veneers and furniture. All of Canada's provinces share in milling and manufacturing wood products, with British Columbia, the most important producer, specializing in sawn lumber, shingles, and box shooks. Important contributions are made by the provinces of Quebec and Ontario in the manufacture of these three products as well as mine timbers, staves, and barked pulpwood. New Brunswick and Nova Scotia are important producers of box shooks and staves. Over 80 per cent of the furniture produced in Canada is made in Quebec and Ontario, with a large part of this coming from factories in Montreal, Victoriaville, Toronto, Stratford, Kitchener and Waterloo.

In this analysis, summaries of wage rates as they existed at October, 1950, are given for the four most important industries in the wood products group. Averages and ranges of rates are given in Tables 3 to 7.

On the average, wage rates increased by 8.3 per cent between October, 1949, and the same month in 1950 for the wood products industry as a whole. This over-all change reflects increases of 9.8 per cent in sawmills, 9.8 per cent in sash and door and planing mills, and 4.7 per cent in wooden furniture factories. Increases also occurred in the veneer and plywood industry, although statistics for this industry were not used in deriving average changes in wage rates for the wood products group as a whole.

The indexes of average change in wage rates for three industries and a composite

TABLE 1—AVERAGE DAILY WAGE RATES IN THE LOGGING INDUSTRY IN EASTERN CANADA, FEBRUARY, 1950 AND FEBRUARY, 1951. (1)

NOTE.—All provincial averages are time rates unless otherwise designated. Eastern Canada averages include both time rates and straight time piece-work earnings.

Occupation and Locality	February, 1950				February, 1951	
	With Board ²		Without Board ³		With Board ²	Without Board ²
	Average	Range	Average	Range	Average	Average
	\$	\$	\$	\$	\$	\$
Blacksmith						
Eastern Canada.....	6.37		7.70		6.99	8.49
New Brunswick.....			6.58	5.70—7.05	6.82	7.24
Quebec.....	5.70	5.00—7.00	7.21	6.50—7.96	7.11	7.96
Ontario.....	6.81	5.19—8.50	8.55	6.92—9.10	6.93	9.24
Chopper and Cutter						
Eastern Canada.....	4.38		7.42		4.58	8.56
Nova Scotia.....	3.79	3.00—4.80			4.04	
Nova Scotia (piece work).....			6.13	6.00—6.35		9.38
New Brunswick.....	3.82	3.45—4.25	4.78	4.50—5.22	4.78	5.79
New Brunswick (piece work).....			6.69	6.00—7.69		6.74
Quebec.....	4.31	3.46—5.50	5.54	5.05—5.75	5.08	6.42
Quebec (piece work).....			7.63	6.24—8.10		8.53
Ontario.....	4.51	4.23—5.23	5.68	5.45—6.15	4.61	6.27
Ontario (piece work).....	7.89	4.23—10.00	9.14	7.65—12.00		9.40
Cook						
Eastern Canada.....	5.94		7.29		6.22	7.94
Nova Scotia.....	5.27	4.50—5.50			5.48	
New Brunswick.....	5.95	4.00—8.00	7.57	6.29—8.05	6.37	7.92
Quebec.....	5.81	5.00—7.22	6.85	6.07—7.10	6.21	7.35
Ontario.....	6.59	5.00—8.90	8.41	6.67—9.10	6.52	9.01
Cookee						
Eastern Canada.....	4.32		5.58		4.22	6.08
Nova Scotia.....	4.04				4.35	
New Brunswick.....	4.37	3.50—5.00	6.02	5.00—7.55	3.91	5.94
Quebec.....	3.67	3.00—4.50	5.23	5.00—5.55	4.21	5.49
Ontario.....	4.91	4.00—5.53	6.07	5.23—6.30	4.23	6.54
Loader						
Eastern Canada.....	4.37		7.01		5.01	7.60
Nova Scotia.....	4.19				4.84	
New Brunswick.....	4.35	3.50—5.00	5.24	4.50—6.05	4.62	6.09
Quebec.....	4.34	3.65—4.70	5.83	5.25—6.75	5.28	6.37
Ontario.....	4.66	3.85—5.00	6.69	5.45—7.50	5.13	7.20
Ontario (piece work).....			8.66	6.66—9.32		10.26
River Driver						
Eastern Canada.....			5.97			
Quebec.....			5.70	5.50—6.00		
Ontario.....			7.44	5.21—7.75		
Roadman and Swamper						
Eastern Canada.....	4.23		5.93		4.99	6.49
Nova Scotia.....	3.91	3.00—4.25			6.55	
New Brunswick.....	4.60	4.00—5.00	5.87	5.00—6.05	4.46	5.86
Quebec.....	4.22	3.50—5.50	5.70	5.19—6.62	4.85	6.48
Ontario.....	4.16	3.77—4.85	6.30	4.75—7.40	4.49	7.03
Ontario (piece work).....			8.40	6.80—9.20		8.46
Teamster						
Eastern Canada.....	5.03		7.22		5.21	8.17
Nova Scotia.....	4.08	3.15—4.25			4.72	
Nova Scotia (piece work).....			6.13	6.00—6.35		
New Brunswick.....	3.79	3.45—4.25	5.94	4.50—6.60	4.59	7.01
Quebec.....	5.26	3.84—6.40	6.58	5.80—7.00	5.69	7.18
Quebec (piece work).....			7.19	6.00—7.85		8.61
Ontario.....	5.53	4.00—7.00	6.75	5.45—7.70	5.05	7.56
Ontario (piece work).....			9.31	7.55—11.00		10.84
Pulpwood Cutter						
Eastern Canada.....	6.80		7.26		8.01	8.38
New Brunswick (piece work).....			6.45	6.22—7.46		7.89
Quebec.....	6.20		5.62	5.25—5.75		5.80
Quebec (piece work).....	7.43	4.00—8.26	6.62	5.58—7.85	8.63	7.94
Ontario (piece work).....	6.28	5.68—9.00	8.78	7.12—10.06		9.26

¹ Rates for February, 1951 are preliminary.

² Board supplied by employers in addition to rates shown.

³ Value of board, when supplied, is deducted by employers from amounts shown.

of the three on a base of 1939 as 100 are as follows:—

	1949	1950	Per Cent Increase
Sawmills	253.0	274.0	8.3
Planing Mills..	197.5	216.9	9.8
Wooden Furniture ...	228.3	239.0	4.7
Wood Products	238.8	257.6	7.9

Sawmills.—Eight occupations were selected as being representative of the majority of workers in this industry at all levels of skill. Saw filers and sawyers received the highest wage rates in all provinces. Of the unskilled occupations, pilers, who frequently work on a piece-work basis, received somewhat higher rates than labourers, with the difference averaging three cents per hour.

Regionally, rates in British Columbia were higher than in other parts of the Dominion. Wage rates in Ontario and the two prairie provinces covered in this study were higher than those in Quebec and the Maritime Provinces for most occupations.

Planing Mills.—Saw filers, stationary engineers and millwrights were the highest paid of 17 occupations chosen as being representative in this industry; loaders, pilers and labourers, the lowest. Rates followed the same general regional pattern as those paid to sawmill workers.

Wooden Furniture.—In this industry, upholsterers, complete suite were the highest paid workers in all provinces. Labourers, yardmen and sewing machine operators, female, were always among the lowest paid.

Average rates were higher in Ontario and British Columbia than in the other localities shown. Generally, rates are higher in Toronto than in the province as a whole, whereas those in Montreal appear to conform quite closely with those for the province of Quebec.

Veneer and Plywood.—Millwrights were the highest paid workers in Quebec and Ontario, and lathe operators in British Columbia. Labourers were the lowest paid male occupational group in two of the three provinces covered in this analysis. General wage levels are fairly similar as between Quebec and Ontario, and somewhat higher in British Columbia.

Table 2—Average Daily Wage Rates in the Logging Industry in the Coastal Area of British Columbia, October, 1950.

NOTE: Averages shown are for time rates unless otherwise designated. 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
Boom Man	11.53	11.12-12.22
Brakeman	11.71	10.44-12.20
Bucker	13.35	12.50-18.00
Bucker (piece-work)..	20.67	18.00-24.71
Bull Cook	9.65 ¹	
Chaser	11.28 ¹	
Chokerman (Choker; Chainman)	10.88 ¹	
Cook	12.31 ²	9.90-13.55
Donkey Engineer....	12.97	12.36-13.61
Faller	13.05	12.12-16.00
Faller (piece-work)...	20.57	18.00-24.71
Flunkey	9.65 ¹	
High Rigger.....	15.37	14.72-16.00
Hook Tender.....	14.12	14.01-14.72
Loader (Hooker; Hookerman; Second Loader; Tongsman)	11.60	11.34-12.72
Locomotive Engineer..	12.82	12.68-12.92
Locomotive Fireman..	10.40 ¹	
Rigging Slinger.....	12.21	12.05-13.36
Roadman	10.43	10.00-10.65
Sectionman	10.01	9.84-10.55
Signalman (Whistle Punk)....	10.32 ¹	
Swamper	10.71	10.40-11.04

¹ Predominant rate.

² With board.

TABLE 3.—AVERAGE HOURLY WAGE RATES IN THE SAWMILL INDUSTRY, OCTOBER 1950

Occupation	Nova Scotia		New Brunswick		Quebec		Ontario	
	Average	Range	Average	Range	Average	Range	Average	Range
	\$	\$	\$	\$	\$	\$	\$	\$
Edgerman.....	.60	.56- .67	.78	.70- .86	.79	.60- .90	.91	.76-1.04
Labourer.....	.46	.30- .56	.58	.50- .63	.62	.50- .72	.75	.60- .85
Millwright.....			.79	.60- .89	.91	.80-1.02	.97	.80-1.18
Piler (Kiln Piler; Lumber Piler).....			.61	.53- .74	.78	.53- .95	.88	.67-1.06
Saw Filer (Filer).....			.93	.61-1.22	.98	.80-1.25	1.30	.94-1.65
Sawyer ¹	1.04	.89-1.11	1.02	.94-1.11	.94	.60-1.26	1.32	1.05-1.56
Stationary Engineer (Steam Engineer) ².....			.75	.65- .89	.84	.70-1.05	.98	.80-1.17
Stationary Fireman (Boilerman).....			.65	.60- .68	.77	.60- .96	.88	.74-1.03

Occupation	Manitoba		Alberta		British Columbia		Canada
	Average	Range	Average	Range	Average	Range	Average
	\$	\$	\$	\$	\$	\$	\$
Edgerman.....	1.05	.95-1.16	.87	.75-1.00	1.43	1.23-1.68	1.18
Labourer.....	.81	.63- .88	.83	.80- .90	1.20	1.10-1.25	.97
Millwright.....					1.49	1.40-1.62	1.34
Piler (Kiln Piler; Lumber Piler).....	.96	.63-1.74	.79	.55- .90	1.27	1.18-1.35	1.00
Saw Filer (Filer).....					1.73	1.46-2.13	1.47
Sawyer ¹	1.29	1.00-1.61	1.22	.96-1.50	1.87	1.49-2.21	1.72
Stationary Engineer (Steam Engineer) ²			1.12	.79-1.67	1.62	1.51-1.66	1.37
Stationary Fireman (Boilerman).....					1.26	1.15-1.31	1.09

¹ Includes Band Head Sawyer (Band Saw Operator; Band Sawyer), Circular Head Sawyer (Circular Sawyer), Cut-off Operator, Shingle Mill (Cut-off Sawyer, Shingle Mill), Sawyer, Shingle Sawyer.

² Includes Stationary Engineer Grade I, Stationary Engineer Grade II, and Grade not specified.

TABLE 4.—AVERAGE HOURLY WAGE RATES IN PLYWOOD AND VENEER MILLS, OCTOBER 1950

Occupation	Canada Average	Quebec		Ontario		British Columbia	
		Average	Range	Average	Range	Average	Range
		\$	\$	\$	\$	\$	\$
Clipper Operator.....	.92	.78	.56- .93	.85	.70- .96	1.35	1.10-1.41
Core Layer and Sheet Layer.....	1.21	.92	.85-1.00			1.37	
Dryer Operator.....	.82	.77	.58- .85	.80	.76- .85		
Labourer.....	.87	.69	.55- .76	.71	.65- .80	1.19	1.10-1.21
Lathe Operator.....	1.11	.89	.58-1.13	.97	.90-1.07	1.53	1.33-1.63
Millwright.....	1.33	1.24	.85-1.40	1.02	.95-1.07	1.44	1.40-1.51
Off-Bearer (Cleaner; Tailer), Male.....	.97	.75	.60- .90	.79	.75- .85	1.19	1.10-1.25
Off-Bearer (Cleaner; Tailer), Female.....	1.02					1.06	.85-1.08
Press Loader.....	.95	.81	.65- .88	.74	.70- .80	1.22	1.21-1.23
Press Operator.....	1.04	.84	.78- .99	.91	.85- .96	1.33	1.27-1.39
Sander Operator.....	.95	.81	.71-1.05	.76	.67- .96	1.30	1.25-1.49
Saw Operator.....	1.11	.67	.53- .78			1.29	1.23-1.35
Shipper.....	1.01	.81	.70- .95	.94	.82-1.07	1.23	1.20-1.25
Veneer Grader, Male.....	.94	.74	.54- .90	.93	.84-1.00		
Veneer Grader, Female.....	1.05					1.22	1.18-1.24
Veneer Patcher (Sheet Plugger), Male.....	1.27					1.30	
Veneer Patcher (Sheet Plugger), Female.....	1.07					1.08	

TABLE 5.—AVERAGE HOURLY WAGE RATES IN THE SASH AND DOOR AND PLANING MILL INDUSTRY, OCTOBER, 1950

Occupation	Nova Scotia			New Brunswick			Quebec			Ontario		
	Province		Toronto	Province		Montreal	Province		Toronto	Province		Toronto
	Average	Range		Average	Range		Average	Range		Average	Range	
Cabinet Maker, Millwork (Bench Carpenter).....	.84	.60-1.12	.78	.65-.95	.81	.60-.95	.89	.77-.95	1.02	.83-1.17	1.07	1.00-1.17
Glazier.....	.77	.70-.97	.74	.63-.87	.81	.75-.90			.87	.63-1.04		
Grader (Lumber Grader).....	.76	.72-.80	.72	.68-.75	.68	.55-.80			.96	.76-1.16	1.04	.90-1.20
Labourer.....	.55	.45-.60	.61	.55-.68	.63	.50-.73	.68	.60-.73	.74	.60-.90	.83	.80-.88
Loader (Car Loader).....	.77	.60-.88	.72	.65-.78	.51	.48-.65			.90	.75-1.08	.96	.88-1.07
Millwright.....	.85	.64-1.14	.87	.75-.93	.93	.80-1.07	1.01	.90-1.18	1.08	.89-1.33		
Piler (Kiln Piler, Lumber Piler).....	.74	.50-.88	.66	.60-.70	.64	.40-.80	.68	.55-.80	.82	.72-.94	.87	.80-.90
Planer Operator (Planer Man).....	.75	.50-1.05	.78	.65-1.00	.73	.53-1.01	.71	.65-.80	.90	.70-1.10	.98	.90-1.07
Sash, Door or Frame Assembler (Door Clamp Operator; Door Clampman; Sash Clamper).....	.78	.65-1.00	.75	.65-.88	.81	.65-.98	.84	.75-.87	.91	.75-1.06	1.10	1.02-1.34
Saw Filer (Filer).....	.91	.82-1.05	.95	.89-1.02	.97	.78-1.14	.98	.83-1.11	1.11	.88-1.32	1.21	.97-1.32
Saw Operator.....	.75	.60-1.05	.72	.65-.83	.76	.58-.86	.79	.70-.98	.88	.75-1.06	1.09	.90-1.20
Stationary Engineer (Steam Engineer).....	.85	.74-1.10	.94	.80-1.00	.79	.76-.83			1.02	.86-1.27	1.24	1.00-1.44
Stationary Fireman.....	.66	.56-.90	.69	.68-.73	.70	.55-.80	.77	.68-.80	.87	.70-1.02	1.01	.90-1.12
Stickerman (Sticker Hand; Sticker Operator).....	.73	.60-.88			.62	.53-.75			1.03	.80-1.25	1.16	1.08-1.32
Teamster.....	.75	.56-1.00	.69	.60-.75	.68	.45-.80	.72	.65-.80	.78	.60-.90		
Truck Driver.....	.74	.65-.95	.71	.60-.84	.79	.60-.90	.84	.73-.95	.92	.75-1.05	.97	.80-1.10
Woodworking Machine Operator (Millman; Woodworking Machinist).....												

TABLE 6.—AVERAGE HOURLY WAGE RATES IN THE SASH AND DOOR AND PLANING MILL INDUSTRY, OCTOBER, 1950—*Contc.*

Occupation	Manitoba		Saskatchewan		Alberta		British Columbia		Canada	
	Average	Range	Average	Range	Average	Range	Average	Range	Average	Range
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Cabinet Maker, Millwork (Bench Carpenter).....	1.10	.95-1.20	1.17	1.07-1.25	1.13	.90-1.33	1.32	1.22-1.54	.99	
Glazier.....	.86	.65-1.10	.88	.74-1.00	.99	.85-1.11	1.22	1.10-1.35	.91	
Grader (Lumber Grader).....	.81	.72- .90					1.26	1.18-1.35	.93	
Labourer.....	.71	.65- .75	.76	.71- .80	.80	.65-1.00	1.11	.90-1.21	.76	
Loader (Car Loader).....	.73	.65- .80					1.17	.90-1.25	.82	
Millwright.....	1.16	1.04-1.28			1.26	1.24-1.31	1.48	1.33-1.67	1.05	
Piler (Kiln Piler, Lumber Piler).....	.67	.65- .70	.89	.85- .93	.89	.85-1.00	1.20	1.10-1.25	.79	
Planer Operator (Planer Man).....	.63	.60- .70			.97	.85-1.11	1.30	1.18-1.46	.86	
Sash, Door or Frame Assembler (Door Clamp Operator; Door Clampman; Sash Clamper).....	.88	.75-1.00	.86	.75- .96	1.04	.85-1.21	1.14	1.00-1.28	.89	
Saw Filer (Filer).....							1.08	1.42-1.82	1.12	
Saw Operator.....	.83	.75-1.00			.90	.70-1.11	1.23	1.10-1.30	.93	
Stationary Engineer (Steam Engineer).....							1.43	1.15-1.57	1.07	
Stationary Fireman.....	.68	.55- .75							.80	
Stickerman (Sticker Hand; Sticker Operator).....	.98	.60-1.20	.97	.89-1.02	1.12	.94-1.25	1.31	1.22-1.45	1.01	
Teamster.....									.74	
Truck Driver.....	.77	.70- .80	.86	.79- .93	.97	.90-1.00	1.16	1.00-1.26	.81	
Woodworking Machine Operator (Millman; Woodworking Machinist).....	.92	.80-1.10	.94	.80-1.13	.94	.80-1.11	1.25	1.13-1.38	.93	

TABLE 7.—AVERAGE HOURLY WAGE RATES IN THE WOODEN FURNITURE INDUSTRY, OCTOBER 1950

Occupation	Quebec				Ontario			
	Province		Montreal		Province		Toronto	
	Average	Range	Average	Range	Average	Range	Average	Range
	\$	\$	\$	\$	\$	\$	\$	\$
Assembler or Cabinetmaker, Class A.....	.95	.71-1.11	1.02	.90-1.15	1.06	.87-1.29	1.21	.98-1.40
Assembler or Cabinetmaker, Class B.....	.91	.74-1.06	.90	.74-1.37	.95	.76-1.13	1.10	.93-1.25
Assembler or Cabinetmaker, Class C.....	.69	.54-.81	.73	.60-.80	.82	.65-.97	.91	.75-1.15
Glue Clamp Operator (Glue Press Operator).....	.82	.69-.95	.78	.72-.85	.89	.75-1.04	.....	.....
Labourer.....	.59	.45-.65	.56	.45-.65	.93	.80-1.06	.85	.80-.95
Machine Sander (Sander Operator).....	.83	.67-1.03	.80	.68-1.00	.93	.74-1.15	.89	.80-.95
Packer (Crater).....	.84	.67-1.03	.84	.70-.98	.86	.70-.99	.95	.80-1.05
Planer Operator, Set Up and Operate.....	.82	.68-.94	.80	.68-.91	.93	.77-1.10	1.11	.90-1.25
Rip Saw Operator.....	.86	.65-1.01	.94	.80-1.11	.94	.77-1.14	1.09	.89-1.25
Rubber or Polisher.....	.82	.68-.95	.88	.80-.95	.93	.72-1.15	1.05	.86-1.25
Sewing Machine Operator, Female.....	.....	.....	.74	.50-.98	.85	.56-1.15	.96	.70-1.15
Sprayer, Finish (Spray Operator).....	.98	.75-1.30	1.08	.80-1.35	.98	.81-1.17	.99	.86-1.25
Trim Saw Operator.....	.87	.68-1.03	.94	.78-1.26	1.03	.82-1.30	1.26	1.10-1.37
Upholsterer, Complete Suite.....	1.36	1.05-1.59	1.37	1.09-1.59	1.26	.92-1.52	1.30	1.20-1.50
Woodworking Machine Operator.....	.84	.65-1.05	.97	.80-1.10	.91	.70-1.10	.98	.80-1.30
Yardman.....	.74	.60-.91	.71	.65-.80	.81	.70-.95	.....	.....

Occupation	Manitoba		British Columbia		Canada
	Average	Range	Average	Range	Average
	\$	\$	\$	\$	\$
Assembler or Cabinetmaker, Class A.....	1.10	.91-1.25	1.20	1.03-1.37	1.04
Assembler or Cabinetmaker, Class B.....	.94	.80-1.05	.91	.75-.98	.94
Assembler or Cabinetmaker, Class C.....	.....	.....	.80	.60-.92	.80
Glue Clamp Operator (Glue Press Operator).....	.....	.....	1.04	.98-1.14	.88
Labourer.....	.....	.....	.....	.....	.67
Machine Sander (Sander Operator).....	.....	.....	1.05	1.02-1.15	.91
Packer (Crater).....	.....	.....	.99	.97-1.10	.87
Planer Operator, Set Up and Operate.....	.....	.....	1.09	1.03-1.11	.90
Rip Saw Operator.....	.....	.....	.97	.95-1.03	.92
Rubber or Polisher.....	.....	.....	1.06	.98-1.12	.92
Sewing Machine Operator, Female.....	.....	.....	.86	.66-.92	.79
Sprayer, Finish (Spray Operator).....	.97	.87-1.01	1.12	.92-1.25	.99
Trim Saw Operator.....	.....	.....	.....	.....	1.00
Upholsterer, Complete Suite.....	1.13	.93-1.35	1.33	1.00-1.60	1.29
Woodworking Machine Operator.....	.97	.88-1.10	1.03	.65-1.29	.88
Yardman.....	.....	.....	.....	.....	.80

Prices and the Cost of Living*

Cost-of-Living Index, November 1, 1951

The Dominion Bureau of Statistics cost-of-living index advanced 0.4 per cent from 190.4 to 191.2 between October 1 and November 1. All groups except home furnishings and services moved higher.

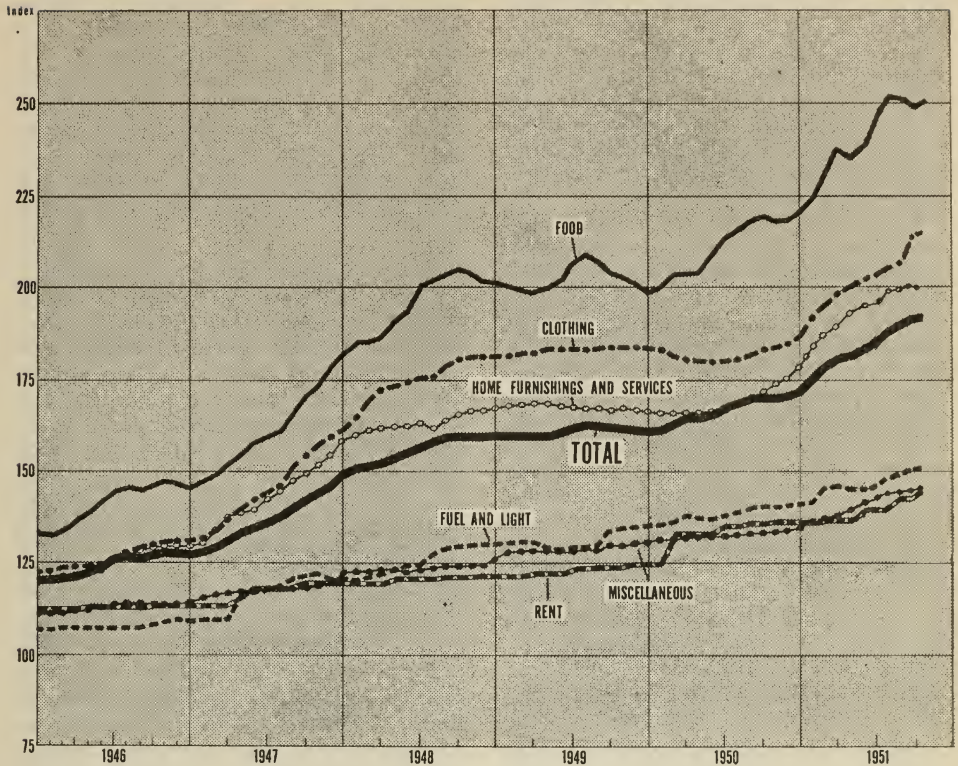
Foods rose from an index level of 249.7 to 250.2 due to substantially higher prices

for potatoes coupled with lesser increases for milk, canned vegetables, corn flakes, cocoa, jam and corn syrup. Meats, notably pork, were mostly lower as also were eggs, sugar, oranges and cabbage.

An advance in clothing from 213.8 to 214.6 reflected higher quotations for woollen goods such as men's overcoats and sweaters, women's woollen hosiery and lingerie, and rubbers. An advance in fuel gas rates

*See Tables F-1 to F-6 at end of book.

COST OF LIVING IN CANADA FROM JANUARY, 1946



moved the fuel and light index from 150.2 to 150.8. In the miscellaneous items section, advances in cigarettes and health costs moved the index from 144.3 to 144.9. In the home furnishings group, a decrease in soap prices outweighed small advances in other items to lower the index 0.2 to 199.9. The index for rents, reflecting the results of the November survey, moved up from 142.7 to 144.8.

From August 1939 to November 1951, the increase in the cost-of-living index was 89.7 per cent.

Cost-of-Living Indexes for Nine Regional Cities

Cost-of-living indexes for eight regional centres moved higher between October 1 and November 1, while there was a slight decline in the series for Winnipeg. Changes in food prices were mixed, fluctuations in the composite indexes ranging from a decline of 1.3 points and an increase of 4.6 points. Higher prices were recorded for milk at some centres while potatoes were higher for all cities. Eggs were lower for all centres as also were meats.

Clothing prices moved up in all cities except Saint John, while the miscellaneous items indexes were firmer, due mainly to advances in cigarettes. Fuel and light remained unchanged except for advances in Edmonton and St. John's. Mixed changes were registered in the home furnishings and services group, lower prices for soap being counterbalanced in some instances by higher prices for furniture. Rents, which were surveyed in November, registered increases at all centres.

Composite city indexes for October 1 and November 1, and November 1 group index detail are shown in Table F-2. The indexes show changes in retail prices and services in each city. They do not indicate whether it costs more or less to live in one city than another.

Wholesale Prices in October

General wholesale prices moved downward in October for the third successive month, according to price indexes compiled by the Dominion Bureau of Statistics. Wholesale prices of Canadian farm products also moved lower in the same period.

The general index number of wholesale prices, on the base 1935-39=100, fell to 239.6 in October from 240.1 in September, 241.5 in August and 244.2 in July. At the October level the index was the lowest since February this year, when it stood at 238.5. In October last year it was 220.0. The index for Canadian farm product prices for October was 252.6 compared with 253.9 in September, 256.4 in August, and 228.5 in October last year.

There were declines in October from September in four and advances in a similar number of sub-groups comprising the general wholesale price index. The sub-index for animal products fell to 294.8 in October from 300.9, textile products to 269.0 from 270.2, wood products to 301.7 from 302.4, and non-metallic minerals to 170.8 from 170.9. The vegetable products index advanced to 218.9 from 217.1, iron products to 215.7 from 214.5, non-ferrous metals to 184.8 from 183.6, and chemical products to 190.3 from 189.3.

The October index of general building materials rose slightly to 291.4 from 291.2 in September, while the composite index for residential building materials was slightly lower at 290.8 as against 290.9.

City Cost-of-Living Indexes, October 1951

(Base August 1939=100)

Regional cost-of-living indexes for eight centres moved moderately higher between September 1 and October 1, while the Vancouver series declined. Due mainly to declines in meat prices, foods were lower at all centres, except St. John's, but were outweighed by increases in other groups notably clothing. Substantial increases were reported for seasonal items of clothing in October, which registered the price change in these items since last winter. Home furnishings and services indexes were higher at all centres, except St. John's, while the miscellaneous items indexes were unchanged to higher. Fuel costs recorded increases at Toronto and Vancouver. Rents were not surveyed in October and the indexes remained unchanged.

Between September 1 and October 1 composite city index point changes were as follows: Saint John +0.9 to 185.1; Winnipeg +0.9 to 183.1; Saskatoon +0.8 to 187.0; Halifax +0.7 to 178.2; Montreal +0.4 to 196.4; Toronto +0.4 to 185.8; Edmonton +0.4 to 181.9; St. John's +0.3 to 103.0¹; Vancouver -0.2 to 190.0.

Wholesale Prices, September 1951

For the second successive month, the General Wholesale Price index recorded a

decline, moving down 0.6 per cent in September to 240.1. Four of the eight commodity groups registered decreases while the remaining four showed small percentage gains. Textile Products continued to lead the downward movement, a decline of 4.5 per cent to 270.2 bringing the index to the lowest level since August 1950. The effect of further decreases in wool cloth, worsted yarns, raw wool and wool blankets was augmented in September by losses in raw cotton, cotton fabrics, cotton yarns and knit goods. Animal Products dropped 1.5 per cent to 300.9 in response to lower prices for livestock, chiefly hogs and lambs, and for leather, fowl, raw furs and cheese. Increases were noted for cured meats, lard and tallow. Wood Products receded 0.2 per cent due to a change in the freight surcharge which lowered the net mill price for newsprint. Decreases in soap and certain paint materials outweighed increases in inorganic chemicals sufficiently to move the Chemical Products index down 0.2 per cent to 189.3. An advance of 1.2 per cent to 214.5 for Iron and Steel Products, was due to higher prices for castiron pipe, wire, wire nails, and rods, chain and steel scrap. In the Vegetable Products group increases in grains, mill feeds, raw rubber, potatoes, onions and fresh fruits outweighed declines in refined sugar, cocoa beans and vegetable oils to advance the index 0.6 per cent to 217.1. Tin ingots and solder were largely responsible for a gain of 0.1 per cent in Non-ferrous Metals to 183.6. Non-metallic Minerals moved up 0.1 per cent to 170.9, chiefly as a result of small increases in coal, sulphur and cement.

Among wholesale price increases in important commodities between August and September, the following were recorded: onions, No. 1 Ontario, 61.5 per cent, potatoes, Toronto, 26.1 per cent; binder twine 23.0 per cent, lampblack 19.4 per cent, canned corn 16.7 per cent, tallow 16.7 per cent, whitefish, Ontario, 15.4 per cent, gluten feed 13.7 per cent, copper sulphate, 12.8 per cent, sulphuric acid, 9.1 per cent, raw rubber, Montreal, 7.3 per cent. The following were noted among commodity price decreases: raw wool, Australian, 64's, 26.5 per cent, woollen blankets, 21.1 per cent, raw wool, western range, 22.7 per cent, spring muskrat skins, 16.5 per cent, worsted yarn, 2-ply, 18's, 60's, 15.2 per cent, herring oil, 14.3 per cent, leather, packer

¹Index on the base June 1951=100.

bends, 13.6 per cent, fowl, 13.3 per cent, lamb carcass, Montreal, 11.1 per cent, over-all fabric, 10.8 per cent.

The index of Canadian Farm Products prices at terminal markets declined 1.0 per cent to 253.9 in September. This was attributable to a drop of 2.6 per cent to 339.2 for Animal Products where decreases occurred for hogs, lambs, fowl, and raw wool. Field Products advanced 2.4 per cent to 168.5 largely in response to increases for eastern grains, potatoes and western hay.

Revision of Cost-of-Living Index

The Dominion Bureau of Statistics has been working for some time on an extensive program of revising the cost-of-living index to conform to post-war expenditure patterns. In taking this action, the Bureau is following internationally recognized practice, which calls for thorough periodic examination of price index numbers. In Canada, this will be the fourth major revision in indexes of consumer prices since they were first published about 40 years ago. Retail price series have been published relating to base periods of 1900, 1913, 1926, and the present base of 1935-39.

Detailed expenditures records, obtained in 1948 and 1949 from approximately 3,100 representative families throughout urban Canada, constitute the basis of the current revision. Tabulations of what these families told the Bureau about the kinds and quantities of goods and services they purchased are now complete and a list of items to be included in the new index has been prepared. The expenditure data being used relate to a 12-month period when transition to a peace-time economy was reasonably complete. A survey taken earlier than 1948-1949, would have resulted

in expenditures abnormally high for items formerly in short supply, low for others not moving in normal volume.

Much of the work thus far undertaken has been in connection with analysis of expenditure records, but during the course of revision all phases of index construction are being examined. Problems such as index scope and formula, price sampling, seasonal price variation and shelter costs of homeowners have been investigated. Tests with new statistical techniques have been made.

The new series will not be called the "Cost-of-Living Index". Its new title will likely be "Consumer Price Index" to indicate that it measures price change only. The purpose and general character of the new series will remain the same, the sole reason for changing the name being to clarify the purpose it serves. The term "cost-of-living index" has proved to be misleading to some people, although it has been generally understood to mean an index of retail price change. Along with the change in title, a more up-to-date post-war base period will be adopted in place of the present 1935-1939 base.

The Bureau has obtained the advice of independent experts and has discussed the implication of the new index with interested agencies such as the larger central labour organizations and representatives of several management groups. The views of index users regarding the new series are of direct concern to the Bureau.

A complete description and explanation of the new index will be issued at the time of its publication. The increased interest in any figures related to living costs makes it of considerable importance that the meaning of such figures should be clearly understood.

Strikes and Lockouts

Canada, October, 1951*

Man-working days lost in industrial disputes in October declined substantially from the high figure of the previous month. Although the number of stoppages was little changed from September, fewer workers were involved, and there were no disputes causing a large amount of time loss.

The question of increased wages was the most pressing demand of the month, being the main issue in 16 of the 28 stoppages, and causing about 75 per cent of the total loss. Of the other disputes, three arose over alleged discrimination for union activity, one over the discharge of a worker, six over other causes affecting wages and working conditions, and two were inter-union disputes.

Preliminary figures for October, 1951, show 28 strikes and lockouts in existence, involving 6,388 workers, with a time loss of 49,318 man-working days, as compared with 31 strikes and lockouts in September, 1951, with 8,637 workers involved and a loss of 105,235 days. In October, 1950, there were 25 strikes and lockouts, with 13,138 workers involved and a loss of 30,766 days.

For the first 10 months of 1951, preliminary figures show 214 strikes and lockouts, involving 68,639 workers, with a time loss of 716,940 days. In the same period in 1950, there were 146 strikes and lockouts, with 178,936 workers involved, and a loss of 1,331,097 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, 1951, and in this article are taken, as far as possible, 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 at end of book.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October, 1951, was 0.06 per cent of the estimated working time, as compared with 0.12 per cent in September, 1951; 0.04 per cent in October, 1950; 0.08 per cent for the first 10 months of 1951; and 0.15 per cent for the first 10 months of 1950.

Of the 28 strikes and lockouts in existence during the month, four were settled in favour of the workers, four in favour of the employers, six were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 10 stoppages were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946. The strike of cotton and rayon underwear factory workers at Sherbrooke, P.Q., which commenced on May 11, 1950, is considered to have lapsed, and the following stoppages have been reported as being no longer in existence: laundry machinery factory workers at Toronto, Ont., June 15, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and book-binders at Toronto, Ont., February 20, 1951.

The number of work stoppages beginning in August, 1951, was 139 and 12 were still in progress from the previous month, making a total of 151 during the month. In all stoppages of work in progress in the period there were 22,300 workers involved and a time loss of 73,000 working days.

Of the 139 disputes leading to stoppages of work which began in August, 23, directly involving 5,200 workers, arose out of demands for advances in wages, and 57, directly involving 5,100 workers, on other wage questions; three, directly involving 400 workers, on questions as to working hours; 16, directly involving 2,500 workers,

on questions respecting the employment of particular classes or persons; 38, directly involving 2,400 workers, on other questions respecting working arrangements; one, directly involving 1,000 workers, on questions of trade union principle; and one, directly involving 500 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for September, 1951, show 400 strikes and lockouts beginning in the month, in which 200,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,400,000 man-days. Corresponding figures for August, 1951, are 425 strikes and lockouts, involving 250,000 workers, with a time loss of 2,750,000 days.

Executive Powers Regarding Strikes, USA

The recent strike in the copper industry in the United States publicized the actual executive powers that may be invoked by the President to postpone or to halt a strike in an industry.

It has been recognized that the complexity and interdependence of many industries today is such that large-scale production stoppages have an effect upon the public that far outweighs the loss to either of the parties immediately concerned. This attitude found expression in the Taft-Hartley Act of 1947, when strikes which affected all or important sections of an industry engaged in inter-state commerce or which threatened national health or safety were made subject to postponement or suspension of a temporary nature.

National emergency conditions, such as exist at present, naturally serve to increase the necessity to have such strikes suspended or postponed. This was recognized by the War Labour Disputes Act, which prohibited inciting to strike in any war-connected industry and which authorized the seizure of plants in which strikes took place. This Act lapsed in 1945 with the end of the war.

The Defence Production Act passed in 1950 authorized the President to designate an agency or agencies to promote or effect settlements of disputes that were detrimental to the national defence. Accordingly, in April, 1951, the Wage Stabilization Board was empowered to aid in the settlement of industrial disputes. It was authorized to investigate any dispute which the President referred to it upon a finding that the dispute "substantially threatens the progress of the national defence." The Board was further authorized to make recommendations which would lead to fair and equitable conditions of settlement.

A precedent was set by the Board in dealing with the first case referred to it. It refused to attempt to reach a settlement

unless the strike which had led to the referral was called off. In the dispute affecting the copper industry, the unions refused to cease strike action unless: (a) their terms were met; (b) the mines and refineries were seized; or (c) the strike was enjoined under the terms of the Taft-Hartley Act. The Wage Stabilization Board, in view of its precedent, was unable to handle the dispute and the provisions of the Taft-Hartley Act were invoked.

The Taft-Hartley Act provides for five distinct phases of government action during which the parties may at any time reach an agreement by their own efforts. In the first place, a board of inquiry is appointed to report on the issues involved. Secondly, upon receipt of this report, the Attorney-General requests a federal court for an injunction against the strike, which may be issued without hindrance under the Norris-LaGuardia Act. At the next step the board of inquiry is reconvened within 60 days to report on the efforts made for a settlement, the position of each party and the employer's last offer. This report is made public by the President. Following this, within 15 days of the report, the National Labour Relations Board polls the employees on their acceptance or rejection of the employer's last offer. The Attorney-General then requests the dissolution of the injunction. Finally the President makes a report to Congress on the dispute and recommends appropriate action. To date, all cases in which the Taft-Hartley Act has been invoked have been settled at some point before the last.

The recommendations made for settlement by the Wage Stabilization Board are not obligatory upon the parties involved. On the other hand, the boards of inquiry appointed under the Taft-Hartley Act are forbidden to make recommendations but may merely publicize the positions of the employer and the employees.

The refusal of the Stabilization Board to act unless the strike is called off has been termed a strike against striking. Under the Taft-Hartley Act, strike action may be postponed up to a total of 80 days.

Apart from action by either the Wage Stabilization Board or under the terms of the Taft-Hartley Act, the President may appoint non-statutory fact-finding boards with instructions to make recommendations for securing a settlement in a dispute. This was done during the 1949 steel strike.

As another means of postponing or stopping strike action, the Government

may seize a plant where such a stoppage is threatened. This power is said to stem from the inherent general powers of the office of the President and this theory has received the support of the Attorney-General.

Though the methods outlined above do indicate an absence of coercion, the influence of recommended terms of settlement is often very strong. Frequently such recommendations have been made rallying points by one party or the other and have determined the outcome of the dispute.

New Zealand Waterfront Workers' Strike

The return to power of Prime Minister Holland's National Party in New Zealand's general election of September 1, with an increased majority both in Parliament and in popular vote, has been regarded as public approval of the Government's handling of the lengthy waterfront workers' strike which began in February and resulted in a series of measures introduced by the Government to end the work stoppage. The strike lasted for approximately five months and affected some 20,000 workers in key industries.

"The strike, if not actually inspired, was actively supported and fomented by Communist organization," declared the speech from the Throne at the opening of the country's 30th Parliament.

Over the past 15 years some 60 odd strikes, usually of short duration, have disrupted work in New Zealand's 22 ports. During this period the waterfront workers secured a closed shop and other concessions. They were not bound by decisions of the New Zealand Arbitration Court. This Court, which was established under the terms of the Industrial Conciliation and Arbitration Act of 1925, administers a system of compulsory conciliation and arbitration in industrial disputes, though in certain cases voluntary agreements are concluded outside the scope of this system.

In January the Arbitration Court issued a national award increasing all wages by 15 per cent. The port employers had accepted this decision but the waterfront workers rejected it and reduced their work to an 8 a.m.-5 p.m. day, five days a week. The employers refused to recognize these reduced hours and imposed a penalty of two days

off work for all employees who refused to work overtime. Following the introduction of this measure the union called a work stoppage at all ports. A Government-arranged conference of both parties failed to reach an agreement.

The failure to reach a settlement resulted in military personnel being used to handle perishable cargoes at two of the larger ports. The employment of troops led to strikes by union members among the coal miners, hydro-electric workers, seamen, slaughtermen, truck drivers and railroad workers. To decide what ships and goods should be given priority for unloading, the Government appointed Civic Committees.

Subsequent to an appeal by the New Zealand Federation of Labour, the railroad and hydro-electric workers returned to work. The Federation also announced its support of the Government's measures to end the stoppage and offered to negotiate a settlement on the basis of conciliation and arbitration. This offer was rejected by the waterside workers.

The next Government move was to issue a series of emergency regulations. These were designed to prevent picketing, protect employees who were working and to preserve order. The union's funds were "frozen", the union itself was de-registered and new port unions were organized to gain the membership of the old unionists. The striking union leaders were declared ineligible for re-employment at the wharves, mass meetings were allowed only on police permit and assistance in the form of contributions to enable the strike to continue were prohibited. The police were given the power to enter and search certain houses and

offices, to open letters and to cut off telephone power. The latter two powers, however, were not invoked during the strike.

On March 13, Mr. Holland announced a seven-point program which had been agreed upon by the Cabinet as a basis for negotiation. The seven points were:—

1. The basis of all negotiations shall be that agreements and obligations are honourably observed by all parties.
2. To devise ways and means for the quick and just investigation and settlement of disputes within the framework of conciliation and arbitration.
3. To devise ways and means of increasing substantially efficiency in the industry and of speeding up the turn-around of ships.
4. To ensure that secret ballots are always taken on strike issues.
5. To make the waterfront industry one which any worker may enter in the same manner as is the case in any other industry.
6. To place the industry as far as is practicable on a basis of full-time employment, as in other industries.
7. To establish a method or system that will ensure to watersiders a just reward for their labours comparable with that obtaining in other industries.

The union voiced its approval of these clauses with the exception of that referring to arbitration. Mr. Sullivan, the Minister of Labour, refused to negotiate except on full acceptance of all the terms. Following the union's refusal to accept the Government's terms the Government proceeded to enlist membership in the new port unions. The first port to gain a number sufficient to handle the ships and cargoes was Auckland.

It is reported that the strikes involved a loss of over £2 million to the shipping companies and an amount equal to or greater than this to the strikers in wages.

By July 1, approximately four-fifths of the striking workers had returned to work, union members and civilian workers having accepted the Government's invitation to join the new port unions. The strikers agreed to the Government's terms, although the strike leaders were refused re-engagement, as had been specified in the emergency regulations issued during the strike.

Fatal Industrial Accidents in Canada^{*} During the Third Quarter of 1951

There were 324¹ industrial fatalities in Canada in the third quarter of 1951, according to the latest reports received by the Department of Labour. This marks a decrease of 26 fatalities from the previous quarter, in which 350 were recorded, including 51 in a supplementary list.

The industrial fatalities recorded are those fatal accidents which involved persons gainfully employed and which occurred during the course of, or which arose out of, their employment. These include deaths which resulted from industrial diseases as reported by provincial Workmens Compensation Boards.

^{*}See Tables H-1 and H-2 at end of book.

¹The number of industrial fatalities which occurred during the third quarter of 1951 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly.

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

In the quarter under review there were five accidents which resulted in the deaths of three or more persons in each case. On July 20, two farmers and a garage owner were killed in a level crossing accident near Beeton, Ontario. The three men were returning from a nearby town, where the farmers had been delivering produce and the garage owner picking up spare parts for his garage. Seven crew members of a

commercial aircraft operating on the Korean airlift lost their lives when their plane disappeared July 21, shortly after leaving Vancouver, B.C., on a flight to Anchorage, Alaska. On August 15, three loggers were drowned in the Manicouagan River, P.Q., when the engine of their boat stopped and the boat capsized. A level crossing collision of a heavily laden truck and a train near Chatham, Ont., on September 17, resulted in the deaths of the truck driver, fireman and engineer. Seven men, five of whom were employed by a mining company and two by an air service firm, were killed on September 19 when their aircraft crashed in landing at South Pond, Newfoundland.

Grouped by industries, the largest number of fatalities, 60, was recorded in the construction industry. Of these, 25 were in miscellaneous construction, 21 in building and structures and 14 in highway and bridge construction. In the previous three months there were 39 fatalities listed in this industry, including 22 in miscellaneous construction and 10 in highway and bridge.

There were 47 industrial deaths in manufacturing during the third quarter of 1951, of which 11 occurred in the iron and steel group and 9 in the food and beverages industry. During the preceding three months there were 50 fatalities recorded in manufacturing, including 16 in the wood products group and 9 in iron and steel.

Of the 45 accidental deaths reported in the transportation industry during the quarter under review, 17 occurred in steam railway transportation and 12 each in the local and highway and air transportation groups. In the previous three-month period, 79 fatalities were recorded in

transportation, including 43 in steam railways and 18 in local and highway transportation.

Forty persons died as a result of accidents in the logging industry during the quarter under review as compared with 36 in the previous three months.

In agriculture there were 40 accidental deaths in the third quarter as compared with 9 and 17 during the first and second quarters of 1951 respectively. The increasing number of fatalities reflects the increased seasonal activity of this industry.

The number of accidents in mining which were recorded during the quarter number 37, a decrease of 18 from the 55 which were recorded in the second quarter of 1951.

There were 24 fatal accidents in the service group during the third quarter, 18 of which were in the public administration sub-groups. In the previous quarter, 41 fatalities in the service group were recorded.

An analysis of the causes of fatal industrial accidents which occurred during the quarter shows that 122 or 37.7 per cent were caused by "moving trams, watercraft or other vehicles". "Falling objects" were the cause of 54 or 16.7 per cent of the period's fatalities, while the classification "Dangerous substances," in which is included electric current, accounted for 48 or 14.8 per cent of the fatalities recorded. "Falls of persons" resulted in 44 deaths while industrial diseases, strains and infection were responsible for 15 of the 30 deaths reported under "other causes".

The largest number of fatalities was recorded in Ontario, where there were 105. In British Columbia there were 74 and in Quebec 63.

During the quarter under review there were 107 fatalities in July, 114 in August and 103 in September.

Selected Publications Received Recently in Library of Department of Labour

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, on inter-library loan, free of charge, by making application

to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publications desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 42.

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2. U.S. BUREAU OF LABOR STANDARDS. *Mining other than Coal. Occupational hazards to Young Workers. Report No. 9.* Washington, G.P.O., 1951. Pp. 65.

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3. MONTREAL. UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *Faut-il un Contrôle des Prix?* Par Emile Bouvier. Montreal, 1951. Pp. 11.

4. ONTARIO. BUREAU OF STATISTICS AND RESEARCH. *Third Annual Economic Survey. 1951.* Toronto, 1951. 1 volume.

5. UNITED NATIONS. SECRETARIAT. DEPARTMENT OF ECONOMIC AFFAIRS. *Review of Economic Conditions in Africa*; Supplement to World Economic Report, 1949-50. New York, 1951. Pp. 119.

6. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1950.* Prepared by the Secretariat of the Economic Commission for Asia and the Far East. New York, Department of Economic Affairs, 1951. Pp. 541.

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12. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Letters to Non-supervisory Employees*, by Elmer W. Earl. New York, 1951. Pp. 36.

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14. BAXTER (RAYMOND) AND COMPANY. *Long Service Leave; A Study of Practice in Relation to Australian Conditions, with Special Reference to the Development of Industrial Pension Funds and Cumulative Sick Leave*, by Raymond Baxter & Co. in conjunction with James Baird & Sons. Melbourne, 1951. Pp. 25.

15. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Employee's Financial Problems . . .* Washington, 1951. Pp. 21.

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17. U.S. BUREAU OF EMPLOYMENT SECURITY. *Staff Training in Employment Security.* Washington, G.P.O., 1951. Pp. 92.

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35. U.S. OFFICE OF SELECTIVE SERVICE RECORDS. *Report of the Director, 1947/49*. Washington, G.P.O., 1951. 1 volume.

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TABLE 1.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951		1950	1949	1944	1939
	Oct.	Sept.	Sept.	Sept.	Sept.	Sept.
Total Population (*)000			13,921	13,636	11,975	11,267
Labour Force—						
Civilian labour force ⁽¹⁾000		5,421	5,324	5,253	†	†
Persons with jobs ⁽¹⁾000		5,343	5,221	5,155	†	†
Male ⁽¹⁾000		4,197	4,107	4,012	†	†
Female ⁽¹⁾000		1,146	1,114	1,143	†	†
Paid workers ⁽¹⁾000		3,849	3,639	3,575	†	†
Persons without jobs and seeking work.....000		78	103	98	†	†
Index of employment (1939=100).....	186.0	185.1	174.1	170.2	†	†
Immigration.....No.		13,228	5,030	4,174	976	1,461
Adult males.....No.		6,955	2,262	1,706	262	451
Earnings and Hours—						
Total labour income.....\$000,000			728	664	†	†
Per capita weekly earnings.....\$	51.52	50.66	44.17	43.20	†	†
Average hourly earnings, manufacturing.....¢		120.6	104.4	98.4	†	†
Average hours worked per week, manufacturing.....		41.5	41.9	42.4	†	†
Real weekly earnings, manufacturing ⁽²⁾		109.1	106.6	106.4	†	†
National Employment Service—						
Live applications for employment						
(1st of month) ⁽²⁾000	131.0	127.1	151.6	137.4	59.6	†
Unfilled vacancies, (1st of month) ⁽²⁾000	68.6	59.5	46.2	42.6	188.1	†
Placements, weekly average.....000		21.1	19.9	16.3	†	†
Unemployment Insurance—						
Ordinary live claims (1st of month).....000	83.1	80.9	98.9	80.8	5.4	†
Balance in fund.....\$000,000		739.1	614.5	568.8	228.9	†
Price Indexes—						
General wholesale ⁽⁴⁾		240.1	222.6	195.5	(5)130.6	(5)99.2
Cost of living index ⁽⁴⁾	190.4	189.8	169.8	162.3	118.8	100.8
Residential building materials ⁽⁴⁾		290.9	256.3	226.2	(5)146.6	(5)102.3
Production—						
Industrial production index ⁽⁴⁾		207.7	204.5	188.5	195.4	111.8
Mineral production index ⁽⁴⁾			153.3	144.8	102.1	120.2
Manufacturing index ⁽⁴⁾		214.7	214.4	197.2	216.2	110.1
Electric power.....000,000 k. w. h		4,404	4,121	3,753	3,235	2,381
Construction—						
Contracts awarded.....\$000,000		185.3	129.1	103.3	25.3	19.4
Dwelling units, started.....000			10.2	10.0	†	†
completed.....000		7.0	7.9	7.6	†	†
under construction.....000	58.4	59.9	67.6	58.7	†	†
Pig iron.....000 tons		212.5	199.4	168.4	145.4	66.0
Steel ingots and castings.....000 tons		268.2	274.9	240.7	242.7	124.4
Inspected slaughtering, cattle.....000		94.7	113.0	145.2	125.2	84.4
hogs.....000		280.7	298.2	274.7	440.6	269.6
Flour production.....000,000 bbls.		1.80	1.86	1.85	1.97	1.93
Newsprint ⁽²⁾000 tons		431.1	437.6	415.2	244.2	253.2
Cement producers' shipments.....000,000 bbls.		1.54	1.61	1.56	(5)0.86	(5)0.85
Automobiles and trucks.....000		29.9	38.0	30.9	12.5	3.9
Gold.....000 fine oz		358.9	364.4	364.7	237.1	422.4
Copper.....000 tons			20.8	22.2	21.6	25.4
Lead.....000 tons			15.4	12.8	9.5	16.2
Nickel.....000 tons		11.8	11.7	9.6	11.4	10.2
Zinc.....000 tons			29.1	22.7	23.5	14.9
Coal.....000 tons	1,848	1,509	1,515	1,747	1,396	1,385
Crude petroleum.....000,000 bbls.			2.73	2.17	0.85	0.72
Distribution—						
Wholesale sales index, unadjusted ⁽⁴⁾		348.7	351.5	332.2	205.4	159.1
Retail trade.....\$000,000		850.5	828.8	751.6	†	†
Imports, excluding gold.....\$000,000	344.6	311.5	279.7	221.6	159.7	73.6
Exports, excluding gold.....\$000,000	371.0	320.1	279.1	228.4	264.6	81.5
Railways—						
Revenue freight, ton miles.....000,000			5,235	5,156	5,563	4,800
Car loadings, revenue freight.....000		349.7	363.1	362.8	317.0	294.7
Banking and Finance—						
Common stocks, index ⁽⁴⁾		179.8	141.5	109.6	85.0	91.2
Preferred stocks, index ⁽⁴⁾		166.4	158.2	141.8	126.3	100.5
Bonds yields, Dominion, index ⁽⁴⁾		105.0	89.8	91.8	97.0	117.0
Cheques cashed, individual accounts.....\$000,000		8,775	8,747	7,656	4,819	2,832
Bank loans, current public.....\$000,000		2,901	2,352	2,184	939	891
Money supply.....\$000,000		4,765	4,919	4,369	(5)3,153	(5)1,370
Circulating media in hands of public.....\$000,000		1,275	1,216	1,211	967	(5)281
Deposits.....\$000,000		3,490	3,703	3,158	(5)2,163	(5)1,089

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

* Population figures given are as at September 1 for 1950, 1949, June 1 for 1944 and 1939.

† Comparable statistics are not available.

(1) Labour Force survey figures given are as at August 18, 1951, August 19, 1950, August 20, 1949. Detailed figures for August 1951 will be found in table A4-A8 of this issue of the Labour Gazette.

(2) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(3) Newfoundland is included after April 1, 1949.

(4) Average 1935-39=100.

(5) Year end figures.

(6) Figures for 1939-44 are production data rather than shipments.

A—Labour Force

TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188
May.....	9,256	5,523	5,475	20,254
June.....	9,638	5,147	4,644	19,429
July.....	9,759	5,191	4,686	19,636
August.....	9,040	4,343	3,853	17,236
September.....	6,955	3,591	2,682	13,228

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,573	39,041	12,975	6,123	73,912
1950						
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951						
January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188
May.....	455	3,468	11,491	3,377	1,463	20,254
June.....	328	3,916	11,112	2,696	1,377	19,429
July.....	377	4,689	10,724	2,280	1,566	19,636
August.....	341	4,143	9,489	1,904	1,359	17,236
September.....	277	3,488	6,750	1,627	1,086	13,228

TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

Source: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-Skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*	643	966	707	210	124	140	194	254	3,238
Feb.	1,341	1,197	1,073	198	178	157	370	269	4,783
March	2,072	1,351	1,690	363	245	247	415	343	6,726
April	2,293	2,125	1,855	440	299	260	537	361	8,170
May	3,611	2,339	2,792	540	404	322	678	504	11,190
June	3,534	2,539	3,192	511	359	274	521	552	11,482
July	2,556	3,279	3,412	523	334	287	499	528	11,418
Aug.	2,333	3,039	3,050	436	465	245	379	487	10,434
Sept.	1,461	2,395	2,605	417	415	222	381	431	8,327

* Statistics by occupation available for male immigrants only, prior to January, 1951.

TABLE A-4.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Estimated in thousands of persons, 14 years of age and over)
Source: D.B.S. Labour Force Survey

Population Class	August 18, 1951			June 2, 1951		August 19, 1950	
	Male	Female	Total	Male	Total	Male	Total
Civilian Non-Institutional Population	4,971	4,916	9,887	4,958	9,854	4,894	9,717
A. Labour Force	4,255	1,166	5,421	4,145	5,332	4,189	5,324
1. Persons with jobs	4,197	1,146	5,343	4,078	5,247	4,107	5,221
(1) Agricultural	990	98	1,088	915	1,016	1,039	1,151
Paid Workers	118	15	133	105	114	120	133
Employers	54	(a)	55	49	50	51	52
Own Account Workers	581	(a)	589	564	574	611	619
Unpaid Workers	237	74	311	197	278	257	347
(2) Non-Agricultural	3,207	1,048	4,255	3,163	4,231	3,068	4,070
Paid Workers	2,754	962	3,716	2,709	3,688	2,598	3,506
Employers	133	(a)	142	135	142	128	135
Own Account Workers	303	41	344	303	348	319	369
Unpaid Workers	17	36	53	16	53	23	60
(2) Persons without jobs and seeking work	58	20	78	67	85	82	103
B. Not in the Labour Force	716	3,750	4,466	813	4,522	705	4,393
1. Permanently unable or too old to work	141	90	231	149	239	167	264
2. Keeping house	(a)	3,307	3,308	(a)	3,169	(a)	3,220
3. Going to school	(a)	(a)	(a)	325	652	(a)	(a)
4. Retired or voluntarily idle	555	338	893	329	448	526	890
5. Other	18	14	32	(a)	14	10	17

(a) Fewer than 10,000.

Table A-5.—INDUSTRIAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)
 SOURCE: D.B.S. Labour Force Survey

Industry	August 18, 1951			June 2, 1951		August 19, 1950	
	Male	Female	Total	Male	Total	Male	Total
Agriculture.....	990	98	1,088	915	1,016	1,039	1,151
Forestry.....	103	(a)	104	92	93	70	71
Fishing and Trapping.....	36	(a)	36	38	39	48	48
Mining, Quarrying and Oil Wells.....	83	(a)	84	87	88	74	75
Manufacturing.....	1,097	267	1,364	1,100	1,371	1,081	1,362
Public Utilities.....	46	(a)	52	42	48	43	48
Construction.....	389	(a)	396	352	357	376	380
Transportation and Communications.....	361	55	416	351	403	339	388
Trade.....	493	240	733	486	715	434	643
Finance and Real Estate.....	85	69	154	88	158	78	138
Service.....	514	402	916	527	956	525	917
Total.....	4,197	1,146	5,343	4,078	5,247	4,107	5,221

(a) Fewer than 10,000.

TABLE A-6.—REGIONAL DISTRIBUTION OF PERSONS WITH JOBS

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	August 18, 1951		June 2, 1951	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	108	2.0	105	2.0
Maritime Provinces.....	438	8.3	431	8.2
Quebec.....	1,475	27.6	1,452	27.7
Ontario.....	1,893	35.4	1,856	35.4
Prairie Provinces.....	989	18.5	972	18.5
British Columbia.....	440	8.3	431	8.2
CANADA.....	5,343	100.0	5,247	100.0

TABLE A-7.—PERCENTAGE DISTRIBUTION OF PERSONS WITH JOBS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	Aug. 18, 1951	June 2, 1951	Aug. 18, 1951	June 2, 1951
0.....	0.8	0.6	6.9	2.0
1-14.....	3.9	5.1	0.9	1.6
15-24.....	3.6	4.6	2.3	2.4
25-34.....	3.3	2.9	3.3	3.8
35-44.....	8.4	5.3	49.6	49.8
45-54.....	17.3	15.4	27.0	29.7
55 hrs. and over.....	62.7	66.1	10.0	10.7
Total.....	100.0	100.0	100.0	100.0

TABLE A-8.—REGIONAL DISTRIBUTION OF PERSONS WITHOUT JOBS AND SEEKING WORK

(Estimated in thousands of persons, 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

Region	August 18, 1951		June 2, 1951	
	Number	Per Cent	Number	Per Cent
Newfoundland.....	(a)	(a)	(a)	(a)
Maritime Provinces.....	(a)	(a)	10	11·8
Quebec.....	27	34·6	30	35·3
Ontario.....	20	25·6	20	23·5
Prairies Provinces.....	(a)	(a)	10	11·8
British Columbia.....	10	12·8	(a)	(a)
CANADA.....	78	100·0	85	100·0

(a) Fewer than 10,000.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Agriculture Forestry, Fishing Trapping Mining	Manu- facturing	Construc- tion	Utilities Trans- portation, Communi- cation, Storage, Trade	Finance Services (including Government)	Supple- mentary Income Labour	Total
1938—Average.....	22	60	15	58	57	5	216
1939—Average.....	23	62	16	61	57	5	224
1940—Average.....	25	78	11	66	59	6	245
1941—Average.....	28	107	16	76	64	8	297
1942—Average.....	33	142	19	83	71	10	357
1943—Average.....	34	167	22	89	77	11	400
1944—Average.....	37	171	17	98	81	12	417
1945—Average.....	38	156	19	105	89	13	418
1946—Average.....	46	147	25	118	99	14	448
1947—Average.....	52	176	34	138	111	21	532
1948—Average.....	58	204	41	160	128	19	610
1949—January.....	54	214	37	165	137	20	626
February.....	52	215	36	165	137	21	627
March.....	46	216	37	166	140	20	626
April.....	44	216	41	169	139	20	628
May.....	50	212	44	171	141	20	638
June.....	55	218	49	175	142	21	661
July.....	55	217	53	177	141	21	664
August.....	58	220	55	178	139	21	672
September.....	55	223	55	179	141	21	674
October.....	55	222	54	181	143	21	677
November.....	55	222	52	183	145	21	677
December.....	50	207	38	181	145	20	642
1950—January.....	45	215	38	171	146	21	637
February.....	46	219	39	173	147	20	643
March.....	44	221	40	174	149	21	650
April.....	42	223	43	177	148	21	655
May.....	47	225	50	181	148	21	672
June.....	52	233	54	185	149	22	695
July.....	55	234	56	188	148	23	704
August.....	57	237	58	177	147	23	699
September.....	60	245	58	192	150	24	729
October.....	63	249	57	195	152	24	740
November.....	65	252	55	200	154	25	750
December.....	62	238	44	199	154	24	721
1951—January.....	61	257	46	194	157	26	741
February.....	61	259	45	195	157	24	741
March.....	58	264	45	198	168	25	759
April.....	57	270	53	203	161	27	771
May.....	63	273	58	208	163	26	791
June.....	69	280	63	216	170	27	825
July.....	67	281	67	217	170	30	832
August.....	68	279	71	211	176	28	833
September.....	70	284	74	214	178	28	848

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At September 1, employers in the principal non-agricultural industries reported a total employment of 2,404,203.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Sept. 1, 1948	169.9	165.4	156.7	175.6	161.3	173.2	168.1	146.4	182.4	193.5
Sept. 1, 1949	170.2	165.7	161.6	169.1	157.2	175.7	172.7	146.2	191.7	191.7
Jan. 1, 1950	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951	173.3	152.0	140.3	177.1	160.3	187.3	165.2	135.3	187.0	181.0
May 1, 1951	175.6	161.8	140.3	171.7	163.3	188.5	167.5	137.9	192.9	187.2
June 1, 1950	180.3	178.1	149.4	171.6	167.9	191.9	172.6	149.8	202.5	192.3
July 1, 1951	183.6	186.9	149.6	174.9	171.0	194.7	177.6	154.6	208.9	197.4
Aug. 1, 1951	184.3	188.7	155.3	179.9	171.6	193.5	179.7	157.5	218.0	198.1
Sept. 1, 1951	185.0	193.2	157.1	181.8	172.9	193.8	180.1	157.5	219.0	198.3
Percentage Distribution of Employees of Reporting Establishments at September 1, 1951.	100.0	0.2	3.7	2.7	29.0	42.6	5.3	2.4	4.8	9.3

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite ¹				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1939—Average.....	100-0	100-0	100-0	23-44	100-0	100-0	100-0	22-79
1947—Average.....	158-3	245-2	154-4	36-19	171-0	272-7	159-5	36-34
1948—Average.....	165-0	282-9	170-9	40-06	176-0	314-1	178-5	40-67
1949—Average.....	165-5	303-7	183-3	42-96	175-9	339-2	192-9	43-97
1950—Average.....	168-0	321-8	191-3	44-84	177-5	360-2	202-8	46-21
Sept. 1, 1948.....	169-9	296-5	174-1	40-81	179-7	324-5	180-6	41-17
Sept. 1, 1949.....	170-2	313-8	184-3	43-20	179-1	345-0	192-7	43-92
Jan. 1, 1950.....	163-8	295-9	180-6	42-33	171-0	324-3	189-8	43-26
Feb. 1, 1950.....	158-3	296-4	187-2	43-87	170-4	337-4	198-1	45-15
Mar. 1, 1950.....	157-9	300-5	190-3	44-61	171-5	342-8	199-9	45-55
Apr. 1, 1950.....	159-0	303-8	191-0	44-77	172-0	346-6	201-4	45-91
May 1, 1950.....	159-7	305-8	191-5	44-88	172-5	348-4	202-0	46-03
June 1, 1950.....	166-0	315-3	189-9	44-51	175-3	352-3	201-1	45-82
July 1, 1950.....	170-8	328-3	192-2	45-04	178-6	364-1	203-9	46-46
Aug. 1, 1950.....	172-5	332-5	192-6	45-15	179-6	366-7	204-0	46-49
Sept. 1, 1950.....	174-1	328-0	188-4	44-17	182-5	369-9	202-7	46-19
Oct. 1, 1950.....	177-1	346-6	195-7	45-88	185-6	385-1	207-4	47-27
Nov. 1, 1950.....	178-1	351-7	197-5	46-29	185-4	389-7	210-2	47-90
Dec. 1, 1950.....	179-2	356-2	198-8	46-63	185-3	394-6	212-9	48-51
Jan. 1, 1951.....	175-3	338-2	193-1	45-27	182-4	373-1	204-5	46-60
Feb. 1, 1951.....	172-3	351-5	204-2	47-87	184-5	402-1	217-8	49-64
Mar. 1, 1951.....	172-3	353-8	205-6	48-19	186-3	405-3	217-5	49-56
Apr. 1, 1951.....	173-3	357-8	206-6	48-43	188-8	414-6	219-5	50-03
May 1, 1951.....	175-6	367-9	209-8	49-17	189-9	423-7	223-1	50-84
June 1, 1951.....	180-3	379-0	210-5	49-34	192-0	429-0	223-3	50-90
July 1, 1951.....	183-6	392-5	214-0	50-17	193-9	440-0	226-9	51-70
Aug. 1, 1951.....	184-3	394-0	214-0	50-16	194-0	440-1	226-8	51-68
Sept. 1, 1951.....	185-0	399-1	215-9	50-61	193-9	445-2	229-5	52-31

¹ Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES

(1939=100)
SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	Index Numbers (1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS			Sept. 1 1951	Aug. 1 1951	Sept. 1 1950
	Sept. 1 1951	Aug. 1 1951	Sept. 1 1950	Sept. 1 1951	Aug. 1 1951	Sept. 1 1950			
(a) PROVINCES									
Prince Edward Island.....	193.2	188.7	196.9	367.0	363.4	309.7	37.81	38.32	31.13
Nova Scotia.....	157.1	155.3	151.9	313.5	314.5	266.2	42.79	43.44	37.53
New Brunswick.....	181.8	179.9	176.5	393.4	387.3	322.9	43.86	43.63	36.98
Quebec.....	172.9	171.6	159.4	395.4	387.0	317.2	48.68	47.99	42.31
Ontario.....	193.8	193.5	182.0	416.8	413.6	344.2	52.67	52.34	46.23
Manitoba.....	180.1	179.7	173.9	347.6	344.3	282.2	49.68	49.31	41.68
Saskatchewan.....	157.5	157.5	149.9	309.2	307.9	250.8	47.57	47.37	40.44
Alberta.....	219.0	218.0	201.2	441.8	434.3	346.1	51.31	50.68	43.67
British Columbia.....	198.3	198.1	194.1	407.9	400.3	358.5	53.46	52.52	48.05
CANADA.....	185.0	184.3	174.1	399.1	394.0	328.0	50.61	50.16	44.17
(b) METROPOLITAN AREAS									
Sydney.....	110.4	109.4	.....	256.3	269.8	.....	51.88	55.14	.....
Halifax.....	209.5	200.0	192.4	365.9	348.6	300.3	40.92	40.84	36.56
Saint John.....	165.4	169.8	157.6	311.1	325.7	276.9	40.33	41.12	37.49
Quebec.....	159.3	159.1	155.5	355.7	351.8	316.8	41.59	41.18	37.93
Sherbrooke.....	173.4	175.8	164.8	373.1	368.1	326.0	41.77	40.63	38.38
Three Rivers.....	187.8	191.2	179.2	479.9	477.4	387.7	51.13	49.96	43.85
Drummondville.....	212.2	212.8	.....	527.5	503.3	.....	47.52	45.20	.....
Montreal.....	176.0	174.8	166.6	377.8	366.7	316.5	49.03	47.93	43.38
Ottawa—Hull.....	192.9	192.5	185.4	388.9	387.0	330.9	46.70	46.57	41.34
Peterborough.....	207.4	203.9	.....	540.0	530.6	.....	54.80	54.77	.....
Oshawa.....	255.3	260.8	.....	631.7	659.4	.....	58.55	59.82	.....
Niagara Falls.....	264.3	257.2	.....	598.6	579.2	.....	54.57	54.25	.....
St. Catharines—Welland.....	257.0	252.2	229.7	642.3	645.4	503.8	59.78	61.23	52.23
Toronto.....	195.2	194.4	184.3	412.9	407.4	344.9	53.07	52.57	46.86
Hamilton.....	206.6	210.5	188.0	469.9	482.1	379.7	55.10	55.47	48.82
Brantford.....	207.3	204.9	202.1	520.2	510.2	444.5	52.17	51.75	45.68
Galt—Preston.....	154.8	157.4	.....	360.6	362.3	.....	47.68	47.13	.....
Kitchener—Waterloo.....	182.7	182.0	177.5	406.1	399.2	362.8	47.21	46.60	43.36
Sudbury.....	175.7	176.5	.....	368.2	371.1	.....	63.10	63.28	.....
London.....	193.0	195.5	190.1	409.6	414.4	351.5	50.26	50.21	43.75
Sarnia.....	307.9	318.6	.....	635.4	632.9	.....	66.43	63.97	.....
Windsor.....	223.8	231.9	230.8	461.4	452.0	463.0	57.49	54.37	55.75
Sault Ste. Marie.....	230.6	228.9	.....	493.6	473.3	.....	56.96	55.02	.....
Ft. William—Pt. Arthur.....	230.3	229.2	204.6	491.7	480.2	371.6	54.28	53.26	46.18
Winnipeg.....	174.5	174.5	170.0	332.8	331.3	279.8	46.52	46.32	39.97
Regina.....	170.5	169.1	162.2	334.5	333.8	289.9	44.43	44.70	40.37
Saskatoon.....	193.6	195.4	188.0	377.0	378.8	327.1	43.22	43.02	38.57
Edmonton.....	267.8	268.7	248.4	557.6	549.0	448.1	48.95	48.02	42.39
Calgary.....	223.6	222.0	201.0	426.1	422.0	334.2	49.17	49.05	42.85
Vancouver.....	207.8	207.4	206.6	429.6	424.1	383.2	51.79	51.23	46.44
Victoria.....	229.0	229.1	214.9	483.9	474.6	402.8	50.71	49.71	44.91
(c) INDUSTRIES									
Forestry (chiefly Logging).....	179.9	180.5	161.9	498.3	495.2	407.7	47.95	47.49	43.75
Mining.....	119.6	120.0	115.0	232.5	234.2	211.7	60.59	60.77	52.81
Manufacturing.....	193.9	194.0	182.5	445.2	440.1	369.9	52.31	51.68	46.19
Durable Goods ¹	242.0	242.0	219.0	558.3	550.2	442.8	56.06	55.25	49.08
Non-Durable Goods.....	162.6	162.8	158.7	363.2	355.5	317.0	48.68	48.22	43.59
Construction.....	204.7	199.5	194.4	550.1	526.3	449.7	50.40	49.48	43.54
Transportation, Storage and Communication.....	188.8	186.4	171.4	360.6	352.9	261.8	54.70	54.20	43.81
Public Utility Operation.....	195.3	195.8	191.7	371.1	373.7	332.2	56.05	56.32	51.17
Trade.....	170.8	170.8	165.7	342.1	342.9	297.5	43.75	43.85	39.19
Finance, Insurance and Real Estate.....	172.8	172.6	155.7	276.1	274.7	234.3	46.44	46.27	43.88
Service².....	193.7	193.4	187.9	369.3	368.0	329.7	31.28	31.21	28.74
Industrial Composite.....	185.0	184.3	174.1	399.1	394.0	328.0	50.61	50.16	44.17

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies, and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry-cleaning plants and business and recreational services.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
Sept. 1, 1945	44.1	44.2	44.0	69.2	76.5	60.9
Sept. 1, 1946	42.7	42.6	42.7	70.6	76.5	65.1
Sept. 1, 1947	42.3	42.5	42.2	82.2	88.8	75.7
Sept. 1, 1948	41.7	42.0	41.5	93.4	100.9	85.8
Sept. 1, 1949	42.4	42.5	42.2	98.4	106.6	90.4
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950	42.5	42.7	42.2	104.2	112.5	95.8
Sept. 1, 1950	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951	42.2	42.3	42.1	112.8	121.6	103.4
May 1, 1951	42.5	42.6	42.5	114.1	122.9	104.6
June 1, 1951	41.9	42.1	41.6	115.9	123.8	107.2
July 1, 1951	41.7	42.0	41.4	118.4	127.0	109.1
Aug. 1, 1951	41.4	41.4	41.3	119.1	128.2	109.4
Sept. 1, 1951	41.5	41.7	41.4	120.6	129.9	110.6

* These averages were affected by loss of working time at the year-end holidays in the case of January 1 and by the Easter holidays in the case of April 1, 1951.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1951	Aug. 1, 1951	Sept. 1, 1950	Sept. 1, 1951	Aug. 1, 1951	Sept. 1, 1950
	Newfoundland	44.1	45.2	43.6	120.3	121.4	101.8
Nova Scotia	41.5	42.6	42.9	103.3	103.3	91.0
New Brunswick	43.4	43.2	43.8	108.3	107.3	90.4
Quebec	43.5	42.9	43.8	108.2	106.6	93.3
Ontario	40.8	40.8	41.5	127.4	125.9	110.5
Manitoba	40.9	40.8	39.2	117.1	117.0	98.7
Saskatchewan	40.3	40.7	41.2	121.0	117.4	104.2
Alberta	40.6	40.5	39.4	120.8	119.2	103.0
British Columbia	37.5	37.8	38.1	144.8	140.8	125.7
Montreal	42.4	41.1	41.5	112.4	111.1	97.9
Toronto	40.5	40.5	40.8	126.5	124.7	108.4
Hamilton	39.4	40.3	39.7	140.6	139.1	122.7
Windsor	38.6	35.5	42.2	143.3	142.9	133.5
Winnipeg	40.6	40.4	38.6	116.1	115.7	97.8
Vancouver	37.2	37.5	37.3	144.5	139.5	125.0

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1 1951	Aug. 1 1951	Sept. 1 1950	Sept. 1 1951	Aug. 1 1951	Sept. 1 1950	Sept. 1 1951	Aug. 1 1951	Sept. 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42-2	43-0	41-7	137-1	136-1	121-1	57-86	58-52	50-50
Metal mining.....	42-5	43-3	43-8	140-4	139-3	122-2	59-67	60-32	53-52
Gold.....	44-8	45-3	.....	124-7	123-6	.....	55-87	55-99	.....
Other metal.....	40-8	41-8	.....	152-2	151-2	.....	62-10	63-20	.....
Fuels.....	39-7	41-5	.....	140-8	139-6	.....	55-90	57-93	.....
Coal.....	39-1	41-2	35-4	138-7	137-4	129-3	54-23	56-61	45-77
Oil and natural gas.....	42-1	42-9	.....	148-2	147-9	.....	62-39	63-45	.....
Non-metal.....	46-7	45-3	.....	117-9	118-0	.....	55-06	53-45	.....
Manufacturing	41-5	41-4	41-9	120-6	119-1	104-4	50-05	49-31	43-74
Food and beverages.....	41-9	42-3	42-4	101-0	99-2	88-4	42-32	41-96	37-48
Meat Products.....	40-6	39-9	41-8	132-7	126-9	109-3	53-88	50-63	45-69
Canned and preserved fruits and vegetables.....	36-7	38-9	38-6	83-6	78-2	73-2	30-68	30-42	28-26
Grain mill products.....	45-7	45-7	43-9	116-3	115-3	98-1	53-15	52-69	43-07
Bread and other bakery products.....	45-2	45-2	45-1	91-0	90-0	82-0	41-13	40-68	36-98
Distilled and malt liquors.....	42-9	43-8	42-7	121-8	122-4	109-7	52-25	53-61	46-84
Tobacco and tobacco products.....	44-0	42-1	41-4	112-7	112-1	99-9	49-37	47-19	41-36
Rubber products.....	40-6	39-8	42-0	127-7	125-2	112-1	51-85	49-83	47-08
Leather products.....	38-2	38-4	40-0	86-0	85-9	79-0	32-85	32-99	31-60
Boots and shoes (except rubber).....	38-1	38-1	39-2	82-8	82-9	76-8	31-55	31-58	30-11
Textile products (except clothing).....	39-5	39-2	43-4	99-0	97-5	85-7	39-11	38-22	37-19
Cotton yarn and broad woven goods.....	35-4	35-7	42-6	101-3	99-8	86-6	35-86	35-63	36-89
Woolen goods.....	41-7	40-7	43-5	93-2	92-0	82-9	38-86	37-44	36-06
Rayon, nylon and silk textiles.....	43-2	42-6	44-9	101-7	99-1	86-9	43-93	42-22	39-02
Clothing (textile and fur).....	37-2	36-4	38-5	87-7	86-9	80-4	32-62	31-63	30-95
Men's clothing.....	36-1	35-4	37-9	84-6	84-7	79-0	30-54	29-98	29-94
Women's clothing.....	36-1	34-5	36-3	91-2	89-8	84-4	32-92	30-98	30-64
Knit goods.....	39-6	38-4	40-2	88-0	86-7	78-3	34-85	33-29	31-48
*Wood products.....	41-5	42-1	41-5	108-3	105-5	96-6	44-94	44-42	40-09
Saw and planing mills.....	40-7	41-7	41-0	115-8	111-8	102-0	47-13	46-62	41-82
Furniture.....	42-4	42-1	42-2	98-2	97-4	89-6	41-64	41-01	37-81
Other wood products.....	43-7	43-8	42-4	91-2	89-5	83-2	39-85	39-20	35-28
Paper products.....	47-0	47-3	47-5	134-9	135-0	113-1	63-40	63-86	59-72
Pulp and paper mills.....	48-6	48-9	49-2	143-6	143-9	120-4	69-79	70-37	57-24
Other paper products.....	42-2	42-6	42-8	104-4	103-7	91-4	44-06	44-18	39-12
Printing, publishing and allied industries.....	40-1	40-3	40-1	134-0	131-8	122-8	53-73	53-12	49-24
*Iron and steel products.....	41-8	41-9	42-3	134-8	133-1	116-6	56-35	55-77	49-32
Agricultural implements.....	40-8	40-3	38-0	150-4	150-5	123-8	61-36	60-65	47-04
Fabricated and structural steel.....	42-7	41-4	43-2	137-7	133-6	122-5	58-80	55-31	52-92
Hardware and tools.....	42-5	42-4	42-4	121-2	120-4	102-0	51-51	51-05	43-25
Heating and cooking appliances.....	40-3	41-8	42-6	120-3	120-1	106-8	48-48	50-20	45-50
Iron castings.....	42-6	42-0	43-9	132-4	131-6	118-1	56-40	55-27	51-85
Machinery mfg.....	43-0	43-1	43-1	127-3	126-2	110-2	54-74	54-39	47-50
Primary iron and steel.....	40-7	41-5	42-1	147-1	143-9	128-6	59-87	59-72	54-14
Sheet metal products.....	41-5	41-5	43-2	125-6	124-5	109-2	52-12	51-67	47-17
*Transportation equipment.....	41-5	39-8	39-5	137-6	137-1	122-5	57-10	54-57	48-39
Aircraft and parts.....	47-8	42-5	43-7	135-5	128-2	116-7	64-77	54-49	51-00
Motor vehicles.....	39-2	35-8	43-0	148-1	148-9	138-8	58-06	53-31	59-68
Motor vehicle parts and accessories.....	39-7	41-1	41-4	138-4	138-5	121-1	54-94	56-92	50-14
Railroad and rolling stock equipment.....	40-7	39-7	32-8	137-4	139-1	113-3	55-92	55-22	37-16
Shipbuilding and repairing.....	42-9	43-0	43-3	127-5	124-6	110-6	54-70	53-58	47-89
*Non-ferrous metal products.....	42-1	42-1	42-9	134-0	132-9	112-8	56-41	55-95	48-39
Aluminum products.....	43-1	42-1	42-2	123-4	122-7	101-1	53-19	51-66	42-66
Brass and copper products.....	42-5	42-8	42-2	123-7	122-3	108-1	52-57	52-34	45-62
Smelting and refining.....	42-2	42-3	43-8	148-6	147-6	123-6	62-71	62-43	54-14
*Electrical apparatus and supplies.....	40-8	40-9	41-1	131-8	130-1	116-0	53-77	53-21	47-68
Heavy electrical machinery and equipment.....	41-0	41-3	41-2	152-2	150-7	132-4	62-40	62-24	54-55
*Non-metallic mineral products.....	44-1	44-5	44-5	119-6	117-9	103-4	52-74	52-47	46-01
Clay products.....	44-4	44-6	44-9	112-3	110-7	99-5	49-86	49-37	44-68
Glass and glass products.....	43-6	43-9	43-6	115-1	114-7	100-3	50-18	50-35	43-73
Products of petroleum and coal.....	41-1	40-2	41-3	159-7	151-0	130-8	65-64	60-70	54-02
Chemical products.....	42-6	42-6	43-1	122-3	120-8	104-5	52-10	51-46	45-04
Medicinal and pharmaceutical preparations.....	41-1	41-6	41-6	97-8	96-4	87-1	40-20	40-10	36-23
Acids, alkalis and salts.....	43-9	43-8	44-5	137-4	136-5	117-3	60-32	59-79	52-20
Miscellaneous manufacturing industries.....	41-1	41-4	41-2	98-0	98-9	88-1	40-28	40-94	36-30
Durable goods.....	41-7	41-4	41-5	129-9	128-2	112-9	54-17	53-07	46-85
Non-durable goods.....	41-4	41-3	42-4	110-6	109-4	95-9	45-79	45-18	40-66
Construction.....	41-7	41-5	40-8	119-8	117-7	105-4	49-96	48-85	43-00
Buildings and structures.....	40-9	40-7	40-2	130-3	127-9	114-1	53-29	52-06	45-87
Highways, bridges and street construction.....	42-9	42-7	41-9	96-3	95-8	86-7	41-31	40-11	36-33
Electrical and motor transportation.....	45-5	44-5	.....	119-2	119-2	.....	54-24	53-04	.....
Service.....	42-8	42-5	41-8	68-4	68-4	64-5	29-28	29-07	26-96
Hotels and restaurants.....	44-0	43-7	42-6	66-9	67-3	62-2	29-44	29-41	26-50
Laundries and dry cleaning plants.....	40-6	40-2	40-5	68-2	67-7	65-2	27-69	27-22	26-41

* Durable manufactured goods industries.

TABLE C-7.—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 the Economics and Research Branch, Department of Labour

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
Monthly Average 1945.....	44.3	cts. 69.4	\$ 30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
September 1, 1950.....	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950.....	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950.....	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951.....	42.4*	112.8	47.83*	160.1	147.1	108.8
May 1, 1951.....	42.5	114.1	48.49	162.3	147.2	110.3
June 1, 1951.....	41.9	115.9	48.56	162.6	148.9	109.2
July 1, 1951.....	41.7	118.3	49.33	165.1	151.8	108.7
August 1, 1951.....	41.4	119.1	49.31	165.1	152.8	108.0
September 1, 1951.....	41.5	120.6	50.05	167.6	153.6	109.1

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 indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours \$47.60.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
November 1, 1945.....	94,980	31,857	126,837	120,323	36,102	156,425
November 1, 1946.....	91,662	41,156	132,818	102,676	31,593	134,269
November 1, 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
November 1, 1948.....	31,856	18,595	50,451	67,569	34,280	101,849
November 1, 1949.....	14,535	15,200	29,735	122,664	49,702	172,366
November 1, 1950.....	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951.....	48,353	17,701	66,054	101,384	49,677	151,061
July 1, 1951.....	45,183	16,775	61,958	86,997	52,773	139,770
August 1, 1951.....	39,951	14,570	54,521	80,456	49,511	129,967
September 1, 1951.....	43,519	15,966	59,485	79,619	47,509	127,128
October 1, 1951.....	52,438	16,170	68,608	79,975	51,003	130,978
November 1, 1951 ⁽¹⁾	44,820	10,868	55,688	94,491	61,017	155,508

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
SEPTEMBER 27, 1951⁽¹⁾**

SOURCE: Form U.I.C. 751

Industry	Male	Female	Total	Change From	
				Aug. 30, 1951	Sept. 28, 1950
Agriculture, Fishing, Trapping	2,501	360	2,861	+ 670	- 1,155
Logging	21,742	3	21,745	+ 6,318	+ 4,953
Pulpwood.....	19,344	2	19,346	+ 5,252	+ 5,619
Lumber.....	2,301	1	2,302	+ 1,034	- 692
Other logging.....	97	.....	97	+ 32	+ 26
Mining	2,231	26	2,257	+ 253	+ 815
Coal.....	553	.....	553	- 33	+ 422
Metallic ores—					
Iron.....	297	3	300	- 103	+ 230
Gold.....	588	8	596	+ 225	+ 222
Nickel.....	451	2	453	+ 78	- 189
Other metallic ores and non-metallic minerals	242	5	247	+ 69	+ 103
Prospecting and oil producing.....	100	8	108	+ 17	+ 30
Manufacturing	7,872	3,625	11,497	- 881	- 1,888
Food and kindred products.....	702	606	1,308	- 391	- 156
Textiles, apparel, etc.....	386	2,117	2,503	+ 109	- 870
Lumber and finished lumber products.....	1,267	47	1,314	+ 36	- 167
Pulp and paper products and printing.....	635	181	816	- 40	- 574
Chemicals and allied products.....	305	87	392	- 29	- 54
Products of petroleum and coal.....	16	1	17	- 7	- 23
Rubber products.....	38	16	54	- 3	- 151
Leather and products.....	105	146	251	- 64	- 185
Stone, clay and glass products.....	170	27	197	- 8	- 76
Iron and steel and products.....	1,025	50	1,075	- 125	+ 147
Non-ferrous metals and products.....	586	70	656	+ 127	- 12
Machinery.....	901	57	958	+ 48	+ 365
Electrical equipment and products.....	252	73	325	- 4	- 170
Transportation equipment and other manufacturing	1,484	147	1,631	- 530	+ 38
Construction	7,434	57	7,491	+ 1,738	+ 1,117
Transportation and Storage	2,105	124	2,229	+ 148	+ 163
Communications and Other Public Utilities	543	231	774	+ 163	+ 217
Trade	3,245	2,761	6,006	+ 1,009	- 947
Wholesale.....	1,064	512	1,576	+ 189	- 318
Retail.....	2,181	2,249	4,430	+ 820	- 629
Finance, Insurance, Real Estate	896	705	1,601	+ 34	- 186
Service	3,859	8,313	12,172	- 118	+ 749
Public.....	1,127	408	1,535	- 32	+ 74
Domestic.....	81	3,540	3,621	+ 786	- 164
Personal.....	1,694	4,013	5,707	- 702	+ 900
Other service.....	957	352	1,309	- 170	- 61
All Industries	52,428	16,205	68,633	+ 9,334	+ 3,841

(1) Preliminary—subject to revision.

TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX, SEPTEMBER 27, 1951⁽¹⁾

Source: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	1,280	685	1,965	2,862	859	3,721
Clerical workers.....	2,041	3,276	5,317	4,486	12,090	16,576
Sales workers.....	1,609	1,567	3,176	2,457	6,371	8,828
Personal and domestic service workers.....	1,164	6,892	8,056	8,485	8,360	16,845
Seamen.....	60	.....	60	615	4	619
Agriculture and fishing.....	2,468	48	2,516	834	166	1,000
Skilled and semiskilled workers.....	32,980	2,704	35,684	29,107	12,514	41,621
Food and kindred products.....	98	65	163	527	335	862
Textiles, clothing, etc.....	145	2,071	2,216	2,374	7,830	10,204
Lumber and wood products.....	21,958	2	21,960	3,768	80	3,848
Pulp, paper and printing.....	83	26	109	424	289	713
Leather and products.....	79	107	186	691	720	1,411
Stone, clay and glass products.....	32	3	35	64	31	95
Metalworking.....	2,763	29	2,792	3,453	507	3,960
Electrical.....	220	7	227	572	584	1,156
Transportation equipment, n.e.c.....	101	6	107	488	102	590
Mining.....	805	.....	805	391	.....	391
Construction.....	2,778	.....	2,778	5,302	3	5,305
Transportation (except seamen).....	1,439	19	1,458	3,800	33	3,833
Communications and public utility.....	69	7	76	109	2	111
Trade and service.....	274	265	539	882	799	1,681
Other skilled and semiskilled.....	1,800	66	1,866	4,451	963	5,414
Foremen.....	98	4	102	727	170	897
Apprentices.....	238	27	265	1,084	66	1,150
Unskilled workers.....	10,825	1,033	11,858	31,129	10,639	41,768
Food and tobacco.....	240	442	682	517	1,422	1,939
Lumber and wood products.....	727	6	733	2,300	198	2,498
Metalworking.....	474	9	483	1,472	411	1,886
Construction.....	4,130	.....	4,130	3,303	1	3,304
Other unskilled workers.....	5,254	576	5,830	23,537	8,604	32,141
Total.....	52,427	16,205	68,632	79,975	51,003	130,978

(1) Preliminary—subject to revision

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF SEPTEMBER, 1951

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, fishing, trapping.....	2,165	2,420	1,576
Logging.....	3,764	1,090	911
Mining.....	582	1,468	336
Manufacturing.....	6,643	6,325	4,574
Food and kindred products.....	1,473	1,507	1,131
Textiles, apparel, etc.....	1,035	902	612
Lumber and finished lumber products.....	998	853	678
Pulp and paper products and printing.....	478	485	343
Chemicals and allied products.....	287	279	208
Products of petroleum and coal.....	26	33	21
Rubber products.....	49	56	37
Leather and products.....	145	145	98
Stone, clay and glass products.....	149	144	87
Iron and steel products.....	392	406	286
Non-ferrous metals and products.....	336	272	196
Machinery.....	383	369	257
Electrical equipment and products.....	207	214	141
Transportation equipment and other manufacturing.....	685	600	479
Construction.....	5,867	5,173	4,106
Transportation and storage.....	1,475	1,403	1,099
Communications, and other public utilities.....	333	277	172
Trade.....	4,342	4,638	2,945
Finance, insurance, real estate.....	426	506	239
Service.....	7,523	6,965	5,152
All industries.....	33,120	29,265	21,110

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 31, TO SEPTEMBER 27, 1951; UNPLACED APPLICANTS AS AT OCTOBER 25, 1951

(Source: UIC 751)

Office	Vacancies		Applicants				Unplaced as at Oct. 25, 1951	
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements			Unplaced end of period
					Regular	Casual		
Newfoundland								
Corner Brook.....	169	429	928	238	60	17	1,851	2,404
Grand Falls.....	10	291	77	21	11	3	250	248
St. John's.....			40				102	99
	159	138	811	217	49	14	1,499	2,057
Prince Edward Island								
Charlottetown.....	772	489	861	670	416	98	662	672
Summerside.....	340	146	462	311	182	71	456	479
	432	343	339	359	234	27	206	194
Nova Scotia								
Amherst.....	3,090	1,733	5,723	3,449	1,827	476	7,557	7,871
Bridgewater.....	89	6	161	91	77	5	172	241
Halifax.....	36	34	160	43	10	4	240	259
Inverness.....	1,522	1,207	2,392	1,757	859	289	2,693	2,596
Kentville.....	28	19	60	15	9		106	151
Liverpool.....	237	160	260	143	88	16	390	394
New Glasgow.....	32	9	71	29	24		99	106
Springhill.....	325	135	541	376	236	26	815	1,157
Sydney.....	18	7	70	18	16		112	145
Truro.....	628	99	1,450	743	418	125	2,302	1,981
Yarmouth-Shelburne.....	140	46	317	160	65	7	294	347
	35	11	245	74	25	4	334	494
New Brunswick								
Bathurst.....	3,656	2,290	5,692	4,015	2,191	477	4,706	5,299
Campbellton.....	166	62	312	177	11	127	285	239
Edmundston.....	128	331	213	82	46	19	260	218
Fredericton.....	359	441	1,267	971	95	15	137	165
Minto.....	334	265	304	212	149	36	244	227
Moncton.....	48	110	124	104	73		204	165
Newcastle.....	1,196	443	1,552	1,142	802	168	1,342	1,723
St. John.....	60	29	108	69	48		146	187
St. Stephen.....	934	411	1,278	747	519	108	1,817	2,002
Sussex.....	88	14	249	215	184		151	178
Woodstock.....	118	54	64	54	41	2	53	80
	225	130	221	242	223	2	67	85
Quebec								
Asbestos.....	31,822	21,068	41,594	30,365	17,951	2,064	36,112	42,345
Beauharnois.....	174	114	186	100	69	13	156	216
Buckingham.....	96	30	239	133	66	1	239	323
Causapescal.....	139	79	143	100	87	1	125	140
Chandler.....	29	75	41	26	6	1	58	89
Chicoutimi.....	135	117	189	172	90	17	72	71
Dolbeau.....	395	1,060	604	484	235	15	206	260
Drummondville.....	516	511	89	66	18		47	54
Farnham.....	208	27	690	259	148	1	1,226	1,193
Gaspé.....	62	47	139	61	44		233	369
Granby.....	154	376	20	7			36	46
Hull.....	128	18	522	169	110	18	880	968
Joliette.....	431	234	718	436	199	2	787	747
Jonquiere.....	449	867	582	294	306	6	479	634
Lachute.....	379	168	512	516	184	11	349	314
La Malbaie.....	114	32	150	120	70	5	151	153
La Tuque.....	99	16	139	57	10	45	118	158
Levis.....	859	1,751	406	265	268	2	152	159
Matane.....	271	115	762	363	208	1	755	653
Megantic.....	676	645	71	55	23	31	97	90
Mont-Laurier.....	339	43	340	283	271		98	121
Montmagny.....	45	325	47	39	22		71	61
Montreal.....	500	552	839	316	25	2	613	287
New Richmond.....	15,843	6,052	18,538	14,959	9,563	1,220	14,597	18,224
Port Alfred.....	144	291	534	523	453	1	109	83
Quebec.....	211	202	87	80	116		83	57
Rimouski.....	1,880	1,760	3,699	2,552	1,043	217	4,387	4,929
Riviere du Loup.....	238	287	231	228	196		149	224
Roberval.....	61	12	1,514	1,457	33	21	223	307
Rouyn.....	14	429	119	105	86	1	59	48
Ste. Agathe.....	1,066	906	493	413	216	28	289	328
Ste. Anne de Bellevue.....	138	26	192	175	142	4	65	120
Ste. Therese.....	117	20	178	101	85		123	197
St. Hyacinthe.....	109	17	270	161	92	18	232	347
St. Joseph d'Alma.....	362	411	535	448	327	5	364	464
St. Jean.....	318	81	602	370	165	162	671	766
St. Jerome.....	614	188	943	504	295	4	499	586
Stawinigan Falls.....	230	36	402	255	176	4	577	748
Sherbrooke.....	1,030	444	569	496	695	3	938	1,492
Sorel.....	163	698	669	336	139	5	224	262
Theftord Mines.....	986	309	1,292	948	89	117	1,185	1,332
	126	597	212	102			290	320
	145	85	296	238	108	10	378	349

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 31, TO SEPTEMBER 27, 1951; UNPLACED APPLICANTS AS AT OCTOBER 25, 1951

(SOURCE: UIC 751)

Office	Vacancies		Applicants					Unplaced as at Oct. 25, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Quebec—Con.								
Three Rivers.....	473	152	950	805	311	47	1,417	1,633
Val d'Or.....	716	573	440	326	236	5	261	271
Valleyfield.....	393	197	924	354	255	6	1,386	1,332
Victoriaville.....	184	93	477	188	109	14	648	790
Ontario	53,390	27,564	64,405	42,834	26,795	4,731	45,175	52,345
Arnprior.....	665	657	85	81	57	1	28	38
Barrie.....	637	243	572	547	442	22	291	296
Belleville.....	418	186	504	471	205	30	352	332
Bracebridge.....	163	71	158	129	107		91	170
Brampton.....	159	88	203	135	118		125	151
Brantford.....	768	155	1,512	909	539	94	1,270	1,537
Brockville.....	163	40	198	168	104	7	127	127
Carleton Place.....	36	22	84	28	18		118	183
Chatham.....	399	311	724	512	284	51	462	740
Cobourg.....	259	19	313	285	186	54	193	222
Collingwood.....	152	51	295	155	103	12	273	334
Cornwall.....	454	54	1,033	571	335	65	737	871
Fort Erie.....	43	27	78	27	22		87	106
Fort Frances.....	62	120	185	161	124	4	81	80
Fort William.....	1,289	914	970	868	739	64	285	327
Galt.....	331	205	511	257	186	9	479	595
Gananoque.....	45	8	85	67	30	10	50	86
Goderich.....	210	186	58	86	42	3	44	58
Guelph.....	232	117	389	232	131	2	366	660
Hamilton.....	2,454	930	5,139	2,825	1,255	593	4,316	5,420
Hawkesbury.....	182	152	130	101	46		112	114
Ingersoll.....	182	52	285	178	120	2	161	186
Kapuskasing.....	1,131	1,347	165	127	82		91	82
Kenora.....	45	148	71	38	30		91	105
Kingston.....	964	401	969	978	606	66	444	542
Kirkland Lake.....	376	232	346	346	215	18	192	220
Kitchener-Waterloo.....	697	244	934	797	421	42	694	960
Leamington.....	201	34	425	260	107	39	249	447
Lindsay.....	152	38	271	163	95	17	157	233
Listowel.....	45	41	84	80	32		94	74
London.....	2,787	841	3,348	2,860	1,872	315	1,277	1,711
Midland.....	162	26	273	181	129	17	186	172
Napanee.....	54	39	69	58	30	2	43	72
New Toronto.....	909	134	1,183	888	685	27	686	922
Niagara Falls.....	720	133	969	727	519	19	367	650
North Bay.....	977	449	1,007	985	587	139	204	247
Orillia.....	163	61	300	197	117	17	228	279
Oshawa.....	791	155	1,344	841	518	82	1,509	1,625
Ottawa.....	2,512	1,364	2,112	1,838	847	293	1,503	1,528
Owen Sound.....	261	96	469	402	145	29	504	502
Parry Sound.....	73	25	54	43	38		17	19
Pembroke.....	668	1,068	537	394	235	9	308	264
Perth.....	88	39	162	153	58	5	111	97
Peterborough.....	405	60	937	502	306	3	893	920
Pictou.....	86	50	24	28	17		19	52
Port Arthur.....	6,381	6,321	1,170	1,041	859	5	264	331
Port Colborne.....	107	39	208	116	67	6	272	228
Prescott.....	215	28	337	207	185		222	272
Renfrew.....	126	13	240	142	127	1	170	245
St. Catharines.....	1,266	272	1,323	1,046	730	119	860	1,151
St. Thomas.....	322	155	476	401	236	10	312	456
Sarnia.....	415	135	971	471	304	13	700	614
Sault Ste. Marie.....	879	598	518	477	467	50	309	375
Simcoe.....	347	111	326	254	171		185	247
Sioux Lookout.....	131	78	119	108	65	5	70	57
Smith Falls.....	91	31	144	85	65	16	118	112
Stratford.....	310	50	356	241	130	30	274	321
Sturgeon Falls.....	103	4	174	124	100	11	113	144
Sudbury.....	2,045	1,199	1,525	1,087	956	167	507	432
Timmins.....	920	647	639	668	424	44	338	501
Toronto.....	12,855	5,686	19,147	11,171	6,754	1,544	13,185	14,931
Trenton.....	273	82	346	258	197		112	165
Walkerton.....	81	35	151	136	57		143	137
Wallaceburg.....	380	6	662	395	256	115	299	378
Welland.....	948	83	1,028	1,002	813	118	468	830
Weston.....	434	142	496	309	297		390	392
Windsor.....	1,090	106	4,187	1,234	532	304	5,804	5,516
Woodstock.....	207	110	298	185	119	11	151	178

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS AUGUST 31, TO SEPTEMBER 27, 1951; UNPLACED APPLICANTS AS AT OCTOBER 25, 1951

(SOURCE: UIC 751)

Office	Vacancies		Applicants					Unplaced as at Oct. 25, 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
Manitoba	7,852	4,383	8,527	6,518	3,218	1,538	6,143	7,776
Brandon.....	629	440	552	404	293	47	347	392
Dauphin.....	212	160	121	82	85	3	66	92
Flin Flon.....	165	100	151	169	93	7	46	94
Portage la Prairie.....	263	93	217	186	146	3	174	143
The Pas.....	146	441	56	44	61	5	26	35
Winnipeg.....	6,437	3,149	7,430	5,633	2,540	1,473	5,484	7,020
Saskatchewan	6,042	3,020	5,367	4,779	3,453	595	2,260	2,964
Estevan.....	134	67	119	125	79	3	58	78
Moose Jaw.....	882	561	797	722	517	36	303	359
North Battleford.....	294	153	149	220	174	2	95	124
Prince Albert.....	452	177	418	359	285	17	299	476
Regina.....	1,871	548	1,841	1,660	1,132	322	454	636
Saskatoon.....	1,557	608	1,466	1,242	816	203	790	970
*Teachers' Office.....	21	349	6	9	6	.....	3	98
Swift Current.....	258	198	181	151	150	.....	86	5
Weyburn.....	221	99	149	106	138	6	51	47
Yorkton.....	352	260	241	185	156	6	121	171
Alberta	11,035	4,653	10,274	9,662	5,932	1,638	4,350	5,805
Blairmore.....	81	321	116	67	72	.....	145	167
Calgary.....	3,769	1,330	3,858	3,663	1,988	578	1,828	2,634
Drumheller.....	170	64	102	96	130	.....	72	88
Edmonton.....	5,219	1,772	4,906	4,794	2,804	1,021	1,669	1,989
Edson.....	227	192	144	129	145	.....	39	76
Lethbridge.....	834	497	744	582	411	39	322	474
Medicine Hat.....	274	160	263	180	128	.....	191	252
Red Deer.....	349	173	138	151	218	.....	81	121
Yellowknife.....	112	144	3	.....	56	.....	3	4
British Columbia	14,651	3,897	24,091	14,531	9,437	1,504	23,949	21,393
Chilliwack.....	310	42	598	376	211	61	672	527
Courtenay.....	353	103	447	269	228	6	695	170
Cranbrook.....	117	62	118	124	68	4	105	89
Dawson Creek.....	149	74	138	138	143	.....	12	21
Duncan.....	218	59	456	221	140	6	1,180	344
Kamloops.....	426	182	259	238	236	.....	109	133
Kelowna.....	1,376	36	929	1,149	945	221	263	214
Nanaimo.....	297	38	971	250	140	69	1,768	392
Nelson.....	276	119	233	272	183	13	63	74
New Westminster.....	647	76	2,436	662	460	112	3,303	2,822
Penticton.....	755	18	814	798	683	48	179	130
Port Alberni.....	213	30	577	244	163	15	418	194
Prince George.....	1,087	320	874	893	760	50	162	253
Prince Rupert.....	195	74	308	237	133	11	256	313
Princeton.....	83	5	84	88	78	.....	10	21
Trail.....	247	92	294	229	132	10	207	216
Vancouver.....	6,177	1,884	11,888	6,552	3,352	779	12,415	13,251
Vernon.....	612	112	752	707	660	2	122	161
Victoria.....	908	359	1,797	990	592	97	1,981	2,028
Whitehorse.....	205	212	118	94	130	.....	29	40
Canada	132,479	69,526	167,405	117,061	71,300	13,138	132,765	148,875
Males.....	95,427	52,711	112,787	79,339	52,086	7,402	81,164	89,377
Females.....	37,052	16,815	54,618	37,722	19,214	5,736	51,601	59,498

*Statistics for Province of Saskatchewan.

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: Form UIC 751)

1941-1951

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
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
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (39 weeks).....	1,096,835	450,222	1,547,057	499,473	198,812	698,285

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JUNE 29 TO SEPTEMBER 27, 1951

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies		Placements		Va-can-cies	
	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual	Regular	Casual		
Agriculture	1	1	726	210	90	253	181	2	6	1,985	566	998	1,204	1,259	23	9,931	7,373	926						
Fishing, Trapping and Hunting																								
Logging	63	30	3	2	2	277	167	24	1,588	397	1	13,737	4,481	4,481	18	13,440	2,200	2						
Pulpwood	55	22	1	2	2	20	6	2	1,130	304	1	13,130	4,023	1	11,065	1,778	1							
Lumber	8	8	1	1	1	247	155	22	145	67	1	547	444	1	2,330	414	1							
Other Logging						10	6	31	60	11	26	14	45	8										
Mining	1	1				218	221		896	80	225	80	896	600		1,949	1,072	8						
Coal	1	1				201	216		224	79	6	23	398	278		663	410	1						
Iron						1	1									126	70	2						
Nickel																663	410	1						
Other Metallic Ores and Non-metallic Minerals						15	4			1	1	456	301		148	98	7							
Manufacturing	32	20	5	162	90	2,625	2,067	55	973	607	229	26,600	17,422	17,422	550	34,224	20,333	1,666						
Food and Kindred Products	19	11	3	63	55	1	844	764	28	254	231	3,221	2,166	2,166	82	8,427	5,142	433						
Textiles and Apparel	2	1	1	1	1	55	45	16	16	14	7	846	4,694	39	2,937	1,789	107							
Fur and Finshed Lumber Products	6	5		1	1	149	123	2	210	160	6	964	2,236	67	3,021	1,671	151							
Pulp, Paper Products and Printing	6	5		5	5	352	34	12	367	114	209	1,498	750	235	2,889	1,823	161							
Chemicals and Allied Products	4	2	2	56	18	18	4	4	15	2	1	759	503	3	664	884	230							
Petroleum and Coal Products										5	5	87	65	1	102	69	1							
Rubber Products												568	522	6	369	242	21							
Leather and Leather Products						2	2			3	1	1,624	1,125	8	621	480	3							
Stone, Clay and Glass Products						16	11	2	32	21	1	579	309	21	922	591	30							
Iron and Steel and Products						481	409	10	42	21	4	2,078	1,639	9	2,479	1,605	144							
Non-Ferrous Metals and Products						9	9		3	2	875	639	6	934	838	72	934							
Machinery						163	141		3	3	1,351	961	12	2,377	1,492	115								
Electrical Equipment and Products						10	5		3	3	485	320	10	1,655	1,059	43								
Transportation Equipment and Other																								
Manufacturing	1	1	28	26	16	538	513	16	36	31	665	1,739	2,665	1,739	51	4,797	2,698	165						
Construction	113	64	3	199	157	1,391	956	120	374	286	33	2,163	687	687	417	23,925	16,395	977						
Buildings and Structures	95	57	2	172	149	1	892	600	65	2,251	1,708	12,217	9,582	209	12,782	8,909	591							
Highways, Bridges and Streets	1	1		2	2	131	40			292	301	19	2,482	1,758	8	1,758	57							
Railway and Maintenance						40	27			185	2	1,555	873	3	1,031	758								
Other General Construction	13	3				78	67	3	126	158	2	1,555	873	3	1,031	758								
Special Trade Contractors	4	25	15	15	15	250	162	51	282	158	34	3,376	2,492	458	8	1,590	1,176	19						
Public Utilities Operation	60	25	11	227	202	608	298	177	606	435	89	4,952	2,275	2,275	359	10,128	6,329	1,261						
Transportation and Storage	48	21	7	171	186	23	479	213	167	472	372	38	4,058	2,694	372	5,483	3,225	1,225						
Communications and Other Public Utilities	12	4	4	17	16	2	129	85	10	134	61	874	681	1	1,456	987								
Trade	108	66	8	277	158	1,399	836	231	1,084	694	138	6,659	4,863	4,863	353	14,920	7,843	1,993						
Wholesale	34	28	7	75	25	45	503	242	189	534	95	56	2,722	1,636	129	5,050	2,991	1,040						
Retail	54	38	1	202	133	86	891	588	62	750	499	72	5,317	3,169	129	9,382	5,953	953						
Finance, Insurance and Real Estate	7	59	103	538	346	80	2,623	1,179	779	2,460	1,174	647	20,542	10,677	2,966	33,626	16,677	6,871						
Public	152	15	46	65	56	6	297	275	10	404	322	17	7,003	4,201	67	4,629	3,178	800						
Domestic	86	26	51	205	103	40	982	160	582	767	169	396	6,058	1,807	2,039	10,614	2,708	5,200						
Personal	37	13	6	237	172	24	1,194	641	161	1,162	607	204	10,073	6,001	680	15,160	6,894	1,446						
Other Service	9	5		28	15	10	150	103	16	127	76	30	2,708	1,668	160	3,217	1,827	368						
Totals	669	271	134	2,150	1,483	9,536	5,978	1,448	12,268	6,395	2,219	98,143	59,224	59,224	4,715	144,063	79,432	13,802						
Men	553	225	128	1,393	726	105	6,277	3,979	935	6,221	5,151	1,330	73,217	45,775	45,775	2,416	106,021	58,800	8,822					
Women	116	46	6	757	457	223	3,259	1,999	513	2,747	1,244	889	24,926	13,449	13,449	2,299	39,042	20,652	4,980					

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES, JUNE 29 TO SEPTEMBER 27, 1951

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements			
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		
Agriculture	1,534	1,049	37	4,719	3,261	4	3,866	2,931	50	1,110	786	72	25,329	17,616	7,713	25,329	17,616	7,713		
Fishing, Trapping and Hunting	40	13	1	1	1	1	326	199	3	68	51	2	132	74	58	132	74	58		
Logging	363	71	10	8	10	7	2,056	1,355	159	144	121	159	31,863	8,932	207	31,863	8,932	207		
Pulpwood.....	363	71	10	8	10	7	2,056	1,355	159	144	121	159	31,863	8,932	207	31,863	8,932	207		
Lumber.....	.....	.....	.....	.....	.....	.....	171	134	3	189	25	13	5,192	2,472	41	5,192	2,472	41
Other Logging.....	.....	.....	.....	.....	.....	.....	133	63	3	146	25	146	470	144	146	470	144	146
Mining	275	165	1	99	44	.....	2,403	1,261	10	1,536	1,041	26	7,302	4,485	65	7,302	4,485	65	
Coal.....	.....	.....	.....	.....	.....	.....	889	528	.....	591	340	1	1,395	850	26	1,395	850	26
Iron.....	.....	.....	.....	.....	.....	.....	248	115	.....	188	142	.....	1,652	1,120	.....	1,652	1,120	.....	
Gold.....	68	49	3	3	3	.....	331	237	.....	188	142	.....	1,079	516	.....	1,079	516	.....	
Nickel.....	77	73	1	.....	.....	.....	.....	.....	.....	6	5	.....	1,556	1,120	.....	1,556	1,120	.....	
Other Metallic Ores and Non-Metallic Minerals.....	77	73	1	.....	.....	.....	.....	.....	.....	6	5	.....	1,556	1,120	.....	1,556	1,120	.....	
Prospecting and Oil Producing.....	42	9	.....	38	16	.....	168	110	6	653	517	9	1,079	516	.....	1,079	516	.....	
Manufacturing	3,871	2,158	336	730	464	113	2,611	1,627	249	33	25	.....	8,833	6,466	391	8,833	6,466	391	
Food and Kindred Products.....	898	542	100	345	248	44	4,466	2,704	4	33	25	.....	8,833	6,466	391	8,833	6,466	391	
Textiles and Apparel.....	1,053	543	63	40	8	19	1,889	1,348	248	227	149	.....	12,316	10,943	1,054	12,316	10,943	1,054	
Lumber and Finished Lumber Products.....	299	134	85	77	53	6	605	397	20	4,320	3,312	74	11,648	8,087	411	11,648	8,087	411		
Pulp, Paper Products and Printing.....	299	172	22	66	34	14	101	74	4	813	481	.....	6,398	3,492	668	6,398	3,492	668	
Chemicals and Allied Products.....	165	94	8	27	13	2	128	61	6	149	107	.....	2,972	1,664	322	2,972	1,664	322	
Petroleum and Coal Products.....	30	25	2	17	8	.....	57	34	9	72	49	10	370	260	21	370	260	21	
Rubber Products.....	6	2	.....	.....	.....	.....	2	1	.....	17	14	.....	951	771	27	951	771	27
Leather and Leather Products.....	37	16	.....	.....	.....	.....	.....	.....	.....	17	14	.....	2,307	1,640	11	2,307	1,640	11
Stone, Clay and Glass Products.....	94	35	28	60	43	6	274	170	29	128	92	15	2,105	1,362	132	2,105	1,362	132		
Iron and Steel Products.....	391	287	5	1	.....	.....	148	89	10	177	130	11	5,798	3,845	193	5,798	3,845	193
Non-Ferrous Metals and Products.....	69	28	19	42	22	15	88	40	21	569	470	4	3,590	2,049	137	3,590	2,049	137		
Machinery.....	153	99	14	37	26	4	172	101	19	125	95	1	4,380	2,919	165	4,380	2,919	165		
Electrical Equipment and Products.....	83	58	2	2	2	.....	13	3	.....	35	25	.....	2,313	1,472	59	2,313	1,472	59
Transportation Equipment and Other Manufacturing.....	297	123	10	14	6	3	211	108	28	306	190	13	8,893	5,441	276	8,893	5,441	276		
Construction	3,424	1,969	185	2,287	1,406	89	7,514	4,560	732	3,271	4,619	236	68,443	48,586	28,856	68,443	48,586	28,856		
Buildings and Structures.....	1,847	1,197	21	1,365	909	52	3,945	2,411	373	5,270	3,271	115	38,787	28,258	15,564	38,787	28,258	15,564		
Highways, Bridges and Streets.....	292	141	.....	387	193	13	770	407	36	442	337	43	5,511	3,599	167	5,511	3,599	167	
Railway and Maintenance.....	163	51	.....	45	15	.....	780	669	.....	884	677	7	4,667	3,255	12	4,667	3,255	12
Other General Construction.....	1,000	523	174	389	227	5	623	330	.....	506	381	6	7,151	4,575	45	7,151	4,575	45	
Special Trade Contractors.....	2,306	1,307	171	856	536	60	1,480	798	235	1,396	743	320	13,327	8,909	1,008	13,327	8,909	1,008		
Public Utilities Operation	2,169	1,228	170	759	476	56	1,198	626	234	1,962	1,304	162	19,838	14,732	2,578	19,838	14,732	2,578		
Transportation and Storage.....	
Communications and Other Public Utilities.....	
Trade	4,032	1,288	1,607	2,613	1,291	635	4,629	2,020	1	704	4,105	1,116	44,115	23,100	7,836	44,115	23,100	7,836		
Wholesale.....	1,865	592	883	1,009	408	355	2,220	798	1,040	3,444	2,495	549	17,387	8,910	4,374	17,387	8,910	4,374		
Retail.....	2,167	696	724	1,604	883	280	2,409	1,222	544	3,770	1,610	567	26,828	14,190	3,462	26,828	14,190	3,462		
Finance, Insurance and Real Estate Service	6,854	2,466	5,388	1,815	1,230	10	4,571	2,671	14	563	3,337	14	5,236	2,910	169	5,236	2,910	169		
Banking.....	
Public.....	903	674	18	662	418	28	1,312	953	116	1,652	1,493	29	11,779	8,585	537	11,779	8,585	537		
Domestic.....	2,417	1,521	1,831	1,140	230	586	3,469	378	3,778	2,565	418	1,605	28,306	6,221	14,798	28,306	6,221	14,798		
Personal.....	2,867	1,339	620	2,804	1,026	751	4,178	2,050	668	4,496	2,676	179	42,214	23,419	4,339	42,214	23,419	4,339		
Other Service.....	667	301	115	760	179	450	1,589	1,589	75	957	577	65	10,482	6,340	1,289	10,482	6,340	1,289		
Totals	23,153	10,729	4,968	16,868	8,986	2,726	33,305	18,633	6,114	35,375	25,503	4,071	379,630	216,334	40,555	379,630	216,334	40,555		
Men	15,073	7,824	2,283	12,186	6,971	1,834	24,509	14,319	4,126	25,584	18,085	1,949	273,334	161,855	23,990	273,334	161,855	23,990		
Women	8,080	2,905	2,683	4,682	2,015	892	9,296	4,314	1,988	13,391	7,418	2,122	106,296	54,479	16,565	106,296	54,479	16,565		

E—Unemployment Insurance

TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month	Month of September, 1951		
		Number Com- mencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Newfoundland.....	644	357	16,142	41,731
Prince Edward Island.....	237	78	4,975	11,132
Nova Scotia.....	3,247	1,449	63,253	161,274
New Brunswick.....	2,250	1,039	47,084	117,228
Quebec.....	20,378	10,788	449,639	1,045,765
Ontario.....	22,687	15,082	424,081	1,070,639
Manitoba.....	2,932	1,414	64,296	151,977
Saskatchewan.....	875	357	19,497	45,004
Alberta.....	1,682	716	35,686	89,588
British Columbia.....	9,324	6,901	253,691	722,627
Total, Canada, Sept., 1951.....	64,256	38,181	1,378,344	3,456,965
Total, Canada, August, 1951.....	60,094	37,876	1,487,111	3,674,569
Total, Canada, Sept., 1950.....	61,578	32,401	1,633,140	3,843,797

* Week containing last day of the month.

TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF SEPTEMBER 29, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	1,189	296	93	171	308	157	164
Male.....	1,077	273	81	155	283	138	147
Female.....	112	23	12	16	25	19	17
Prince Edward Island.....	306	64	33	47	52	33	77
Male.....	196	44	21	30	33	20	48
Female.....	110	20	12	17	19	13	29
Nova Scotia.....	5,393	1,607	502	735	918	617	1,014
Male.....	4,449	1,389	396	602	742	527	793
Female.....	944	218	106	133	176	90	221
New Brunswick.....	3,682	973	457	429	576	474	773
Male.....	2,623	693	294	308	417	363	548
Female.....	1,059	280	163	121	159	111	225
Quebec.....	34,419	8,768	3,873	5,333	6,645	3,667	6,133
Male.....	18,662	5,096	2,105	3,014	3,508	1,750	3,189
Female.....	15,757	3,672	1,768	2,319	3,137	1,917	2,944
Ontario.....	39,934	15,905	4,545	6,025	5,323	2,496	5,640
Male.....	24,887	11,362	2,652	3,716	2,570	1,236	3,351
Female.....	15,047	4,543	1,893	2,309	2,753	1,260	2,289
Manitoba.....	3,798	1,006	334	506	581	395	976
Male.....	1,806	436	159	226	245	175	565
Female.....	1,992	570	175	280	336	220	411
Saskatchewan.....	1,075	223	93	124	202	125	308
Male.....	529	91	47	56	85	53	197
Female.....	546	132	46	68	117	72	111
Alberta.....	2,906	1,372	192	267	336	166	573
Male.....	1,966	1,047	105	147	187	98	382
Female.....	940	325	87	120	149	68	191
British Columbia.....	15,963	4,354	1,727	2,411	3,254	2,047	2,170
Male.....	12,678	3,524	1,322	1,866	2,653	1,788	1,525
Female.....	3,285	830	405	545	601	259	645
TOTAL.....	108,665	34,568	11,849	16,048	18,195	10,177	17,828
MALE.....	68,873	23,955	7,182	10,120	10,723	6,148	10,745
FEMALE.....	39,792	10,613	4,667	5,928	7,472	4,029	7,083

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	593	490	103	541	342	199	211
Prince Edward Island.....	159	86	73	145	114	31	37
Nova Scotia.....	2,778	1,770	1,008	2,396	1,781	615	1,024
New Brunswick.....	1,709	1,063	646	1,733	1,377	356	429
Quebec.....	17,071	11,140	5,931	16,472	12,970	3,502	4,649
Ontario.....	26,831	15,356	11,475	26,701	22,437	4,264	5,795
Manitoba.....	2,163	1,290	873	2,090	1,580	510	480
Saskatchewan.....	506	338	168	481	366	115	105
Alberta.....	1,443	1,046	397	1,246	970	276	569
British Columbia.....	9,203	4,933	4,270	9,638	7,658	1,980	2,247
Total, Canada, Sept., 1951.....	62,456 ¹	37,512	24,944	61,443 ²	49,595	11,848	15,546
Total, Canada, August, 1951.....	57,926	34,851	23,075	58,012	45,071	12,941	14,533
Total, Canada, Sept., 1950.....	49,229	28,804	20,425	63,959	50,946	13,013	10,473

¹In addition, revised claims received numbered 8,206. ²In addition, 8,355 revised claims were disposed of. Of these, 496 were special requests not granted, and 639 were appeals by claimants. There were 936 revised claims pending at the end of the month.

TABLE E-4.—CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of September, 1951 ¹	Month of September, 1950 ²	Cumulative Total for Current Fiscal Year
Claims Disallowed.....	4,665	5,345	13,855
Claimants Disqualified ¹			
Not unemployed.....	2,590	1,799	12,993
Not capable of and not available for work.....	940	1,247	3,011
Loss of work due to a labour dispute.....	181	1,365	517
Refused offer of work and neglected opportunity to work.....	856	1,816	3,026
Discharged for misconduct.....	446	500	1,379
Voluntarily left employment without just cause.....	3,173	3,764	9,393
Other reasons ³	1,864	695	4,931
Total.....	14,715	16,531	49,105

¹ Includes 2,867 revised claims, disqualified.

² 1950 data relate to regular claimants only.

³ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants ¹
1950—August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800
1951—January.....	2,911,000	2,720,900	190,100 ²
February.....	2,917,000	2,669,400	247,600 ²
March.....	2,905,000	2,661,200	243,800 ²
April.....	2,899,000	2,672,500	226,500 ²
May.....	2,827,000	2,690,200	136,800
June.....	2,843,000	2,754,100	88,900
July.....	2,907,000	2,820,500	86,500
August.....	2,909,000	2,825,100	83,900

¹ Ordinary claimants signing live unemployment register on last working day of the preceding month.

² Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1951

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	CONTRIBUTIONS (Gross less refunds)				RECEIPTS			DISBURSEMENTS				Balance in fund
	Employer and Employee		Government		Fines	Interest on Investments and Profit on sale of Securities	Total Revenue	BENEFIT PAYMENTS		Total		
	\$		\$		\$	\$	Ordinary	Supplementary	\$			
								\$		\$		
1942	36,435,609 05	7,287,121 81	209,268 74	43,991,999 60	27,752 92	27,752 92	43,964,246 68		27,752 92	27,752 92	43,964,246 68	
1943	57,434,651 43	11,487,087 90	638 11	70,762,796 00	716,012 75	716,012 75	114,011,029 93		716,012 75	716,012 75	114,011,029 93	
1944	61,720,785 00	12,344,421 74	1,323 67	78,038,577 55	1,721,686 29	1,721,686 29	190,327,941 19		1,721,686 29	1,721,686 29	190,327,941 19	
1945	63,728,855 44	12,746,179 30	2,041 02	82,673,002 18	4,966,483 51	4,966,483 51	268,034,459 86		4,966,483 51	4,966,483 51	268,034,459 86	
1946	62,566,589 66	12,513,778 66	2,303 66	81,199,440 82	31,993,240 34	31,993,240 34	317,240,660 34		31,993,240 34	31,993,240 34	317,240,660 34	
1947	76,015,030 91	15,203,457 58	3,820 43	98,752,294 48	43,114,329 18	43,114,329 18	372,878,625 64		43,114,329 18	43,114,329 18	372,878,625 64	
1948	83,870,834 47	16,366,400 70	5,322 60	109,803,333 89	34,947,020 32	34,947,020 32	447,734,939 21		34,947,020 32	34,947,020 32	447,734,939 21	
1949	98,581,559 98	20,924,013 71	8,359 08	131,627,250 33	49,826,752 16	49,826,752 16	529,555,437 38		49,826,752 16	49,826,752 16	529,555,437 38	
1950	104,432,415 94	20,094,332 20	17,731 42	138,985,737 27	85,006,136 24	85,006,136 24	582,646,972 52		85,006,136 24	85,006,136 24	582,646,972 52	
1951	128,744,248 84	27,536,183 16	34,656 50	171,945,945 56	83,082,101 75	83,082,101 75	664,580,376 79		83,082,101 75	83,082,101 75	664,580,376 79	
April	12,766,464 04	2,554,175 40	2,940 50	16,719,306 36	7,835 188 13	7,835 188 13	672,760,902 75		7,835 188 13	7,835 188 13	672,760,902 75	
May	12,813,439 84	2,565,469 04	2,920 00	16,854,976 44	5,655,192 59	5,655,192 59	683,943,195 97		5,655,192 59	5,655,192 59	683,943,195 97	
June	11,676,138 56	2,335,280 26	3,865 86	15,456,630 92	3,509,335 48	3,509,335 48	695,885,268 91		3,509,335 48	3,509,335 48	695,885,268 91	
July	12,160,180 78	2,429,023 02	2,310 18	16,227,628 70	3,423,887 51	3,423,887 51	708,689,032 60		3,423,887 51	3,423,887 51	708,689,032 60	
August	116,250,200 38	3,250,330 55	1,526 29	20,946,929 20	3,669,971 60	3,669,971 60	725,965,021 50		3,669,971 60	3,669,971 60	725,965,021 50	
September	*12,571,402 73	2,514,429 84	1,669 80	16,638,038 73	3,453,730 53	3,453,730 53	739,147,689 20		3,453,730 53	3,453,730 53	739,147,689 20	
Sub-TOTAL	78,237,826 33	15,648,708 11	15,232 63	102,843,510 35	27,547,005 84	27,547,005 84	739,147,689 20		27,547,005 84	27,547,005 84	739,147,689 20	
TOTAL	851,768,407 05	172,151,664 87	91,429 12	86,562,386 99	362,948,501 30	362,948,501 30	739,147,689 20		362,948,501 30	362,948,501 30	739,147,689 20	

* Stamps \$6,241,468.50. Meter \$1,516,776.55. Bulk \$4,698,183.33. Arm. Serv. \$110,039.63. Sp. Force \$4,934.72. Total \$12,571,402.73.
 † Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,793,425.50.
 ‡ Includes prepayment by P. O. of \$4,000,000.

TABLE E-7.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO SEPTEMBER, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....		4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February.....	663	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March.....	4,124	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,764
April.....	2,925	3,953	6,463	8,430	35,781	35,859	48,963	58,141	80,028	75,242
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	56,430
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	58,233
July.....	2,668	1,087	3,106	10,886	27,576	20,034	30,487	43,486	43,929	58,981
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	57,926
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	62,456
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	761,010

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			
1929.....		121.7	134.7	119.7	112.6	134.8	105.0			
1933.....		94.4	84.9	98.6	102.5	93.3	98.2			
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
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	
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4	
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8	
1949										
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5	
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3	
March.....	57.9	150.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5	
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6	
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0	
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6	
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3	
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9	
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9	
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5	
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7	
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0	
1950										
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8	
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7	
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8	
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2	
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1	
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3	
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0	
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4	
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3	
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5	
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1	
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6	
1951										
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	135.8	197.3	
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4	
March.....	79.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9	
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2	
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3	
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	144.0	214.0	
July.....	86.1	187.6	249.7	139.8	147.2	202.9	196.4	142.2	219.6	
August.....	87.4	188.9	251.4	139.8	148.2	204.6	199.0	143.7	221.1	
September.....	88.3	189.8	251.1	142.7	149.5	206.9	199.1	144.0	221.6	
October.....	88.9	190.4	249.7	142.7	150.2	213.8	200.1	144.3	222.4	
November.....	89.7	191.2	250.2	144.8	150.8	214.6	199.9	144.9	223.0	

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index including rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR NINE CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1951

Source: Dominion Bureau of Statistics

(August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Oct. 1, 1950	Sept. 1, 1951	Oct. 1, 1951						
St. John's, Nfld(1)		102.7	103.0	105.2	100.1	104.2	105.1	101.8	100.3
Halifax	159.3	177.5	178.2	240.7	124.5	144.5	226.9	184.2	135.3
Saint John	167.8	184.2	185.1	239.4	124.4	139.1	236.3	194.3	144.2
Montreal	175.1	196.0	196.4	265.9	145.6	145.2	200.8	206.0	138.5
Toronto	166.8	185.4	185.8	239.9	145.4	172.5	211.7	195.0	143.8
Winnipeg	165.4	182.2	183.1	250.7	131.6	125.8	210.4	201.3	137.7
Saskatoon	168.2	186.2	187.0	254.1	128.6	148.3	221.9	206.6	133.6
Edmonton	164.5	181.5	181.9	254.2	123.3	114.6	222.9	192.7	137.5
Vancouver	170.9	190.2	190.0	250.9	130.8	167.2	224.5	193.0	146.5

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 (1) St. John's index on the base June 1951=100.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

Dominion Average Retail Prices Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Source: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Oct. 1946	Oct. 1947	Oct. 1948	Oct. 1949	Sept. 1951	Oct. 1951	Price Oct. 1951
Beef, sirloin steak	lb.	120.7	163.8	177.1	259.1	255.2	385.2	383.8	107.9
Beef, round steak	lb.	125.7	178.1	193.7	286.1	284.4	428.0	427.2	102.1
Beef, rolled rib roast, prime	lb.	125.5	186.1	203.0	285.7	285.7	417.2	418.1	96.3
Beef, blade roast, blade removed	lb.	132.7	169.2	189.3	301.3	303.1	486.4	485.1	78.6
Beef, stewing, boneless	lb.	136.7	173.5	197.0	331.7	339.7	562.0	562.8	76.8
Veal, front roll, boneless	lb.	139.3	174.6	177.5	295.9	311.8	484.9	487.8	84.7
Lamb, leg roast	lb.	109.9	157.7	171.5	235.9	242.3	347.4	334.0	95.4
Pork, fresh loin, centre cut	lb.	125.3	163.3	179.9	245.4	246.8	310.1	293.9	77.9
Pork, fresh shoulder, hock off	lb.	127.0	164.3	188.5	268.3	268.3	346.4	313.2	59.5
Bacon, side, fancy, sliced, rind off	lb.	132.3	162.7	190.3	233.3	235.5	233.4	236.4	89.4
Lard, pure, package	lb.	151.3	178.1	242.1	321.1	216.7	263.0	263.0	29.3
Shortening, package	lb.	134.7	141.0	216.7	286.1	222.9	259.0	258.3	37.4
Eggs, grade "A", Large, carton	doz.	156.4	178.9	186.9	228.7	234.5	269.4	264.9	82.8
Milk	qt.	111.0	139.4	139.4	159.6	164.2	178.9	179.8	19.6
Butter, creamery, prints	lb.	140.5	164.8	242.9	267.8	232.2	253.6	253.6	69.0
Cheese, plain, mild, ½ lb.	pkg	174.6	169.7	185.6	226.0	226.7	254.3	255.8	34.3
Bread, plain, white, wrapped	lb.	106.5	106.3	144.4	150.8	165.1	188.6	191.8	12.2
Flour, all-purpose	lb.	127.3	124.2	178.8	187.9	221.2	227.2	230.2	7.7
Rolled Oats, package	lb.	112.0	114.0	140.9	152.0	156.7	199.2	197.7	13.1
Corn Flakes, 8 oz.	pkg.	101.1	100.0	122.8	160.9	163.0	184.6	186.8	17.4
Tomatoes, canned, 2½ s.	tin	129.9	152.8	195.3	238.7	189.6	246.5	247.4	26.6
Peas, 20 oz.	tin	117.5	128.3	143.3	150.8	146.7	161.8	163.4	20.9
Corn, Cream choice, 20 oz.	tin	128.3	139.8	167.3	191.1	184.1	177.5	179.3	19.8
Beans, dry	lb.	129.4	139.2	194.1	294.1	262.7	307.4	305.4	15.2
Onions, cooking	lb.	108.2	138.8	132.7	128.6	159.2	156.8	151.1	8.0
Potatoes, No. 1, table	10 lbs.	89.9	134.1	156.1	143.6	153.7	156.5	158.3	35.6
Prunes, bulk or in bag	lb.	115.8	143.0	176.3	174.6	190.3	252.9	252.9	29.1
Raisins, seedless, bulk or in bag	lb.	104.0	125.2	136.4	135.1	128.5	173.9	175.9	26.5
Oranges, California	doz.	132.5	153.2	134.5	119.1	124.6	140.2	152.1	42.0
Lemons	½ doz.	111.3	141.5	165.8	143.4	180.5	174.7	176.5	28.8
Jam, strawberry, 16 oz.	jar	111.3	137.6	154.7	150.4	146.7	166.6	166.6	29.3
Peaches, 15 oz.	tin	101.5	119.8	150.3	151.3	142.6	155.3	154.7	23.5
Marmalade, Orange, 16 oz.	jar	118.3	134.0	144.3	146.5	141.4	156.9	157.7	21.5
Corn Syrup, 2 lb.	tin	138.0	175.8	196.8	190.4	177.5	203.7	204.8	35.5
Sugar, granulated, bulk or in bag	lb.	132.3	132.3	147.7	149.2	150.8	205.8	204.2	13.1
Sugar, yellow, in branded package	lb.	131.3	134.9	152.4	154.0	155.6	213.6	213.6	13.8
Coffee, medium quality, in bag	lb.	141.6	133.4	162.7	185.2	195.3	315.3	314.7	108.6
Tea, black, ½ lb.	pkg.	145.2	131.6	172.8	174.1	176.9	185.8	186.1	54.1

* Descriptions and Units of Sale Apply to October 1951 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE
Source: Dominion

Locality	Beef							Pork			Bacon, side, fancy, sliced, rind off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chlops or roast), per lb.	Fresh Shoulder, hook-off, per lb.		
Newfoundland—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
1—St. John's.....	121.5	.....	90.4	76.6	.....	.....	.....	86.0	80.6	84.6 ^e
P.E.I.—			a	a	a						
2—Charlottetown.....	107.5	95.0	86.8	73.5	68.0	.....	.....	72.4	58.8	.....
Nova Scotia—			a	a					c		
3—Halifax.....	111.0	105.0	95.1	79.0	80.7	.....	90.1	75.5	57.2	90.3
4—Sydney.....	119.0	105.8	.....	82.2	81.2	.....	85.0	80.6	.....	94.6
New Brunswick—			a	a							
5—Moncton.....	108.7	100.0	94.1	77.6	75.8	.....	85.3	77.8	58.1	90.4
6—Saint John.....	112.0	102.4	94.1	77.9	78.7	.....	89.7	78.3	60.1	90.9
Quebec—			a	a							
7—Chicoutimi.....	130.8	124.2	100.0	78.4	70.2	.....	115.0	68.4	61.5	87.7
8—Montreal.....	116.2	109.0	99.4	77.6	75.1	81.1	93.5	73.8	53.5	84.6	
9—Quebec.....	115.6	110.2	92.5	74.0	71.2	86.1	95.2	62.0	51.6	82.1	
10—Sherbrooke.....	109.2	107.1	94.2	73.4	73.3	83.4	91.7	73.1	54.0	84.7	
11—Sorel.....	110.6	106.6	96.8	76.7	67.5	.....	96.7	70.7	58.4	83.2
12—Three Rivers.....	124.4	110.0	89.5	72.1	66.1	.....	95.3	67.2	53.5	85.1
Ontario—			a	a							
13—Cornwall.....	96.0	95.7	95.8	76.5	79.3	.....	.....	73.4	53.9	86.9
14—Fort William.....	102.4	99.4	96.0	80.4	80.0	.....	.....	80.0	.....	87.9
15—Hamilton.....	107.7	103.2	100.6	83.0	81.1	85.2	102.7	83.2	54.0	89.5	
16—London.....	109.5	106.1	96.9	81.5	79.5	87.7	99.7	82.8	53.5	90.7	
17—North Bay.....	101.8	100.2	96.6	80.2	77.3	.....	97.4	79.0	59.8 ^d	86.3
18—Ottawa.....	110.3	105.5	100.4	86.2	80.5	86.3	99.4	78.5	57.0	88.6	
19—Sault Ste. Marie.....	106.9	105.4	88.7	77.5	82.6	.....	101.0	79.2	62.7	86.5
20—Sudbury.....	97.9	96.9	90.6	76.8	78.0	.....	88.0	74.1	61.7 ^d	85.0
21—Timmins.....	108.3	106.3	97.5	81.5	79.3	88.2	97.8	83.7	59.6	91.5	
22—Toronto.....	106.0	100.6	102.7	83.3	78.4	85.8	95.5	82.5	52.8	89.2	
23—Windsor.....	102.0	98.1	94.5	80.9	81.7	.....	92.2	81.9	54.0	85.8
Manitoba—											
24—Brandon.....	102.5	97.5	.....	.....	74.0	.....	.....	75.5	.....	89.3
25—Winnipeg.....	102.3	96.2	99.3	77.8	76.5	80.7	94.4	76.0	66.0 ^d	89.3	
Saskatchewan—						a					
26—Moose Jaw.....	97.9	92.9	91.4	78.3	75.9	76.7	94.6	77.5	60.1	86.8	
27—Regina.....	97.5	93.0	90.9	76.5	75.9	86.7	94.5	77.6	63.5	91.2	
28—Saskatoon.....	96.4	93.0	92.4	74.2	77.4	78.8	.....	77.7	59.9 ^d	92.4
Alberta—									d		
29—Calgary.....	103.6	97.8	101.5	84.1	77.2	93.8	93.2	80.8	68.7	93.2	
30—Drumheller.....	95.6	95.0	93.8	76.6	71.2	.....	.....	84.0	65.8	88.9
31—Edmonton.....	98.6	93.2	94.6	69.9	73.1	84.8	94.6	78.7	57.4	93.3	
British Columbia—			a	a							
32—Prince Rupert.....	125.0	116.7	115.0	80.0	80.0	.....	111.7	88.3	77.7	98.6
33—Trail.....	114.4	105.0	.....	81.2	81.8	.....	104.4	88.4	74.4 ^d	104.6
34—Vancouver.....	117.9	104.2	108.0	87.0	81.7	87.2	90.0	88.1	66.1 ^d	96.7	
35—Victoria.....	119.6	107.8	107.1	80.9	85.6	83.3	99.1	88.2	66.7	94.5	

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A", large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½-lb. package	Bread, plain, white, wrapped, per lb.	Flour, all purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts. f	cts. h	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....		41.4	96.1	32.0		34.5	11.3	8.7	15.4	20.1
P.E.I.—			g							
2—Charlottetown.....	28.5	37.9	86.0	17.0	70.1	35.4	11.3	8.2	12.2	18.6
Nova Scotia—			g							
3—Halifax.....	30.2	36.7	83.2	19.0	73.1	34.9	12.0	8.1	14.3	18.0
4—Sydney.....	28.9	36.6	89.2	20.0	74.1	36.5	12.8	8.3	13.5	18.8
New Brunswick—			g							
5—Moncton.....	28.4	36.9	83.7	19.0	71.4	34.8	12.0	8.3	14.2	18.3
6—Saint John.....	29.7	36.8	85.9	20.0	72.2	35.4	12.7	8.1	13.7	18.1
Quebec—										
7—Chicoutimi.....	33.0	40.8	88.8	19.0	67.7	36.7	13.6	8.3		18.7
8—Montreal.....	28.8	36.9	88.0	19.0	67.3	33.8	12.0	7.4	13.2	16.7
9—Quebec.....	28.2	37.4	88.4	19.0	67.3	34.9	11.5	7.3	13.6	17.4
10—Sherbrooke.....	31.2	36.1	88.9	19.0	66.8	34.2	11.6	7.9	13.5	17.4
11—Sorel.....	27.2	36.0	82.0	18.0	66.0	32.7	12.0	7.6	13.5	16.9
12—Three Rivers.....	29.0	36.3	87.4	18.0	65.6	33.3	10.7	7.4	13.7	16.4
Ontario—			g							
13—Cornwall.....	28.7	36.2	85.8	19.0	68.4	33.7	10.7	7.4	13.6	17.5
14—Fort William.....	29.2	36.1	81.3	22.0	69.7	35.4	12.7	7.4	12.5	17.9
15—Hamilton.....	28.5	36.1	86.9	20.0	69.6	33.4	11.3	7.6	13.3	16.5
16—London.....	28.9	36.0	84.0	19.0	69.4	33.4	11.3	7.7	13.3	17.1
17—North Bay.....	27.8	36.0	88.3	19.0	69.6	33.8	12.0	7.9	14.0	17.2
18—Ottawa.....	28.9	36.7	89.6	19.0	69.4	34.1	11.3	7.6	13.6	16.7
19—Sault Ste. Marie.....	29.3	36.2	87.0	21.0	69.9	33.8	13.3	7.7	13.5	17.8
20—Sudbury.....	29.0	35.4	87.0	21.0	70.0	33.6	12.0	8.0	14.0	17.8
21—Timmins.....	29.3	36.4	85.6	21.0	69.0	33.7	12.0	8.0	13.0	17.5
22—Toronto.....	29.0	35.8	88.2	21.0	69.6	32.6	11.3	7.5	12.8	16.7
23—Windsor.....	27.4	36.6	85.3	21.0	68.9	33.5	11.3	7.8	13.6	16.7
Manitoba—										
24—Brandon.....	29.1	39.1	80.5	19.0	67.9	34.4	12.4	7.6	13.0	17.4
25—Winnipeg.....	28.7	36.1	77.3	20.0	66.9	34.7	14.0	7.2	12.2	17.2
Saskatchewan—			g							
26—Moose Jaw.....	27.1	37.9	73.0	20.0	66.8	33.5	12.8	7.2	12.0	17.0
27—Regina.....	26.9	37.2	71.3	20.0	66.2	34.9	12.8	7.4	12.5	18.1
28—Saskatoon.....	29.3	39.0	69.5	19.0	67.0	34.1	12.0	7.1	12.4	16.4
Alberta—										
29—Calgary.....	30.0	38.5	79.7	19.0	68.1	33.8	12.8	7.2	12.5	17.4
30—Drumheller.....	31.7	41.0	75.0	21.0	68.9	35.4	12.8	7.8	13.3	17.8
31—Edmonton.....	30.0	40.1	76.0	18.0	69.0	34.7	12.0	7.2	12.5	17.1
British Columbia—										
32—Prince Rupert.....	33.9	43.0	86.5	27.0	73.2	35.5	15.0	8.4	13.2	17.9
33—Trail.....	32.9	43.3	87.0	25.0	69.5	34.5	16.0	7.6	12.6	17.6
34—Vancouver.....	31.4	37.1	73.2	19.0	71.0	33.9	14.9	7.4	12.2	16.5
35—Victoria.....	31.8	37.6	75.4	24.0	70.4	34.8	14.9	7.7	12.2	17.0

TABLE F-4.—RETAIL PRICES OF STAPLE
Source: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, No. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 800's, per 1/2 dozen	Jam, strawberry, with pectin, per 32 oz. jar
	Tomatoes, choice, 2 1/2's (28 oz.), per tin	Peas, per 15 oz. tin	Corn, cream, choice, per 15 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—											
1—St. John's.....	26.7	22.9	24.2	14.0	10.4	41.8	27.9	31.9	50.4	.....	63.6
P.E.I.—											
2—Charlottetown.....	24.2	22.0	22.0	15.2	7.6	27.4	30.7	27.9	45.0	36.0	55.7
Nova Scotia—											
3—Halifax.....	24.7	21.4	20.2	16.4	7.5	39.1	28.6	26.7	40.8	29.9	55.1
4—Sydney.....	25.8	20.7	20.6	14.1	8.0	40.0	33.0	25.4	44.4	32.2	55.2
New Brunswick—											
5—Moncton.....	24.9	19.9	18.9	14.4	7.3	30.0	30.3	24.9	46.2	30.8	53.4
6—Saint John.....	25.0	20.8	19.4	15.2	7.4	29.5	28.7	27.7	42.3	29.0	54.6
Quebec—											
7—Chicoutimi.....	27.3	23.0	19.4	.....	10.7	33.6	26.5	31.6	44.7	28.9	60.9
8—Montreal.....	25.9	18.9	19.3	15.1	8.5	30.4	29.6	24.4	39.6	25.2	52.6
9—Quebec.....	26.1	20.9	17.5	14.6	8.2	26.3	28.0	27.4	42.9	27.8	56.0
10—Sherbrooke.....	25.7	21.9	19.6	15.2	8.4	30.5	30.2	27.8	42.3	27.9	55.1
11—Sorel.....	22.4	19.1	17.4	14.0	9.8	28.4	26.8	22.4	41.1	27.2	51.2
12—Three Rivers.....	25.2	20.7	19.2	13.9	8.3	28.1	27.2	24.4	41.4	27.4	52.5
Ontario—											
13—Cornwall.....	26.9	20.4	18.5	13.1	7.4	34.8	30.2	23.7	39.3	27.7	50.5
14—Fort William.....	27.2	20.8	19.2	16.2	7.4	41.9	28.9	28.0	42.0	29.4	55.7
15—Hamilton.....	24.8	20.8	18.5	16.5	7.2	40.8	31.5	24.0	38.1	29.1	50.2
16—London.....	23.7	20.2	19.3	14.9	7.2	41.0	29.0	23.4	40.5	27.6	47.2
17—North Bay.....	24.2	20.9	20.0	13.1	6.6	38.4	.....	28.0	43.2	27.4	54.0
18—Ottawa.....	26.9	21.2	18.2	14.4	7.8	36.2	30.3	29.1	37.5	27.8	49.4
19—Sault Ste. Marie.....	26.1	21.0	19.0	13.5	7.5	41.3	32.6	24.0	39.6	29.2	52.2
20—Sudbury.....	25.3	21.1	18.2	14.1	7.7	38.6	29.0	26.7	37.8	28.1	51.6
21—Timmins.....	25.7	21.7	20.2	15.3	8.1	39.9	29.0	25.2	43.8	31.7	54.2
22—Toronto.....	24.1	19.9	17.9	16.7	7.0	40.9	28.7	23.4	38.7	26.3	48.0
23—Windsor.....	23.5	.....	20.0	15.2	6.8	37.8	30.2	23.8	39.6	27.6	50.4
Manitoba—											
24—Brandon.....	.....	21.2	21.1	15.5	8.4	35.8	28.1	29.0	46.5	26.6	68.8
25—Winnipeg.....	27.2	21.6	19.7	15.1	6.6	24.6	28.8	28.0	42.9	25.9	67.7
Saskatchewan—											
26—Moose Jaw.....	28.9	21.3	21.3	13.8	8.4	34.0	29.2	27.8	45.9	29.2	71.7
27—Regina.....	29.4	19.3	21.8	15.6	8.4	32.2	28.2	29.1	43.8	29.5	73.3
28—Saskatoon.....	30.2	20.5	21.3	16.6	9.9	35.7	30.9	27.9	47.4	33.8	69.1
Alberta—											
29—Calgary.....	31.2	19.3	20.5	16.1	8.2	36.8	28.9	27.1	41.7	30.3	70.2
30—Drumheller.....	32.9	18.9	21.6	15.9	8.8	38.7	25.4	27.8	41.7	29.9	73.9
31—Edmonton.....	30.2	19.6	21.3	15.6	9.7	30.3	29.5	27.1	43.2	28.0	70.9
British Columbia—											
32—Prince Rupert.....	30.3	m 19.9	m 17.5	17.6	8.8	50.2	29.1	26.0	43.8	27.5	71.0
33—Trail.....	30.5	20.7	22.5	17.2	10.4	46.5	30.0	27.5	41.7	32.8	71.5
34—Vancouver.....	27.0	m 18.6	m 14.8	15.9	7.4	41.6	26.7	25.5	39.0	21.3	63.5
35—Victoria.....	26.8	m 17.8	m 16.0	16.8	8.0	42.2	27.1	26.8	38.7	24.0	68.6

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) Including cuts with bone in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local.

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Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, in bags, per lb.	Tea, black, medium, per 1/2 lb. package	Coal	
				Granulated, bulk or in bag, per lb.	Yellow, branded package, per lb.			Anthracite, per ton	Bituminous, per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	48.8	50.2	41.6	13.0	.....	116.8	59.4	.....	21.37
P.E.I.—									
2—Charlottetown.....	23.6	44.6	38.7	13.1	13.0	120.7	51.1	.....	15.75
Nova Scotia—									
3—Halifax.....	24.1	44.8	36.3	12.3	13.1	114.7	50.9	.....	17.75
4—Sydney.....	23.6	49.0	36.8	13.0	13.7	116.9	51.0	.....	12.35
New Brunswick—									
5—Moncton.....	23.7	41.7	36.2	13.0	13.4	112.1	50.6	.....	17.50
6—Saint John.....	23.4	44.5	36.8	12.6	13.0	112.6	51.4	.....	18.12
Quebec—									
7—Chicoutimi.....	.....	52.6	38.1	13.0	12.9	120.1	59.6	27.60	.....
8—Montreal.....	22.1	42.5	33.3	11.7	12.4	109.9	56.4	28.98	.....
9—Quebec.....	22.4	46.7	35.0	12.3	12.3	113.8	57.2	26.50	.....
10—Sherbrooke.....	23.1	41.4	34.2	12.2	12.9	112.3	58.5	27.75	.....
11—Sorel.....	22.0	43.9	33.5	11.8	11.6	110.2	54.8	25.83	.....
12—Three Rivers.....	23.8	43.6	34.9	12.5	12.6	111.2	56.1	27.00	.....
Ontario—									
13—Cornwall.....	22.2	40.5	33.2	12.6	12.6	114.2	55.8	28.75	.....
14—Fort William.....	23.4	41.9	36.7	13.5	14.0	107.3	53.7	26.82	.....
15—Hamilton.....	22.4	37.2	32.8	12.5	13.5	106.9	55.6	26.00	.....
16—London.....	22.3	40.4	32.8	12.6	13.2	106.7	55.6	26.50	.....
17—North Bay.....	24.3	40.0	33.8	13.4	14.4	120.2	55.5	28.50	.....
18—Ottawa.....	22.3	42.0	33.1	12.3	13.0	109.0	55.1	28.50	.....
19—Sault Ste. Marie.....	22.2	38.1	35.9	13.1	13.3	103.7	56.0	25.50	.....
20—Sudbury.....	23.9	38.1	34.7	13.3	13.5	102.6	55.3	28.25	.....
21—Timmins.....	23.6	42.6	35.9	13.4	14.2	108.4	55.0	31.00	.....
22—Toronto.....	22.0	39.6	31.9	12.0	13.0	104.9	54.7	25.25	.....
23—Windsor.....	22.0	40.4	33.3	12.6	13.6	103.0	54.9	26.50	.....
Manitoba—									
24—Brandon.....	25.8	46.2	37.7	15.3	15.8	108.2	53.4	.....	17.40
25—Winnipeg.....	23.9	45.4	35.4	15.0	15.9	100.8	53.0	.....	18.70
Saskatchewan—									
26—Moose Jaw.....	25.3	44.4	38.0	14.3	15.5	101.9	52.4	.....	15.75
27—Regina.....	25.4	45.0	38.8	14.6	15.6	105.8	53.4	.....	16.80
28—Saskatoon.....	23.6	49.7	36.8	15.0	15.9	101.1	51.4	.....	16.00
Alberta—									
29—Calgary.....	24.4	42.2	38.2	13.8	14.8	103.1	53.2	.....	13.50
30—Drumheller.....	25.8	45.6	39.4	14.2	15.4	105.8	53.4	.....	.....
31—Edmonton.....	24.8	43.9	36.3	13.7	15.3	108.7	52.4	.....	8.20
British Columbia—									
32—Prince Rupert.....	24.9	42.5	37.9	13.7	14.8	106.0	54.6	.....	19.75
33—Trail.....	25.5	43.8	35.8	13.6	14.9	103.0	52.8	.....	18.00
34—Vancouver.....	23.3	36.7	33.7	11.9	13.6	99.4	52.6	.....	18.93
35—Victoria.....	22.9	39.6	33.1	12.6	14.0	104.6	52.9	.....	19.88

(f) Imported. (g) Mixed-carton and loose. (h) Evaporated milk, 18.0¢ per 16 oz. tin. (i) Package. (k) Mixed-package and bulk. (m) 15 oz. tin. (n) Mixed-Californian and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)
Source: Dominion Bureau of Statistics

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities			Mexico City		105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period	1935-39	1935-39	1939	June, 1917	Aug., 1917	1938	1938	1935	June, 1914	June-Aug., 1939	1938	1936-39 = 1000	1 st Quarter of 1949 = 1000
1913	(a) 70.7	(b) 70.7		(b) 100	(l) 100				(c) 100		81.4	(d) 100	
1914	78.1	71.8		(g) 100							85.4		
1915	80.7	72.5		(f) 123							90.3		
1916	87.0	77.0		(f) 146							99.0		
1917	102.4	91.0		(f) 176							109.7		
1918	115.6	107.9		(f) 203					304		117.8		
1919	126.5	123.0		(f) 215					222		145.8		
1920	145.4	143.0		(f) 249					224		132.0		
1921	199.0	127.7		(f) 226					200		110.3		
1922	120.4	116.7		(f) 183	185				164	135	108.3		
1923	121.8	121.8		(f) 172	156				162	118	106.3		
1924	94.4	92.4		(f) 144	150				181	118	108.3		
1925	94.4	92.4		(f) 140	157				131	99	99.2		
1926	101.5	99.4	100.0	(f) 158	173	108			138	103	99.2		
1929	105.6	100.3	100.7	(f) 184	203	126			151	113	103.4		748
1930	111.7	105.2	100.7	(f) 194	220	150			142.7	113	103.4		782
1941	118.9	108.5	104.4	(f) 199	226	150			174	138	108.8		810
1944	118.9	108.5	199.1	(f) 201	226	150			158.2	138	108.8		872
1945	123.6	129.3	213.5	(f) 203	226	150			157.2	270	129.8		870
1946	135.5	139.3	268.7	(f) 203	226	150			200	243	133.5		884
1947	135.5	150.3	200.3	(f) 203	291	183			208	287	134.1		891
1948	155.0	171.2	318.9	(f) 208	99	193	45.75		217	270	139.7		910
1949	160.8	169.1	336.0	(f) 101		183	48.17		224	281	147.8		992
1950	166.5	(n) 171.0	356.2	111		1818	49.15		222	278	153.2		1009
1950—November	170.7	170.7	366.2	116	101	1945	48.19		(e) 1150.1	294	159.3		1066
1950—December	171.1	(n) 170.8	368.0	116	102	2055	49.07		160.0	307	162.5		1105
1951—January	172.5	(n) 170.5	369.5	117	103	2075	50.80		180.0	306	165.2		
1951—February	175.2	(n) 183.3	375.0	118	103	2103	50.80		162.3	312	168.0		
1951—March	179.7	(n) 184.5	375.8	119	103	2170	51.71		162.7	315	169.7		
1951—April	181.8	184.2	380.5	121	109	2215	53.17		201.7	316	168.8		1121
1951—May	182.0	185.0	380.5	124	109	2258	53.17		164.5	314	170.4		
1951—June	184.1	185.9	380.5	125	109	2258	53.33		166.4	318	171.6		
1951—July	187.6	185.2	380.5	126	109	2283	53.94		166.4	318	171.6		
1951—August	188.9	185.2	380.5	127	109	2281	53.94		167.3	318	171.6		
1951—September	189.8	189.0	380.5	127	109	2337	53.94		168.3	318	171.6		
1951—October	190.4	189.0	380.5	127	109	2337	53.94		168.3	318	171.6		

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939 = 100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) Years 1914-47 on base July, 1914 = 100. 1947 averages are not for first half of year. (h) New series on June, 1947 base. (i) Annual averages 1926-46 are on base July, 1914 = 100. (j) Revised index. (k) Average June-December. (l) Adjusted series. (m) Averages are for first half of year. (n) Adjusted series.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939=100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1945	1950	Sept. 1951	Aug. 1951	Sept. 1951
All Commodities—										
Classified According to Chief Component Material.....	83.4	166.0	124.6	87.4	99.2	132.1	211.2	222.6	241.5	240.1
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	212.7	215.9	217.1
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	150.0	251.3	264.9	305.4	300.9
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	130.8	246.7	274.6	283.0	270.2
IV. Wood, Wood Products and Paper.....	88.7	123.7	130.3	87.2	107.5	154.9	258.3	269.4	302.9	302.4
V. Iron and Its Products.....	72.3	164.5	98.2	89.5	104.8	117.9	183.6	185.7	212.0	214.5
†VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	107.6	159.5	173.9	183.4	183.6
VIII. Non-Metallic Minerals and Their Products.....	66.7	96.6	109.0	99.1	99.7	116.4	164.8	166.2	170.7	170.9
VIII. Chemicals and Allied Products.....	79.8	149.5	120.2	102.4	100.3	124.0	157.7	167.4	189.6	189.3
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	226.0	237.1	235.8
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	221.6	245.1	243.7
* General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	270.0	290.4	291.2
Residential Building Materials.....	.....	.....	112.4	89.0	102.3	148.3	242.7	256.3	290.4	290.9
Canadian Farm Products Total.....	.....	.....	140.8	69.3	92.6	166.4	233.0	234.9	256.4	253.9
Field.....	.....	.....	137.2	69.3	83.7	162.5	184.6	172.6	164.6	168.5
Animal.....	.....	.....	144.4	69.2	101.5	170.2	281.4	297.1	348.3	339.2

† Gold is included from 1937 to date.

* Arithmetically converted from base 1926=100.
The indexes for 1951 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1950-1951†

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
1951*						
January	17‡	17	6,253‡	6,253	16,763	0.02
February	14	18	4,324	4,508	18,878	0.02
March	22	27	4,455	4,754	15,135	0.02
April	15	19	2,450	2,647	9,673	0.01
May	31	39	5,772	6,560	34,902	0.04
June	40	52	12,993	13,641	128,150	0.15
July	15	32	5,652	9,470	119,413	0.14
August	22	38	19,405	25,272	219,473	0.25
September	23	31	3,792	8,637	105,235	0.12
October	15	28	3,543	6,388	49,318	0.06
Cumulative totals	214		68,639		716,940	0.08
1950						
January	9‡	9	2,381‡	2,381	38,588	0.04
February	11	16	3,053	3,861	24,871	0.03
March	14	22	4,620	5,600	25,041	0.03
April	13	24	2,081	2,869	15,272	0.02
May	18	28	3,733	4,491	24,471	0.03
June	18	27	1,699	2,767	29,692	0.03
July	19	34	4,941	6,394	50,880	0.06
August	14	27	131,526	133,392	1,054,013	1.22
September	14	23	12,567	15,344	37,503	0.04
October	16	25	12,335	13,138	30,766	0.04
Cumulative totals	146		178,936		1,331,097	0.15

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October, 1951				
MANUFACTURING—				
<i>Fur, Leather and Other Animal Products—</i>				
Handbag factory workers, Montreal, P.Q.	1	20	400	Commenced August 30; for a union agreement providing for increased wages following reference to conciliation and arbitration; un-terminated.
Fur factory workers, Quebec, P.Q.	47	285	4,725	Commenced September 29; for a new agreement providing for increased wages following reference to conciliation and arbitration board; terminated October 24; concilia-tion; compromise.
<i>Pulp, Paper and Paper Prod-ucts—</i>				
Paper and paper box factory workers, Vancouver, B.C.	2	294	6,000	Commenced September 5; for a new agreement providing for increased wages, cost-of-living escalator clause, and payment for three additional statutory holidays fol-lowing reference to conciliation board; un-terminated.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Nicolet, P.Q.	1	37	808	Commenced September 27; for a new agreement providing for increased wages and cost-of-living escalator clause; un-terminated.
<i>Metal Products—</i>				
Aluminum plant workers, Shawinigan Falls, P.Q.	2	950	5,500	Commenced August 24; dispute re grievance procedure, job evaluation and seniority rights in new agree-ment under negotiations following reference to arbitration board; ter-minated October 6; negotiations; compromise.
Hardware factory workers, Hamilton, Ont.	1	393	8,500	Commenced September 11; for a new agreement providing for increased wages and reduction in hours from 45 to 40 per week with the same take-home pay; un-terminated.
Storage battery factory workers, Vancouver, B.C.	1	(3) 13	50	Commenced September 27; for im-plementation of award of conciliation board re union security and extension of vacation plan in new agreement under negotiations; terminated October 4; conciliation; compromise.
<i>Shipbuilding—</i>				
Shipyard workers, Esquimalt and Victoria, B.C.	4	(4) 505	6,000	Commenced September 26; for a greater increase in wages than recommended by conciliation board in new agreement under negotiations; terminated October 19; conciliation and negotiations; compromise.
Shipyard workers, New Westminster and Vancouver, B.C.	3	33	700	Commenced September 27; inter-union dispute following decertifi-cation of one union for refusal of members to work overtime; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(?)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October, 1951—Concluded				
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Plastic products factory workers, London, Ont.	1	33	400	Commenced July 25; alleged discrimination in dismissal of four workers during negotiations for a union agreement; terminated by October 31; called off by union; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, St. John's, Nfld.	20	200	400	Commenced September 17; for a new agreement providing for increased wages following reference to conciliation board; terminated October 2; conciliation; in favour of workers.
TRADE— Hardware jobbers, Saskatoon, Sask.	1	55	605	Commenced September 25; for a new agreement providing for increased wages, cost-of-living escalator clause, union shop, check-off, seniority, job reclassification, and cumulative sick leave; terminated October 15; conciliation and negotiations; compromise.
SERVICE— <i>Business and Personal—</i> Garage mechanics, bus and taxi drivers, etc., Yarmouth, N.S.	2	27	50	Commenced August 15; for a union agreement providing for increased wages and union shop following reference to conciliation; terminated October 2; certification revoked by Labour Relations Board; in favour of employer.
Strikes and Lockouts Commencing During October, 1951				
MINING— Coal miners, Aerial, Alta.	1	132	396	Commenced October 10; protest against working with a certain foreman; terminated October 12; return of workers pending negotiations; indefinite.
Gold miners, Timmins, Ont.	1	248	740	Commenced October 29; for a new agreement providing for increased wages, check-off, extension of vacation and sickness and accident insurance plans, etc.; untermiated.
Silver and lead miners and millworkers, Alice Arm, B.C.	1	125	250	Commenced October 30; for a new agreement providing for increased wages, reduced hours from 44 to 40 per week, and other changes following reference to conciliation board; untermiated.
MANUFACTURING— <i>Tobacco and Liquors—</i> Brewery workers, New Westminster, Vancouver and Victoria, B.C.	4	421	2,500	Commenced October 24; for new agreements providing for increased wages following reference to conciliation board; untermiated.
<i>Fur, Leather and Other Animal Products—</i> Fur factory workers, Toronto, Ont.	1	5	30	Commenced October 5; protest against sub-letting contracts; terminated October 12; negotiations; in favour of workers

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1951 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During October, 1951—Concluded				
<i>Miscellaneous Wood Products—</i> Veneer and ply wood factory workers, Woodstock, Ont.	1	(5) 284	5,800	Commenced October 2; for a new agreement providing for increased wages, cost-of-living escalator clause, time and one-half after nine hours, union shop, payment for an additional statutory holiday following reference to conciliation board; un-terminated.
Wood products factory workers, Woodstock, Ont.	1	140	140	Commenced October 16; protest against processing logs for a struck plant; terminated October 16; negotiations; in favour of workers.
Sawmill workers, Wellington, B.C.	1	8	24	Commenced October 29; for a union agreement providing for increased wages; un-terminated.
<i>Metal Products—</i> Motor vehicle factory office workers, Windsor, Ont.	1	900	3,600	Commenced October 1; protesting dismissal of one worker and demotion of two others; terminated October 5; return of workers pending reference to arbitration; indefinite.
Electrical apparatus factory workers, Brantford, Ont.	2	30	120	Commenced October 5; alleged discrimination in dismissal of a worker during negotiations for a new agreement; terminated October 12; negotiations; in favour of workers, worker reinstated.
Furnace factory workers, Ingersoll, Ont.	1	40	80	Commenced October 10; misunderstanding re lack of heat in furnace department; terminated October 11; negotiations; in favour of employer.
Steel products factory workers, Montreal, P.Q.	3	(6) 1,070	1,070	Commenced October 16; protest against two-week suspension of a worker in dispute re certified bargaining agency; terminated October 16; return of workers; in favour of employers.
Bus body factory workers, Ste. Claire, P.Q.	1	(7) 94	280	Commenced October 24; alleged discrimination in dismissal of a foreman during negotiations for a union agreement; terminated October 27; negotiations; indefinite, result not reported.
CONSTRUCTION— <i>Buildings and Structures—</i> Sheet metal workers, St. John's, Nfld.	.....	30	60	Commenced October 5; alleged delay in negotiations for a new agreement; terminated October 6; return of workers pending settlement; indefinite.
SERVICE— <i>Public Administration—</i> Civic labourers, Lunenburg, N.S.	1	16	90	Commenced October 6; for increased wages; terminated October 11; negotiations; compromise.

(1) Preliminary data based where possible on 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) 8 indirectly affected; (4) 655 indirectly affected; (5) 26 indirectly affected; (6) 50 indirectly affected; (7) 79 indirectly affected.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1951, BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Prime Movers (engines, shafting, belts, etc.)....	1												1
Working Machines.....					3	2							5
Hoisting Apparatus (elevators, conveyors, etc.)....				2			1						5
Dangerous substances (steam, electricity, flames, explosives, etc.).....	6	3		1	14	10	8	1	1		4		48
Striking against or being struck by objects.....				1	4	1					1		7
Falling objects.....	2	22		11	5	6		7			1		54
Handling of objects.....					1	1		1					3
Tools.....													
Moving Trains, vehicles, watercraft, etc.....	19	8	3	11	9	17	1	34	8		12		122
Animals.....	4	1											5
Falls of persons.....	5	4	2	4	7	15	2	1	2		2		44
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	3	2	1	7	4	8		1			4		30
Total, Third Quarter—1951.....	40	40	6	37	47	60	12	45	13	24	24		324
Total, Third Quarter—1950.....	15	25	12	21	54	59	20	48	15	44	44		313

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1951

Industry	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W. T.	Total
Agriculture.....				5	4	16	4	5	6			40
Logging.....			3		9	7				21		40
Fishing and Trapping.....	1				1					4		6
Mining and Quarrying.....	5		3		9	4		1	6	8		37
Manufacturing.....	1		1		12	21	3		1	8		47
Construction.....	3			1	17	24	2		6	7		60
Electricity, Gas, and Water Production and Supply.....				2	1	7			1	1		12
Transportation, Storage, and Communications.....	2		2	1	5	12	1		5	17		45
Trade.....					3	3	2	1	2	2		13
Finance.....												
Service.....				2	2	11	1	1	1	6		24
Unclassified.....												
Total.....	12		9	11	63	105	14	8	28	74		324

ANNUAL REPORT ON
WAGE RATES
AND
HOURS OF LABOUR
IN CANADA

October 1949

Report No. 32



CANADA
DEPARTMENT OF LABOUR
Economics and Research Branch

Minister — HON. MILTON F. GREGG

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WAGE RATES AND HOURS OF LABOUR IN CANADA

October 1949



DEPARTMENT OF LABOUR

OTTAWA, CANADA

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GOVERNMENT OF CANADA

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WAGE RATES AND HOURS OF LABOUR IN CANADA, OCTOBER 1949

THE general index of 204.6 for 1949 indicates a continuance of the steady upward trend in wage rates since the beginning of World War II. The increase during the year ended in October 1949 was 4.5 per cent; this is a substantially smaller percentage gain than that recorded for each of the three years following the War's end in 1945.

By principal industrial groups, the largest percentage increases in 1949 took place in Service and Manufacturing, with 6.6 and 5.8 per cent respectively; rates in Construction showed an increment of 4.5 per cent, and Mining rates advanced 3.1 per cent. In the Transportation and Communication group the increase was less than 1 per cent, with this group influenced by the fact that no general change occurred in the rates of steam railway employees in 1949. The slight decrease shown in Logging is due to lower average earnings of piece-workers rather than to any decrease in actual rates.

These index numbers indicate the changes in wage rates in particular industries or industry groups, and may be used to compare the changes in one industry over a period of time with those in another. However, they do not provide a basis for comparison of the actual rates or wage levels between industries.

INTRODUCTORY NOTES

The annual survey of wages and working conditions conducted by the Department of Labour covers some 16,000 business establishments in the ten



provinces of Canada. Establishments are surveyed each year as of October 1. There is one exception to this date—Eastern Canada Logging—which is surveyed each year as of February 1 because of its seasonal nature. Most establishments with 15 or more employees are included in the survey with a representative number of smaller firms covered in certain industries, such as garages, in wholesale and retail trade and in construction.

The survey deals with two main subjects—Wages, and Working Conditions. Information on wages obtained in the survey is supplemented in some cases by that set out in collective agreements, which are also on file in the Branch.

This report consists principally of occupational wage rate statistics and index numbers of wage rates by industry. Articles dealing with wages are published from time to time in the Labour Gazette, and statistics are also available on request to the Economics and Research Branch, Department of Labour, Ottawa. Information on working conditions, including standard hours per week, overtime, vacations with pay, statutory holidays, etc., is compiled and published regularly in the Labour Gazette, and is also available on request.

Wage Rates

Tables of average straight-time wage or salary rates as well as straight-time piece-work earnings comprise the main body of the report. Averages are shown for selected representative occupations in a large number of industries for Canada as a whole, by province or region, and in some cases by city. The extent to which rates for any occupation in any industry are broken down geographically depends on the nature of the industry, the number of establishments reporting information and the number of workers involved in the averages. Care is taken to ensure that the rates reported by any establishment are not revealed. For convenience the averages are referred to as average wage rates although average straight-time earnings is a more precise designation. They apply to qualified workers only and exclude the rates of foremen, supervisors and charge hands, as well as of apprentices, boys, etc. The rates apply to day work only; they are not influenced by shift differentials or by overtime or other premium payments. Similarly, they do not include the value of any allowances to employees, such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. However, cost-of-living bonus payments are included. Occupational titles shown in the report are those most commonly used; alternate titles are shown in brackets in some cases. All data pertain to male workers unless otherwise designated. Workers in the same occupation do not always have the same work load, and the work load tends to be heavier for males than for females. Most averages are shown as hourly, but monthly or weekly rates are also shown in industries where this method of payment is the usual practice. When weekly rates are converted to monthly or vice versa, the conversion factor used is $4\frac{1}{3}$ weeks to the month.

In addition to the averages, predominant ranges of rates are shown. These ranges include the rates for the "middle 80 per cent" of the workers used in calculating the averages. In such ranges, extremely high or low rates are eliminated, but at the same time the limits which include the great majority of workers are indicated.

Index Numbers

The index numbers shown in the first tables of this report reflect changes in rates and average straight-time earnings by industry. Such rates or earnings may be affected from year to year by shifts in the number of workers as well as by actual changes in rates or earnings. The changes indicated, therefore, reflect not only general time-rate and piece-rate changes but also those for individuals and small groups of employees and those which may be caused by up and down grading within an occupational rate range.

The general index number of wage rates is arrived at in stages, by combining the index numbers of individual industries.

To obtain an index number for each industry, for example, Meat Products, or Cotton Yarn and Broad Woven Goods, the following method is used:

- (1) Averages for Canada as a whole are calculated for each of a representative list of occupations;
- (2) Each average is multiplied by its relative weight, this being determined by the number of employees in that occupation reported in the base year;
- (3) The sum of the products obtained in (2) for any year, expressed as a percentage of the similar aggregate for the base year, is the index number.

To obtain an index number for a main industrial group, such as Manufacturing, indexes computed by the above method are weighted by the employment in each industry as obtained from the Dominion Bureau of Statistics, and these products are averaged.

The general average is computed from indexes for the main industrial groups by a similar weighting procedure.

For the period 1901 to 1938 index numbers were calculated by the link relative method. For this period, the percentage change from year to year for each occupation was calculated for each industry, the simple arithmetic average of these percentages obtained, and the resultant percentage increase or decrease applied to the index for the preceding year. To obtain the general index the main group indexes were weighted in proportion to the number of workers in each group based on data from the decennial census.

Table I contains index numbers of wage rates by industries and by main industrial groups for the period 1941 to 1949, the indexes being based on rates in 1939 as 100. This is a continuation of the series first shown in Report No. 26. For the period 1901 to 1949 indexes are also shown for the main industrial groups on the base of average rates in 1939 as 100 in Table II and 1935-39 in Table IIA.

The following industries, for which wage rates and hours of labour are shown in the report, are not included in the index number calculations: agriculture, stevedoring, motor transport, grain elevators, dairies, fruit and vegetable canning, fish canning, railway rolling stock, machine tools, baskets and wooden boxes, plywood and veneer mills, chemicals, trade, garages, civic employees, restaurants and hotels. Information for Newfoundland and that for Clerical Salaries are likewise not included in the index number calculations.

Statistics of wage rates and hours of work by industry are shown in Tables III to V and VII to XIII inclusive. Table VI consists of a special summary, by locality, of average wage rates and ranges of rates for Male Unskilled Factory Labour in manufacturing. Table XIV shows a summary of average standard hours per week for a large number of industries and industry groups.

An appendix to the report gives data on wages paid to farm labour, as published by the Dominion Bureau of Statistics.

History of the Report

Statistics of wage rates and hours of labour have been collected by the Department of Labour since it began to function in 1900 and results were published from time to time in the Labour Gazette. The first separate report on wages was issued in 1921 as a supplement to the Labour Gazette. This was the first in the present series and it contained statistics for certain trades within various industries in a number of Canadian cities. From 1901-1920 index numbers were shown on a base of average rates in 1913 as 100. The information was obtained mainly from

employers and trade unions, but data from collective agreements, information obtained by departmental representatives in the field and that received from Labour Gazette correspondents were also used. In subsequent reports the scope of the statistics has been gradually broadened, additional groups of industries have been added over the years, and the present reports contain information for representative occupations in the principal industries of Canada.

In addition to the annual report, articles on wage rates, hours and working conditions for selected industries have been published in the Labour Gazette, beginning with the June 1947 issue.

The use of occupational schedules was initiated in the 1947 survey. These schedules, which are mailed to employers with the survey forms, consist of a list of representative occupations, with a short description of each. Their advantage in the survey is that they help identify the specific jobs for which wage rate information is requested. Thus, the task of compilation is simplified by a greater assurance of uniformity in the job content of the selected occupations. The preparation of these schedules, which is being done with the co-operation of industry, is still going on. As yet not all industries have been covered, but this is the ultimate objective.

Two major additions are found in this issue of the annual report. The first is Table XIII which shows average wage rates by occupation in several divisions of industry in the Province of Newfoundland. This Province participated in the annual survey for the first time in the fall of 1949, and it was considered desirable to show the initial results in separate tables. In subsequent reports it is expected that information for Newfoundland will be shown, where applicable, in the various tables throughout the report.

The second addition is Table XII, showing average salaries for the most common classes of office employees in cities and towns across Canada. These statistics are compiled from information reported by manufacturing establishments only.

In accordance with the efforts being made to achieve standardization of industrial classification throughout all government departments, a number of the industry titles in this report have been changed to comply with those set forth in the Standard Industrial Classification Manual. They are shown as follows:

<i>Old Title</i>	<i>New Title</i>
Cotton yarn and cloth	Cotton yarn and broad woven goods
Knitting—hosiery, underwear and outerwear	Hosiery and knit goods
Women's and misses' suits and coats	Women's and misses' coats and suits
Dresses	Women's and children's dresses
Pulp and its products	Pulp and paper
Newspaper printing	Daily newspapers, printing
Lumber and its products	Wood products
Sawmill products	Sawmills
Planing mills, sash, doors, etc.	Sash and door, and planing mills
Flour	Flour mills
Bread and cake	Bread and other bakery products
Biscuits	Biscuits and crackers
Leather and its products	Leather products
Leather tanning	Leather tanneries
Meat products	Slaughtering and meat packing
Crude, rolled and forged products	Primary iron and steel
Foundry and machine shop products	Iron castings and machine shop products
Machinery, engines, boilers, tanks, etc.	Machinery
Agricultural machinery	Agricultural implements
Tobacco products	Tobacco and tobacco products
Brewery products	Malt liquors
Electric current production and distribution	Electric light and power

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY
INDUSTRY, 1941-1949

(Rates in 1939 = 100)

INDUSTRY	1941	1943	1945	1946	1947	1948	1949
Logging	114.0	143.1	153.3	167.4	195.1	218.8	216.2
Logging, Eastern Canada.....	114.8	142.0	151.4	162.8	188.3	212.0	210.1
Logging, British Columbia, Coastal.....	110.8	147.5	160.5	184.9	220.8	244.2	239.2
Mining	111.2	123.7	136.5	140.6	161.7	181.9	187.6
Coal mining.....	109.4	124.8	146.2	146.7	166.7	192.9	196.1
Metal mining.....	112.2	123.1	128.2	135.7	157.7	173.1	180.8
Metal mining, Quebec and Ontario....	112.2	121.7	124.6	128.9	151.8	166.9	175.5
Metal mining, Manitoba.....	107.8	121.7	127.4	140.6	163.4	173.9	188.2
Metal mining, British Columbia.....	113.7	128.7	141.9	159.0	177.6	195.7	197.7
Manufacturing	115.2	136.8	146.5	161.5	183.3	205.9	217.9
Primary textile products.....	119.0	140.4	151.5	165.6	190.1	224.2	243.3
Cotton yarn and broad woven goods..	123.8	136.6	148.7	161.6	189.0	230.6	248.6
Woolen yarn and cloth.....	120.1	152.8	163.5	183.1	209.8	241.3	258.6
Hosiery and knit goods.....	112.5	138.5	150.3	162.5	184.3	213.8	230.3
Rayon yarn and fabric.....	122.9	141.3	148.9	164.7	186.8	218.2	248.4
Clothing.....	118.0	139.3	156.3	176.2	189.5	205.9	212.0
Men's and boys' suits and overcoats..	117.9	146.6	164.1	182.1	203.0	214.8	207.0
Work clothing.....	118.2	140.8	148.0	160.3	173.0	197.1	205.8
Men's shirts.....	107.0	135.9	157.0	171.7	196.6	209.4	228.0
Women's and misses' coats and suits..	126.9	134.5	152.7	176.2	186.2	206.3	210.8
Women's and children's dresses.....	118.8	133.2	152.5	179.2	178.5	196.9	213.4
Rubber products.....	117.1	134.4	143.4	167.7	190.1	213.7	217.6
Pulp and paper.....	109.5	120.3	127.3	148.6	173.8	193.6	194.4
Pulp.....	114.4	128.6	136.3	162.8	193.5	214.3	216.5
Newsprint.....	107.7	115.4	120.9	137.3	158.4	174.3	175.6
Paper other than newsprint.....	107.5	120.1	126.8	147.0	170.9	191.8	190.5
Paper boxes.....	115.5	128.9	138.5	151.6	175.8	202.3	223.4
Printing and publishing.....	105.8	113.7	118.5	127.3	138.9	158.2	173.9
Daily newspapers.....	105.5	112.5	119.1	125.7	136.6	152.6	164.3
Job printing.....	105.9	113.8	117.7	129.8	142.4	165.9	188.3
Wood products.....	117.7	142.9	156.1	178.3	205.2	226.2	238.8
Sawmills.....	115.0	143.8	157.5	184.8	215.7	236.5	253.0
Sash and door, and planing mills.....	120.0	134.9	147.2	161.2	180.2	195.9	197.5
Wooden furniture.....	125.0	147.6	159.5	171.7	192.6	218.8	228.3
Edible plant products.....	115.0	130.0	139.4	153.0	175.0	194.5	205.4
Flour mills.....	113.9	113.3	139.2	153.1	178.0	196.5	201.9
Bread and other bakery products.....	115.5	128.9	139.0	152.6	174.2	191.6	202.5
Biscuits and crackers.....	114.4	131.9	142.0	159.2	184.1	210.5	233.8
Confectionery.....	114.5	130.0	139.0	148.7	167.0	189.3	192.5
Fur products.....	113.7	127.3	140.5	150.7	170.5	195.6	206.6
Leather products.....	122.5	142.9	153.5	167.5	198.5	219.3	228.1
Leather tanneries.....	119.5	148.9	167.0	181.1	215.7	239.7	246.9
Boots and shoes.....	123.2	141.7	150.1	164.0	194.2	214.1	223.4
Edible animal products (Slaughtering and meat packing).....	112.7	135.1	141.0	165.4	189.1	217.0	231.3

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY,
1941-1949—Concluded

INDUSTRY	1941	1943	1945	1946	1947	1948	1949
Manufacturing—Concluded							
Iron and Steel products.....	112.9	138.8	148.2	159.6	180.4	200.5	212.3
Primary iron and steel.....	108.1	135.5	149.1	170.6	189.6	215.3	239.6
Iron castings and machine shop products.....	116.0	137.0	149.5	161.0	189.6	212.1	224.2
Machinery.....	116.2	141.7	147.3	155.8	177.4	195.8	209.4
Aircraft and parts.....	109.5	134.0	148.7	154.6	162.9	173.3	181.8
Steel shipbuilding.....	121.2	144.4	145.9	148.8	163.7	175.7	181.5
Motor vehicles.....	108.6	122.7	130.3	140.4	151.1	163.1	165.9
Motor vehicle parts and accessories...	110.2	145.7	148.2	162.3	191.0	215.3	225.1
Heating and cooking apparatus.....	115.6	143.5	155.4	163.5	192.0	226.6	234.2
Agricultural implements.....	117.6	151.9	157.5	178.5	207.3	232.0	242.5
Sheet metal products.....	114.1	150.1	154.9	161.9	185.0	211.3	220.0
Tobacco and tobacco products.....	113.0	131.5	140.5	156.9	186.4	232.2	253.9
Beverages (Malt liquors).....	113.3	121.9	127.9	148.4	160.7	182.9	199.7
Electric light and power.....	112.0	129.6	134.4	143.5	154.8	169.7	186.4
Electrical products.....	123.2	149.2	156.8	169.1	195.5	225.6	236.5
Construction.....	111.6	127.7	131.1	143.9	155.0	176.3	184.2
Transportation and Communication.....	109.7	127.0	128.8	143.5	149.3	174.3	175.9
Transportation.....	110.1	127.7	129.2	145.9	151.6	178.8	179.1
Water transportation (Inland and Coastal).....	113.3	138.8	144.6	162.3	183.8	213.5	213.8
Steam railways.....	109.4	125.5	125.5	142.3	142.3	170.2	170.2
Electric street railways.....	109.1	121.2	126.6	139.5	162.3	175.0	179.0
Communication—Telephone.....	106.4	121.9	125.6	125.2	132.2	140.4	151.5
Service—Laundries.....	110.5	127.3	135.4	147.5	170.5	183.0	195.0
GENERAL AVERAGE.....	113.1	133.7	141.8	155.2	173.7	195.8	204.6

Table II—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1949

(Rates in 1939 = 100)

Year	Logging	Coal Mining	Metal Mining	Manu- fac- turing	Con- struc- tion	Water Trans- por- tation	Steam Rail- ways	Elec- tric Rail- ways	Laun- dries	Tele- phones	Gen- eral Aver- age
1901..	51.4	47.4	61.2	.....	35.3	43.9	33.7	32.8	.....	.....	38.1
1902..	52.6	48.0	61.6	.....	37.7	44.1	35.2	34.9	.....	.....	40.0
1903..	53.9	48.9	59.5	.....	39.5	43.9	36.8	36.5	.....	.....	41.4
1904..	54.6	48.8	58.1	.....	40.9	44.5	37.6	37.5	.....	.....	42.3
1905..	57.0	49.5	58.7	.....	42.8	44.7	36.5	37.7	.....	.....	43.1
1906..	59.4	50.1	62.5	.....	45.0	45.5	38.9	39.0	.....	.....	44.9
1907..	60.3	53.6	61.7	.....	47.0	46.5	39.6	41.8	.....	.....	46.3
1908..	58.6	54.3	62.6	.....	47.7	47.6	42.2	42.0	.....	.....	47.4
1909..	61.9	54.5	63.2	.....	48.7	48.3	42.3	41.7	.....	.....	48.3
1910..	64.0	54.0	62.5	.....	50.9	48.4	44.1	44.0	.....	.....	49.9
1911..	65.6	55.9	63.1	45.0	52.9	49.1	46.9	45.2	.....	.....	49.2
1912..	67.7	56.4	66.3	45.8	56.2	50.1	47.9	47.4	.....	.....	50.8
1913..	68.7	57.3	65.3	47.2	58.6	52.0	49.0	51.3	47.0	.....	52.1
1914..	64.3	58.4	65.4	48.7	59.1	52.8	49.4	51.8	49.2	.....	52.8
1915..	61.1	58.7	66.2	50.1	59.4	54.0	49.8	50.2	47.5	.....	53.2
1916..	73.0	64.0	73.2	54.3	60.0	54.9	51.8	52.5	50.7	.....	56.9
1917..	95.8	75.0	81.1	60.4	64.4	64.5	61.0	58.8	56.8	.....	65.2
1918..	110.3	90.5	88.1	69.2	73.8	78.6	77.3	73.3	65.6	.....	76.6
1919..	127.3	97.8	88.4	85.0	86.8	86.7	90.1	83.8	75.1	.....	90.0
1920..	142.5	113.3	102.9	102.4	106.0	105.2	108.2	99.7	88.2	92.2	107.0
1921..	102.2	119.4	95.2	95.4	99.9	96.0	95.9	98.6	97.3	91.8	97.5
1922..	79.6	113.4	88.0	89.2	95.3	86.7	90.3	94.6	98.2	87.2	91.1
1923..	93.5	113.4	91.9	92.5	97.5	91.5	91.2	95.6	99.6	88.6	93.6
1924..	105.9	110.3	92.0	93.2	99.4	90.2	91.2	95.7	99.9	89.0	94.8
1925..	95.2	96.1	93.3	92.3	99.8	90.4	91.2	96.4	99.0	89.1	93.8
1926..	95.5	96.0	93.2	92.8	100.9	90.2	91.2	96.7	99.9	89.7	94.4
1927..	97.7	96.3	93.3	94.1	105.0	91.3	97.1	97.5	100.8	91.4	96.4
1928..	99.0	96.8	93.2	94.8	108.7	91.9	97.1	99.6	101.6	93.1	97.5
1929..	98.7	96.8	93.8	95.4	115.8	96.1	100.0	101.9	101.8	94.2	99.2
1930..	97.5	97.1	93.9	95.5	119.1	97.2	100.0	102.3	102.0	94.7	99.9
1931..	81.5	97.1	92.6	93.1	114.7	93.0	97.5	101.9	101.5	95.0	96.6
1932..	67.1	94.1	89.7	87.0	104.5	86.5	90.1	98.1	99.0	88.6	89.7
1933..	57.4	92.8	88.6	82.9	92.5	81.2	88.0	93.8	97.0	87.9	85.1
1934..	65.7	93.4	90.9	85.2	90.7	80.5	85.0	93.7	96.1	93.7	85.9
1935..	73.1	95.0	92.6	87.0	93.6	81.1	90.1	94.3	96.6	93.0	88.4
1936..	80.9	95.1	94.9	89.1	94.2	82.4	90.1	95.2	97.1	93.8	90.0
1937..	93.9	95.6	99.1	96.1	96.9	92.0	96.0	97.8	98.3	98.5	96.7
1938..	101.8	100.0	99.6	99.2	99.2	99.1	100.0	99.4	99.7	99.7	99.6
1939..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940..	104.9	102.1	102.8	104.3	104.5	105.2	100.0	103.9	105.4	101.3	103.9
1941..	114.0	109.4	112.2	115.2	111.6	113.3	109.4	109.1	110.5	106.4	113.1
1942..	125.9	113.1	118.7	125.5	118.6	125.8	114.8	115.8	116.5	112.0	122.5
1943..	143.1	124.8	123.1	136.8	127.7	138.8	125.5	121.2	127.3	121.9	133.7
1944..	146.1	146.0	125.2	141.4	129.6	142.2	125.5	125.7	128.9	122.4	137.9
1945..	153.3	146.2	128.2	146.5	131.1	144.6	125.5	126.6	135.4	125.6	141.8
1946..	167.4	146.7	135.7	161.5	143.9	162.3	139.5	142.3	147.5	125.2	155.2
1947..	195.1	166.7	157.7	183.3	155.0	183.8	142.3	162.3	170.5	132.2	173.7
1948..	218.8	192.9	173.1	205.9	176.3	213.5	170.2	175.0	183.0	140.4	195.8
1949..	216.2	196.1	180.8	217.9	184.2	213.8	170.2	179.0	195.0	151.5	204.6

Table IIA—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1949

(Rates in 1935-39 = 100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	57.1	48.8	62.9	.....	36.5	48.3	35.4	33.7	.....	.....	40.1
1902..	58.5	49.4	63.3	.....	38.9	48.5	37.0	35.8	.....	.....	42.1
1903..	59.9	50.3	61.2	.....	40.8	48.3	38.6	37.5	.....	.....	43.6
1904..	60.7	50.2	59.7	.....	42.2	48.9	39.5	38.5	.....	.....	44.5
1905..	63.4	50.9	60.3	.....	44.2	49.2	38.3	38.7	.....	.....	45.4
1906..	66.0	51.6	64.2	.....	46.5	50.0	40.8	40.0	.....	.....	47.3
1907..	67.0	55.2	63.4	.....	48.5	51.1	41.6	42.9	.....	.....	48.8
1908..	65.2	55.9	64.4	.....	49.3	52.4	44.3	43.1	.....	.....	49.9
1909..	68.8	56.1	65.0	.....	50.3	53.1	44.4	42.8	.....	.....	50.9
1910..	71.2	55.6	64.2	.....	52.6	53.2	46.3	45.2	.....	.....	52.5
1911..	72.9	57.5	64.9	47.7	54.6	54.0	49.2	46.4	.....	.....	51.8
1912..	75.3	58.0	68.2	48.6	58.1	55.1	50.3	48.7	.....	.....	53.5
1913..	76.4	59.0	67.1	50.0	60.5	57.2	51.4	52.7	47.8	.....	54.9
1914..	71.5	60.1	67.2	51.6	61.0	58.1	52.4	53.2	50.0	.....	55.6
1915..	68.0	60.4	68.1	53.1	61.4	59.4	52.3	51.6	48.3	.....	56.0
1916..	81.2	65.9	75.2	57.6	62.0	60.4	54.4	53.9	51.6	.....	59.9
1917..	106.5	77.2	83.4	64.0	66.5	71.0	64.0	60.4	57.8	.....	68.7
1918..	122.6	93.1	90.6	73.4	76.2	86.5	81.2	75.3	66.7	.....	80.7
1919..	141.5	100.6	90.9	90.1	89.7	95.4	94.6	86.1	76.4	.....	94.8
1920..	158.4	116.6	105.8	108.5	109.5	115.7	113.6	102.4	89.7	95.1	112.7
1921..	113.6	122.9	97.9	101.1	103.2	105.6	100.7	101.3	99.0	94.6	102.7
1922..	88.5	116.7	90.5	94.6	98.4	95.4	94.8	97.2	99.9	89.9	95.9
1923..	104.0	116.7	94.5	98.1	100.7	100.7	95.8	98.2	101.3	91.3	98.6
1924..	117.7	113.5	94.6	98.8	102.7	99.2	95.8	98.3	101.6	91.8	99.8
1925..	105.8	98.9	95.9	97.8	103.1	99.4	95.8	99.0	100.7	91.9	98.8
1926..	106.2	98.8	95.8	98.4	104.2	99.2	95.8	99.3	101.6	92.5	99.4
1927..	108.6	99.1	95.9	99.7	108.5	100.4	102.0	100.1	102.5	94.2	101.5
1928..	110.1	99.6	95.8	100.5	112.3	101.1	102.0	102.3	103.3	96.0	102.7
1929..	109.7	99.6	96.4	101.1	119.6	105.7	105.0	104.7	103.5	97.1	104.5
1930..	108.4	99.9	96.5	101.2	123.0	106.9	105.0	105.1	103.7	97.6	105.2
1931..	90.6	99.9	95.2	98.7	118.5	102.3	102.4	104.7	103.2	97.9	101.7
1932..	74.6	96.8	92.2	92.2	107.9	95.1	94.6	100.7	100.7	91.3	94.5
1933..	63.8	95.5	91.1	87.9	95.6	89.3	92.4	96.3	98.6	90.6	89.6
1934..	73.0	96.1	93.4	90.3	93.7	88.6	89.3	96.2	97.7	96.6	90.5
1935..	81.3	97.8	95.2	92.2	96.7	89.2	94.6	96.8	98.2	95.9	93.1
1936..	89.9	97.9	97.6	94.4	97.3	90.6	94.6	97.8	98.7	96.7	94.8
1937..	104.4	98.4	101.9	101.9	100.1	101.2	100.8	100.4	100.0	101.6	101.8
1938..	113.2	102.9	102.4	105.2	102.5	109.0	105.0	102.1	101.4	102.8	104.9
1939..	111.2	102.9	102.8	106.0	103.3	110.0	105.0	102.7	101.7	103.1	105.3
1940..	116.6	105.1	105.7	110.6	107.9	115.7	105.0	106.7	107.2	104.4	109.4
1941..	126.8	112.6	115.3	122.1	115.3	124.6	114.9	112.1	112.4	109.7	119.1
1942..	140.0	116.4	122.0	133.0	122.5	138.4	120.5	119.0	118.5	115.5	129.0
1943..	159.1	128.4	126.5	145.1	131.9	152.7	131.8	124.5	129.5	125.7	140.8
1944..	162.4	150.3	128.8	150.0	133.9	156.4	131.8	129.1	131.1	126.2	145.2
1945..	170.4	150.5	131.8	155.4	135.5	159.0	131.8	130.1	137.7	129.5	149.4
1946..	186.1	151.0	139.6	171.3	148.7	178.5	149.4	143.3	150.0	129.1	163.5
1947..	216.9	171.6	162.2	194.4	160.2	202.2	149.4	166.7	173.4	136.3	183.0
1948..	243.3	198.6	178.0	218.4	182.2	234.8	178.7	179.8	186.1	144.7	206.2
1949..	240.4	201.9	185.9	231.1	190.3	235.1	178.7	183.9	198.3	156.2	215.5

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY, 1949

EASTERN CANADA

NOTE.—All provincial averages are time rates unless otherwise designated. Eastern Canada averages include both time rates and straight time piece-work earnings.

Predominant Standard Hours per Week: Nova Scotia 54, New Brunswick 54, Quebec 60, Ontario 48.

Occupation and Locality	With Board ¹		Without Board ²	
	Average Wage Rate per Day	Range of Rates per Day	Average Wage Rate per Day	Range of Rates per Day
<i>Blacksmith</i>	\$	\$	\$	\$
Eastern Canada.....	6.37		7.78	
New Brunswick.....	6.61	6.50 — 7.00	6.60	5.75 — 7.05
Quebec.....	6.36	5.00 — 7.69	7.25	6.50 — 8.40
Ontario.....	6.35	5.77 — 6.73	8.72	7.70 — 9.10
<i>Chopper and Cutter</i>				
Eastern Canada.....	6.39		8.47	
Nova Scotia.....	4.33	4.05 — 4.75		
Nova Scotia (piece-work).....			7.81	6.60 — 8.71
New Brunswick.....	4.83	4.50 — 5.83	5.69	5.20 — 6.00
Quebec.....	4.97	4.00 — 6.00	5.67	5.25 — 6.10
Quebec (piece-work).....	7.11	5.00 — 8.71	7.90	6.78 — 11.00
Ontario.....	5.10	4.23 — 6.50	5.62	5.39 — 6.30
Ontario (piece-work).....			9.69	6.50 — 12.50
<i>Cook</i>				
Eastern Canada.....	6.06		7.36	
Nova Scotia.....	5.23	5.00 — 5.50		
New Brunswick.....	6.86	6.00 — 7.55	7.54	6.55 — 8.80
Quebec.....	5.82	5.00 — 7.50	6.96	5.75 — 7.73
Ontario.....	5.71	4.67 — 6.67	8.36	7.25 — 9.10
<i>Cookee</i>				
Eastern Canada.....	4.20		5.64	
Nova Scotia.....	3.75	2.50 — 4.00		
New Brunswick.....	4.90	4.00 — 5.55	5.85	4.70 — 7.55
Quebec.....	4.01	3.00 — 4.50	5.42	5.00 — 6.05
Ontario.....	3.54	3.00 — 4.17	6.06	4.80 — 6.30
<i>Loader</i>				
Eastern Canada.....	4.62		7.33	
Nova Scotia.....	4.32	4.00 — 5.00		
New Brunswick.....	4.46		5.51	4.95 — 6.05
Quebec.....	4.62	4.00 — 5.50	5.84	5.25 — 6.50
Quebec (piece-work).....			9.75	7.73 — 15.27
Ontario.....	4.52	4.25 — 5.00	6.85	5.25 — 7.70
Ontario (piece-work).....			10.73	8.28 — 13.60
<i>River Driver</i>				
Eastern Canada.....	4.79		5.89	
New Brunswick.....	5.10	4.50 — 5.50	5.56	4.50 — 6.40
Quebec.....	4.46	4.00 — 5.00	5.66	5.25 — 6.25
Ontario.....	5.02	4.00 — 7.50	7.61	7.25 — 7.75

¹ Board supplied by employers in addition to rates shown.

² Value of board, when supplied, is deducted by employers from amounts shown.

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING
INDUSTRY, 1949—Concluded
EASTERN CANADA—Concluded

Occupation and Locality	With Board		Without Board	
	Average Wage Rate per Day	Range of Rates per Day	Average Wage Rate per Day	Range of Rates per Day
	\$	\$	\$	\$
<i>Roadman and Swamper</i>				
Eastern Canada.....	4.45		6.27	
Nova Scotia.....	4.10	4.00 — 4.25		
New Brunswick.....	4.62	4.50 — 4.90	5.29	4.58 — 5.55
Quebec.....	4.58	3.50 — 5.25	6.23	5.25 — 7.50
Ontario.....	4.18	3.75 — 5.00	6.40	4.45 — 7.15
Ontario (piece-work).....			8.88	8.25 — 11.00
<i>Teamster</i>				
Eastern Canada.....	5.42		7.93	
Nova Scotia.....	4.32	4.00 — 4.50		
Nova Scotia (piece-work).....			7.79	6.60 — 8.71
New Brunswick.....	5.79	4.90 — 6.00	6.24	5.20 — 7.05
Quebec.....	5.40	4.25 — 6.00	6.85	6.00 — 7.96
Quebec (piece-work).....			8.89	7.67 — 11.50
Ontario.....	4.43	3.85 — 5.00	7.06	5.25 — 7.70
Ontario (piece-work).....			10.66	10.00 — 13.00
<i>Pulpwood Cutter</i>				
Eastern Canada.....			7.86	
New Brunswick (piece-work).....			7.33	6.05 — 9.50
Quebec (piece-work).....			7.44	6.43 — 9.58
Quebec.....			5.08	4.26 — 6.00
Ontario (piece-work).....			9.29	7.20 — 12.84

BRITISH COLUMBIA (COASTAL)

NOTE.—Averages shown are for time rates unless otherwise designated. Lodging, but not board except for cooks, is supplied in addition to rates shown. Standard Hours per week: 40.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
Boom Man.....	10.55	10.12—11.23
Brakeman.....	10.09	9.40—11.20
Bucker.....	14.61	11.50—22.00
Bucker (piece-work).....	18.45	16.00—20.90
Bull Cook.....	8.65 ¹	
Chaser.....	10.28 ¹	
Chokerman (Choker; Chainman).....	9.88 ¹	
Cook.....	11.48 ²	9.00—13.05
Donkey Engineer (Cold Deck Engineer; Leverman; Loading, Skidding and Yard Engineers).....	12.06	11.60—12.78
Faller.....	12.20	11.50—14.00
Faller (piece-work).....	18.43	16.00—22.00
Flunkey.....	8.65 ¹	
High Rigger.....	13.72 ¹	
Hook Tender.....	13.01 ¹	
Loader (Hooker; Hookerman; Second Loader; Tongsman).....	10.75	10.34—12.04
Locomotive Engineer.....	11.86	11.76—11.92
Locomotive Fireman.....	9.40 ¹	
Rigging Slinger.....	11.06 ¹	
Roadman.....	9.53	9.32— 9.65
Sectionman.....	8.99	8.84— 9.40
Signalman (Whistle Punk).....	9.32 ¹	
Swamper.....	10.68	9.32—11.52

¹ Predominant rate. ² With board.

Table IV—WAGE RATES AND HOURS OF LABOUR IN THE
MINING INDUSTRY, 1949

(1) COAL MINING

Occupation and Locality			Average Wage Rate per Day	Range of Rates per Day
STANDARD HOURS	<i>Per Day</i>	<i>Per Week</i>	\$	\$
Nova Scotia.....	8	40 and 48		
New Brunswick.....	8	48 and 54		
Alberta.....	8	40 and 48		
British Columbia.....	8	40 and 44		
<i>Blacksmith</i>				
Canada.....			9.84	.....
Nova Scotia.....			9.02	8.69—10.16
Alberta.....			10.90	10.42—11.05
British Columbia.....			10.85	10.56—11.05
<i>Bratticeman</i>				
Canada.....			9.53	.....
Nova Scotia.....			8.32	8.24—8.62
Alberta.....			10.79	10.74—10.95
British Columbia.....			10.87	10.74—10.95
<i>Carpenter</i>				
Canada.....			9.58	.....
Nova Scotia.....			8.71	8.64—8.78
Alberta.....			10.89	10.52—11.05
British Columbia.....			10.90	10.84—11.05
<i>Driver</i>				
Canada.....			10.21	.....
Nova Scotia.....			9.29	8.14—10.73
Alberta.....			10.68	10.56—10.68
British Columbia.....			10.56	.....
<i>Hoisting Engineer</i>				
Canada.....			9.51	.....
Nova Scotia.....			8.64	8.14—9.48
Alberta.....			10.72	10.14—11.11
British Columbia.....			10.79	10.35—11.11
<i>Labourer</i>				
Canada.....			8.96	.....
Nova Scotia.....			8.14	8.14—8.34
New Brunswick.....			6.30	.....
Alberta.....			10.07	9.79—10.08
British Columbia.....			9.54	8.16—10.07
<i>Machinist</i>				
Canada.....			10.30	.....
Nova Scotia.....			9.75	8.69—10.16
Alberta.....			11.11	10.52—12.05
British Columbia.....			10.92	10.84—11.05

¹ Rates shown are average straight time daily earnings.

Table IV—(1) COAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Miner, Contract¹</i>		
Canada.....	12.65	
Nova Scotia.....	11.75	10.60—12.50
New Brunswick.....	8.42	7.43—9.62
Alberta.....	14.20	10.95—17.53
British Columbia.....	15.19	12.97—17.26
<i>Miner, Datal</i>		
Canada.....	10.67	
Nova Scotia.....	9.04	8.14—9.24
Alberta.....	10.95	10.74—11.67
British Columbia.....	11.30	
<i>Miner, Machine</i>		
Canada.....	10.93	
Nova Scotia.....	9.37	8.14—11.90
Alberta.....	11.94	10.07—14.60
British Columbia.....	11.24	10.74—12.47
<i>Pumpman</i>		
Canada.....	8.89	
Nova Scotia.....	8.67	8.64—8.77
Alberta.....	10.37	9.52—10.95

Table IV—(2) METAL MINING

Occupation and Locality	Basic Rates		Straight Time Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
	\$	\$	\$	\$
STANDARD HOURS PER WEEK: Predominantly 48, except in British Columbia where hours are 40, 44 and 48.				
Underground				
<i>Cage and Skiptender</i>				
Canada.....	1.05		1.10	
Quebec.....	.97	.90 — 1.10	1.03	.95 — 1.11
Ontario.....	1.06	.93 — 1.30	1.12	1.01 — 1.24
Manitoba.....	1.19	.99 — 1.37		
British Columbia.....	1.12	1.03 — 1.25	1.26	1.13 — 1.44
<i>Chute Blaster</i>				
Canada.....	1.06		1.30	
Quebec.....	.93	.80 — 1.08	1.02	.93 — 1.05
Ontario.....	1.04	.95 — 1.30	1.21	1.00 — 1.49
Manitoba.....	1.09	.95 — 1.24	1.30	1.02 — 1.62
British Columbia.....	1.24	1.01 — 1.25	1.62	

¹ Basic rates plus incentive bonus.

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Basic Rates		Straight Time Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
	\$	\$	\$	\$
Underground—Continued				
<i>Deckman</i>				
Canada.....	.95		1.07	
Quebec.....	.92	.80 — 1.05	1.03	.90 — 1.11
Ontario.....	.95	.87 — 1.00	1.09	.98 — 1.32
Manitoba.....	1.06	.86 — 1.16		
<i>Hoistman</i>				
Canada.....	1.13		1.33	
Quebec.....	1.07	.95 — 1.24	1.17	1.15 — 1.22
Ontario.....	1.13	1.01 — 1.38	1.15	1.05 — 1.26
Manitoba.....	1.22	.92 — 1.37		
British Columbia.....	1.16	1.04 — 1.33	1.30	1.14 — 1.45
<i>Miner</i>				
Canada.....	1.06		1.36	
Quebec.....	.97	.90 — 1.08	1.22	1.07 — 1.40
Ontario.....	1.06	.95 — 1.24	1.37	1.19 — 1.52
Manitoba.....	1.14	.95 — 1.25	1.54	1.29 — 1.75
British Columbia.....	1.18	1.03 — 1.33	1.49	1.13 — 1.74
<i>Miner's Helper</i>				
Canada.....	.91		1.13	
Quebec.....	.89	.80 — 1.00	1.02	.92 — 1.10
Ontario.....	.91	.85 — .93	1.17	1.00 — 1.29
Manitoba.....	1.05	.89 — 1.15	1.32	1.23 — 1.79
British Columbia.....	1.03	.99 — 1.08	1.30	1.13 — 1.45
<i>Motorman (Motor Operator)</i>				
Canada.....	1.03		1.22	
Quebec.....	.93	.86 — 1.08	1.04	.97 — 1.13
Ontario.....	1.05	.93 — 1.24	1.26	1.00 — 1.49
Manitoba.....	1.14	.89 — 1.25	1.57	1.56 — 1.62
British Columbia.....	1.06	.98 — 1.17	1.20	1.08 — 1.34
<i>Mucker and Trammer (Shoveller)</i>				
Canada.....	1.01		1.23	
Quebec.....	.93	.80 — 1.05	1.04	.86 — 1.21
Ontario.....	1.03	.88 — 1.24	1.28	.98 — 1.49
Manitoba.....	1.10	.89 — 1.15	1.46	.93 — 1.59
British Columbia.....	1.02	.95 — 1.07	1.24	1.05 — 1.42
<i>Pipeman</i>				
Canada.....	1.10		1.10	
Quebec.....	.98	.89 — 1.20		
Ontario.....	1.11	.95 — 1.24	1.11	.95 — 1.57
Manitoba.....	1.26	1.11 — 1.33		
British Columbia.....	1.17	1.08 — 1.41	1.24	1.13 — 1.39
<i>Sampler</i>				
Canada.....	.98		1.08	
Quebec.....	.95	.90 — 1.08		
Ontario.....	.98	.95 — 1.00	1.08	1.01 — 1.24
British Columbia.....	1.10	1.00 — 1.17	1.12	1.01 — 1.30

¹ Basic rates plus incentive bonus.

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Basic Rates		Straight Time Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
	\$	\$	\$	\$
Underground—Concluded				
<i>Timberman (Shaft Timberman)</i>				
Canada.....	1.12	.....	1.38	.....
Quebec.....	.94	.85 — 1.08	1.00	.94 — 1.05
Ontario.....	1.15	.96 — 1.24	1.40	1.13 — 1.49
Manitoba.....	1.14	.95 — 1.25	.....	.....
British Columbia.....	1.21	1.03 — 1.33	1.55	1.13 — 1.70
<i>Trackman</i>				
Canada.....	1.06	.....	1.11	.....
Quebec.....	.94	.90 — 1.05	1.01	.94 — 1.11
Ontario.....	1.07	.95 — 1.24	1.14	1.02 — 1.22
Manitoba.....	1.15	.95 — 1.25	.....	.....
British Columbia.....	1.17	1.08 — 1.21	1.29	1.09 — 1.39
Surface and Mill²				
<i>Blacksmith</i>				
Canada.....	1.16	.....	.....	.....
Quebec.....	1.04	.90 — 1.15	.....	.....
Ontario.....	1.18	.98 — 1.38	.....	.....
Manitoba.....	1.19	.96 — 1.42	.....	.....
British Columbia.....	1.24	1.10 — 1.41	.....	.....
<i>Carpenter</i>				
Canada.....	1.18	.....	.....	.....
Quebec.....	.98	.84 — 1.09	.....	.....
Ontario.....	1.18	.98 — 1.33	.....	.....
Manitoba.....	1.33	1.11 — 1.42	.....	.....
British Columbia.....	1.27	1.10 — 1.41	.....	.....
<i>Crusher (Crusher Operator)</i>				
Canada.....	1.02	.....	.....	.....
Quebec.....	.92	.78 — 1.05	.....	.....
Ontario.....	1.01	.89 — 1.24	.....	.....
Manitoba.....	1.22	.99 — 1.28	.....	.....
British Columbia.....	1.09	1.02 — 1.13	.....	.....
<i>Electrician</i>				
Canada.....	1.23	.....	.....	.....
Quebec.....	1.03	.90 — 1.20	.....	.....
Ontario.....	1.25	.98 — 1.38	.....	.....
Manitoba.....	1.36	1.11 — 1.47	.....	.....
British Columbia.....	1.24	1.08 — 1.41	.....	.....
<i>Labourer</i>				
Canada.....	.97	.....	.....	.....
Quebec.....	.79	.70 — .86	.....	.....
Ontario.....	1.00	.83 — 1.08	.....	.....
Manitoba.....	1.03	.81 — 1.11	.....	.....
British Columbia.....	1.02	.93 — 1.08	.....	.....

¹ Basic rates plus incentive bonus.² Not on incentive bonus.

Table IV—(2) METAL MINING—Concluded

Occupation and Locality	Basic Rates		Straight Time Earnings ¹	
	Average Wage Rates per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
	\$	\$	\$	\$
Surface and Mill²—Concluded				
<i>Machinist</i>				
Canada.....	1.22	.....	.....	.....
Quebec.....	1.05	.90 — 1.20	.....	.....
Ontario.....	1.22	1.01 — 1.38	.....	.....
Manitoba.....	1.33	1.01 — 1.42	.....	.....
British Columbia.....	1.31	1.14 — 1.41	.....	.....
<i>Millman³</i>				
Canada.....	1.04	.....	.....	.....
Quebec.....	.92	.83 — 1.05	.....	.....
Ontario.....	1.02	.91 — 1.27	.....	.....
Manitoba.....	1.25	.99 — 1.42	.....	.....
British Columbia.....	1.09	1.01 — 1.21	.....	.....
<i>Steel Sharpener (Bit Grinder, Bit Sharpener)</i>				
Canada.....	1.10	.....	.....	.....
Quebec.....	1.01	.90 — 1.15	.....	.....
Ontario.....	1.11	.96 — 1.24	.....	.....
Manitoba.....	1.27	1.20 — 1.35	.....	.....
British Columbia.....	1.19	1.07 — 1.29	.....	.....

¹ Basic rates plus incentive bonus.

² Not on incentive bonus.

³ Includes Filter Operator (Filterman), Grinding-Mill Operator (Ball-Mill Operator; Rod-Mill Operator; Tube man) and Solution man.

Table V—WAGE RATES AND HOURS OF LABOUR IN THE MANUFACTURING INDUSTRIES, 1949

(1) PRIMARY TEXTILE PRODUCTS

NOTE.—The figures shown are average straight-time earnings per hour. Most of the employees in this industry are on piece-work. For more detailed information, see report "Wages and Hours in the Primary Textiles Industry in Canada, October 1949".

Cotton Yarn and Broad Woven Goods

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
Picker tender, Male	.85				.80	.74— .83	.91	.84— .98
Card tender, Male	.88		1.09	.96—1.25	.82	.77— .87	.93	.84—1.07
Fly frame tender, Female	.82		.90	.75—1.04	.78	.61— .97	.87	.67—1.04
Spinner (ring), Male	.96				.83	.67— .99	1.22	.81—1.46
Spinner (ring), Female	.81		.84	.71— .97	.79	.64— .92	.86	.66— .99
Spooler tender, Female	.81		.78	.62— .99	.83	.66—1.01	.79	.70— .88
Twister tender, Female	.81				.80	.70—1.01	.81	.75— .91
Weaver, Male	.93		1.03	.90—1.15	.85	.76— .96	1.01	.84—1.16
Weaver, Female	.85		.90	.76—1.03	.80	.62— .93	.93	.72—1.10
Battery hand, Female	.73		.82	.74— .95	.70	.65— .79	.75	.70— .83
Loom fixer, Male	1.06		1.15	1.03—1.32	1.00	.97—1.02	1.13	1.02—1.20
Winder tender, Female	.80				.80	.64— .97	.78	.67— .98
Cloth inspector, Female	.74		.81	.74— .89	.71	.60— .77	.80	.65—1.06
Skilled tradesman (Maintenance)	1.05		1.03	.74—1.16	1.03	.90—1.13	1.07	.95—1.21

	AVERAGE		RANGE	
	AVERAGE	RANGE	AVERAGE	RANGE
Canada	46.1	44— 48	44— 48	44— 50
Nova Scotia and New Brunswick	45.8	44— 50	44— 50	40— 48
Quebec	46.8	40— 48	40— 48	
Ontario	44.6			

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued
Hosiery and Knit Goods

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour	Range	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
<i>Hosiery</i>										
Full-fashioned footer, Male	1.29				1.22	.60—1.66	.157	1.34—1.85		
Full-fashioned legger, Male	1.32		.96	.91—1.00	1.29	1.05—1.58	1.37	1.01—1.77		
Full-fashioned topper, Female	.75		.67	.83	.67	.51— .83	.90	.75—1.08		
Looper, Female	.67		.50	.40— .64	.60	.35— .84	.75	.47—1.01		
Sewing machine operator, Female	.70				.63	.41— .87	.83	.52—1.12		
Hand operator, Female	.69		.47	.39— .67	.62	.38— .89	.78	.50—1.07		
Boarder, Male	.96				.92	.60—1.22	1.01	.64—1.31		
Boarder, Female	.90				.89	.50—1.16	.92	.61—1.28		
Circular knitter, Female	.60		.52	.35— .72	.47	.32— .65	.92	.68—1.30		
Twister, reeler, winder, Female ¹	.66		.60	.49— .70	.55	.38— .76	.73	.51— .93	.56	.45— .66
Fixer, circular, Male	1.11				.96	.77—1.28	1.17	.92—1.46		
Canada										
Nova Scotia and New Brunswick			46.0							
Quebec			46.4							
Ontario			47.4							
Manitoba, Alberta, and British Columbia			44.9							
			40.5							

Underwear and Outerwear

Circular knitter, Male.....	.84	.60	.71	.44-1.00	.93	.67-1.25	.95	.60-1.23
Circular knitter, Female.....	.64	.52-.71	.48	.39-.59	.72	.53-1.00	.57	.38-.68
Sewing machine operator, Female.....	.63	.37-.73	.53	.33-.76	.68	.50-.90	.64	.40-.98
Dye-house operator, Male.....	.77	.....	.64	.45-.79	.86	.70-1.05	.....	.....
Hand operator, Male.....	.82	.39-.69	.77	.50-1.05	.88	.60-1.14	.....	.....
Hand operator, Female.....	.61	.....	.52	.35-.70	.66	.50-.86	.58	.46-.71
Cutter, Male.....	.87	.60-.89	.83	.44-1.13	.92	.67-1.24	.98	.55-1.28
Cutter, Female.....	.71	.76	.69	.42-1.01	.73	.51-.93	.57	.45-.65
Fixer, knitting, Male.....	1.06	.....	.91	.62-1.28	1.13	.95-1.34	.....	.....

¹ Includes twisters, reelers and winders in the Underwear and Outerwear department.

Table V—(1) PRIMARY TEXTILE PRODUCTS—Concluded

Rayon Yarn and Fabric

Occupation	CANADA	QUEBEC		ONTARIO	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$	\$	\$
STANDARD HOURS PER WEEK					
	<i>Average</i>	<i>Range</i>			
Canada.....	48.0	.....		
Quebec.....	49.2	43½—55			
Ontario.....	44.3	44—48			
Spinner, female.....	.69	.61	.42— .78	.84	.63—1.01
Thrower, female.....	.69	.67	.50— .79	.72	.65— .81
Winder, female.....	.67	.66	.49— .82	.74	.60— .91
Warper, male.....	.91	.90	.63—1.09		
Warper, female.....	.79	.79	.55—1.08		
Slasher Tender.....	.89	.85	.70— .93		
Weaver, male.....	.93	.93	.71—1.07	1.11	.90—1.30
Weaver, female.....	.91	.89	.65— .98	1.01	.95—1.14
Loom fixer.....	1.10	1.09	.95—1.18	1.15	.98—1.35
Grader (Cloth Room), female.....	.67	.66	.56— .77	.68	.63— .72

Table V—(2) CLOTHING

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Men's and Boys' Suits and Overcoats ¹		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	40.8	.....
Quebec.....	41.3	40—54
Ontario.....	40.1	40—46
<i>Cutter (Bandknife Cutter; Canvas Cutter; Pattern Cutter.)</i>		
Canada.....	1.24	.....
Quebec.....	1.18	.88—1.38
Montreal.....	1.26	.93—1.43
Ontario.....	1.29	.94—1.45
Toronto.....	1.30	1.01—1.45
<i>Finisher, Female</i>		
Canada.....	.68	.....
Quebec.....	.65	.44— .90
Montreal.....	.73	.48— .93
Ontario.....	.74	.50—1.05
Toronto.....	.80	.55—1.08
<i>Pocket Maker (Pocket Operator; Pocket Setter; Pocket Stitcher.)</i>		
Canada.....	1.38	.....
Quebec.....	1.31	.72—1.95
Montreal.....	1.37	.72—1.95
Ontario.....	1.40	1.00—1.81
Toronto.....	1.40	1.00—1.81

¹ Wide variations in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Men's and Boys' Suits and Overcoats¹—Concluded		
<i>Presser (Off Presser; Over Presser; Steam Presser.)</i>		
Canada.....	1.21	
Quebec.....	1.10	.71—1.55
Montreal.....	1.14	.75—1.52
Ontario.....	1.43	1.00—1.78
Toronto.....	1.46	1.00—1.78
<i>Sewing Machine Operator, Male</i>		
Canada.....	1.12	
Quebec.....	1.05	.61—1.55
Montreal.....	1.13	.70—1.60
Ontario.....	1.20	.78—1.65
Toronto.....	1.21	.78—1.65
<i>Sewing Machine Operator, Female</i>		
Canada.....	.72	
Quebec.....	.69	.45—.95
Montreal.....	.76	.50—1.05
Ontario.....	.81	.55—1.13
Toronto.....	.88	.60—1.16
<i>Tailor (Busheller; Canvas Maker; Try-On Baster.)</i>		
Canada.....	1.13	
Quebec.....	1.12	.80—1.46
Montreal.....	1.14	.80—1.46
Ontario.....	1.14	.86—1.38
Toronto.....	1.16	.90—1.39
<i>Trimmer</i>		
Canada.....	1.03	
Quebec.....	1.01	.59—1.30
Montreal.....	1.09	.63—1.30
Ontario.....	1.05	.70—1.27
Toronto.....	1.08	.78—1.28
<i>Underpresser</i>		
Canada.....	.96	
Quebec.....	.85	.55—1.27
Montreal.....	.95	.58—1.30
Ontario.....	1.14	.73—1.53
Toronto.....	1.20	.80—1.55
Work Clothing¹		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	43.1	
Nova Scotia.....	43.5	42—44
Quebec.....	45.2	40—48
Ontario.....	41.4	40—48
Manitoba.....	41.2	40—48
Alberta.....	40.0	
British Columbia.....	41.7	40—44
<i>Cutter</i>		
Canada.....	1.03	
Nova Scotia.....	.81	.72—.93
Quebec.....	.88	.70—1.01
Montreal.....	1.00	.80—1.25

¹ Wide variations in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Work Clothing¹—Concluded		
<i>Cutter—Concluded</i>		
Ontario.....	1.13	.88—1.38
Toronto.....	1.22	.88—1.41
Manitoba.....	1.06	.75—1.25
Alberta.....	1.37	1.32—1.60
<i>Final Examiner (Inspector), Female</i>		
Canada.....	.54	.....
Nova Scotia.....	.40	.36— .50
Quebec.....	.41	.32— .55
Montreal.....	.40	.36— .47
Ontario.....	.66	.35— .85
Toronto.....	.74	.65— .85
Manitoba.....	.65	.44— .86
Alberta.....	.61	.45— .84
British Columbia.....	.80	.50—1.04
<i>Finish Presser</i>		
Canada.....	.90	.....
Quebec.....	.76	.60—1.13
Montreal.....	1.00	.59—1.63
Ontario.....	1.03	.69—1.50
Toronto.....	1.31	.88—1.60
Manitoba.....	1.03	.63—1.40
<i>Sewing Machine Operator (Stitcher), Female</i>		
Canada.....	.60	.....
Nova Scotia.....	.40	.32— .50
Quebec.....	.51	.33— .73
Montreal.....	.62	.42— .88
Ontario.....	.72	.45— .98
Toronto.....	.85	.67—1.06
Manitoba.....	.62	.44— .74
Alberta.....	.65	.41— .92
British Columbia.....	.75	.53—1.02
Shirts¹		
STANDARD HOURS PER WEEK:		
	<i>Average</i>	<i>Range</i>
Canada.....	42.8	.....
Quebec.....	45.4	40—48
Ontario.....	40.1	42—47½
<i>Cutter</i>		
Canada.....	1.12	.....
Quebec.....	1.03	.83—1.23
Montreal.....	1.10	.87—1.30
Ontario.....	1.20	.93—1.47
<i>Final Examiner, Female</i>		
Canada.....	.61	.....
Quebec.....	.49	.38— .68
Montreal.....	.52	.39— .72
Ontario.....	.75	.52— .87
<i>Finish Presser, Female</i>		
Canada.....	.70	.....
Quebec.....	.59	.42— .71
Montreal.....	.61	.45— .71
Ontario.....	.80	.50— .96

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(2)—CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Shirts¹—Concluded		
<i>Sewing Machine Operator, Female</i>		
Canada.....	.61	.....
Quebec.....	.54	.39— .68
Montreal.....	.57	.46— .68
Ontario.....	.70	.50— .84
Women's and Misses' Coats and Suits¹		
	<i>Average</i>	<i>Range</i>
Canada.....	40.0	.....
Montreal.....	40.0	40—44
Toronto.....	40.0	.....
Winnipeg.....	40.0	.....
Vancouver.....	40.0	.....
<i>Cutter</i>		
Canada.....	1.52	.....
Montreal.....	1.61	1.07—2.13
Toronto.....	1.58	1.25—1.88
Winnipeg.....	1.18	.80—1.40
Vancouver.....	1.38	1.00—1.56
<i>Finisher (Sewer Hand), Female</i>		
Canada.....	.93	.....
Montreal.....	.98	.68—1.37
Toronto.....	.95	.63—1.15
Winnipeg.....	.98	.75—1.45
Vancouver.....	.76	.55— .98
<i>Lining Maker (Lining Sewer), Female</i>		
Canada.....	1.01	.....
Montreal.....	1.07	.80—1.33
Toronto.....	.96	.69—1.47
Winnipeg.....	1.05	.87—1.23
Vancouver.....	.82	.70—1.05
<i>Finish Presser (Steam Presser; Top Presser.)</i>		
Canada.....	1.72	.....
Montreal.....	1.75	1.23—2.36
Toronto.....	1.80	1.21—2.35
Winnipeg.....	1.31	1.08—1.47
Vancouver.....	1.52	.96—2.27
<i>Sewing Machine Operator</i>		
Canada.....	1.68	.....
Montreal.....	1.84	1.20—2.50
Toronto.....	1.64	1.28—2.07
Winnipeg.....	1.67	1.25—2.00
Vancouver.....	1.07	.66—1.47
Women's and Misses' Dresses¹		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	41.2	.....
Montreal.....	41.3	40—45
Toronto.....	40.1	40—44
<i>Cutter</i>		
Canada.....	1.46	.....
Montreal.....	1.44	1.10—1.71
Toronto.....	1.51	1.12—1.96

¹ Wide variation in earnings due to prevalence, piece-work.

Table V—(2) CLOTHING—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Women's and Misses' Dresses¹—Concluded		
<i>Finisher, Female</i>		
Canada.....	.77	.....
Montreal.....	.74	.53—1.00
Toronto.....	.90	.63—1.20
<i>Finish Presser</i>		
Canada.....	1.72	.....
Montreal.....	1.73	1.32—2.17
Toronto.....	1.69	1.19—2.25
<i>Sewing Machine Operator, Female</i>		
Canada.....	.96	.....
Montreal.....	.96	.69—1.24
Toronto.....	.97	.64—1.46

¹ Wide variations in earnings due to prevalence of piece-work.

Table V—(3) RUBBER PRODUCTS

STANDARD HOURS PER WEEK		Average	Range
Canada.....		45.8	.....
Quebec.....		46.1	40—52½
Ontario.....		45.4	45—48
<i>Compounder⁽¹⁾</i>			
Canada.....		1.19	.....
Quebec.....		1.00	.80—1.10
Montreal.....		1.07	1.02—1.13
Ontario.....		1.24	1.10—1.44
Toronto.....		1.32	1.21—1.45
<i>Labourer⁽¹⁾</i>			
Canada.....		.81	.....
Quebec.....		.76	.70— .90
Montreal.....		.89	.84— .95
Ontario.....		.92	.80—1.03
Toronto.....		.94	.80— .96
<i>Millman, Mixer⁽¹⁾ (Millman; Rubber Mixer; Mixing Millman)</i>			
Canada.....		1.16	.....
Quebec.....		1.10	1.01—1.60
Montreal.....		1.20	1.03—1.60
Ontario.....		1.18	1.10—1.32
Toronto.....		1.23	1.10—1.35
<i>Millman, Warmer⁽¹⁾</i>			
Canada.....		1.17	.....
Quebec.....		1.06	.98—1.18
Montreal.....		1.12	1.08—1.19
Ontario.....		1.21	1.06—1.39
Toronto.....		1.23	1.06—1.42

(1) This occupation is found in all three divisions of the Rubber Products industry.

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Banbury Operator</i> ⁽²⁾ (<i>Banbury Millman; Banbury Mixer</i>)		
Canada.....	1.23	.....
Ontario.....	1.24	1.16—1.35
Toronto.....	1.25	1.16—1.42
<i>Bias-Cutter Operator</i> ⁽²⁾ (<i>Cutter</i>)		
Canada.....	1.31	.....
Ontario.....	1.31	.95—1.49
Toronto.....	1.39	1.17—1.53
Rubber Footwear		
<i>Beam-Press Cutter (Clicking-Machine Operator)</i>		
Canada.....	1.09	.....
Quebec.....	1.06	1.00—1.12
Ontario.....	1.18	1.12—1.25
<i>Heel, Sole, and Slab Press Operator</i>		
Canada.....	1.00	.....
Quebec.....	.97	.79—1.18
Ontario.....	1.06	.94—1.21
<i>Inspector, Finished Goods, Female</i>		
Canada.....	.77	.....
Quebec.....	.72	.52— .78
Ontario.....	.87	.82— .90
<i>Mallet-and-Die Cutter</i>		
Canada.....	1.04	.....
Quebec.....	.95	.60—1.23
Ontario.....	1.14	1.11—1.15
<i>Outsole Machine Cutter (Electric Knife Cutter)</i>		
Canada.....	1.00	.....
Quebec.....	.93	.60—1.56
Ontario.....	1.08	1.00—1.18
<i>Packer, Case, Male</i>		
Canada.....	.99	.....
Quebec.....	.97	.70—1.16
Ontario.....	1.00	.96—1.05
<i>Packer, Case, Female</i>		
Canada.....	.73	.....
Quebec.....	.72	.43— .99
Ontario.....	.74	.57— .79
Toronto.....	.79	.....
<i>Sewing-Machine Operator, Cloth, Female</i>		
Canada.....	.78	.....
Quebec.....	.73	.63— .85
Ontario.....	.84	.80— .89
<i>Sewing-Machine Operator, Leather, Female</i>		
Canada.....	.81	.....
Quebec.....	.74	.73— .82
Ontario.....	.90	.86— .99

(2) This occupation is found in the manufacture of Tires and Tubes, and Rubber Products N.E.S.

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Rubber Footwear—Concluded		
<i>Shoemaker, Male^(*)</i>		
Canada.....	1.01	.....
Quebec.....	.98	.77—1.23
Ontario.....	1.05	1.02—1.10
<i>Shoemaker, Female^(*)</i>		
Canada.....	.79	.....
Quebec.....	.69	.53—.72
Ontario.....	.86	.80—.95
Tires and Tubes		
<i>Inspector, Final Tire</i>		
Canada.....	1.28	.....
Ontario.....	1.28	1.25—1.31
Toronto.....	1.28	1.13—1.31
<i>Pot Heater Curer, Tire</i>		
Canada.....	1.43	.....
Ontario.....	1.43	1.42—1.45
Toronto.....	1.43	1.42—1.44
<i>Tire Builder, Passenger</i>		
Canada.....	1.33	.....
Ontario.....	1.33	1.23—1.41
Toronto.....	1.38	1.34—1.42
<i>Tire Builder, Undercut</i>		
Canada.....	1.37	.....
Ontario.....	1.37	1.28—1.47
Toronto.....	1.41	1.29—1.53
Rubber Products, N.E.S.		
<i>Inspector, Finished Goods, Male</i>		
Canada.....	1.10	.....
Ontario.....	1.11	.98—1.17
<i>Inspector, Finished Goods, Female</i>		
Canada.....	.70	.....
Quebec.....	.56	.45—.73
Ontario.....	.72	.52—.84
Toronto.....	.74	.42—.89
<i>Pressman, Belt and Flat Goods (Belt Curer)</i>		
Canada.....	1.24	.....
Ontario.....	1.26	1.17—1.34
Toronto.....	1.34	1.27—1.39
<i>Pressman, Moulded Goods (Belt Curer)</i>		
Canada.....	1.16	.....
Quebec.....	.96	.74—1.01
Ontario.....	1.20	.98—1.51
Toronto.....	1.18	1.00—1.22
<i>Trimmer and Finisher, Male</i>		
Canada.....	.89	.....
Ontario.....	.86	.56—1.09
Toronto.....	.92	.65—.94

(*) Includes Tennis, Lumberman, Light, Cloth, Boots.

Table V—(3) RUBBER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Rubber Products, N.E.S.—Concluded		
<i>Trimmer and Finisher, Female</i>		
Canada.....	.79	.....
Quebec.....	.80	.45—1.15
Montreal.....	.92	.69—1.15
Ontario.....	.79	.54—1.00
Toronto.....	.87	.80—1.03
<i>Tuber Operator (Extruder Operator; Tubing-Machine Operator)</i>		
Canada.....	1.12	.....
Quebec.....	1.06	1.01—1.11
Montreal.....	1.08	1.06—1.11
Ontario.....	1.13	.95—1.33
Toronto.....	1.16	.96—1.35

Table V—(4) PULP AND PAPER

STANDARD HOURS PER WEEK	Average	Range		
Canada.....	47.7	.....	
Nova Scotia.....	48.1	48—54		
New Brunswick.....	48.0	.....	
Quebec.....	48.4	48—72		
Ontario.....	47.9	44—48		
British Columbia.....	44.0	.....	
Pulp				
<i>Wood Handler¹</i>				
Canada.....			.99	.....
Nova Scotia.....			.96	.79—1.00
New Brunswick.....			.98	.91—1.01
Quebec.....			.98	.91—1.01
Ontario.....			1.00	.91—1.03
British Columbia.....			1.10	1.06—1.19
<i>Grinderman</i>				
Canada.....			1.04	.....
Nova Scotia.....			.86	.76—1.06
New Brunswick.....			1.00	.85—1.06
Quebec.....			.99	.85—1.06
Ontario.....			1.07	1.03—1.11
British Columbia.....			1.15	1.14—1.16
<i>Chipperman</i>				
Canada.....			1.02	.....
New Brunswick.....			1.00	.....
Quebec.....			1.00	.93—1.02
Ontario.....			1.02	.90—1.08
British Columbia.....			1.12	1.06—1.22
<i>Acid Maker</i>				
Canada.....			1.27	.....
New Brunswick.....			1.24	1.04—1.40
Quebec.....			1.25	1.10—1.39
Ontario.....			1.26	1.07—1.36
British Columbia.....			1.34	1.21—1.40

¹ Includes Boom Man, Pond Man, Conveyor Man, Sorter, Loader, etc.

Table V—(4) PULP AND PAPER—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Pulp—Concluded		
<i>Digester Cook</i>		
Canada.....	1.40	.....
New Brunswick.....	1.35	1.17—1.49
Quebec.....	1.40	1.25—1.52
Ontario.....	1.38	1.22—1.52
British Columbia.....	1.46	1.32—1.57
<i>Blow Pit Man</i>		
Canada.....	1.03	.....
New Brunswick.....	1.02	1.00—1.08
Quebec.....	1.02	1.00—1.05
Ontario.....	1.02	.98—1.08
British Columbia.....	1.10	1.08—1.17
<i>Screenman</i>		
Canada.....	1.06	.....
New Brunswick.....	1.03	.96—1.14
Quebec.....	1.03	.94—1.11
Ontario.....	1.07	.96—1.23
British Columbia.....	1.17	1.12—1.24
<i>Wet Machine Man</i>		
Canada.....	.91	.....
New Brunswick.....	.95	.85—1.26
Quebec.....	.87	.66—1.02
Ontario.....	.99	.90—1.24
British Columbia.....	1.15	1.06—1.44
Newsprint		
<i>Beaterman</i>		
Canada.....	1.02	.....
Maritime Provinces.....	1.01	.....
Quebec.....	1.00	.93—1.02
Ontario.....	1.04	1.00—1.07
British Columbia.....	1.08	1.06—1.23
<i>Machine Tender</i>		
Canada.....	2.16	.....
Maritime Provinces.....	2.38	.....
Quebec.....	2.15	1.91—2.38
Ontario.....	2.14	1.94—2.38
British Columbia.....	2.16	1.84—2.44
<i>Backtender</i>		
Canada.....	1.98	.....
Maritime Provinces.....	2.18	.....
Quebec.....	1.96	1.73—2.13
Ontario.....	1.95	1.75—2.13
British Columbia.....	2.13	2.03—2.24
<i>Third Hand</i>		
Canada.....	1.62	.....
Maritime Provinces.....	1.77	.....
Quebec.....	1.61	1.46—1.80
Ontario.....	1.62	1.47—1.75
British Columbia.....	1.59	1.38—1.78

Table V—(4) PULP AND PAPER—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Newsprint—Concluded		
<i>Fourth Hand</i>		
Canada.....	1.28	.....
Maritime Provinces.....	1.37	.....
Quebec.....	1.25	1.10—1.37
Ontario.....	1.29	1.21—1.37
British Columbia.....	1.34	1.18—1.42
<i>Fifth Hand</i>		
Canada.....	1.19	.....
Maritime Provinces.....	1.26	.....
Quebec.....	1.18	1.10—1.28
Ontario.....	1.20	1.14—1.27
British Columbia.....	1.20	1.13—1.26
<i>Machine Oiler</i>		
Canada.....	1.13	.....
Maritime Provinces.....	1.11	1.08—1.12
Quebec.....	1.12	1.07—1.18
Ontario.....	1.16	1.12—1.23
British Columbia.....	1.14	1.11—1.18
<i>Roll Finisher</i>		
Canada.....	1.04	.....
Maritime Provinces.....	1.02	.....
Quebec.....	1.03	1.02—1.06
Ontario.....	1.04	1.01—1.08
British Columbia.....	1.09	1.08—1.14
Paper Other Than Newsprint		
<i>Beaterman</i>		
Canada.....	.98	.....
New Brunswick.....	1.02	1.01—1.04
Quebec.....	.99	.90—1.04
Ontario.....	.98	.89—1.02
British Columbia.....	1.12	1.08—1.17
<i>Machine Tender</i>		
Canada.....	1.42	.....
New Brunswick.....	1.60	1.42—1.75
Quebec.....	1.36	1.09—1.56
Ontario.....	1.40	1.05—1.75
British Columbia.....	1.70	1.61—1.88
<i>Backtender</i>		
Canada.....	1.22	.....
New Brunswick.....	1.41	1.23—1.57
Quebec.....	1.17	.93—1.37
Ontario.....	1.23	.89—1.57
British Columbia.....	1.46	1.36—1.65
<i>Third Hand</i>		
Canada.....	1.10	.....
New Brunswick.....	1.24	1.13—1.37
Quebec.....	1.03	.95—1.14
Ontario.....	1.12	.95—1.37
British Columbia.....	1.28	1.17—1.43
<i>Finisher</i>		
Canada.....	.98	.....
New Brunswick.....	1.02	1.01—1.04
Quebec.....	.99	.88—1.10
Ontario.....	.97	.92—1.07

Table V—(4) PULP AND PAPER—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Maintenance		
<i>Electrician</i>		
Canada.....	1.29	.....
New Brunswick.....	1.28	1.19—1.35
Quebec.....	1.24	1.09—1.37
Ontario.....	1.33	1.12—1.52
British Columbia.....	1.42	1.34—1.47
<i>Stationary Fireman</i>		
Canada.....	1.12	.....
New Brunswick.....	1.07	1.00—1.23
Quebec.....	1.09	.98—1.19
Ontario.....	1.15	1.01—1.28
British Columbia.....	1.17	1.09—1.22
<i>Labourer</i>		
Canada.....	.96	.....
New Brunswick.....	1.00	.....
Quebec.....	.93	.87—1.00
Ontario.....	.95	.88—1.03
British Columbia.....	1.05	.....
<i>Machinist</i>		
Canada.....	1.28	.....
Nova Scotia.....	1.18	.90—1.35
New Brunswick.....	1.29	1.24—1.37
Quebec.....	1.24	1.11—1.37
Ontario.....	1.31	1.17—1.43
British Columbia.....	1.46	.....
<i>Millwright</i>		
Canada.....	1.26	.....
New Brunswick.....	1.26	1.16—1.32
Quebec.....	1.21	1.08—1.36
Ontario.....	1.32	1.12—1.43
British Columbia.....	1.41	1.34—1.47
<i>Pipefitter</i>		
Canada.....	1.27	.....
New Brunswick.....	1.27	1.21—1.37
Quebec.....	1.22	1.09—1.34
Ontario.....	1.31	1.09—1.43
British Columbia.....	1.44	1.34—1.47

Table V—(5) PAPER BOXES AND CONTAINERS

STANDARD HOURS PER WEEK	Average	Range
Canada.....	44.7	.....
Quebec.....	45.5	40—50
Ontario.....	44.7	40—48
Manitoba.....	41.9	40—44
British Columbia.....	42.3	40—44
<i>Adjuster</i>		
Canada.....	1.11	.....
Quebec.....	1.14	.....
Ontario.....	1.08	.90—1.25
Toronto.....	1.07	.80—1.25
British Columbia.....	1.33	1.15—1.49

Table V—(5) PAPER BOXES AND CONTAINERS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Bundler, Male</i>		
Canada.....	.92	.....
Quebec (Montreal only).....	.75	.72— .79
Ontario.....	1.02	.80—1.50
Toronto.....	1.03	.80—1.50
<i>Bundler, Female</i>		
Canada.....	.59	.....
Quebec.....	.48	.41— .55
Montreal.....	.52	.45— .55
Ontario.....	.60	.50— .75
Toronto.....	.61	.50— .65
Manitoba.....	.60	.45— .70
British Columbia.....	.74	.65— .87
<i>Corrugating-Knife Operator (Corrugator-Knife Man)</i>		
Canada.....	1.11	.....
Ontario.....	1.11	.90—1.31
Toronto.....	1.15	.96—1.31
<i>Corrugating-Machine Operator</i>		
Canada.....	1.16	.....
Ontario.....	1.18	1.00—1.41
Toronto.....	1.21	1.05—1.41
<i>Die Maker</i>		
Canada.....	1.17	.....
Quebec.....	1.06	.95—1.17
Montreal.....	1.07	.95—1.17
Ontario.....	1.13	.85—1.45
Toronto.....	1.11	.85—1.50
Manitoba.....	1.41	1.00—1.75
<i>Double-Backer Operator</i>		
Canada.....	1.06	.....
Quebec (Montreal only).....	1.00	.86—1.15
Ontario.....	1.09	.93—1.24
Toronto.....	1.11	.90—1.26
<i>Folding-and-Gluing Machine Feeder, Male</i>		
Canada.....	.82	.....
Ontario.....	.83	.67— .90
Toronto.....	.89	.75— .94
<i>Folding-and-Gluing Machine Feeder, Female</i>		
Canada.....	.70	.....
Ontario.....	.69	.63— .76
Toronto.....	.69	.60— .76
<i>Labourer</i>		
Canada.....	.75	.....
Quebec (Montreal only).....	.61	.50— .72
Ontario.....	.82	.75— .90
Toronto.....	.81	.75— .86
British Columbia.....	.99	.95—1.00
<i>Glue Table Worker, Female</i>		
Canada.....	.63	.....
Quebec.....	.52	.45— .60
Montreal.....	.53	.45— .60
Ontario.....	.67	.50— .82
Toronto.....	.67	.60— .75
Manitoba.....	.62	.45— .70
British Columbia.....	.79	.65— .94

Table V—(5) PAPER BOXES AND CONTAINERS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Machinist</i>		
Canada.....	1.14	.....
Quebec (Montreal only).....	1.04	.80—1.20
Ontario.....	1.17	1.02—1.27
Toronto.....	1.16	1.00—1.32
<i>Mechanic</i>		
Canada.....	1.09	.....
Quebec (Montreal only).....	.91	.81—1.05
Ontario.....	1.11	.90—1.29
Toronto.....	1.14	.86—1.29
Manitoba.....	1.07	.....
<i>Pressman, Cylinder, Printing</i>		
Canada.....	1.27	.....
Quebec.....	1.36	1.03—1.75
Montreal.....	1.43	1.20—1.75
Ontario.....	1.21	.86—1.54
Toronto.....	1.22	.85—1.55
Manitoba.....	1.27	1.09—1.45
British Columbia.....	1.40	1.22—1.56
<i>Scorer</i>		
Canada.....	.94	.....
Quebec.....	.92	.80—1.14
Montreal.....	.94	.82—1.14
Ontario.....	.93	.69—1.15
Toronto.....	.99	.78—1.15
Manitoba.....	1.11	.81—1.50
British Columbia.....	1.05	.75—1.15
<i>Stayer Operator, Single (Single Stay-Machine Operator), Female</i>		
Canada.....	.58	.....
Quebec.....	.52	.45— .58
Montreal.....	.54	.48— .58
Ontario.....	.60	.45— .75
Toronto.....	.67	.55— .75
Manitoba.....	.68	.60— .70
<i>Stitcher Operator, Automatic, Male</i>		
Canada.....	.94	.....
Ontario.....	1.03	.86—1.17
Toronto.....	1.04	.86—1.17
<i>Stitcher Operator, Manual, Female</i>		
Canada.....	.83	.....
Ontario.....	.89	.68—1.03
Toronto.....	.95	.94—1.06
<i>Stripper, Folding Carton (Breaker)</i>		
Canada.....	.88	.....
Quebec.....	.68	.60— .72
Montreal.....	.69	.60— .72
Ontario.....	.93	.80—1.06
Toronto.....	.93	.70—1.06
Manitoba.....	.85	.75— .93
British Columbia.....	.97	.86—1.05
<i>Tape Machine Operator, Automatic, (Taper Operator, Automatic)</i>		
Canada.....	.96	.....
Quebec (Montreal only).....	.79	.72— .82
Ontario.....	1.02	.90—1.15
Toronto.....	1.07	.90—1.20

Table V—(5) PAPER BOXES AND CONTAINERS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Wrapping Machine Operator, Set-up Boxes, Female</i>		
Canada.....	.59	.....
Quebec.....	.52	.45— .55
Montreal.....	.53	.50— .55
Ontario.....	.66	.50— .84
Toronto.....	.67	.58— .76
Manitoba.....	.64	.60— .70
<i>Stitcher Operator, Automatic, Female</i>		
Canada.....	.67	.....
Quebec (Montreal only).....	.52	.50— .54
Ontario.....	.72	.65— .84

Table V—(6) PRINTING AND PUBLISHING

Daily Newspapers

Locality	Standard Hours per Week	Average Wage Rate per Hour	
		Compositor Hand and Machine	Pressman
		\$	\$
Nova Scotia			
Halifax.....	40	1.38	1.30
New Brunswick			
Saint John.....	40	1.20	1.20
Quebec			
Montreal.....	40—44	1.71	1.59
Quebec.....	40—44	1.25	1.21
Ontario			
Hamilton.....	44	1.48	1.47
London.....	40	1.50	1.50
Ottawa.....	38½	1.68	1.69
Toronto.....	40	1.77½	1.77½
Windsor.....	40	1.70	1.70
Manitoba			
Winnipeg.....	46	1.37	1.37
Saskatchewan			
Regina.....	44	1.33	1.31
Saskatoon.....	40	1.34	1.34
Alberta			
Calgary.....	45	1.43	1.43
Edmonton.....	40—45	1.41	1.41
British Columbia			
Vancouver.....	37½	1.67	1.67
Victoria.....	37½	1.67	1.67

Table V—(6) PRINTING AND PUBLISHING—Concluded
Job Printing

Locality	Standard Hours per Week	COMPOSITOR MACHINE AND HAND		PRESSMAN		BINDERY GIRLS	
		Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$	\$	\$	\$	\$
Nova Scotia— Halifax.....	40—44	1.05	.95—1.37½	1.05	.90—1.37½	.46	.37½—.52
New Brunswick— Saint John.....	40—44	1.15	1.12½—1.37½	1.05	.82½—1.12½	.39	.34—.46
Quebec— Quebec.....	45	1.13	1.11—1.18	1.12	1.08—1.14	.41	.31—.46
Montreal.....	40—40½	1.49	1.45—1.60	1.45	1.25—1.60	.73	.72½—.77½
Ontario— Ottawa.....	44—46½	1.31	1.17—1.40	1.20	1.00—1.40	.53	.43—.63
Toronto.....	37½—48	1.52	1.50—1.60	1.50	1.35—1.60	.77	.65—.85
Hamilton.....	40—44	1.45	1.43—1.50	1.47	1.45—1.55	.75	.70—.80
London.....	40—44	1.33	1.25—1.35	1.22	1.15—1.38	.52	.45—.55
Windsor.....	40—44	1.50	.....	1.46	1.25—1.60	.72	.55—.78
Manitoba— Winnipeg.....	40—44	1.37	1.35—1.47	1.32	1.10—1.47	.66	.49—.72
Saskatchewan— Regina.....	40	1.40	1.36—1.41	1.35	1.29—1.49	.76	.75—.83
Alberta— Calgary.....	40	1.42	1.41—1.45	1.41	.....	.77	.65—1.08
Edmonton.....	40	1.45	1.41—1.51	1.46	1.41—1.51	.79	.75—.90
British Columbia— Vancouver.....	40	1.58	1.40—1.60	1.55	1.40—1.60	.91	.85—.94
Victoria.....	40	1.60	.....	1.60	.....	.94	.....

Table V—(7) WOOD PRODUCTS

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Sawmills			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	45.7	.....
Nova Scotia.....	47.4	44—59	
New Brunswick.....	55.2	48—60	
Quebec.....	58.5	50—60	
Ontario.....	50.8	44—60	
Manitoba.....	48.8	48—54	
Alberta.....	48.9	48—54	
British Columbia.....	40.6	40—48	
<i>Edgerman</i>			
Canada.....			1.10
Nova Scotia.....			.65— .78
New Brunswick.....			.70— .86
Quebec.....			.76— .90
Ontario.....			.90—1.00
Alberta.....			.90—1.25
British Columbia.....			1.11—1.55
<i>Saw Filer</i>			
Canada.....			1.41
New Brunswick.....			.93—1.11
Quebec.....			.93—1.10
Ontario.....			1.31—1.84
British Columbia.....			1.67—2.11
<i>Labourer</i>			
Canada.....			.89
Nova Scotia.....			.45— .56
New Brunswick.....			.50— .60
Quebec.....			.59— .72
Ontario.....			.74— .84
Manitoba.....			.82— .85
Alberta.....			.65— .75
British Columbia.....			1.08—1.13
<i>Millwright</i>			
Canada.....			1.27
New Brunswick.....			.86—1.11
Quebec.....			.87—1.02
Ontario.....			.97—1.07
Alberta.....			1.12—1.25
British Columbia.....			1.35—1.50
<i>Piler (Kiln Piler; Lumber Piler)</i>			
Canada.....			.97
Nova Scotia.....			.45— .50
New Brunswick.....			.60— .71
Quebec.....			.79—1.25
Ontario.....			.86—1.08
Alberta.....			.74— .80
British Columbia.....			1.16—1.20
<i>Sawyer</i>			
Canada.....			1.39
Nova Scotia.....			1.04—1.11
New Brunswick.....			.90—1.11
Quebec.....			.82—1.22
Ontario.....			1.14—1.50
Alberta.....			1.21—1.50
British Columbia.....			1.59—2.10

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Sawmills—Concluded			
<i>Stationary Engineer</i>			
Canada.....		1.32	.....
New Brunswick.....		.77	.67— .87
Quebec.....		.82	.50—1.05
Ontario.....		1.03	.82—1.20
British Columbia.....		1.46	1.39—1.53
<i>Stationary Fireman</i>			
Canada.....		.99	.....
New Brunswick.....		.63	.60— .67
Quebec.....		.73	.60— .86
Ontario.....		.84	.70—1.00
British Columbia.....		1.14	1.01—1.19
Sash and Door and Planing Mills			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	47.4	.....
Nova Scotia.....	47.4	44—59	
New Brunswick.....	49.9	44—54	
Quebec.....	52.9	44—60	
Ontario.....	46.3	44—53	
Manitoba.....	46.9	44—60	
Saskatchewan.....	45.7	44—54	
Alberta.....	45.7	44—48	
British Columbia.....	41.3	40—44	
<i>Cabinet Maker, Millwork (Bench Carpenter)</i>			
Canada.....		.92	.....
Nova Scotia.....		.80	.60— .98
New Brunswick.....		.76	.58— .95
Quebec.....		.80	.65— .90
Montreal.....		.86	.73— .95
Ontario.....		.94	.75—1.10
Toronto.....		.99	.88—1.05
Manitoba.....		1.08	.90—1.20
Saskatchewan.....		1.09	1.04—1.21
Alberta.....		1.07	.75—1.30
British Columbia.....		1.21	1.07—1.36
<i>Glazier</i>			
Canada.....		.84	.....
Nova Scotia.....		.80	.62—1.00
New Brunswick.....		.71	.60— .80
Quebec.....		.77	.....
Ontario.....		.83	.65— .99
Manitoba.....		.84	.60—1.00
Saskatchewan.....		.89	.80—1.01
Alberta.....		.84	.70—1.05
British Columbia.....		1.10	1.00—1.22
<i>Grader (Lumber Grader)</i>			
Canada.....		.82	.....
Nova Scotia.....		.77	.72— .95
New Brunswick.....		.64	.57— .70
Quebec.....		.75	.60— .96
Montreal.....		.75	.74— .77
Ontario.....		.86	.72—1.00
Toronto.....		.91	.77—1.10
Manitoba.....		.79	.67—1.00
Alberta.....		.76	.70— .81
British Columbia.....		1.13	1.06—1.18

Table—V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Sash and Door and Planing Mills—Continued		
<i>Planer Operator (Planer Man)</i>		
Canada.....	.80	.....
Nova Scotia.....	.74	.67— .90
New Brunswick.....	.72	.65— .76
Quebec.....	.70	.53— .86
Montreal.....	.73	.65— .76
Ontario.....	.83	.65—1.00
Toronto.....	.89	.75—1.00
Manitoba.....	.74	.65— .75
Alberta.....	.80	.65— .95
British Columbia.....	1.22	1.01—1.34
<i>Sash, Door or Frame Assembler (Door Clamp Operator; Door Clampman; Sash Clamper)</i>		
Canada.....	.82	.....
Nova Scotia.....	.80	.65—1.10
New Brunswick.....	.73	.64— .85
Quebec.....	.72	.60— .83
Ontario.....	.85	.70— .99
Toronto.....	1.01	.95—1.24
Manitoba.....	.89	.75—1.00
Saskatchewan.....	.93	.90— .93
Alberta.....	.81	.65—1.05
British Columbia.....	1.02	.92—1.12
<i>Saw Operator</i>		
Canada.....	.80	.....
Nova Scotia.....	.74	.55—1.00
New Brunswick.....	.67	.56— .75
Quebec.....	.70	.55— .80
Montreal.....	.73	.68— .80
Ontario.....	.83	.65—1.00
Toronto.....	.91	.76—1.05
Manitoba.....	.89	.85— .95
Alberta.....	.81	.70— .95
British Columbia.....	1.05	.92—1.13
<i>Stickerman (Sticker Hand; Sticker Operator)</i>		
Canada.....	.94	.....
Quebec.....	.79	.55— .95
Montreal.....	.88	.80— .95
Ontario.....	.95	.80—1.15
Toronto.....	1.07	.95—1.31
Manitoba.....	1.09	.95—1.20
Saskatchewan.....	.92	.83— .99
Alberta.....	.96	.78—1.16
British Columbia.....	1.19	1.02—1.33
<i>Woodworking Machine Operator (Millman; Woodworking Machinist)</i>		
Canada.....	.83	.....
Nova Scotia.....	.65	.50— .75
New Brunswick.....	.67	.58— .76
Quebec.....	.75	.60— .84
Montreal.....	.80	.68— .90
Ontario.....	.84	.70—1.02
Toronto.....	.84	.70—1.00
Manitoba.....	.86	.70—1.00
Saskatchewan.....	.89	.80— .98
Alberta.....	.97	.80—1.15
British Columbia.....	1.14	1.02—1.26

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Sash and Door and Planing Mills—Continued		
<i>Stationary Engineer</i>		
Canada.....	.99	.....
Nova Scotia.....	.79	.67— .82
New Brunswick.....	.81	.61—1.00
Quebec.....	.87	.76—1.05
Montreal.....	.90	.76—1.05
Ontario.....	.96	.95—1.15
Toronto.....	1.04	.90—1.15
Alberta.....	1.06	1.01—1.25
British Columbia.....	1.29	1.02—1.44
<i>Stationary Fireman</i>		
Canada.....	.76	.....
Nova Scotia.....	.68	.56— .90
New Brunswick.....	.68	.61— .73
Quebec.....	.70	.60— .82
Montreal.....	.74	.65— .82
Ontario.....	.79	.65— .93
Toronto.....	.87	.75—1.02
<i>Loader (Car Loader)</i>		
Canada.....	.72	.....
Nova Scotia.....	.73	.52— .85
New Brunswick.....	.64	.56— .70
Quebec.....	.58	.45— .73
Montreal.....	.69	.63— .73
Ontario.....	.79	.68— .92
Toronto.....	.82	.68— .92
Manitoba.....	.70	.60— .75
Alberta.....	.70	.65— .77
British Columbia.....	1.06	.95—1.13
<i>Piler (Kiln Piler; Lumber Piler)</i>		
Canada.....	.74	.....
Nova Scotia.....	.77	.57— .93
New Brunswick.....	.62	.51— .65
Quebec.....	.65	.50— .80
Montreal.....	.70	.60— .80
Ontario.....	.77	.66— .88
Toronto.....	.80	.70— .90
Manitoba.....	.68	.60— .70
Alberta.....	.87	.70—1.00
British Columbia.....	.98	.85—1.08
<i>Teamster</i>		
Canada.....	.69	.....
Nova Scotia.....	.75	.62— .83
New Brunswick.....	.66	.60— .70
Quebec.....	.61	.50— .69
Ontario.....	.75	.60— .80
Alberta.....	.75	.60— .85
<i>Truck Driver</i>		
Canada.....	.76	.....
Nova Scotia.....	.72	.50— .90
New Brunswick.....	.65	.60— .70
Quebec.....	.67	.50— .80
Montreal.....	.70	.65— .80
Ontario.....	.79	.65— .90
Toronto.....	.84	.79— .90
Manitoba.....	.71	.55— .75
Saskatchewan.....	.85	.82— .90
Alberta.....	.84	.70—1.00
British Columbia.....	1.06	1.00—1.13

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Sash and Door and Planing Mills—Concluded		
<i>Millwright</i>		
Canada.....	.97	.....
Nova Scotia.....	.82	.70—1.05
New Brunswick.....	.82	.70—1.00
Quebec.....	.94	.75—1.20
Montreal.....	.93	.67—1.20
Ontario.....	.94	.75—1.25
Toronto.....	.95	.65—1.25
Manitoba.....	1.11	.96—1.25
Alberta.....	1.09	.85—1.25
British Columbia.....	1.29	1.17—1.50
<i>Saw Filer</i>		
Canada.....	1.02	.....
Nova Scotia.....	.82	.80— .85
New Brunswick.....	.86	.75—1.02
Quebec.....	1.00	.73—1.25
Ontario.....	1.04	.78—1.35
Toronto.....	1.08	.92—1.17
Alberta.....	1.21	.90—1.49
British Columbia.....	1.33	1.11—1.52
<i>Labourer</i>		
Canada.....	.68	.....
Nova Scotia.....	.58	.45— .65
New Brunswick.....	.61	.51— .70
Quebec.....	.60	.50— .69
Montreal.....	.66	.60— .71
Ontario.....	.70	.55— .85
Toronto.....	.77	.70— .83
Manitoba.....	.63	.50— .75
Saskatchewan.....	.79	.71— .85
Alberta.....	.79	.67— .90
British Columbia.....	1.00	.80—1.08
Wooden Furniture		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	45.0	.....
Quebec.....	47.4	40—50
Ontario.....	44.5	40—50
Manitoba.....	44.0	40—46½
British Columbia.....	40.2	40—44
<i>Assembler or Cabinetmaker, Class A</i>		
Canada.....	.98	.....
Quebec.....	.90	.68—1.06
Montreal.....	.98	.90—1.10
Ontario.....	1.00	.83—1.20
Toronto.....	1.13	1.00—1.25
Manitoba.....	1.06	.91—1.25
<i>Assembler or Cabinetmaker, Class B</i>		
Canada.....	.90	.....
Quebec.....	.88	.68—1.07
Montreal.....	.92	.80—1.24
Ontario.....	.89	.75—1.04
Toronto.....	.92	.80—1.05
Manitoba.....	.91	.80—1.00

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Wooden Furniture—Continued		
<i>Assembler or Cabinetmaker, Class C</i>		
Canada.....	.77	.....
Quebec.....	.73	.50—.94
Montreal.....	.74	.66—.80
Ontario.....	.77	.64—.95
Toronto.....	.85	.65—1.08
<i>Packer (Crater)</i>		
Canada.....	.81	.....
Quebec.....	.77	.60—.96
Montreal.....	.76	.55—.96
Ontario.....	.82	.70—.95
Toronto.....	.90	.75—1.00
Manitoba.....	.65	.50—.80
<i>Rubber or Polisher</i>		
Canada.....	.87	.....
Quebec.....	.79	.60—.93
Montreal.....	.85	.70—1.00
Ontario.....	.89	.70—1.10
Toronto.....	.99	.85—1.16
British Columbia.....	1.08	1.02—1.20
<i>Planer Operator, Set-Up and Operate</i>		
Canada.....	.86	.....
Quebec.....	.80	.65—.94
Montreal.....	.83	.65—1.15
Ontario.....	.87	.70—1.02
Toronto.....	1.03	.90—1.12
British Columbia.....	.96	.92—1.02
<i>Woodworking Machine Operator</i>		
Canada.....	.85	.....
Quebec.....	.75	.60—.95
Montreal.....	.91	.75—1.05
Ontario.....	.90	.70—1.10
Toronto.....	.96	.70—1.25
Manitoba.....	.96	.80—1.10
British Columbia.....	1.07	.92—1.27
<i>Upholsterer, Complete Suite</i>		
Canada.....	1.24	.....
Quebec.....	1.34	1.00—1.61
Montreal.....	1.36	1.15—1.61
Ontario.....	1.20	.87—1.45
Toronto.....	1.23	1.00—1.50
Manitoba.....	1.01	.77—1.14
British Columbia.....	1.41	1.25—1.52
<i>Machine Sander (Sander Operator)</i>		
Canada.....	.87	.....
Quebec.....	.79	.65—.97
Montreal.....	.76	.63—.90
Ontario.....	.89	.72—1.10
Toronto.....	.87	.75—.95
British Columbia.....	.99	.85—1.09
<i>Rip Saw Operator</i>		
Canada.....	.87	.....
Quebec.....	.82	.61—1.01
Montreal.....	.91	.73—1.05
Ontario.....	.87	.75—1.00
Toronto.....	.88	.65—1.10
British Columbia.....	1.00	.92—1.08

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Wooden Furniture—Concluded		
<i>Trim Saw Operator</i>		
Canada.....	.96	.....
Quebec.....	.85	.70—1.00
Montreal.....	.95	.80—1.26
Ontario.....	.99	.79—1.17
Toronto.....	1.13	.95—1.25
<i>Glue Clamp Operator (Glue-Press Operator; Glueman; Gluer)</i>		
Canada.....	.82	.....
Quebec.....	.76	.63— .86
Montreal.....	.75	.63— .85
Ontario.....	.84	.70—1.00
Toronto.....	.73	.....
British Columbia.....	.98	.90—1.06
<i>Sprayer, Finish (Spray Booth Operator; Spray Operator)</i>		
Canada.....	.95	.....
Quebec.....	.94	.70—1.15
Montreal.....	1.06	.80—1.17
Ontario.....	.94	.78—1.14
Toronto.....	1.03	.75—1.15
Manitoba.....	.92	.70—1.10
British Columbia.....	1.13	.90—1.40
<i>Sewing Machine Operator, Female</i>		
Canada.....	.77	.....
Quebec.....	.71	.50— .92
Montreal.....	.72	.50— .92
Ontario.....	.81	.55—1.09
Toronto.....	.89	.68—1.15
British Columbia.....	.87	.70—1.00
<i>Yardman</i>		
Canada.....	.77	.....
Quebec.....	.73	.63— .86
Montreal.....	.75	.60—1.00
Ontario.....	.77	.66— .90
Toronto.....	.70	.50—1.00
British Columbia.....	.97	.80—1.06
<i>Labourer</i>		
Canada.....	.65	.....
Quebec.....	.58	.45— .70
Montreal.....	.56	.45— .65
Ontario.....	.80	.60— .95
Toronto.....	.80	.70— .95
Baskets and Wooden Boxes		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	49.1	.....
Nova Scotia.....	51.8	50 —56½
Quebec.....	54.4	46½—60
Ontario.....	48.8	44 —55
Manitoba.....	44.8	44 —46½
British Columbia.....	43.1	40 —44
<i>Basket Maker, Male</i>		
Canada (Ontario only).....	.68	.55— .80

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Baskets and Wooden Boxes—Concluded		
<i>Basket Maker, Female</i>		
Canada (Ontario only).....	.60	.46— .68
<i>Labourer and Yardman</i>		
Canada.....	.70	
Nova Scotia.....	.42	.36— .45
Quebec.....	.68	.59— .74
Montreal.....	.63	.59— .77
Ontario.....	.64	.55— .75
British Columbia.....	.98	.98—1.11
<i>Nailing Machine Operator</i>		
Canada.....	.81	
Quebec.....	.76	.57— .95
Montreal.....	.78	.61— .95
Ontario.....	.89	.70—1.04
Manitoba.....	.74	.75— .82
<i>Planer Operator</i>		
Canada.....	.76	
Nova Scotia.....	.47	.44— .50
Quebec.....	.76	.65— .94
Montreal.....	.77	.55— .95
Ontario.....	.83	.60—1.07
Manitoba.....	.67	
Alberta.....	.85	
British Columbia.....	1.16	1.06—1.21
<i>Rip-Saw Operator (Ripsawyer)</i>		
Canada.....	.85	
Quebec.....	.67	.55— .77
Montreal.....	.68	.57— .77
Ontario.....	.83	.71— .95
Manitoba.....	.83	.75— .88
British Columbia.....	1.02	
<i>Stationary Engineer</i>		
Canada.....	.84	
Nova Scotia.....	.57	
Quebec.....	.83	.74—1.00
Montreal.....	.83	.74—1.00
Ontario.....	.88	.75—1.02
<i>Truck Driver</i>		
Canada.....	.72	
Nova Scotia.....	.51	.45— .56
Quebec.....	.73	.60— .93
Ontario.....	.76	.65— .89
British Columbia.....	1.03	
Plywood and Veneer Mills		
STANDARD HOURS PER WEEK:		
	<i>Average</i>	<i>Range</i>
Canada.....	43.9	
Quebec.....	50.4	48—55
Ontario.....	47.2	40—50
British Columbia.....	38.8	37½—44
<i>Clipper Operator</i>		
Canada.....	.87	
Quebec.....	.70	.55— .85
Ontario.....	.84	.78— .90
British Columbia.....	1.21	1.10—1.26

Table V—(7) WOOD PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Plywood and Veneer Mills—Continued		
<i>Core Layer and Sheet Layer</i>		
Canada.....	1.07	.....
Quebec.....	.78	.61— .92
British Columbia.....	1.21	1.15—1.25
<i>Dryer Operator</i>		
Canada.....	.85	.....
Quebec.....	.71	.54—1.00
Ontario.....	.77	.70— .85
British Columbia.....	1.13	1.08—1.23
<i>Labourer</i>		
Canada.....	.75	.....
Quebec.....	.62	.50— .72
Ontario.....	.72	.65— .75
British Columbia.....	1.06	.98—1.08
<i>Lathe Operator</i>		
Canada.....	1.03	.....
Quebec.....	.82	.56—1.08
Ontario.....	.89	.75—1.00
British Columbia.....	1.33	1.17—1.42
<i>Millwright</i>		
Canada.....	1.23	.....
Quebec.....	1.11	.76—1.33
Ontario.....	.93	.90—1.00
British Columbia.....	1.33	1.28—1.36
<i>Off-Bearer (Clearer; Tailer), Male</i>		
Canada.....	.89	.....
Quebec.....	.74	.63— .83
Ontario.....	.75	.66— .80
British Columbia.....	1.07	.....
<i>Off-Bearer (Clearer; Tailer), Female</i>		
Canada.....	.93	.....
British Columbia.....	.94	.74—1.06
<i>Press Loader</i>		
Canada.....	.89	.....
Quebec.....	.69	.60— .83
British Columbia.....	1.09	1.08—1.11
<i>Press Operator</i>		
Canada.....	1.05	.....
Quebec.....	.87	.68— .94
British Columbia.....	1.18	1.10—1.27
<i>Sander Operator</i>		
Canada.....	.90	.....
Quebec.....	.69	.65— .83
Ontario.....	.75	.64— .90
British Columbia.....	1.17	1.13—1.31
<i>Saw Operator</i>		
Canada.....	1.08	.....
Quebec.....	.68	.54— .85
British Columbia.....	1.15	1.11—1.23

Table V—(7) WOOD PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Plywood and Veneer Mills—Concluded		
<i>Shipper</i>		
Canada.....	.90	.....
Quebec.....	.75	.63— .85
Ontario.....	.84	.78— .85
British Columbia.....	1.11	1.08—1.18
<i>Veneer Grader, Male</i>		
Canada.....	.94	.....
Quebec.....	.75	.63— .85
Ontario.....	.84	.80— .85
British Columbia.....	1.13	1.08—1.15
<i>Veneer Grader, Female</i>		
Canada.....	.85	.....
Quebec.....	.61	.48— .66
British Columbia.....	1.06	.....
<i>Veneer Patcher (Sheet Plugger), Male</i>		
Canada.....	1.14	.....
British Columbia.....	1.17	.....
<i>Veneer Patcher (Sheet Plugger), Female</i>		
Canada.....	.98	.....
British Columbia.....	.98	.95— .98

Table V—(8) EDIBLE PLANT PRODUCTS

Flour Mills		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.9	44—54
Canada		
Bolter.....	1.07	1.02—1.19
Grinder.....	1.00	.82—1.17
Labourer.....	.84	.70— .86
Miller.....	1.01	.85—1.13
Millwright.....	1.11	.96—1.24
Oiler.....	.92	.86—1.00
Packer.....	.91	.80—1.00
Purifier.....	.95	.90—1.02
Shipper.....	.89	.79—1.09
Sweeper.....	.88	.81— .95
Bread and Other Bakery Products		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.8	.....
Nova Scotia.....	48.8	47—54
New Brunswick.....	48.0	.....
Quebec.....	48.4	45—57
Ontario.....	47.9	40—50
Manitoba.....	44.5	44—48
Saskatchewan.....	43.2	42—44
Alberta.....	43.2	42—48
British Columbia.....	40.1	40—44

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Bread and Other Bakery Products—Continued		
<i>Baker, Bread</i>		
Canada.....	.91	.....
Nova Scotia.....	.76	.63— .85
New Brunswick.....	.79	.69— .88
Quebec.....	.75	.78— .96
Montreal.....	.85	.75— .94
Ontario.....	.92	.73—1.14
Toronto.....	.91	.80—1.09
Manitoba.....	1.01	1.00—1.08
Saskatchewan.....	.99	.80—1.14
Alberta.....	1.03	.98—1.05
British Columbia.....	1.17	.92—1.24
<i>Baker, Cake</i>		
Canada.....	.91	.....
Nova Scotia.....	.72	.63— .79
New Brunswick.....	.89	.69— .98
Quebec.....	.76	.60— .93
Montreal.....	.77	.73— .93
Ontario.....	.89	.70—1.09
Toronto.....	.89	.75—1.06
Manitoba.....	.99	.91—1.08
Saskatchewan.....	.93	.82—1.07
Alberta.....	.94	.74—1.05
British Columbia.....	1.16	1.00—1.24
<i>Bench Worker (Table Hand)</i>		
Canada.....	1.01	.....
Quebec (Montreal only).....	.76	.67— .80
Ontario.....	.84	.70— .96
Toronto.....	.91	.85— .96
Manitoba.....	.91	.84— .96
Saskatchewan.....	.87	.82— .90
Alberta.....	.96	.87— .98
British Columbia.....	1.24	.....
<i>Cake Icer, Female</i>		
Canada.....	.57	.....
Quebec (Montreal only).....	.43	.37— .51
Ontario.....	.58	.45— .77
Toronto.....	.65	.56— .77
Manitoba.....	.71	.50— .82
Alberta.....	.57	.38— .73
British Columbia.....	.90	.87— .97
<i>Divideman (Divider)</i>		
Canada.....	.87	.....
Quebec (Montreal only).....	.83	.78— .90
Ontario.....	.83	.68— .96
Toronto.....	.90	.80— .96
Manitoba.....	.90	.84— .93
Saskatchewan.....	.82	.73— .91
Alberta.....	.99	.91—1.05
British Columbia.....	1.22	1.17—1.24
<i>Stationary Engineer</i>		
Canada.....	.98	.....
Ontario.....	.93	.81— .98
Toronto.....	1.00	.88—1.15
British Columbia.....	1.26	1.15—1.33

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Bread and Other Bakery Products—Continued		
<i>Stationary Fireman</i>		
Canada.....	.83	.....
Quebec (Montreal only).....	.82	.73— .86
Ontario.....	.83	.75— .95
Toronto.....	.87	.80— .95
<i>General Bakery Helper, Male</i>		
Canada.....	.72	.....
Nova Scotia.....	.46	.38— .57
New Brunswick.....	.47	.31— .63
Quebec.....	.68	.50— .83
Montreal.....	.68	.54— .83
Ontario.....	.74	.50— .92
Toronto.....	.81	.68— .96
Manitoba.....	.72	.60— .84
Saskatchewan.....	.72	.56— .86
Alberta.....	.78	.66— .85
British Columbia.....	1.11	1.06—1.20
<i>General Bakery Helper, Female</i>		
Canada.....	.56	.....
Quebec (Montreal only).....	.50	.45— .54
Ontario.....	.53	.45— .62
Toronto.....	.57	.49— .62
Manitoba.....	.69	.50— .79
Saskatchewan.....	.64	.55— .71
Alberta.....	.63	.56— .76
British Columbia.....	.85	.68—1.13
<i>Mixer (Dough Mixer, Dough Man)</i>		
Canada.....	.96	.....
New Brunswick.....	.82	.71— .96
Quebec (Montreal only).....	.87	.74—1.01
Ontario.....	.90	.75—1.04
Toronto.....	.93	.80—1.10
Manitoba.....	.94	.87—1.00
Saskatchewan.....	.96	.87—1.07
Alberta.....	1.01	.89—1.13
British Columbia.....	1.35	1.28—1.35
<i>Moulderman</i>		
Canada.....	.85	.....
Quebec (Montreal only).....	.78	.70— .83
Ontario.....	.78	.65— .91
Toronto.....	.84	.78— .91
Saskatchewan.....	.77	.65— .81
Alberta.....	1.01	.98—1.05
British Columbia.....	1.22	1.17—1.24
<i>Ovenman (Oven Tender)</i>		
Canada.....	.90	.....
New Brunswick.....	.54	.38— .75
Quebec.....	.82	.70— .94
Montreal.....	.83	.70— .94
Ontario.....	.86	.73—1.00
Toronto.....	.90	.80— .98
Manitoba.....	.91	.85— .96
Saskatchewan.....	.85	.77— .91
Alberta.....	1.00	.89—1.13
British Columbia.....	1.31	1.25—1.32

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Bread and Other Bakery Products—Concluded		
<i>Shipper (Shipping Room Worker)</i>		
Canada.....	.82	.....
New Brunswick.....	.73	.58—1.04
Quebec (Montreal only).....	.76	.67— .91
Ontario.....	.80	.69— .97
Toronto.....	.81	.70—1.00
Manitoba.....	.83	.76— .93
Saskatchewan.....	.81	.71—1.02
Alberta.....	.83	.71—1.05
British Columbia.....	1.20	1.05—1.31
<i>Truck Driver (Transport Driver)</i>		
Canada.....	.79	.....
Quebec (Montreal only).....	.69	.58— .76
Ontario.....	.82	.65— .96
Toronto.....	.82	.72— .96
Manitoba.....	.84	.68— .91
Saskatchewan.....	.78	.76— .82
Alberta.....	.83	.63— .90
British Columbia.....	.92	.79—1.00
<i>Wrapping Machine Operator, (Bread Wrapper; Cake Wrapper; Sweet Goods Wrapper), Male</i>		
Canada.....	.80	.....
New Brunswick.....	.55	.42— .65
Quebec (Montreal only).....	.73	.63— .83
Ontario.....	.78	.63— .96
Toronto.....	.83	.73— .96
Manitoba.....	.81	.67— .88
Saskatchewan.....	.72	.63— .86
Alberta.....	.75	.71— .80
British Columbia.....	1.17	1.10—1.18
<i>Wrapping Machine Operator, (Bread Wrapper; Cake Wrapper; Sweet Goods Wrapper), Female</i>		
Canada.....	.58	.....
New Brunswick.....	.40	.33— .48
Quebec.....	.46	.40— .55
Montreal.....	.47	.40— .55
Ontario.....	.60	.46— .73
Toronto.....	.66	.60— .73
Manitoba.....	.65	.50— .82
Saskatchewan.....	.66	.60— .73
Alberta.....	.63	.42— .71
British Columbia.....	.88	.82— .93
<i>Route Salesman, Wagon and Truck (Delivery Serviceman, Routeman; Driver Salesman)</i>		
	Per Week	Per Week
Canada.....	51.38	.....
Nova Scotia.....	41.50	30.00—53.00
New Brunswick.....	44.55	30.00—57.00
Quebec.....	50.38	42.00—60.67
Montreal.....	50.79	42.00—60.67
Ontario.....	51.94	38.65—65.00
Toronto.....	51.83	38.65—66.00
Manitoba.....	55.27	40.00—68.89
Saskatchewan.....	42.39	35.00—48.00
Alberta.....	48.20	40.00—55.38
British Columbia.....	54.20	47.35—89.60

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Biscuits and Crackers			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	46.9	.....
New Brunswick.....	46.9	45—49	
Quebec.....	48.2	45—54	
Ontario.....	47.0	40—48	
Manitoba.....	45.0	.....
Alberta.....	42.5	.....
British Columbia.....	43.6	40—44	
<i>Biscuit Cutting or Forming Machine Operator</i>			
Canada.....		.92	.....
Quebec.....		.73	.60— .98
Montreal.....		.80	.68—1.02
Ontario.....		.98	.80—1.24
Toronto.....		1.03	.90—1.25
<i>Depositor Operator (Filling Machine Operator)</i>			
Canada.....		.85	.....
Quebec.....		.81	.64— .93
Montreal.....		.84	.78— .93
Ontario.....		.79	.74— .90
<i>Dough Mixer</i>			
Canada.....		.92	.....
New Brunswick.....		.91	.....
Quebec.....		.82	.64— .99
Montreal.....		.83	.72— .99
Ontario.....		.92	.75—1.05
Toronto.....		.98	.92—1.08
Manitoba.....		.96	.88—1.08
<i>General Helper, Male</i>			
Canada.....		.78	.....
New Brunswick.....		.81	.71— .85
Quebec.....		.57	.40— .73
Montreal.....		.59	.49— .75
Ontario.....		.87	.70— .98
Toronto.....		.91	.76—1.00
Manitoba.....		.80	.72— .88
Alberta.....		.76	.60— .81
British Columbia.....		.91	.86— .96
<i>General Helper, Female</i>			
Canada.....		.59	.....
Quebec.....		.47	.30— .55
Ontario.....		.62	.50— .74
Toronto.....		.60	.50— .78
<i>Maintenance Mechanic</i>			
Canada.....		1.08	.....
Quebec (Montreal only).....		.88	.73—1.02
Ontario.....		1.12	.75—1.35
Toronto.....		1.22	1.05—1.35
<i>Ovenman (Oven Tender)</i>			
Canada.....		.89	.....
Quebec.....		.64	.40— .93
Montreal.....		.79	.60— .93
Ontario.....		.98	.80—1.08
Toronto.....		1.04	.90—1.08

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Biscuits and Crackers—Concluded		
<i>Packer, Female</i>		
Canada.....	.58	.....
New Brunswick.....	.53	.41— .55
Quebec.....	.49	.38— .53
Montreal.....	.49	.40— .53
Ontario.....	.60	.47— .69
Toronto.....	.68	.65— .72
Manitoba.....	.65	.55— .70
Alberta.....	.73	.60— .78
British Columbia.....	.65	.60— .69
<i>Peeler-In</i>		
Canada.....	.86	.....
Quebec.....	.73	.55— .79
Montreal.....	.74	.60— .79
Ontario.....	.88	.73— 1.00
Toronto.....	.93	.90— 1.05
<i>Peeler-Out (Drawman)</i>		
Canada.....	.80	.....
Quebec.....	.68	.40— .92
Montreal.....	.74	.45— .92
Ontario.....	.86	.73— .93
<i>Rollerman (Brakeman; Dough Breaker)</i>		
Canada.....	.84	.....
Quebec.....	.65	.60— .75
Ontario.....	.87	.73— .93
Toronto.....	.92	.90— .93
<i>Shipper</i>		
Canada.....	.86	.....
New Brunswick.....	.84	.....
Quebec.....	.89	.66— 1.04
Montreal.....	.94	.66— 1.13
Ontario.....	.82	.68— .92
British Columbia.....	1.08	.89— 1.56
<i>Truck Driver</i>		
Canada.....	.85	.....
Quebec.....	.82	.60— 1.02
Montreal.....	.85	.66— 1.02
Ontario.....	.91	.75— 1.00
<i>Weigher (Scale Weigher; Weight Checker)</i>		
Canada.....	.64	.....
Ontario.....	.66	.60— .73
Toronto.....	.70	.69— .72
<i>Wrapping Machine Operator, Female</i>		
Canada.....	.68	.....
Ontario.....	.68	.55— .75
Toronto.....	.71	.66— .74

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Confectionery			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	46.3		
Maritime Provinces.....	44.4	44—45	
Quebec.....	47.9	42½—60	
Ontario.....	45.8	40—48	
Manitoba.....	43.5	42½—44	
British Columbia.....	40.0		
<i>Candy Maker (Confectioner)</i>			
Canada.....		.91	
Quebec.....		.94	.75—1.16
Montreal.....		.96	.75—1.17
Ontario.....		.94	.81—1.08
Toronto.....		.95	.81—1.10
<i>Candy Maker's Helper (Confectioner's Helper)</i>			
Canada.....		.68	
Quebec (Montreal only).....		.63	.40— .75
Ontario.....		.73	.63— .85
Toronto.....		.73	.63— .87
<i>Chocolate Dipper, Hand, Female</i>			
Canada.....		.55	
Quebec (Montreal only).....		.57	.46— .65
Ontario.....		.57	.50— .70
Toronto.....		.63	.53— .70
Manitoba.....		.51	
<i>Conche Operator</i>			
Canada.....		.78	
Quebec (Montreal only).....		.76	.72— .77
Ontario.....		.79	.70— .87
Toronto.....		.82	.62— .91
<i>Enrobing Machine Operator's Helper, Female</i>			
Canada.....		.49	
Quebec (Montreal only).....		.50	.43— .54
Ontario.....		.55	.51— .60
Toronto.....		.54	.51— .60
<i>Fancy Packer, Hand, Female</i>			
Canada.....		.50	
Quebec.....		.48	.35— .56
Montreal.....		.49	.35— .56
Ontario.....		.54	.47— .65
Toronto.....		.56	.49— .65
Manitoba.....		.44	.39— .49
<i>Shipper and Packer</i>			
Canada.....		.73	
Quebec (Montreal only).....		.72	.60— .89
Ontario.....		.75	.63— .89
Toronto.....		.75	.63— .89
<i>Truck Driver</i>			
Canada.....		.79	
Quebec.....		.74	.68— .80
Montreal.....		.74	.68— .80
Ontario.....		.82	.72— .92
Toronto.....		.82	.73— .92

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Confectionery—Concluded			
<i>Wrapper, Hand, Female</i>			
Canada.....		.54	.....
Quebec.....		.59	.43— .76
Montreal.....		.60	.44— .76
Ontario.....		.55	.47— .68
Toronto.....		.56	.50— .70
Manitoba.....		.51	.39— .55
<i>Wrapping Machine Operator, Female</i>			
Canada.....		.60	.....
Quebec.....		.53	.40— .57
Montreal.....		.54	.40— .57
Ontario.....		.65	.55— .74
Toronto.....		.65	.55— .74
Canned and Preserved Fruits and Vegetables			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	47.1	.....
Quebec.....	52.5	44—57	
Ontario.....	46.5	40—60	
British Columbia.....	49.1	40—56	
<i>Cook and Processor</i>			
Canada.....		.79	.....
Quebec.....		.67	.45— .83
Ontario.....		.80	.63—1.01
British Columbia.....		.91	.80—1.02
<i>Stationary Engineer</i>			
Canada.....		.97	.....
Quebec.....		.81	.60—1.08
Ontario.....		.96	.75—1.20
British Columbia.....		1.05	.90—1.15
<i>Stationary Fireman</i>			
Canada.....		.77	.....
Quebec.....		.84	.65—1.05
Ontario.....		.74	.60— .90
British Columbia.....		.84	.70— .99
<i>Inspector and Checker, Female</i>			
Canada.....		.50	.....
Quebec.....		.45	.38— .50
Ontario.....		.50	.45— .69
British Columbia.....		.74	.65— .82
<i>Labourer</i>			
Canada.....		.70	.....
Quebec.....		.59	.45— .70
Ontario.....		.69	.60— .80
British Columbia.....		.82	.74— .87
<i>Machine Operator, Male</i>			
Canada.....		.71	.....
Quebec.....		.53	.45— .65
Ontario.....		.72	.60— .89
British Columbia.....		.90	.80—1.00

Table V—(8) EDIBLE PLANT PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Canned and Preserved Fruits and Vegetables—Concluded		
<i>Machine Operator, Female</i>		
Canada.....	.57	.....
Quebec.....	.45	.38—.57
Ontario.....	.59	.45—.73
British Columbia.....	.67	.66—.73
<i>Mechanic</i>		
Canada.....	.91	.....
Quebec.....	.77	.70—.90
Ontario.....	.92	.65—1.14
British Columbia.....	.95	.85—1.00
<i>Packer, Male</i>		
Canada.....	.63	.....
Quebec.....	.55	.45—.60
Ontario.....	.65	.60—.70
<i>Packer, Female</i>		
Canada.....	.59	.....
Quebec.....	.47	.40—.57
Ontario.....	.59	.50—.67
British Columbia.....	.67	.51—.93
<i>Peeler, Female</i>		
Canada.....	.65	.....
Quebec.....	.45	.35—.50
Ontario.....	.67	.50—.90
British Columbia.....	.64	.60—.66
<i>Shipper</i>		
Canada.....	.82	.....
Quebec.....	.81	.67—.97
Ontario.....	.80	.63—1.27
British Columbia.....	.95	.75—1.09
<i>Truck Driver</i>		
Canada.....	.81	.....
Quebec.....	.65	.55—.73
Ontario.....	.82	.65—.94
British Columbia.....	.93	.82—.98

Table V—(9) FUR PRODUCTS

Fur Goods		
STANDARD HOURS PER WEEK		
	Average	Range
Canada.....	40.7	.....
Quebec.....	40.4	40—44
Ontario.....	40.5	40—48
Manitoba.....	41.3	40—44
Saskatchewan.....	42.5	40—44
<i>Blocker</i>		
Canada.....	1.02	.....
Quebec.....	.92	.63—1.25
Montreal.....	.93	.63—1.25
Ontario.....	1.43	1.06—1.75
Toronto.....	1.46	1.13—1.75
Manitoba.....	.67	.50—.93

Table V—(9) FUR PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Fur Goods—Concluded		
<i>Cutter (Fur Cutter)</i>		
Canada.....	1.65	.....
Quebec.....	1.58	1.33—1.88
Montreal.....	1.61	1.33—1.88
Ontario.....	1.87	1.20—2.38
Toronto.....	2.00	1.42—2.40
Manitoba.....	1.39	1.00—1.72
Saskatchewan.....	1.62	1.14—1.91
<i>Finisher, Female</i>		
Canada.....	.88	.....
Quebec.....	.94	.77—1.10
Montreal.....	.97	.80—1.11
Ontario.....	.92	.50—1.46
Toronto.....	1.11	.75—1.50
Manitoba.....	.81	.50—1.06
Saskatchewan.....	.77	.55— .95
<i>Machine Operator, Male</i>		
Canada.....	1.52	.....
Quebec.....	1.45	1.03—2.00
Montreal.....	1.47	1.03—2.00
Ontario.....	1.78	1.38—2.20
Toronto.....	1.80	1.38—2.20
Manitoba.....	.92	.63—1.20
<i>Machine Operator, Female</i>		
Canada.....	.96	.....
Quebec.....	1.01	.71—1.25
Montreal.....	1.07	.81—1.28
Ontario.....	.95	.51—1.39
Toronto.....	1.21	1.09—1.39
Manitoba.....	.90	.68—1.12

Table V—(10) LEATHER PRODUCTS

Leather Tanneries		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	45.6	.....
Quebec.....	49.8	40—55
Ontario.....	44.9	40—48
<i>Beam House Man</i>		
Canada.....	.99	.....
Quebec.....	.76	.63— .86
Montreal.....	.80	.75— .86
Ontario.....	1.04	.85—1.27
Toronto.....	1.07	.92—1.27
<i>Buffer</i>		
Canada.....	.98	.....
Quebec.....	.79	.75— .87
Montreal.....	.79	.75— .80
Ontario.....	1.03	.83—1.38
Toronto.....	1.26	.88—1.38

Table V—(10) LEATHER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Leather Tanneries—Concluded		
<i>Finisher</i>		
Canada.....	.95	.....
Quebec.....	.76	.50—.90
Montreal.....	.79	.....
Ontario.....	.99	.80—1.20
Toronto.....	1.03	.90—1.17
<i>Flesher</i>		
Canada.....	1.04	.....
Quebec.....	.78	.75—.85
Montreal.....	.84	.75—.92
Ontario.....	1.08	.91—1.32
Toronto.....	1.22	.95—1.32
<i>Labourer</i>		
Canada.....	.81	.....
Quebec.....	.66	.60—.75
Ontario.....	.82	.70—.95
Toronto.....	.91	.85—.95
<i>Setter</i>		
Canada.....	.94	.....
Quebec.....	.78	.72—.87
Ontario.....	.97	.76—1.17
Toronto.....	1.14	1.00—1.37
<i>Sorter and Shipper</i>		
Canada.....	.97	.....
Quebec.....	.76	.71—.82
Ontario.....	1.01	.80—1.38
Toronto.....	1.17	.90—1.39
<i>Staker and Softener</i>		
Canada.....	1.06	.....
Quebec.....	.89	.77—1.33
Ontario.....	1.09	.87—1.38
<i>Tacker</i>		
Canada.....	1.00	.....
Quebec.....	.85	.74—.99
Montreal.....	.89	.75—1.17
Ontario.....	1.04	.80—1.27
Toronto.....	1.13	.95—1.27
<i>Tanner</i>		
Canada.....	.99	.....
Quebec.....	.85	.75—.90
Ontario.....	1.01	.83—1.24
Boots and Shoes¹		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	45.3	.....
Maritime Provinces.....	44.0	.....
Quebec.....	46.0	38—48
Ontario.....	44.5	40—48
British Columbia.....	40.0	.....

¹ Wide variations in earnings due to prevalence of piece-work.

Table V—(10) LEATHER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Boots and Shoes¹—Continued		
<i>Buffer and Polisher</i>		
Canada.....	.96	.....
Maritime Provinces.....	.66	.58— .71
Quebec.....	.98	.76—1.22
Montreal.....	1.01	.80—1.23
Ontario.....	.96	.70—1.24
Toronto.....	1.02	.84—1.28
<i>Laster</i>		
Canada.....	1.04	.....
Maritime Provinces.....	.77	.57—1.00
Quebec.....	1.04	.83—1.30
Montreal.....	1.09	.88—1.40
Ontario.....	1.06	.75—1.32
Toronto.....	1.19	.95—1.33
British Columbia.....	1.03	.80—1.25
<i>Machine Operator (Miscellaneous)</i>		
Canada.....	1.01	.....
Maritime Provinces.....	.73	.62— .83
Quebec.....	1.03	.71—1.39
Montreal.....	1.08	.75—1.44
Ontario.....	.98	.65—1.25
Toronto.....	1.00	.70—1.30
<i>Nailing Machine Operator</i>		
Canada.....	1.08	.....
Maritime Provinces.....	.69	.63— .71
Quebec.....	1.13	.88—1.38
Montreal.....	1.15	.95—1.55
Ontario.....	1.01	.75—1.35
Toronto.....	1.10	.90—1.44
<i>Sole Layer</i>		
Canada.....	.98	.....
Quebec.....	.94	.70—1.20
Montreal.....	.98	.80—1.20
Ontario.....	1.03	.72—1.30
Toronto.....	1.18	1.14—1.29
<i>Sole Leather Cutter</i>		
Canada.....	.94	.....
Maritime Provinces.....	.77	.69— .82
Quebec.....	.90	.70—1.05
Montreal.....	.96	.81—1.14
Ontario.....	1.02	.85—1.25
Toronto.....	1.06	.90—1.22
<i>Stitcher, Male</i>		
Canada.....	1.05	.....
Maritime Provinces.....	.67	.52— .88
Quebec.....	1.06	.83—1.30
Montreal.....	1.10	.90—1.30
Ontario.....	1.08	.80—1.38
Toronto.....	1.11	.80—1.48

¹ Wide variations in earnings due to prevalence of piece-work.

Table V—(10) LEATHER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Boots and Shoes¹—Concluded		
<i>Stitcher, Female</i>		
Canada.....	.64	.....
Maritime Provinces.....	.50	.42—.55
Quebec.....	.60	.44—.83
Montreal.....	.71	.55—.88
Ontario.....	.69	.50—.95
Toronto.....	.76	.60—.92
British Columbia.....	.65	.52—.80
<i>Treer</i>		
Canada.....	1.03	.....
Quebec.....	1.03	.81—1.28
Montreal.....	1.06	.77—1.53
Ontario.....	1.06	.83—1.40
Toronto.....	1.09	.84—1.44
<i>Upper Leather Cutter</i>		
Canada.....	1.06	.....
Maritime Provinces.....	.76	.52—.86
Quebec.....	1.09	.90—1.33
Montreal.....	1.13	.95—1.39
Ontario.....	1.03	.80—1.26
Toronto.....	1.14	.80—1.44
British Columbia.....	1.14	1.05—1.25

¹ Wide variations in earnings due to prevalence of piece-work.

Table V—(11) EDIBLE ANIMAL PRODUCTS

Dairy Products				
STANDARD HOURS PER WEEK				
	Average	Range		
Canada.....	48.3	.....	
Nova Scotia.....	52.4	48—60		
New Brunswick.....	52.6	48—59		
Quebec.....	52.1	48—60		
Ontario.....	48.3	44—60		
Manitoba.....	47.9	45—48		
Saskatchewan.....	45.6	44—48		
Alberta.....	45.3	44—48		
British Columbia.....	44.0	.....	
<i>Bottle Filler (Bottling-Machine Operator; Filling Machine Operator)</i>			per Week	per Week
Canada.....			37.61	.....
Nova Scotia.....			26.70	20.77—32.00
New Brunswick.....			30.25	27.00—35.00
Quebec.....			34.06	29.00—38.50
Montreal.....			34.94	32.00—39.00
Ontario.....			41.26	36.05—46.50
Toronto.....			41.94	39.00—43.50
Manitoba.....			40.53	38.82—42.50
Saskatchewan.....			35.38	30.00—38.38
Alberta.....			36.96	34.62—39.02
British Columbia.....			36.43	33.00—41.54

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Continued		
<i>Bottle Washer (Bottle Washing-Machine Operator)</i>		
Canada.....	37.43	.....
Nova Scotia.....	26.18	22.10—29.00
New Brunswick.....	29.50	27.00—33.00
Quebec.....	34.18	28.60—39.00
Montreal.....	34.96	31.50—39.00
Ontario.....	40.89	32.55—43.20
Toronto.....	41.63	38.50—47.50
Manitoba.....	39.75	38.50—41.50
Saskatchewan.....	33.63	24.00—39.30
Alberta.....	36.57	34.62—37.29
British Columbia.....	38.99	36.62—40.73
<i>Butter Cutter (Butter Printer)</i>		
Canada.....	35.57	.....
Quebec.....	30.15	25.00—34.00
Ontario.....	35.51	30.00—41.66
Manitoba.....	40.06	36.01—43.00
Saskatchewan.....	35.74	32.15—39.61
Alberta.....	34.72	30.47—37.60
British Columbia.....	40.96	37.78—43.85
<i>Butter Maker</i>		
Canada.....	39.69	.....
Nova Scotia.....	32.54	30.00—34.62
New Brunswick.....	40.49	33.00—48.46
Quebec.....	37.53	34.10—40.00
Montreal.....	39.38	33.50—50.00
Ontario.....	40.43	34.62—52.05
Toronto.....	38.63	35.00—52.50
Manitoba.....	41.30	36.00—46.00
Saskatchewan.....	41.05	36.15—46.21
Alberta.....	37.48	32.54—42.00
British Columbia.....	44.26	41.54—47.01
<i>Can Washer</i>		
Canada.....	35.59	.....
Nova Scotia.....	27.84	25.38—32.00
New Brunswick.....	26.69	18.64—30.00
Quebec.....	32.51	28.60—35.00
Montreal.....	33.14	29.70—35.00
Ontario.....	38.54	31.16—42.00
Toronto.....	41.12	39.15—42.00
Manitoba.....	36.92	33.02—40.50
Saskatchewan.....	33.06	24.00—38.12
Alberta.....	36.18	32.31—38.45
British Columbia.....	36.53	33.00—41.54
<i>Checker</i>		
Canada.....	40.54	.....
Nova Scotia.....	33.59	27.00—37.00
New Brunswick.....	33.15	28.60—40.00
Quebec.....	35.59	30.00—42.80
Montreal.....	34.64	31.00—41.00
Ontario.....	42.52	37.25—47.50
Toronto.....	42.77	42.00—44.00
Manitoba.....	41.75	36.01—46.80
Saskatchewan.....	34.93	30.80—39.80
Alberta.....	38.46	35.77—40.75
British Columbia.....	42.27	39.69—43.96

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Continued		
<i>Stationary Engineer</i>		
Canada.....	47.14	.....
Nova Scotia.....	42.05	40.00—46.33
New Brunswick.....	43.33	35.00—50.00
Quebec.....	44.74	36.00—51.30
Montreal.....	46.77	37.80—55.35
Ontario.....	49.39	39.23—57.12
Toronto.....	53.82	50.40—57.12
Manitoba.....	46.55	45.48—48.55
Saskatchewan.....	43.68	36.99—52.20
Alberta.....	41.94	38.78—48.16
British Columbia.....	53.05	45.32—61.44
<i>Stationary Fireman</i>		
Canada.....	40.06	.....
Nova Scotia.....	27.30	24.23—29.70
Quebec.....	38.27	30.96—47.25
Montreal.....	39.27	30.96—47.25
Ontario.....	41.98	35.00—50.40
Toronto.....	45.02	35.00—50.40
Manitoba.....	42.87	41.50—43.50
Saskatchewan.....	35.20	30.00—37.22
Alberta.....	37.48	35.32—39.83
British Columbia.....	41.76	33.00—48.16
<i>Freezer Operator</i>		
Canada.....	40.61	.....
Nova Scotia.....	32.41	28.95—37.00
New Brunswick.....	35.80	33.00—40.00
Quebec.....	37.16	25.00—45.00
Montreal.....	37.94	25.00—45.00
Ontario.....	43.15	33.60—50.40
Toronto.....	44.73	39.15—53.50
Manitoba.....	43.23	40.48—46.00
Saskatchewan.....	41.56	40.68—43.25
Alberta.....	37.44	34.80—41.91
British Columbia.....	42.46	36.62—50.47
<i>Janitor (Caretaker)</i>		
Canada.....	35.35	.....
Nova Scotia.....	22.06	18.00—25.00
Quebec.....	36.25	30.00—40.00
Montreal.....	36.04	30.00—40.00
Ontario.....	37.68	31.20—45.00
Toronto.....	39.00	31.00—42.00
Saskatchewan.....	31.91	27.99—35.49
Alberta.....	33.85	30.93—37.29
British Columbia.....	33.56	24.20—40.38
<i>Labourer</i>		
Canada.....	35.20	.....
Nova Scotia.....	25.87	23.00—29.00
Quebec.....	32.96	28.60—38.40
Montreal.....	33.56	30.00—38.34
Ontario.....	36.16	31.66—41.82
Toronto.....	39.33	30.60—42.00
Manitoba.....	38.87	30.42—40.50
Saskatchewan.....	28.30	22.00—33.76
Alberta.....	33.96	29.08—37.29
British Columbia.....	38.59	36.52—41.54

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Continued		
<i>Mechanic, Garage (Truck Mechanic)</i>		
Canada.....	45.36	.....
Nova Scotia.....	35.27	24.00—43.90
Quebec.....	44.47	37.00—54.00
Montreal.....	44.81	37.50—51.30
Ontario.....	48.41	44.31—52.55
Toronto.....	49.09	46.00—51.60
Manitoba.....	43.21	42.00—44.48
Alberta.....	41.49	37.29—48.69
British Columbia.....	45.21	38.77—50.60
<i>Mechanic, Maintenance (Machine Mechanic)</i>		
Canada.....	44.04	.....
Nova Scotia.....	38.75	35.00—43.85
Quebec.....	41.51	34.60—50.40
Montreal.....	42.02	35.10—46.50
Ontario.....	45.13	37.50—56.00
Toronto.....	48.83	44.50—55.00
Manitoba.....	42.87	39.00—47.50
Alberta.....	44.47	38.78—48.83
British Columbia.....	47.79	40.38—52.80
<i>Milk or Cream Receiver</i>		
Canada.....	39.07	.....
Nova Scotia.....	30.89	28.00—34.62
Quebec.....	38.63	35.00—43.50
Montreal.....	39.58	37.52—43.50
Ontario.....	40.15	35.60—47.00
Toronto.....	45.26	42.00—50.00
Manitoba.....	42.65	40.50—46.50
Saskatchewan.....	37.90	31.02—44.23
Alberta.....	38.05	34.62—40.25
British Columbia.....	41.16	38.77—43.62
<i>Packaging Operator</i>		
Canada.....	27.71	.....
Nova Scotia.....	20.64	18.46—26.34
New Brunswick.....	23.00	19.00—30.00
Quebec.....	24.58	20.40—27.00
Montreal.....	24.78	20.40—26.00
Ontario.....	29.89	22.44—39.84
Manitoba.....	28.80	19.23—40.50
British Columbia.....	31.43	30.38—33.00
<i>Pasteurizer Operator, Fluid Milk</i>		
Canada.....	40.16	.....
Nova Scotia.....	33.93	27.69—38.08
New Brunswick.....	33.13	27.00—35.51
Quebec.....	38.30	33.00—44.00
Montreal.....	39.64	34.00—44.00
Ontario.....	43.03	36.92—48.05
Toronto.....	44.85	43.50—46.00
Manitoba.....	40.93	40.00—46.00
Saskatchewan.....	37.36	30.00—41.58
Alberta.....	36.57	30.74—40.62
British Columbia.....	42.98	40.38—46.78
<i>Route Salesman (Deliveryman; Driver Salesman; Route Driver)</i>		
Canada.....	47.42	.....
Nova Scotia.....	33.75	26.54—36.92
New Brunswick.....	32.51	27.75—39.00

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Concluded		
<i>Route Salesman (Deliveryman; Driver Salesman; Route Driver)</i>		
—Concluded		
Quebec.....	47.25	37.45—61.00
Montreal.....	49.33	37.00—61.00
Ontario.....	50.14	45.00—57.04
Toronto.....	50.16	48.00—52.80
Manitoba.....	47.17	42.00—51.00
Saskatchewan.....	39.87	34.08—48.69
Alberta.....	42.63	38.45—47.54
British Columbia.....	49.09	42.70—54.23
<i>Stableman</i>		
Canada.....	36.75	.....
Quebec.....	32.29	26.50—37.50
Montreal.....	32.31	26.50—37.00
Ontario.....	40.17	36.00—42.89
Toronto.....	41.34	40.00—42.00
Manitoba.....	39.34	38.00—44.75
Saskatchewan.....	36.15	33.76—39.51
Alberta.....	35.38	32.60—40.38
British Columbia.....	36.94	33.23—39.81
Slaughtering and Meat Packing		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	44.6	.....
Quebec.....	45.8	42½—55
Ontario.....	44.4	40—50
Manitoba.....	44.4	44—47½
Saskatchewan.....	44.0	.....
Alberta.....	44.4	44—48
British Columbia.....	44.0	.....
<i>Butcher</i>		
	per Hour	per Hour
Canada.....	1.15	.....
Quebec.....	1.10	.95—1.25
Montreal.....	1.11	.99—1.25
Ontario.....	1.11	.95—1.28
Toronto.....	1.21	1.12—1.30
Manitoba.....	1.18	1.07—1.27
Saskatchewan.....	1.22	1.11—1.32
Alberta.....	1.20	1.06—1.33
British Columbia.....	1.22	1.07—1.34
<i>Sider (Floorman)</i>		
Canada.....	1.36	.....
Quebec.....	1.35	1.31—1.37
Ontario.....	1.30	1.05—1.56
Toronto.....	1.45	1.40—1.56
Manitoba.....	1.43	1.36—1.58
Saskatchewan.....	1.37	1.21—1.55
Alberta.....	1.39	1.22—1.55
British Columbia.....	1.37	1.28—1.45
<i>Boner</i>		
Canada.....	1.17	.....
Quebec.....	1.13	.96—1.27
Montreal.....	1.16	1.02—1.27

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Slaughtering and Meat Packing—Continued		
<i>Boner—Concluded</i>		
Ontario.....	1.22	1.00—1.64
Toronto.....	1.40	1.24—1.84
Manitoba.....	1.20	.98—1.35
Saskatchewan.....	1.15	1.10—1.23
Alberta.....	1.17	1.09—1.28
British Columbia.....	1.15	.98—1.25
<i>Cutter Beef (Butcher Beef)</i>		
Canada.....	1.11	.....
Quebec.....	1.07	1.07—1.14
Montreal.....	1.07	.96—1.14
Ontario.....	1.08	.84—1.16
Toronto.....	1.16	.84—1.56
Manitoba.....	1.11	.90—1.23
Saskatchewan.....	1.16	1.04—1.24
Alberta.....	1.09	.97—1.25
British Columbia.....	1.19	1.13—1.26
<i>Cutter Pork (Butcher Pork)</i>		
Canada.....	1.12	.....
Quebec.....	1.04	.91—1.15
Montreal.....	1.07	.97—1.22
Ontario.....	1.08	.93—1.20
Toronto.....	1.14	1.00—1.24
Manitoba.....	1.16	1.01—1.20
Saskatchewan.....	1.17	1.11—1.23
Alberta.....	1.17	1.08—1.28
British Columbia.....	1.20	1.15—1.26
<i>Ham Trimmer</i>		
Canada.....	1.13	.....
Quebec.....	1.15	1.15—1.22
Montreal.....	1.15	1.15—1.22
Ontario.....	1.08	.93—1.18
Manitoba.....	1.19	1.19—1.27
Saskatchewan.....	1.18	1.13—1.19
Alberta.....	1.14	1.10—1.21
British Columbia.....	1.22	1.18—1.24
<i>Linker and Twister, Female</i>		
Canada.....	.87	.....
Quebec.....	.78	.68— .83
Montreal.....	.77	.67— .86
Ontario.....	.82	.65—1.00
Manitoba.....	.94	.79—1.00
Saskatchewan.....	.95	.93— .98
Alberta.....	.89	.83— .97
British Columbia.....	.89	.81— .93
<i>Sausage Maker</i>		
Canada.....	1.10	.....
Quebec.....	1.05	.97—1.13
Montreal.....	1.05	.94—1.13
Ontario.....	1.08	.97—1.25
Toronto.....	1.11	1.00—1.32
Manitoba.....	1.14	1.01—1.25
Saskatchewan.....	1.06	.70—1.21
Alberta.....	1.12	1.02—1.18
British Columbia.....	1.16	1.11—1.21

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Slaughtering and Meat Packing—Continued		
<i>Bacon Wrapper and Packer, Female</i>		
Canada.....	.84	.....
Quebec.....	.78	.74—.84
Montreal.....	.77	.74—.81
Ontario.....	.80	.60—.91
Toronto.....	.85	.60—.96
Manitoba.....	.83	.66—.97
Saskatchewan.....	.99	.92—1.01
Alberta.....	.95	.91—1.06
British Columbia.....	.89	.86—.93
<i>Smoker (Smoke House Operator)</i>		
Canada.....	1.07	.....
Quebec.....	.99	.92—1.10
Montreal.....	.98	.92—1.10
Ontario.....	1.04	.85—1.16
Toronto.....	1.12	1.10—1.16
Manitoba.....	1.11	1.01—1.18
Saskatchewan.....	1.14	1.11—1.20
Alberta.....	1.08	.97—1.15
British Columbia.....	1.15	1.11—1.20
<i>Stationary Engineer</i>		
Canada.....	1.25	.....
Quebec.....	1.22	1.08—1.38
Montreal.....	1.22	1.08—1.38
Ontario.....	1.19	1.01—1.42
Toronto.....	1.25	1.15—1.42
Manitoba.....	1.25	1.18—1.41
Saskatchewan.....	1.34	1.23—1.38
Alberta.....	1.31	1.19—1.45
British Columbia.....	1.29	1.17—1.39
<i>Stationary Fireman</i>		
Canada.....	1.07	.....
Quebec.....	1.02	.89—1.11
Ontario.....	1.05	.85—1.24
Manitoba.....	1.10	.99—1.20
Saskatchewan.....	1.14	1.11—1.17
Alberta.....	1.13	1.04—1.17
British Columbia.....	1.09	1.05—1.13
<i>Lugger</i>		
Canada.....	1.08	.....
Quebec.....	1.07	1.06—1.09
Ontario.....	1.10	.98—1.16
Toronto.....	1.14	1.11—1.20
Manitoba.....	1.12	1.07—1.18
Saskatchewan.....	1.10	1.05—1.14
Alberta.....	1.05	.97—1.11
British Columbia.....	1.11	1.06—1.14
<i>Truck Driver</i>		
Canada.....	1.12	.....
Quebec.....	1.12	1.08—1.17
Montreal.....	1.12	1.12—1.17
Ontario.....	1.08	.79—1.19
Toronto.....	1.18	.97—1.28
Manitoba.....	1.16	1.03—1.24
Saskatchewan.....	1.12	1.11—1.16
Alberta.....	1.14	1.06—1.19
British Columbia.....	1.18	1.15—1.21

Table V—(11) EDIBLE ANIMAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Slaughtering and Meat Packing—Concluded		
<i>Carpenter</i>		
Canada.....	1.26	.....
Quebec.....	1.27	1.16—1.30
Montreal.....	1.27	1.16—1.29
Ontario.....	1.20	1.04—1.32
Toronto.....	1.27	1.18—1.32
Saskatchewan.....	1.29	1.26—1.36
Alberta.....	1.28	1.18—1.38
British Columbia.....	1.44	1.33—1.60
<i>Machinist</i>		
Canada.....	1.24	.....
Quebec.....	1.30	1.24—1.35
Ontario.....	1.20	.90—1.38
Toronto.....	1.26	1.16—1.38
Saskatchewan.....	1.30	1.18—1.38
Alberta.....	1.29	1.08—1.38
British Columbia.....	1.31	1.21—1.39
<i>Steamfitter</i>		
Canada.....	1.24	.....
Quebec.....	1.28	1.22—1.30
Montreal.....	1.27	1.22—1.29
Ontario.....	1.22	1.08—1.32
Toronto.....	1.24	1.16—1.32
Manitoba.....	1.21	1.06—1.26
Saskatchewan.....	1.26	1.11—1.34
Alberta.....	1.24	1.11—1.30
British Columbia.....	1.33	1.18—1.34
<i>Labourer</i>		
Canada.....	1.00	.....
Quebec.....	1.01	.95—1.10
Montreal.....	1.01	.95—1.10
Ontario.....	.96	.75—1.08
Toronto.....	1.04	1.00—1.08
Manitoba.....	1.04	.90—1.11
Saskatchewan.....	1.00	.97—1.04
Alberta.....	.99	.97—1.02
British Columbia.....	1.07	1.00—1.15
Fish Canning—West Coast		
STANDARD HOURS PER WEEK: 44		
British Columbia.....	.....	.....
Stationary Engineer.....	1.26	1.14—1.34
Filling Machine Operator, Male.....	1.29	1.27—1.29
Filling Machine Operator, Female.....	.81	.80— .83
Stationary Fireman.....	1.10	1.01—1.33
Fish Washer, Female.....	.80	.....
Iron Chink Man.....	1.16	.96—1.29
Labourer.....	.95	.93— .96
Lineman.....	1.34	1.33—1.34
Retort Man.....	1.08	1.04—1.10
Unloader.....	.99	.88—1.02
Watchman.....	.87	.72—1.05

Table V—(12) IRON AND STEEL PRODUCTS

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Primary Iron and Steel			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.2	40—48	
Canada			
Blacksmith.....			1.26 1.15—1.38
Carpenter.....			1.24 1.20—1.31
Drill and Punch Press Operator.....			1.28 1.05—1.62
Electrician.....			1.32 1.23—1.46
Grinder Operator.....			1.25 1.08—1.45
Labourer.....			1.03 .93—1.10
Machinist.....			1.30 1.22—1.35
Mill Rougher.....			1.86 1.33—2.31
Millwright.....			1.29 1.20—1.41
Oiler.....			1.15 1.07—1.23
Pipefitter.....			1.27 1.22—1.35
Shear and Saw Operator.....			1.32 1.05—1.72
Welder.....			1.27 1.14—1.33
Blast Furnace Keeper ¹			1.23 1.21—1.26
Blast Furnace Stove Tender ¹			1.24 1.18—1.29
Bloom Mill Bottom Maker ¹			1.46 1.23—1.76
Coke Oven Pusherman ¹			1.23 1.17—1.37
Open Hearth Second Ladleman ¹			1.30 1.15—1.39
Iron Castings			
STANDARD HOURS PER WEEK:			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.8		
Nova Scotia.....	44.0		
New Brunswick.....	50.2	44—53	
Quebec.....	46.7	40—59	
Ontario.....	44.4	40—49	
Manitoba.....	43.0	40—45	
Saskatchewan.....	44.0		
Alberta.....	40.8	44—44	
British Columbia.....	40.0		
Chipper and Grinder			
Canada.....			1.04
Quebec.....			1.08 .75—1.31
Montreal.....			1.18 1.02—1.32
Ontario.....			1.04 .80—1.34
Toronto.....			1.07 .91—1.20
Manitoba.....			.87 .79— .99
Alberta.....			.94 .90—1.00
British Columbia.....			1.22 1.21—1.23
Coremaker			
Canada.....			1.18
Quebec.....			1.12 .81—1.48
Montreal.....			1.34 1.21—1.48
Ontario.....			1.19 .91—1.50
Toronto.....			1.19 1.08—1.37
Manitoba.....			1.13 .85—1.44
Alberta.....			1.08 .90—1.25
British Columbia.....			1.39 1.38—1.44

¹ Reported by the basic steel plants only.

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Iron Castings—Concluded		
<i>Labourer</i>		
Canada.....	.93	.....
Nova Scotia.....	.77	.....
Quebec.....	.77	.63—.95
Montreal.....	.86	.70—.95
Ontario.....	.97	.80—1.08
Toronto.....	.97	.94—1.05
Manitoba.....	.93	.77—1.03
Alberta.....	.91	.....
British Columbia.....	1.05	.95—1.13
<i>Machinist</i>		
Canada.....	1.10	.....
Quebec.....	1.07	.85—1.20
Montreal.....	1.18	1.14—1.25
Ontario.....	1.11	.93—1.27
Toronto.....	1.16	1.10—1.20
Alberta.....	1.17	1.00—1.25
British Columbia.....	1.39	.....
<i>Moulder</i>		
Canada.....	1.25	.....
Nova Scotia.....	1.05	.90—1.10
New Brunswick.....	.82	.70—.95
Quebec.....	1.07	.85—1.27
Montreal.....	1.27	1.19—1.52
Ontario.....	1.29	.98—1.63
Toronto.....	1.28	1.08—1.62
Manitoba.....	1.33	.97—1.67
Alberta.....	1.10	1.00—1.25
British Columbia.....	1.37	.....
<i>Moulder's Helper</i>		
Canada.....	.89	.....
Nova Scotia.....	.84	.....
Quebec.....	.82	.70—.99
Ontario.....	.96	.80—1.08
<i>Patternmaker</i>		
Canada.....	1.24	.....
Quebec.....	1.20	.97—1.38
Montreal.....	1.31	1.18—1.38
Ontario.....	1.26	1.04—1.54
Toronto.....	1.18	1.05—1.35
Manitoba.....	1.12	1.03—1.18
Alberta.....	1.20	.....
British Columbia.....	1.54	1.54—1.57
Machine Shop Products		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	44.5	.....
Nova Scotia.....	44.0	.....
New Brunswick.....	44.7	44—50
Quebec.....	47.9	44—52
Ontario.....	44.5	40—48
Manitoba.....	46.5	.....
Saskatchewan.....	45.5	44—50
Alberta.....	40.0	.....
British Columbia.....	41.5	40—44

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Machine Shop Products—Concluded		
<i>Blacksmith</i>		
Canada.....	1.04	.....
New Brunswick.....	.97	.70—1.15
Ontario.....	1.09	.75—1.31
Alberta.....	.99	.72—1.22
<i>Labourer</i>		
Canada.....	.85	.....
Ontario.....	.82	.70— .95
Alberta.....	.95	.82— .98
<i>Machinist</i>		
Canada.....	1.12	.....
Nova Scotia.....	1.04	.80—1.10
New Brunswick.....	1.02	.73—1.15
Quebec.....	1.02	1.00—1.10
Ontario.....	1.06	.85—1.20
Toronto.....	1.08	.95—1.20
Manitoba.....	1.04	.85—1.15
Alberta.....	1.13	.97—1.29
British Columbia.....	1.41	1.28—1.52
<i>Machine Operator</i>		
Canada.....	.95	.....
Quebec.....	.94	.80—1.00
Montreal.....	.94	.80—1.05
Ontario.....	.95	.84—1.03
Toronto.....	.99	.90—1.05
<i>Machinist's Helper</i>		
Canada.....	.85	.....
Ontario.....	.85	.55—1.06
British Columbia.....	1.00	.85—1.19
Machine Tools		
STANDARD HOURS PER WEEK:		
	<i>Average</i>	<i>Range</i>
Canada ¹	44.8	40—50
<hr/>		
Canada ¹.....	.....	.....
Electrician.....	1.18	1.04—1.33
Grinder.....	1.20	.99—1.49
Inspector.....	1.15	.99—1.40
Labourer.....	.84	.75—1.00
Lathe Operator.....	1.20	.97—1.39
Machinist and Fitter.....	1.16	.98—1.38
Milling Machine Operator.....	1.19	.95—1.53
Tool and Die Maker.....	1.33	1.10—1.55

¹ Mostly Quebec and Ontario.

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Machinery			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.3		
Quebec.....	44.9	40—55	
Ontario.....	44.2	40—48	
Manitoba.....	44.7	44—45	
Alberta.....	42.0	40—48	
British Columbia.....	40.1	40—44	
<i>Assembler</i>			
Canada.....			1.08
Quebec.....			.93
Montreal.....			.93
Ontario.....			1.13
Toronto.....			1.18
<i>Blacksmith</i>			
Canada.....			1.09
Quebec.....			.93
Montreal.....			.95
Ontario.....			1.09
Toronto.....			1.11
British Columbia.....			1.42
<i>Welder</i>			
Canada.....			1.14
Quebec.....			1.06
Montreal.....			1.12
Ontario.....			1.13
Toronto.....			1.17
Manitoba.....			1.01
Alberta.....			1.24
British Columbia.....			1.35
<i>Labourer</i>			
Canada.....			.80
Quebec.....			.76
Montreal.....			.81
Ontario.....			.85
Toronto.....			.85
Manitoba.....			.77
Alberta.....			.90
British Columbia.....			1.07
<i>Machine Operator</i>			
Canada.....			1.09
Quebec.....			1.04
Montreal.....			1.11
Ontario.....			1.12
Toronto.....			1.12
Manitoba.....			.89
British Columbia.....			1.31
<i>Machinist</i>			
Canada.....			1.13
Quebec.....			1.05
Montreal.....			1.05
Ontario.....			1.13
Toronto.....			1.16
Manitoba.....			1.07
Alberta.....			1.23
British Columbia.....			1.40

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Machinery—Concluded		
<i>Moulder</i>		
Canada.....	1.12	.....
Quebec.....	1.08	.85—1.29
Montreal.....	1.19	.96—1.39
Ontario.....	1.16	.99—1.35
Manitoba.....	1.05	.80—1.19
British Columbia.....	1.38	.....
<i>Patternmaker</i>		
Canada.....	1.26	.....
Quebec.....	1.26	.96—1.49
Montreal.....	1.44	1.40—1.52
Ontario.....	1.22	1.06—1.45
Manitoba.....	1.14	.98—1.25
British Columbia.....	1.50	1.30—1.57
<i>Sheet Metal Worker</i>		
Canada.....	1.01	.....
Quebec.....	.95	.75—1.17
Montreal.....	1.07	.87—1.23
Ontario.....	1.03	.85—1.35
Toronto.....	1.00	.85—1.15
Manitoba.....	.94	.70—1.12
<i>Toolmaker</i>		
Canada.....	1.27	.....
Quebec.....	1.17	1.00—1.37
Montreal.....	1.16	1.01—1.35
Ontario.....	1.29	1.10—1.50
Toronto.....	1.33	1.20—1.45
British Columbia.....	1.49	1.48—1.57
Boilers and Plate Work		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	44.5	40—55
Canada.....		
Assembler.....	1.03	.78—1.29
Blacksmith.....	1.08	.92—1.31
Boilermaker.....	1.21	.90—1.38
Welder.....	1.17	.93—1.38
Labourer.....	.85	.60— .98
Machine Operator.....	1.09	.90—1.30
Machinist.....	1.19	.99—1.37
Moulder.....	1.32	.96—1.60
Patternmaker.....	1.30	1.08—1.47
Toolmaker.....	1.39	1.15—1.47

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Aircraft and Parts			
STANDARD HOURS PER WEEK			
Canada	Average	Range	
Canada	43.5	40—47	
Canada			
Assembler		1.05	.93—1.18
Carpenter		1.11	1.03—1.25
Electrician		1.13	1.04—1.25
Grinder		1.23	1.04—1.34
Lathe Operator		.97	.88—1.10
Milling Machine Operator		1.02	.88—1.04
Machinist		1.17	.94—1.36
Mechanic		1.13	1.03—1.23
Patternmaker		1.23	1.15—1.47
Sheet Metal Worker		1.08	.95—1.21
Toolmaker		1.13	.98—1.36
Steel Shipbuilding			
STANDARD HOURS PER WEEK:			
Canada	Average	Range	
Canada	44.1		
Maritime Provinces	44.0		
Quebec	46.8	43—48	
Ontario	44.1	44—45	
British Columbia	40.0		
<i>Blacksmith</i>			
Canada		1.17	
Maritime Provinces		1.14	1.04—1.17
Quebec		1.12	1.07—1.20
Ontario		1.13	1.10—1.15
British Columbia		1.40	1.30—1.50
<i>Boilermaker</i>			
Canada		1.17	
Maritime Provinces		1.14	1.04—1.17
Quebec		1.08	1.05—1.12
Ontario		1.14	1.10—1.16
British Columbia		1.44	1.43—1.45
<i>Chipper and Caulker</i>			
Canada		1.15	
Maritime Provinces		1.15	1.13—1.17
Quebec		1.00	.85—1.12
Ontario		1.12	1.05—1.15
British Columbia		1.43	1.28—1.47
<i>Electrician</i>			
Canada		1.25	
Maritime Provinces		1.16	
Quebec		1.10	1.07—1.12
Ontario		1.11	1.10—1.15
British Columbia		1.54	1.53—1.55
<i>Heater</i>			
Canada		1.01	
Maritime Provinces		.99	.86—1.02
Quebec		.96	.90—1.00
Ontario		.97	.94—.98
British Columbia		1.25	

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Steel Shipbuilding—Continued		
<i>Holder-On</i>		
Canada.....	1.07	.....
Maritime Provinces.....	1.07	.....
Quebec.....	1.00	.95—1.03
Ontario.....	1.04	.99—1.25
British Columbia.....	1.30	1.29—1.31
<i>Labourer</i>		
Canada.....	.83	.....
Maritime Provinces.....	.79	.60— .82
Quebec.....	.69	.67— .70
Ontario.....	.81	.72— .95
British Columbia.....	1.11	1.03—1.15
<i>Machinist</i>		
Canada.....	1.20	.....
Maritime Provinces.....	1.13	.90—1.17
Quebec.....	1.09	1.06—1.12
Ontario.....	1.14	1.10—1.20
British Columbia.....	1.45	1.43—1.45
<i>Patternmaker</i>		
Canada.....	1.18	.....
Maritime Provinces.....	1.11	1.04—1.17
Quebec.....	1.14	1.07—1.17
Ontario.....	1.15	1.12—1.17
British Columbia.....	1.54	1.53—1.55
<i>Plumber, Steam and Pipefitter</i>		
Canada.....	1.18	.....
Maritime Provinces.....	1.17	.....
Quebec.....	1.09	1.07—1.12
Ontario.....	1.11	1.10—1.20
British Columbia.....	1.45	1.43—1.45
<i>Rigger</i>		
Canada.....	1.11	.....
Maritime Provinces.....	1.09	.75—1.17
Quebec.....	1.01	1.00—1.03
Ontario.....	1.03	.99—1.05
British Columbia.....	1.42	1.30—1.45
<i>Riveter</i>		
Canada.....	1.16	.....
Maritime Provinces.....	1.14	1.13—1.17
Quebec.....	1.12	.....
Ontario.....	1.13	1.10—1.15
<i>Shipfitter and Plater</i>		
Canada.....	1.21	.....
Maritime Provinces.....	1.10	.90—1.17
Quebec.....	1.20	1.07—1.88
Ontario.....	1.12	1.10—1.19
British Columbia.....	1.44	1.43—1.45
<i>Shipwright, Carpenter and Joiner</i>		
Canada.....	1.20	.....
Maritime Provinces.....	1.16	.....
Quebec.....	1.08	.90—1.12
Ontario.....	1.13	1.10—1.20
British Columbia.....	1.44	1.41—1.45

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Steel Shipbuilding—(Concluded)		
<i>Welder and Burner</i>		
Canada.....	1.14	.....
Maritime Provinces.....	1.12	.90—1.17
Quebec.....	1.05	.97—1.17
Ontario.....	1.10	.99—1.19
British Columbia.....	1.42	1.43—1.45
Railway and Rolling Stock Equipment		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	44.2	40—54
Canada		
Assembler and Bench Hand.....	1.21 ¹	.92—1.47
Blacksmith.....	1.55 ²	1.12—2.34
Carpenter.....	1.25 ¹	1.09—1.56
Coremaker.....	1.14	.94—1.22
Crane Operator.....	1.06	.98—1.18
Electrician.....	1.23 ²	1.12—1.28
Helper.....	1.14 ²	.89—1.45
Labourer.....	.90	.84—1.00
Machinist.....	1.29 ¹	1.12—1.52
Millwright.....	1.16	1.00—1.28
Moulder.....	1.22 ¹	1.09—1.32
Painter.....	1.29 ²	.97—1.57
Patternmaker.....	1.32	1.15—1.44
Punch and Shear Operator.....	1.25 ¹	.97—1.45
Sheet Metal Worker.....	1.34 ¹	1.07—1.80
Welder and Burner.....	1.45 ¹	1.12—1.67
Motor Vehicles		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada (Ontario only).....	42.3	40—45
Canada (Ontario only)		
Assembler.....	1.27	1.20—1.38
Electrician.....	1.40	1.26—1.47
Inspector.....	1.31	1.27—1.35
Machine Operator.....	1.29	1.22—1.40
Machinist.....	1.35	1.20—1.47
Millwright.....	1.34	1.27—1.37
Painter and Enameller.....	1.30	1.22—1.41
Plater.....	1.34	1.20—1.38
Sheet Metal Worker.....	1.34	1.27—1.42
Toolmaker.....	1.51	1.41—1.57
Trimmer.....	1.31	1.27—1.40

¹ Average based largely on straight time piece-work earnings.² Average based largely on straight time incentive bonus earnings.

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Motor Vehicle Parts and Accessories			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada (Ontario only).....	44.9	40—49	

Assembler, Male.....			1.15
Assembler, Female.....			.93
Grinder.....			1.19
Inspector, Male.....			1.14
Inspector, Female.....			.82
Labourer.....			1.01
Machine Operator, Male.....			1.19
Machine Operator, Female.....			.97
Machinist.....			1.20
Millwright.....			1.19
Toolmaker.....			1.38
Welder.....			1.20
 Heating and Cooking Apparatus			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	45.6		
New Brunswick.....	45.9	44—48	
Quebec.....	48.1	45—51	
Ontario.....	45.0	40—48	

<i>Coremaker¹</i>			
Canada.....			1.26
Quebec.....			1.31
Montreal.....			1.53
Ontario.....			1.24
Toronto.....			1.15
 <i>Crater, Shipper and Packer</i>			
Canada.....			.97
New Brunswick.....			1.02
Quebec.....			.87
Montreal.....			.98
Ontario.....			.99
Toronto.....			1.02
 <i>Enameller and Painter</i>			
Canada.....			1.04
New Brunswick.....			1.15
Quebec.....			.95
Montreal.....			1.04
Ontario.....			1.09
Toronto.....			1.06
 <i>Labourer</i>			
Canada.....			.86
New Brunswick.....			.71
Quebec.....			.73
Montreal.....			.88
Ontario.....			.91
Toronto.....			.92

¹ Piece-work predominant

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Heating and Cooking Apparatus—Concluded		
<i>Machinist</i>		
Canada.....	1.10	.....
Quebec.....	1.14	.92—1.25
Montreal.....	1.19	1.15—1.27
Ontario.....	1.13	1.02—1.25
Toronto.....	1.14	1.11—1.27
<i>Moulder¹</i>		
Canada.....	1.28	.....
New Brunswick.....	1.32	1.00—1.68
Quebec.....	1.15	.79—1.44
Montreal.....	1.42	1.32—1.47
Ontario.....	1.35	1.04—1.70
Toronto.....	1.32	1.26—1.53
<i>Mounter or Assembler¹</i>		
Canada.....	1.02	.....
New Brunswick.....	1.06	.79—1.41
Quebec.....	.89	.68—1.15
Montreal.....	1.08	.93—1.15
Ontario.....	1.06	.90—1.28
Toronto.....	1.07	.93—1.19
<i>Patternmaker</i>		
Canada.....	1.09	.....
New Brunswick.....	.82	.75— .91
Quebec.....	1.13	.90—1.32
Montreal.....	1.22	1.15—1.32
Ontario.....	1.12	1.00—1.31
Toronto.....	1.08	1.05—1.15
<i>Polisher¹</i>		
Canada.....	1.12	.....
New Brunswick.....	1.15	.94—1.46
Quebec.....	1.05	.72— .90
Ontario.....	1.17	.90—1.62
<i>Sheet Metal Worker</i>		
Canada.....	1.04	.....
New Brunswick.....	1.15	.75—1.66
Quebec.....	.89	.73— .98
Montreal.....	1.00	.....
Ontario.....	1.02	.85—1.16
Toronto.....	1.02	.98—1.10
Agricultural Implements		
STANDARD HOURS PER WEEK		
Canada ¹	Average 41.3	Range 40—59
Canada ¹		
Blacksmith.....	1.02	.67—1.32
Inspector.....	1.14	1.02—1.27
Labourer.....	.92	.75—1.02
Machine Operator (metal).....	1.21 ²	.96—1.49
Machinist.....	1.06	.81—1.27
Moulder.....	1.29 ²	.94—1.58
Painter.....	1.05 ²	.78—1.44
Patternmaker.....	1.29	1.08—1.52
Sheet Metal Worker.....	1.02	.77—1.28
Shipper and Packer.....	1.07 ²	.90—1.35
Woodworking Machine Operator.....	.99 ²	.60—1.41

¹ Mostly Ontario. ² Piece-work predominant.

Table V—(12) IRON AND STEEL PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Sheet Metal Products			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	43.4	.....
Quebec.....	44.5	40—50	
Ontario.....	43.3	40—48	
Manitoba.....	44.1	44—45	
Saskatchewan.....	44.0	.....
Alberta.....	42.1	40—48	
British Columbia.....	40.2	40—44	
<i>Labourer</i>			
Canada.....		.83	.....
Quebec.....		.76	.68— .85
Montreal.....		.78	.70— .89
Ontario.....		.87	.80— .98
Toronto.....		.84	.70— .95
Manitoba.....		.79	.75— .85
Saskatchewan.....		.80	.75— .85
Alberta.....		.84	.75— .92
British Columbia.....		.93	.85—1.01
<i>Machine Operator</i>			
Canada.....		1.05	.....
Quebec (Montreal only).....		1.02	.93—1.17
Ontario.....		1.06	.90—1.22
Toronto.....		1.05	.90—1.25
Manitoba.....		.99	.89—1.05
Saskatchewan.....		.91	.80— .95
British Columbia.....		1.16	1.03—1.29
<i>Machinist</i>			
Canada.....		1.22	.....
Quebec (Montreal only).....		1.24	1.10—1.38
Ontario.....		1.20	1.02—1.39
Toronto.....		1.20	1.00—1.39
<i>Sheet Metal Worker</i>			
Canada.....		1.33	.....
Quebec (Montreal only).....		1.19	1.15—1.25
Ontario.....		1.33	1.05—1.75
Toronto.....		1.32	1.05—1.75
Manitoba.....		1.14	.95—1.33
Alberta.....		1.56	.....
British Columbia.....		1.62	1.58—1.70
<i>Sheet Metal Worker's Helper</i>			
Canada.....		.81	.....
Quebec (Montreal only).....		.75	.72— .80
Ontario.....		.84	.55—1.04
Toronto.....		.84	.70— .96
Manitoba.....		.79	.65— .87
Alberta.....		.84	.65—1.07
British Columbia.....		1.16	1.10—1.27
<i>Shipper</i>			
Canada.....		1.00	.....
Quebec (Montreal only).....		.96	.88—1.04
Ontario.....		1.01	.85—1.12
Toronto.....		1.06	.90—1.29
Manitoba.....		.96	.89—1.02
British Columbia.....		1.18	1.09—1.25

Table V—(12) IRON AND STEEL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Sheet Metal Products—Concluded		
<i>Welder</i>		
Canada.....	1.16	.....
Quebec (Montreal only).....	1.17	1.11—1.22
Ontario.....	1.17	.97—1.32
Toronto.....	1.18	.97—1.35
Manitoba.....	1.04	.98—1.13
Saskatchewan.....	1.01	.90—1.10
Alberta.....	1.13	.97—1.20
British Columbia.....	1.36	1.35—1.43

Table V—(13) TOBACCO AND TOBACCO PRODUCTS

STANDARD HOURS PER WEEK	Average	Range
Canada (Quebec and Ontario).....	45.0	40—55
Canada (Quebec and Ontario)		
Adjuster.....	1.20	1.07—1.36
Binderlayer, Female.....	.83	.61— .91
Cigarette Making Machine Catcher, Female.....	.83	.70—1.05
Cigarette Making Machine Operator, Female.....	.90	.82—1.16
Cigarette Packer, Machine, Female.....	.76	.60—1.00
Cigar Roller, Male.....	.75	.40—1.11
Cigar Roller, Female.....	.63	.45— .92
Examiner, Female.....	.87	.62— .93
Filler Feeder, Female.....	.85	.61— .90
Machinist.....	1.29	.98—1.48
Packer, Hand, Female.....	.95	.60—1.45
Searcher, (Picker), Female.....	.98	.79—1.07
Shipper.....	1.11	.94—1.34
Stemmer, Machine, Cigarette, Female.....	.96	.80—1.06
Stemmer, Machine, Cigar, Female.....	.68	.45— .84
Unskilled Worker, Male.....	.91	.85—1.02
Unskilled Worker, Female.....	.70	.67— .72
Wrapper Layer, Female.....	.84	.63— .93

Table V—(14) BEVERAGES

Malt Liquors		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	43.8	.....
Martime Provinces.....	46.0	44—50
Quebec.....	48.0	47½—48
Ontario.....	41.0	40—48
Manitoba.....	43.7	40—44
Saskatchewan.....	44.0	.....
Alberta.....	40.0	.....
British Columbia.....	40.7	40—44

Table V—(14) BEVERAGES—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Malt Liquors—Continued		
<i>Bottle Shop Worker, Skilled</i>		
Canada.....	1.10	.....
Maritime Provinces.....	.86	.80— .90
Quebec.....	.99	.93—1.06
Montreal.....	1.00	.97—1.06
Ontario.....	1.20	1.17—1.25
Toronto.....	1.21	1.20—1.25
Manitoba.....	.92	.85—1.02
Saskatchewan.....	.99	.97—1.05
Alberta.....	1.19	1.09—1.21
British Columbia.....	1.15	.91—1.21
<i>Bottle Shop Worker, Semi-skilled</i>		
Canada.....	1.06	.....
Maritime Provinces.....	.76	.65— .80
Quebec.....	.97	.93— .99
Montreal.....	.98	.93— .99
Ontario.....	1.16	1.13—1.25
Toronto.....	1.17	1.15—1.20
Manitoba.....	.91	.83—1.02
Saskatchewan.....	.94	.92— .97
Alberta.....	1.15	1.14—1.18
British Columbia.....	1.10	.86—1.21
<i>Bottle Shop Worker, Unskilled</i>		
Canada.....	1.04	.....
Maritime Provinces.....	.74	.65— .75
Quebec.....	.93	.88— .97
Montreal.....	.95	.90— .97
Ontario.....	1.15	1.05—1.20
Toronto.....	1.14	1.05—1.20
Manitoba.....	.97	.78—1.02
Saskatchewan.....	.91	.85— .97
Alberta.....	1.09	1.06—1.15
British Columbia.....	1.14	.99—1.19
<i>Bottling Mechanic</i>		
Canada.....	1.20	.....
Maritime Provinces.....	.95	.82—1.14
Quebec.....	1.20	1.08—1.35
Montreal.....	1.22	1.08—1.35
Ontario.....	1.28	1.20—1.40
Toronto.....	1.29	1.20—1.40
<i>Brewhouse Worker, Skilled</i>		
Canada.....	1.15	.....
Maritime Provinces.....	.93	.83—1.10
Quebec.....	1.04	1.02—1.04
Montreal.....	1.04	1.02—1.04
Ontario.....	1.21	1.17—1.29
Toronto.....	1.24	1.20—1.29
Manitoba.....	1.08	.93—1.21
Saskatchewan.....	1.07	1.03—1.18
Alberta.....	1.22	1.20—1.33
British Columbia.....	1.29	1.12—1.43
<i>Brewhouse Worker, Semi-skilled</i>		
Canada.....	1.09	.....
Maritime Provinces.....	.82	.75— .91
Quebec.....	.98	.93—1.02
Montreal.....	.99	.97—1.02

Table V—(14) BEVERAGES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Malt Liquors—Concluded		
<i>Brewhouse Worker, Semi-skilled—Concluded</i>		
Ontario.....	1.17	1.15—1.25
Toronto.....	1.20	
Manitoba.....	.98	.86—1.16
Saskatchewan.....	1.01	.99—1.03
Alberta.....	1.19	1.17—1.26
British Columbia.....	1.19	.97—1.25
<i>Brewhouse Worker, Unskilled</i>		
Canada.....	1.08	
Maritime Provinces.....	.75	.70— .80
Quebec.....	.97	.95— .99
Montreal.....	.98	.97— .99
Ontario.....	1.14	1.08—1.25
Toronto.....	1.15	1.10—1.23
Manitoba.....	1.01	.95—1.09
Saskatchewan.....	.93	.85—1.03
Alberta.....	1.08	1.04—1.23
British Columbia.....	1.16	1.09—1.23
<i>Cooper</i>		
Canada.....	1.18	
Quebec.....	1.27	1.25—1.30
Ontario.....	1.23	1.03—1.32
Saskatchewan.....	1.04	
British Columbia.....	1.20	1.08—1.25
<i>Stationary Engineer</i>		
Canada.....	1.24	
Maritime Provinces.....	1.00	.90—1.25
Quebec.....	1.27	.96—1.48
Montreal.....	1.33	1.09—1.48
Ontario.....	1.32	1.04—1.40
Toronto.....	1.36	1.30—1.40
Manitoba.....	1.18	1.09—1.22
Saskatchewan.....	1.14	1.09—1.21
Alberta.....	1.26	1.10—1.36
British Columbia.....	1.25	.96—1.38
<i>Labourer</i>		
Canada.....	.93	
Maritime Provinces.....	.69	.65— .70
Quebec.....	.91	.85— .97
Montreal.....	.92	.85— .97
Ontario.....	1.04	.75—1.25
<i>Loader and Unloader</i>		
Canada.....	1.04	
Quebec.....	.96	.89— .99
Montreal.....	.97	.89— .99
Ontario.....	1.15	1.10—1.20
Toronto.....	1.17	1.10—1.20
British Columbia.....	1.14	1.09—1.18
<i>Truck Driver</i>		
Canada.....	1.10	
Maritime Provinces.....	.80	.75— .85
Quebec.....	1.09	1.06—1.13
Montreal.....	1.10	1.06—1.13
Ontario.....	1.10	.97—1.26
Toronto.....	1.09	1.03—1.13
Manitoba.....	1.16	1.04—1.29
Saskatchewan.....	.95	.87—1.01
British Columbia.....	1.14	1.09—1.27

Table V—(15) ELECTRIC LIGHT AND POWER

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
STANDARD HOURS PER WEEK		\$	\$
	<i>Average Range</i>		
Canada.....	46.5		
Nova Scotia.....	44.7 40—48		
Quebec.....	46.5 44—48		
Ontario.....	47.2 40—48		
Manitoba.....	44.5 44—48		
Saskatchewan.....	44.7 44—48		
Alberta.....	43.5 40—48		
British Columbia.....	40.7 40—48		
<i>Electrician</i>			
Canada.....		1.21	
Nova Scotia.....		1.12	.97—1.21
Quebec.....		1.07	.95—1.23
Ontario.....		1.21	.95—1.54
Manitoba.....		1.27	1.21—1.40
Saskatchewan.....		1.29	1.08—1.79
Alberta.....		1.36	1.23—1.45
British Columbia.....		1.55	1.29—1.68
<i>Groundman</i>			
Canada.....		.94	
Nova Scotia.....		.90	.80— .97
New Brunswick.....		.66	
Quebec.....		.84	.82— .89
Ontario.....		.97	.64—1.21
Manitoba.....		.91	.89— .91
Alberta.....		1.02	.97—1.18
British Columbia.....		1.18	1.09—1.30
<i>Lineman</i>			
Canada.....		1.06	
Nova Scotia.....		1.01	.82—1.20
New Brunswick.....		.84	.75— .95
Quebec.....		.92	.63—1.11
Ontario.....		1.09	.76—1.37
Manitoba.....		1.24	1.21—1.32
Saskatchewan.....		1.17	.89—1.36
Alberta.....		1.30	1.00—1.45
British Columbia.....		1.49	1.16—1.68
<i>Meterman</i>			
Canada.....		1.17	
Nova Scotia.....		1.09	.95—1.15
Quebec.....		.98	.68—1.19
Ontario.....		1.19	.96—1.48
Manitoba.....		1.07	.88—1.25
Saskatchewan.....		1.05	
Alberta.....		1.28	1.18—1.34
British Columbia.....		1.47	1.41—1.49
<i>Meter Reader</i>			
Canada.....		.98	
Nova Scotia.....		.71	.60— .87
New Brunswick.....		.82	.72—1.07
Quebec.....		.94	.71—1.11
Ontario.....		1.10	.80—1.44
Manitoba.....		1.08	.89—1.15
Saskatchewan.....		1.17	.95—1.33
Alberta.....		1.06	.92—1.10
British Columbia.....		1.06	.95—1.20

Table V—(15) ELECTRIC LIGHT AND POWER—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Operator</i>		
Canada.....	1.18	.....
Nova Scotia.....	.92	.69—1.06
New Brunswick.....	1.00	.77—1.09
Quebec.....	1.06	.82—1.28
Ontario.....	1.22	1.01—1.49
Manitoba.....	1.13	1.04—1.24
Saskatchewan.....	1.22	1.02—1.69
Alberta.....	1.32	1.06—1.47
British Columbia.....	1.54	1.26—1.68
<i>Maintenance Man</i>		
Canada.....	1.10	.....
Quebec.....	1.06	.91—1.22
Ontario.....	1.11	.90—1.24
Saskatchewan.....	1.07	.93—1.64
British Columbia.....	1.40	1.22—1.54

Table V—(16) ELECTRICAL APPARATUS AND SUPPLIES

Electrical Machinery and Equipment, Household Appliances and Supplies		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	42.3	.....
Quebec.....	41.0	40—55
Ontario.....	42.8	40—50
<i>Assembler, Male</i>		
Canada.....	1.16	.....
Quebec (Montreal only).....	1.08	.84—1.30
Ontario.....	1.16	.91—1.45
Toronto.....	1.07	.86—1.30
<i>Assembler, Female</i>		
Canada.....	.91	.....
Quebec (Montreal only).....	.95	.74—1.25
Ontario.....	.90	.71—1.04
Toronto.....	.91	.71—1.01
<i>Buffer and Polisher</i>		
Canada.....	1.06	.....
Ontario.....	1.09	.76—1.31
Toronto.....	1.17	.80—1.39
<i>Coil Winder, Male</i>		
Canada.....	1.18	.....
Quebec (Montreal only).....	1.07	.84—1.19
Ontario.....	1.19	1.00—1.40
Toronto.....	1.14	.93—1.33
<i>Coil Winder, Female</i>		
Canada.....	.97	.....
Quebec (Montreal only).....	1.01	.66—1.39
Ontario.....	.93	.79—1.11
Toronto.....	.90	.73—1.10

Table V—(16) ELECTRICAL APPARATUS AND SUPPLIES—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Electrical Machinery and Equipment, Household Appliances and Supplies—Concluded		
<i>Inspector</i>		
Canada.....	1.16	.....
Quebec (Montreal only).....	1.08	94—1.23
Ontario.....	1.18	1.00—1.36
Toronto.....	1.16	98—1.32
<i>Labourer</i>		
Canada.....	.98	.....
Quebec (Montreal only).....	.92	79—1.02
Ontario.....	.99	83—1.10
Toronto.....	.97	83—1.08
<i>Machine Operator</i>		
Canada.....	1.20	.....
Quebec (Montreal only).....	1.13	86—1.41
Ontario.....	1.23	97—1.52
Toronto.....	1.14	90—1.40
<i>Machinist</i>		
Canada.....	1.24	.....
Quebec (Montreal only).....	1.18	1.02—1.29
Ontario.....	1.25	1.08—1.42
Toronto.....	1.27	1.06—1.51
<i>Packer and Shipper</i>		
Canada.....	1.06	.....
Quebec (Montreal only).....	1.00	76—1.17
Ontario.....	1.07	88—1.25
Toronto.....	1.08	86—1.25
British Columbia.....	1.13	1.00—1.22
<i>Plater</i>		
Canada.....	1.12	.....
Quebec (Montreal only).....	1.12	93—1.26
Ontario.....	1.13	75—1.53
Toronto.....	1.07	83—1.26
<i>Toolmaker</i>		
Canada.....	1.39	.....
Quebec.....	1.31	1.10—1.51
Montreal.....	1.34	1.10—1.52
Ontario.....	1.42	1.25—1.57
Toronto.....	1.46	1.25—1.62
British Columbia.....	1.49	1.36—1.53
Radios and Radio Parts		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	43.1	.....
Quebec.....	43.2	40—46½
Ontario.....	43.0	40—45
<i>Assembler, Male</i>		
Canada.....	.93	.....
Quebec (Montreal only).....	.95	79—1.24
Ontario.....	.93	80—1.06
Toronto.....	.94	85—1.06
<i>Assembler, Female</i>		
Canada.....	.81	.....
Quebec (Montreal only).....	.93	77—1.12
Ontario.....	.78	60— .97
Toronto.....	.83	69— .97

Table V—(16) ELECTRICAL APPARATUS AND SUPPLIES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Radios and Radio Parts—Concluded		
<i>Inspector, Male</i>		
Canada.....	1.05	.....
Quebec (Montreal only).....	1.14	.96—1.32
Ontario.....	.94	.75—1.06
Toronto.....	.98	.75—1.09
<i>Inspector, Female</i>		
Canada.....	.84	.....
Quebec (Montreal only).....	1.01	.97—1.02
Ontario.....	.80	.60—.94
Toronto.....	.86	.75—.98
<i>Machinist</i>		
Canada.....	1.27	.....
Quebec (Montreal only).....	1.31	1.19—1.42
Ontario.....	1.24	1.00—1.45
Toronto.....	1.30	1.15—1.53
<i>Shipper and Packer</i>		
Canada.....	1.03	.....
Quebec (Montreal only).....	1.09	.97—1.23
Ontario.....	.97	.81—1.16
Toronto.....	.98	.81—1.17
<i>Tester</i>		
Canada.....	1.08	.....
Quebec (Montreal only).....	1.14	.96—1.37
Ontario.....	1.00	.80—1.15
Toronto.....	.99	.75—1.25
<i>Toolmaker</i>		
Canada.....	1.48	.....
Quebec (Montreal only).....	1.58	1.42—1.72
Ontario.....	1.42	1.30—1.54
Toronto.....	1.44	1.30—1.68

Table V—(17) CHEMICAL PRODUCTS

Acids, Alkalis and Salts		
STANDARD HOURS PER WEEK:		
	Average	Range
Canada.....	46.9	.....
Quebec.....	47.9	44—48
Ontario.....	45.5	44—48
<hr/>		
<i>Carpenter</i>		
Canada.....	1.15	.....
Quebec.....	1.09	1.07—1.09
Ontario.....	1.23	1.14—1.26
<i>Electrician</i>		
Canada.....	1.19	.....
Quebec.....	1.13	1.10—1.16
Ontario.....	1.30	1.25—1.31

Table V—(17) CHEMICAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates pe Hour
	\$	\$
Acids, Alkalis and Salts—Concluded		
<i>Helper</i>		
Canada.....	1.03	.....
Quebec.....	.98	.94—1.05
Ontario.....	1.08	1.01—1.13
<i>Labourer</i>		
Canada.....	.92	.....
Quebec.....	.89	.85—.92
Ontario.....	.99	.92—1.08
<i>Machinist</i>		
Canada.....	1.20	.....
Quebec.....	1.13	1.09—1.22
Ontario.....	1.32	1.21—1.40
<i>Operator, Production</i>		
Canada.....	1.07	.....
Quebec.....	1.02	.97—1.04
Ontario.....	1.19	1.06—1.30
<i>Painter</i>		
Canada.....	1.06	.....
Quebec.....	1.00	.88—1.04
Ontario.....	1.13	1.04—1.19
<i>Pipefitter</i>		
Canada.....	1.16	.....
Quebec.....	1.10	1.04—1.16
Ontario.....	1.24	1.13—1.35
<i>Technician, Laboratory</i>		
Canada.....	1.10	.....
Quebec.....	1.08	1.04—1.11
Ontario.....	1.16	.84—1.40
<i>Welder</i>		
Canada.....	1.17	.....
Quebec.....	1.12	1.04—1.19
Ontario.....	1.26	1.16—1.31
Medicinal and Pharmaceutical Preparations		
STANDARD HOURS PER WEEK		
	Average	Range
Canada.....	41.5	.....
Quebec.....	42.1	30—49
Ontario.....	40.7	38—48
<i>Coater (Pill Coater; Tablet Coater)</i>		
Canada.....	1.10	.....
Quebec (Montreal only).....	1.11	1.06—1.23
Ontario.....	1.09	.90—1.30
<i>Filler and Packager (Finisher; Labeller) Male</i>		
Canada.....	.89	.....
Quebec (Montreal only).....	.88	.69—1.00
Ontario.....	.90	.63—1.23
Toronto.....	.88	.68—1.01

Table V—(17) CHEMICAL PRODUCTS—Concluded

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Medicinal and Pharmaceutical Preparation—Concluded		
<i>Filler and Packager (Finisher; Labeller) Female</i>		
Canada.....	.63	.....
Quebec.....	.53	.37— .70
Montreal.....	.54	.37— .70
Ontario.....	.70	.50— .96
Toronto.....	.63	.50— .83
<i>Mixer, Machine (Liquid Mixer; Ointment Mixer)</i>		
Canada.....	1.02	.....
Quebec (Montreal only).....	1.03	.85—1.15
Ontario.....	1.01	.84—1.25
<i>Stationary Engineer</i>		
Canada.....	1.22	.....
Quebec (Montreal only).....	1.19	.96—1.40
Ontario.....	1.24	1.13—1.36
<i>Stationary Fireman</i>		
Canada.....	1.00	.....
Ontario.....	1.11	.75—1.25
<i>Tablet Maker (Compressing-Machine Operator; Compressor Operator; Tablet-Machine Operator)</i>		
Canada.....	.98	.....
Quebec (Montreal only).....	.91	.65—1.20
Ontario.....	1.05	.92—1.25
Toronto.....	1.01	.92—1.09
<i>Truck Driver</i>		
Canada.....	.96	.....
Quebec (Montreal only).....	.95	.80—1.03
Ontario.....	.97	.81—1.19

Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR, MALE, 1949

Canada.....	.86	.....
Nova Scotia.....	.81	.....
Halifax.....	.86	.82— .99
New Glasgow.....	.75	.71— .77
Sydney.....	1.02	.75—1.07
New Brunswick.....	.70	.....
Moncton.....	.76	.53— .97
Saint John.....	.74	.60— .82
Quebec.....	.79	.....
Hull.....	.88	.88— .92
Joliette.....	.69	.56— .76
Montreal.....	.81	.65— .94
Quebec.....	.77	.45—1.00
St. Jerome.....	.75	.65— .82
Shawinigan Falls.....	.89	.78— .95
Sherbrooke.....	.64	.50— .73
Trois Rivières.....	.87	.77—1.00
Victoriaville.....	.61	.59— .66

Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR,
MALE, 1949—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Ontario.....	.90	.....
Belleville.....	.91	.80—1.02
Brantford.....	.98	.75—1.15
Chatham.....	.93	.68—1.02
Cornwall.....	.88	.70— .92
Fort William.....	.89	.79—1.00
Galt.....	.85	.68— .95
Guelph.....	.90	.80— .98
Hamilton.....	.98	.78—1.10
Kingston.....	.86	.60—1.01
Kitchener.....	.87	.71—1.00
London.....	.95	.81—1.20
Niagara Falls.....	.96	.70—1.11
Orillia.....	.73	.71— .78
Oshawa.....	.99	.94—1.05
Ottawa.....	.70	.55— .88
Peterborough.....	.95	.85—1.01
Port Arthur.....	.87	.78—1.00
St. Catharines.....	.97	.85—1.03
St. Thomas.....	.95	.81—1.00
Sarnia.....	.98	.89—1.03
Sault Ste. Marie.....	1.03	1.00—1.04
Sudbury.....	.72	.68— .85
Thorold.....	1.01	.97—1.07
Toronto.....	.91	.77—1.05
Welland.....	1.04	.86—1.15
Windsor.....	1.01	.80—1.13
Woodstock.....	.80	.70— .91
Manitoba.....	.81	.....
Winnipeg.....	.83	.70— .94
Saskatchewan.....	.88	.....
Regina.....	.86	.75—1.01
Saskatoon.....	.87	.75— .99
Alberta.....	.89	.....
Calgary.....	.93	.80— .98
Edmonton.....	.89	.79— .91
British Columbia.....	1.06	.....
New Westminster.....	1.08	1.00—1.13
Vancouver.....	1.07	.93—1.15
Victoria.....	1.03	.97—1.11

Table VII—WAGE RATES AND HOURS OF LABOUR IN THE CONSTRUCTION INDUSTRY, 1949

Locality	STANDARD HOURS PER WEEK		AVERAGE WAGE RATE PER HOUR								
	Tradesman	Labourer	Bricklayer and Mason	Carpenter	Electrician	Painter	Plasterer	Plumber	Sheet Metal Worker	Labourer	
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
PRINCE EDWARD ISLAND—											
Charlottetown.....	44 and 48	44 and 48	1.25	.85	.85	.80	1.25	.85	.75	.55	
NOVA SCOTIA—											
Halifax.....	40 — 48	40 — 48	1.44	1.23	1.33	1.07	1.35	1.30	1.13	.81	
Sydney.....	40 and 44	48	1.50	1.35	1.25	1.15	1.45	1.25	1.10	.85	
NEW BRUNSWICK—											
Fredricton.....	44 and 48	44 and 48	1.45	1.00	.85	.75	1.25	1.00	.80	.60	
Moncton.....	44 and 48	44 and 48	1.35	1.10	.95	.90	1.20	1.15	.85	.65	
Saint John.....	40 and 44	44	1.45	1.10	1.10	1.00	1.35	1.25	1.00	.65	
QUEBEC—											
Chicoutimi.....	54 and 60	54	1.20	1.10	1.05	1.00	1.20	1.00	1.00	.85	
Drummondville.....	40 — 48	48	1.15	.95	.90	.85	1.15	.95	.95	.75	
Hull.....	44	44	1.25	1.15	1.05	1.10	1.15	1.55	1.10	.70	
Montreal.....	40 — 48	40 — 50	1.60—1.75	1.25	1.35	1.25	1.50	1.55	1.25	.80	
Quebec.....	40 — 48	44 — 50	1.30	1.10	1.10	1.05	1.30	1.10	1.05	.75	
St. Hyacinthe.....	48	48	1.10	.95	.95	.85	1.10	1.00	.95	.70	
Sherbrooke.....	44 and 48	44 and 48	1.20	1.00	1.00	.90	1.20	1.10	1.10	.80	
Theford-Mines.....	44 — 48	44 — 48	1.15	1.05	1.00	1.00	1.15	1.00	1.00	.75	
Trois-Rivieres.....	44 — 48	44 — 48	1.25	1.05	1.05	.95	1.25	1.05	1.05	.75	
Ontario—											
Belleville.....	40 — 48	44 and 49½	1.65	1.25	1.10	1.00	1.65	1.40	1.40	.70	
Brantford.....	40 and 44	40 and 48	1.50	1.30	1.15	1.00	1.30	1.45	1.00	.85	
Fort William.....	40 and 44	40 — 48	1.62	1.46	1.45	1.10	1.65	1.45	1.40	.90	
Guelph.....	40 — 47	40 and 44	1.50	1.20	1.05	1.00	1.30	1.40	1.00	.85	
Hamilton.....	40 and 44	40 — 49½	1.70	1.50	1.55	1.20	1.70	1.60	1.45	.90	
Kingston.....	40 — 48	40 — 48	1.80	1.33	1.35	1.15	1.35	1.30	1.30	.90	
Kitchener.....	40 — 45	40 — 48	1.50	1.25	1.20	1.00	1.50	1.50	1.15	.90	
London.....	40 — 48	40 — 49	1.75	1.45	1.55	.95	1.70	1.55	1.31	.80	
Ottawa.....	40 and 44	40 and 44	1.55	1.30	1.10	1.10	1.50	1.60	1.47	.75	
Peterborough.....	40 — 48	40 — 49	1.60	1.20	1.00	1.00	1.50	1.25	1.25	.80	
Port Arthur.....	40 and 48	40 — 48	1.62	1.46	1.45	1.10	1.65	1.40	1.40	.90	
St. Catharines.....	40 and 44	40 — 48	1.50	1.40	1.20	1.00	1.40	1.50	1.40	.80	
Toronto.....	40 — 48	40 — 49	1.80	1.60	1.75	1.35	1.90	1.75	1.65	.95	
Wind-sor.....	40 — 44	40 — 49	1.65	1.60	1.75	1.25	1.65	1.75	1.60	.90	

Table VII—WAGE RATES AND HOURS OF LABOUR IN THE CONSTRUCTION INDUSTRY, 1949—Concluded

Locality	STANDARD HOURS PER WEEK		AVERAGE WAGE RATE PER HOUR							
	Tradesman	Labourer	Bricklayer and Mason	Carpenter	Electrician	Painter	Plasterer	Plumber	Sheet Metal Worker	Labourer
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
MANITOBA—	40 and 48	44 — 48	1.45	1.25	1.25	1.15	1.45	1.30	1.05	.70
	40 and 44	40 — 48	1.60	1.40	1.40	1.20	1.60	1.55	1.10	.75
	40 and 44	44	1.71	1.36	1.10	1.10	1.50	1.35	1.20	.75
SASKATCHEWAN—	40 and 44	44	1.45	1.30	1.05	1.80	1.25	1.25	1.20	.70
	40 and 44	40 and 44	1.71	1.42	1.45	1.17	1.66	1.50	1.27	.85
	40 and 44	40 and 44	1.60	1.39	1.30	1.00	1.50	1.45	1.10	.85
	40 and 44	40 — 48	1.80	1.47	1.50	1.30	1.75	1.55	1.50	.85
ALBERTA—	40 and 44	40 — 48	1.80	1.47½	1.60	1.25	1.85	1.60	1.55	.95
	40 and 44	40 — 48	1.45	1.32	1.20	.90	1.25	1.25	1.05	.75
	40 and 44	40 and 44	1.75	1.45	1.20	1.00	1.50	1.40	1.10	.80
	40 and 44	40	1.50	1.55	1.50	1.25	1.50	1.60	1.35	1.00
BRITISH COLUMBIA—	40 and 44	40 and 44	1.80	1.60	1.70	1.40	1.75	1.70	1.65	1.00
	40 and 44	40 and 44	1.75	1.55	1.60	1.30	1.62½	1.65	1.58	1.00
	40 and 44	40 and 44	1.75	1.55	1.60	1.30	1.62½	1.65	1.58	1.00

THIS TABLE WAS PREPARED BY THE COLLECTIVE BARGAINING INDUSTRY LAW

**Table VIII—WAGE RATES AND HOURS OF LABOUR IN
TRANSPORTATION AND STORAGE, 1949**

(1) WATER TRANSPORTATION (INLAND AND COASTAL)

Rates include board and lodging and vary to a great extent according to size and type of vessel. STANDARD HOURS.—Hours on duty at sea, eight per day (3 watches of 8 hours). Regular hours varied; usually only necessary operational work is done on Sundays and holidays as well as on Saturday afternoons in some cases. One day off in seven, or five days off per month is the usual rule.

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
Freight and Passenger		
<i>Boatswain</i>		
Canada.....	144.80	.....
Atlantic Coast and Lower St. Lawrence.....	129.25	.....
<i>Chief Cook</i>		
Canada.....	203.33	.....
Atlantic Coast and Lower St. Lawrence.....	201.50	194.00—230.00
Great Lakes and Upper St. Lawrence.....	211.45	198.00—230.00
Pacific Coast.....	182.04	164.00—190.00
<i>Chief Steward</i>		
Canada.....	223.99	.....
Atlantic Coast and Lower St. Lawrence.....	197.75	194.00—200.00
Pacific Coast.....	224.25	184.00—256.00
<i>Cook</i>		
Canada.....	152.60	.....
Atlantic Coast and Lower St. Lawrence.....	143.25	127.00—150.00
Great Lakes and Upper St. Lawrence.....	153.59	145.00—165.00
Pacific Coast.....	153.73	149.00—160.00
<i>Fireman</i>		
Canada.....	156.64	.....
Atlantic Coast and Lower St. Lawrence.....	124.04	.....
Great Lakes and Upper St. Lawrence.....	160.47	154.00—185.00
Pacific Coast.....	149.67	149.00—150.00
<i>First Officer or Mate</i>		
Canada.....	267.98	.....
Atlantic Coast and Lower St. Lawrence.....	224.38	.....
Great Lakes and Upper St. Lawrence.....	274.92	260.00—290.00
Pacific Coast.....	254.84	245.00—267.00
<i>Oiler</i>		
Canada.....	163.75	.....
Atlantic Coast and Lower St. Lawrence.....	128.86	.....
Great Lakes and Upper St. Lawrence.....	167.06	160.00—190.00
Pacific Coast.....	159.54	159.00—160.00
<i>Quartermaster or Wheelsman</i>		
Canada.....	162.54	.....
Atlantic Coast and Lower St. Lawrence.....	123.48	121.00—140.00
Great Lakes and Upper St. Lawrence.....	167.18	160.00—190.00
Pacific Coast.....	154.60	154.00—155.00
<i>Seaman or Deckhand</i>		
Canada.....	137.11	.....
Atlantic Coast and Lower St. Lawrence.....	116.36	.....
Great Lakes and Upper St. Lawrence.....	137.65	132.00—160.00
Pacific Coast.....	145.21	144.00—149.00

Table VIII—WAGE RATES AND HOURS OF LABOUR IN TRANSPORTATION
AND STORAGE, 1949—Concluded

(1) WATER TRANSPORTATION (INLAND AND COASTAL)—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
Freight and Passenger—Concluded		
<i>Second Engineer</i>		
Canada	260.83	.....
Atlantic Coast and Lower St. Lawrence.....	224.38	.....
Great Lakes and Upper St. Lawrence.....	267.48	250.00—280.00
Pacific Coast.....	248.09	234.00—278.00
<i>Second Officer or Mate</i>		
Canada	228.35	.....
Atlantic Coast and Lower St. Lawrence.....	188.75	.....
Great Lakes and Upper St. Lawrence.....	231.10	218.00—245.00
Pacific Coast.....	228.89	217.00—234.00
<i>Third Engineer</i>		
Canada	220.94	.....
Atlantic Coast and Lower St. Lawrence.....	189.38	.....
Great Lakes and Upper St. Lawrence.....	222.11	202.00—239.00
Pacific Coast.....	225.64	212.00—239.00
<i>Watchman</i>		
Canada	148.23	.....
Great Lakes and Upper St. Lawrence.....	148.00	142.00 170.00
Pacific Coast.....	149.74	149.00—150.00
Oil Tankers		
Great Lakes and Upper St. Lawrence—		
Chief Cook.....	228.08	225.00—233.73
Fireman.....	181.99	180.00—183.49
First Officer or Mate.....	299.14	280.00—307.51
Oiler.....	186.11	185.00—189.21
Seaman and Deckhand.....	154.61	150.00—183.49
Second Cook.....	177.07	170.00—183.80
Second Engineer.....	298.83	272.00—307.51
Second Officer or Mate.....	257.59	240.00—266.66
Third Engineer.....	255.09	222.00—266.66
Watchman.....	162.00	.....
Wheelsman.....	186.40	185.00—189.21

Table VIII—(2) STEVEDORING

NOTE.—No standard hours; work periods depend on arrival and departure of vessels and time required to load and unload.

Occupation and Locality	Rate per Hour ¹
Ocean Navigation	
Longshoreman (General Cargo)—	
Halifax.....	1.33 ²
Saint John.....	1.38 ³
Quebec.....	1.30
Montreal.....	1.40
Vancouver, New Westminster, Victoria and Port Alberni.....	1.55 ⁴
Prince Rupert.....	1.40
Inland and Coastal Navigation	
Longshoreman and Freight Handler—	
Sorel.....	.95 ⁵
Other Eastern Ports (⁶).....	1.00 ⁷
Vancouver.....	1.47 ⁸

¹ Premium rates are paid for handling of certain commodities and for evening and night work.

² \$1.48 after December 1, 1950.

³ \$1.53 after December 1, 1950.

⁴ \$1.73 after September 18, 1950.

⁵ \$1.02½ after June 16, 1950.

⁶ Predominant rate in following ports: Quebec, Montreal, Toronto, Hamilton, Windsor, Point Edward, Port McNicholl, Fort William, and Port Arthur.

⁷ \$1.04 after October 3, 1950.

⁸ \$1.59 after November 20, 1950.

Table VIII—(3) STEAM RAILWAYS—OCTOBER 1949

NOTE.—Differentials from the basic rates shown in this table exist on certain railway lines or divisions. The rates shown became effective March 1, 1948, and do not include the 7-cent per hour increase effective August 31, 1950.

STANDARD HOURS.—Nearly all classes are on the basic 8-hour day (with time and one-half for overtime) and 48-hour week except main and back shops with 44 hours.

Occupation	Per Mile or Per Hour	Per Day	Per Month
	<i>Per Mile</i> ¹	\$	\$
	Cents		
<i>Conductor</i>			
Passenger.....	6.92		
Freight, Through.....	9.50		
<i>Brakeman</i>			
Passenger.....	5.38		
Freight, Through.....	8.16		
<i>Baggageman, Train</i>	5.49		
<i>Yardman</i>			
Foreman.....		10.51 ²	
Helper.....		9.66	
Switch Tender.....		8.20	

¹ To obtain minimum rate per day multiply rate per mile by 150 miles for passenger conductor, brakeman, and baggageman, and by 100 miles for other running trades.

² Effective May 1, 1948.

Table VIII—(3) STEAM RAILWAYS—OCTOBER 1949—Concluded

Occupation	Per Mile or Per Hour	Per Day	Per Month
<i>Locomotive Engineer</i> ³			
Passenger ⁴	9.19— 9.91		
Freight, Through.....	10.17—11.21		
Yard.....		10.17—11.21	
<i>Locomotive Fireman</i> ³			
Passenger ⁵	7.69— 8.57		
Freight, Through.....	8.22— 9.73		
Yard.....		8.64— 9.04	
Hostler.....		8.91— 9.51	
Hostler's Helper.....		8.31	
<i>Telegraph Service</i>			
Train Despatcher.....			313.36—355.36
Telegraph Operator.....			203.00—221.50
Agent.....			213.00—233.50
Assistant Agent.....			156.00—162.50
Lineman.....			227.50—250.00
<i>Maintenance of Way</i>			
Extra Gang Foreman.....	per Hour	8.66— 9.16	
Section Foreman, Classified Yard.....		8.26— 8.56	
Section Foreman, Other.....		8.11	
Sectionman, Classified Yard.....	.84— .91		
Sectionman, Other.....	.81— .86		
<i>Signalman</i>			
Non-Interlocked Crossings.....	.83		
Half-Interlocked Crossings.....	.85		
<i>Bridge and Building</i>			
Foreman.....		9.16	
Foreman, Painter.....		8.91	
Mason, Bricklayer and Plasterer.....	1.08		
Carpenter.....	1.04—1.08		
Plumber, Pipefitter, Tinsmith, Blacksmith, Electrician.....	1.03—1.20		
Painter.....	1.01—1.04		
Bridgeman or Rough Carpenter.....	.91—1.04		
Mechanic's Helper.....	.91		
Pumpman (One pump).....			184.57
Engineer, Pile Driver, Hoist.....		8.56	
<i>Locomotive and Car Shops</i> ⁶			
Mechanic ⁷	1.22		
Other Carman ⁸	1.15		
Helper.....	.99		
Electrical Worker, Electrician.....	1.22		
Electrical Worker, Lineman.....	1.18		
Electrical Workers, Groundman.....	1.12		
Electrical Workers, Operator.....	1.05		
Coach Cleaner.....	.87		
Shop Labourer.....	.82— .89		

³ Rates per mile vary with the size of locomotive. The upper limits of the ranges shown represent rates paid on locomotives of 500,000 pounds and over, although few locomotives in excess of 350,000 pounds are in use.

⁴ Daily earnings must not be less than \$10.23.

⁵ Daily earnings must not be less than \$8.66.

⁶ These employees are allowed approximately one minute per hour extra at standard rates for checking in and out.

⁷ Machinist, boilermaker, blacksmith, plumber, etc., sheet metal worker, cabinet maker, carpenter—coach, locomotive and bench, welder, etc.

⁸ Freight car carpenter, freight car painter, car inspector, car repairer, etc.

Table VIII—(4) ELECTRIC STREET RAILWAYS¹

Locality	Standard Hours per Week	MAXIMUM WAGE RATE PER HOUR ²		AVERAGE WAGE RATE PER HOUR			
		Operator		Lineman ³	Shop and Barman ⁴	Electrician	Trackman and Labourer
		One Man Car and Bus	Two Man Car				
NOVA SCOTIA—							
Halifax.....	44	1.07	.....	1.18	.88—1.21	1.26	.84—1.01
QUEBEC—							
Montreal.....	50	1.00	.93	.96	.70—1.09	1.09	.70— .86
ONTARIO—							
Cornwall.....	48	.96	.....	1.02	.80—1.08	1.08	.70— .86
Fort William.....	48	1.10	.....	1.50	1.20—1.29	1.20	1.01
Hamilton.....	48	1.05	.....	1.14	.86—1.08	1.07	.93
Kitchener.....	44	1.21	.....	1.33	1.14—1.36	1.42	1.00
Ottawa.....	48	1.00	.....	.97	.85—1.10	1.00	.75— .90
Port Arthur.....	48	1.10	.....	1.38	1.04—1.12	1.12	.98
St. Catharines.....	44 — 48	1.07	1.07	1.12	.85—1.17	1.17	.81— .87
Toronto.....	40	1.19	1.14	1.33	1.03—1.31	1.34	1.03—1.14
MANITOBA—							
Winnipeg.....	44 — 47	1.05	1.00	1.32	.90—1.16	1.16	.79— .84
SASKATCHEWAN—							
Regina.....	44	1.11	.....	1.11	.85—1.11	1.09	.88— .90
Saskatoon.....	44	1.10	.....	1.16	.79—1.16	1.11	.84— .92
ALBERTA—							
Calgary.....	40 — 44	1.14	.....	1.46	1.01—1.46	1.45	1.01—1.04
Edmonton.....	40	1.16	.....	1.39	.91—1.27	1.34	.93— .95
BRITISH COLUMBIA—							
Vancouver.....	40	1.21	1.14	1.68	1.02—1.37	1.32	1.03—1.09

¹ Wage rates shown are straight time hourly rates only and do not include the value of various allowances to employees such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. These vary from city to city.

² Maximum rates based on length of service.

³ In some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.

⁴ Including shedman, pitman, cleaner, blacksmith, carpenter, painter, etc.

Table VIII—(5) MOTOR TRANSPORT (LOCAL)

Occupation and Locality	Average Standard Hours per Week	Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
<i>Truck Driver</i>			
Quebec—			
Montreal.....	53.7	.77	.73— .80
Ontario—			
Hamilton.....	48.5	.88	.87 — .90
Ottawa.....	50.1	.67	.65 — .72
Toronto.....	47.9	.90	.80 — .95
Windsor.....	48.5	.92	.87 — .97
Manitoba—			
Winnipeg.....	49.4	.80	.75 — .86
Saskatchewan—			
Regina.....	44.0	.86	.85 — .89
Saskatoon.....	44.7	.81	.80 — .83
Alberta—			
Calgary.....	46.8	.83	.67 — .86
Edmonton.....	46.5	.88	.70 — .90
British Columbia			
Vancouver.....	46.1	1.12	1.07 — 1.17
Victoria.....	45.2	1.11	1.02 — 1.17

Table VIII—(6) GRAIN ELEVATORS

Occupation and Locality			Average Wage Rate per Month	Range of Rates per Month
			\$	\$
STANDARD HOURS PER WEEK:				
	<i>Average</i>	<i>Range</i>		
Canada.....	48.1	.....	
New Brunswick and Quebec.....	51.5	48—60		
Ontario.....	47.2	40—50		
Saskatchewan and Alberta.....	51.6	48—60		
British Columbia.....	44.0	.....	
<i>Electrician</i>				
Canada.....			254.62	.....
New Brunswick and Quebec.....			282.52	255.00—296.87
Ontario.....			249.51	220.46—270.80
Saskatchewan and Alberta.....			248.00	235.00—255.00
British Columbia.....			250.00	230.00—270.00
<i>Millwright</i>				
Canada.....			249.73	.....
New Brunswick and Quebec.....			247.83	235.00—258.99
Ontario.....			252.88	233.30—270.80
Saskatchewan and Alberta.....			236.00	225.00—240.00
British Columbia.....			250.00	240.00—270.00
<i>Weighman</i>				
Canada.....			234.74	.....
New Brunswick and Quebec.....			225.18	210.00—238.99
Ontario.....			236.48	203.82—270.80
Saskatchewan and Alberta.....			225.00	205.00—230.00
British Columbia.....			244.00	235.00—250.00

Table VIII—(6) GRAIN ELEVATORS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Labourer</i>		
Canada.....	.95	.....
New Brunswick and Quebec.....	.91	.69— 1.05
Ontario.....	.95	.89— 1.00
Saskatchewan and Alberta.....	.79	.75— .82
British Columbia.....	1.05	1.00— 1.08
<i>Oiler</i>		
Canada.....	.97	.....
Ontario.....	.97	.83— 1.00

Table IX—WAGE RATES AND HOURS OF LABOUR IN TELEPHONE COMMUNICATION, 1949

Locality and Occupation		Average Ranges of Rates per Week ¹
		\$
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	41.4	.....
Maritime Provinces.....	44.3	40—54
Quebec.....	42.1	40—46½
Ontario.....	40.6	.....
Manitoba.....	44.0	.....
Saskatchewan.....	40.0	.....
Alberta.....	40.0	.....
British Columbia.....	41.4	.....
Canada—		
Cableman and Splicer.....		44.60—62.47
Central Office Repairman.....		43.76—61.73
Lineman.....		35.88—58.33
Operator, Female.....		19.32—28.59
P.B.X. Installer.....		42.90—63.30
P.B.X. Repairman.....		52.50—63.15
Station Installer.....		41.68—61.16
Station Repairman.....		41.17—61.53
Supervisor, Female.....		28.65—39.37

¹ Ranges of provincial average rates shown to avoid disclosing confidential information.

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1949
(1) WHOLESALE

Locality	Average Standard Hours per Week		AVERAGE WAGE RATES PER WEEK			
	Male	Female	Book-keeper, Female	General Office Clerk, Male	General Office Clerk, Female	Office Appliance Operator, Female
Nova Scotia—			\$	\$	\$	\$
Halifax.....	42.8	41.5	32.26	40.99	30.81	29.06
New Brunswick—						
Moncton.....	45.2	.....	27.26	37.75	23.80	.....
Saint John.....	42.4	42.9	26.14	37.73	25.34	25.90
Quebec—						
Montreal.....	44.7	43.2	35.33	40.47	30.38	33.13
Quebec.....	46.0	48.8	.....	34.53	27.29	.....
Ontario—						
Hamilton.....	41.0	43.2	33.12	37.36	27.97	27.53
London.....	43.4	41.9	31.14	39.71	27.17	27.40
Ottawa.....	44.3	44.0	.....	39.43	27.62	32.01
Toronto.....	42.0	40.8	34.54	41.56	30.77	32.39
Windsor.....	43.8	45.1	.....	38.82	29.73	.....
Manitoba—						
Winnipeg.....	42.5	42.2	33.51	39.22	25.55	29.47
Saskatchewan—						
Regina.....	43.2	43.4	30.81	42.72	28.30	33.67
Saskatoon.....	43.6	43.8	28.45	37.10	26.61	29.85
Alberta—						
Calgary.....	43.3	43.8	30.59	40.05	28.23	28.22
Edmonton.....	43.3	42.9	33.19	35.46	27.84	29.73
British Columbia—						
Vancouver.....	41.3	41.2	34.28	42.08	27.97	31.76
Victoria.....	41.4	41.4	.....	39.28	31.44	26.83
	AVERAGE WAGE RATE PER WEEK					
Locality	Shipper and Receiver, Male	Steno-grapher, Female	Telephone Switch-board Operator, Female	Truck Driver, Male	Typist, Female	Ware-houseman
Nova Scotia—	\$	\$	\$	\$	\$	\$
Halifax.....	34.98	30.49	27.36	34.65	27.78	34.54
New Brunswick—						
Moncton.....	32.99	28.64	.....	33.12	.....	33.44
Saint John.....	32.48	25.76	24.70	34.64	26.22	36.12
Quebec—						
Montreal.....	36.20	33.96	30.52	38.45	28.21	34.38
Quebec.....	36.65	27.87	28.66	37.47	24.90	34.60
Ontario—						
Hamilton.....	39.12	29.93	28.22	38.67	24.48	35.46
London.....	36.02	30.13	29.01	38.13	26.06	33.90
Ottawa.....	32.55	31.09	26.38	34.61	26.94	31.27
Toronto.....	38.94	33.53	32.13	40.59	29.33	36.12
Windsor.....	.....	28.63	.....	40.46	28.24	35.43
Manitoba—						
Winnipeg.....	35.90	29.48	27.08	36.19	26.20	32.30
Saskatchewan—						
Regina.....	34.60	31.23	29.17	39.28	27.56	37.65
Saskatoon.....	38.21	28.67	25.79	38.04	25.09	32.08
Alberta—						
Calgary.....	36.29	30.11	27.45	36.37	27.70	35.23
Edmonton.....	37.11	29.38	28.15	37.50	26.11	33.31
British Columbia—						
Vancouver.....	38.96	31.86	31.25	46.42	29.01	36.65
Victoria.....	40.53	30.43	.....	48.96	.....	33.01

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1949—Continued
(2) Retail

Locality	Average Standard Hours per Week		AVERAGE WAGE RATE PER WEEK						Bookkeeper, Male
	Male	Female	Sales Clerk—Male		Sales Clerk—Female		\$		
			On Time Work	On Commission	On Time Work	On Commission			
Nova Scotia— Halifax.....	44.8	44.0	30.85	42.18	19.89	31.65	34.60		
New Brunswick— Moncton.....	43.1	43.5	37.49	.....	22.28	.....	.....
Saint John.....	44.0	43.4	31.75	34.91	19.35	.....	.....
Quebec— Montreal.....	46.0	43.7	35.45	48.78	25.97	30.44	43.43		
Quebec.....	45.7	44.0	33.27	.....	18.58	.....	.....
Ontario— Hamilton.....	45.4	42.9	39.94	55.25	24.12	29.98	.....	
London.....	44.1	42.4	38.42	39.83	23.04	28.40	35.65		
Ottawa.....	44.5	42.8	36.37	.....	21.34	.....	44.86
Toronto.....	43.4	42.2	40.83	49.94	26.14	29.60	43.35		
Windsor.....	45.3	43.6	42.93	45.59	23.57	.....	45.38	
Manitoba— Winnipeg.....	41.7	39.4	39.91	.....	25.73	27.95	44.90	
Saskatchewan— Regina.....	41.1	41.1	35.71	50.27	23.75	25.18	35.31		
Saskatoon.....	41.3	40.8	33.58	70.75	25.52	.....	37.15	
Alberta— Calgary.....	41.8	40.5	37.89	.....	23.87	.....	43.34
Edmonton.....	41.3	40.5	38.24	69.37	24.98	31.78	.....	
British Columbia— Vancouver.....	41.1	39.7	41.86	56.40	26.38	36.34	42.16		
Victoria.....	41.4	40.5	36.61	.....	25.75	35.01	.....	

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1949—Continued
(2) Retail—Continued

Locality	AVERAGE WAGE RATE PER WEEK							
	Book-keeper, Female	Cashier, Female	Elevator Operator, Male	Elevator Operator, Female	General Office Clerk, Male	General Office Clerk, Female	Janitor, Male	Office Appliance Operator, Female
	\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia— Halifax.....	27.02	22.80	.....	.....	37.56	20.90	30.67	25.63
New Brunswick— Moncton.....	27.73	23.59	.....	.....	29.11	22.81	.....	24.69
Saint John.....	24.40	26.71	.....	14.63	25.45	17.96	.....	.....
Quebec— Montreal.....	32.14	27.24	28.18	22.79	35.04	25.42	32.61	29.29
Quebec.....	.....	22.27	.....	.....	38.26	20.77	.....	.....
Ontario— Hamilton.....	34.01	27.66	31.12	24.03	33.61	27.21	33.81	32.54
London.....	29.90	28.68	.....	21.50	38.10	25.11	31.38	29.29
Ottawa.....	32.79	24.23	24.45	18.08	31.58	24.02	28.04	26.70
Toronto.....	33.21	29.44	37.25	25.51	38.85	26.67	35.76	32.07
Windsor.....	37.35	30.61	.....	23.67	44.60	27.05	35.16	30.22
Manitoba— Winnipeg.....	29.97	25.14	38.99	23.73	39.05	26.82	35.29	29.86
Saskatchewan— Regina.....	32.54	26.07	.....	.....	31.84	24.53	32.82	26.73
Saskatoon.....	29.29	26.23	.....	.....	.....	28.93	29.03	29.53
Alberta— Calgary.....	30.72	25.43	.....	22.32	40.52	27.06	36.45	28.83
Edmonton.....	31.90	26.39	.....	24.15	45.44	26.90	36.10	27.38
British Columbia— Vancouver.....	32.44	27.58	37.20	25.00	40.45	27.28	37.05	31.64
Victoria.....	29.48	25.78	.....	23.78	32.30	26.72	34.78	26.82

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1949—Concluded
(2) Retail—Concluded

Locality	AVERAGE WAGE RATE PER WEEK							
	Secretary, Female	Shipper and Receiver, Male	Steno- grapher, Female	Stock- keeper, Male	Telephone Switchboard Operator, Female	Truck Driver, Male	Typist, Female	Ware- houseman
	\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia— Halifax.....		30.35	25.74	27.76	22.06	32.69	21.52	
New Brunswick— Moncton.....		33.26	25.70	36.04	25.14	31.69		
Saint John.....			23.02	21.11		26.67		24.94
Quebec— Montreal.....	39.70	37.36	33.60	31.12	25.95	37.17	25.96	33.91
Quebec.....			33.32	22.79		34.43		30.26
Ontario— Hamilton.....		36.12	28.81	31.63	25.57	40.19	27.93	37.22
London.....		34.20	29.61	29.00	25.42	35.17		38.00
Ottawa.....	40.83	32.14	30.41	26.88	23.80	31.39	25.48	30.73
Toronto.....	41.21	38.35	32.30	34.78	27.82	42.56	26.54	36.90
Windsor.....		39.65	29.59	29.20		39.59		
Manitoba— Winnipeg.....	40.13	41.90	31.02	37.89	25.07	41.49	24.92	37.44
Saskatchewan— Regina.....	35.19	36.53	26.98	34.52		36.18	24.80	
Saskatoon.....		34.34	29.68	31.90		36.87		31.12
Alberta— Calgary.....		38.01	28.97	34.00	27.02	36.92	25.09	36.36
Edmonton.....		40.70	30.15	34.11	26.76	41.28	25.33	35.85
British Columbia— Vancouver.....	37.07	39.14	30.73	36.19	27.88	46.65	26.58	36.29
Victoria.....		35.06	28.21	34.93	25.70	43.79		30.71

Table XI—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1949

(1) Municipal Government

Municipality	Police Constable		Firefighter		Labourer	
	Maximum Basic Salary per Year	Standard Hours per Week	Maximum Basic Salary per Year	Standard Hours per Week	Wage Rate per Hour	Standard Hours per Week
Nova Scotia—					\$	
Glace Bay.....	2,329	52	.....	.....	.81½	48
Halifax.....	2,160	48	2,160	72	.74½—.88½	44
Sydney.....	2,280	48	2,220	66	.85	48
New Brunswick—						
Fredericton.....	1,920	48	1,800 ²	72	.66	48
Moncton.....	2,423	48	2,329	48	.84	44
Saint John.....	2,325	48	2,325	82	.79	48
Quebec—						
Cap de la Madeleine ³	2,288	56	2,288	56	.60	48
Hull.....	1,875	48	1,808	72	.70	.....
Joliette ³	2,106	72	2,106	72	.70	48
Magog.....	2,184	60	.....	.....	.70	44 and 48
Montreal.....	2,860	48	2,960	72	.81 and .92	44
Quebec.....	1,560—2,215	48	2,215	72	.70 and .71	48
St. Hyacinthe ³	2,164	72	2,164	72	.55 — .70	44
St. Johns.....	2,288	60	.....	.....	.75	54
Shawinigan Falls ³	2,210	56	2,210	56	.70 and .75	48
Sherbrooke.....	2,080	48	2,184	72	.76	48
Trois Rivières ³	2,210	56	2,210	56	.71 — .75	48
Verdun.....	2,500	48	2,500	72	.75	45
Westmount.....	2,775	48	2,875	72	.77	.....
Ontario—						
Belleville.....	2,450	48	2,340	72	.81	44
Brantford.....	2,598	48	2,598	56	.83 and .93	44

Brockville.....	2,300	48	2,300	72	.75	48
Chatham.....	2,263	48	2,257	56	.82	44
Cornwall.....	2,300	48	2,300	60	.78	44
Fort William.....	2,580	48	2,460	48	.84 and .88	44
Galt.....	2,600	48	2,250	56	.85	44
Guelph.....	2,400	48	2,385	56	.83	44
Hamilton.....	2,912	48	2,860	48	1.00	44
Kirkland Lake.....	2,520	48	2,520	72	.82 — .97	48
Kitchener.....	2,681	48	2,726	56	1.03	44
London.....	2,351	48	2,521	56	.86	45
Niagara Falls.....	2,625	48	2,589	60	.86 — .87 — .89	48
North Bay.....	2,428	48	2,530	56	.88	44
Oshawa.....	2,600	44	2,550	56	.86 and .90	44
Ottawa.....	2,870	48	2,671	56	.70 and .75	44
Owen Sound.....	2,500	48	2,300	72	.75 and 1.04	47
Peterborough.....	2,530	48	2,500	56	.75 — .95	44
Port Arthur.....	2,580	48	2,460	48	.88 — .97	44
St. Catharines.....	2,624	48	2,584	56	.85	48
St. Thomas.....	2,460	48	2,418	56	.87	48
Sarnia.....	2,291	48	2,465	56	.85—1.02	48
Sault Ste. Marie.....	2,880	48	2,880	48	1.00	48
Stratford.....	2,400	48	2,400	56	.90	44
Sudbury.....	2,837	48	2,734	56	.87	48
Timmins.....	2,640	48	2,460	48	.85	44
Toronto.....	3,036	44	2,895	56	.97½ and 1.07½	40
Windsor.....	2,588—2,825	40	2,350	56	1.05½—1.16½	44
Woodstock.....	1,900—2,200	48	2,060	56	.80	44
Manitoba—						
Brandon.....	2,095	48	2,017	56	.71	44
Winnipeg.....	2,712	44	2,712	48	.85 and .91	44
Saskatchewan—						
Moose Jaw.....	2,434	44	2,232	56	.75	44
Prince Albert.....	2,412	44	2,292	72	.58 — .63	44
Regina.....	2,628—2,676	42	2,520	48	.73 and .80	44
Saskatoon.....	2,508	42	2,322	48	.74 and .79	44

(1) Municipal Government—Concluded

Municipality	Police Constable		Firefighter		Labourer	
	Maximum Basic Salary per Year	Standard Hours per Week	Maximum Basic Salary per Year	Standard Hours per Week	Wage Rate per Hour	Standard Hours per Week
Alberta—					\$	
Calgary.....	2,428	40	2,560	48	.96	40
Edmonton.....	2,463	40	2,437	48	.90 — .95	40
Lethbridge.....	2,510	48	2,366	48	.90	44
Medicine Hat.....	2,256	48	2,196	48	.69 — .85	44
British Columbia—						
Nanaimo.....			2,460	48	1.00	44
Nelson.....	2,520	48	2,529	48	.83 — .91	44
New Westminster.....	2,904	40	2,880	48	1.11	44
Prince Rupert.....			2,688	48	1.04 $\frac{1}{2}$ —1.10	40
Vancouver.....	3,012	40	3,012	48	1.09 and 1.13	40
Victoria.....	2,642	44	2,703	48	.97	40

¹ The higher rate for married men.

² Drivers of apparatus only; others on call.

³ Both police and firefighting duties performed by the same men.

Table XI—(2) LAUNDRIES

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
STANDARD HOURS PER WEEK:			
	<i>Average</i>	<i>Range</i>	
Canada.....	47.4	.....
Nova Scotia.....	45.7	42½—54	
New Brunswick.....	45.6	45—48	
Quebec.....	52.2	44—55	
Ontario.....	45.3	40—50	
Manitoba.....	46.9	44—48	
Saskatchewan.....	44.0	.....
Alberta.....	45.2	44—48	
British Columbia.....	43.7	40—44	
<i>Extractor Operator</i>			
Canada.....		.72	.....
Quebec.....		.58	.50— .68
Montreal.....		.61	.55— .68
Ontario.....		.77	.65— .95
Toronto.....		.81	.75— .95
Saskatchewan.....		.67	.60— .75
Alberta.....		.75	.70— .80
British Columbia.....		.87	.76— .95
<i>Sorter, Female</i>			
Canada.....		.51	.....
Nova Scotia.....		.39	.37— .43
Quebec.....		.49	.40— .60
Montreal.....		.50	.40— .60
Ontario.....		.52	.42— .63
Toronto.....		.55	.45— .63
Manitoba.....		.48	.42— .55
Saskatchewan.....		.58	.56— .60
<i>Starcher, Female</i>			
Canada.....		.47	.....
Maritime Provinces.....		.35	.....
Quebec (Montreal only).....		.47	.40— .60
Ontario.....		.48	.40— .60
Toronto.....		.49	.40— .60
Alberta.....		.54	.52— .58
British Columbia.....		.57	.50— .63
<i>Washer</i>			
Canada.....		.80	.....
Nova Scotia.....		.71	.58— .85
New Brunswick.....		.71	.68— .78
Quebec.....		.71	.54— .89
Montreal.....		.74	.60— .93
Ontario.....		.81	.65—1.00
Toronto.....		.84	.68—1.00
Manitoba.....		.72	.58— .82
Saskatchewan.....		.72	.60— .85
Alberta.....		.82	.70— .90
British Columbia.....		.99	.84—1.14

Table XI—(2) LAUNDRIES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Laundry Operator, Female</i>		
Canada.....	.49	.....
Nova Scotia.....	.37	.33— .40
New Brunswick.....	.37	.32— .44
Quebec.....	.43	.32— .50
Montreal.....	.45	.38— .54
Ontario.....	.51	.40— .61
Toronto.....	.53	.45— .60
Manitoba.....	.46	.38— .55
Saskatchewan.....	.53	.48— .60
Alberta.....	.50	.43— .57
British Columbia.....	.61	.50— .69
	per Week	per Week
<i>Driver¹</i>		
Canada.....	45.78	.....
Nova Scotia.....	34.82	28.00—40.06
New Brunswick.....	41.75	35.00—45.00
Quebec.....	44.10	30.00—60.00
Montreal.....	44.85	30.00—60.14
Ontario.....	48.50	37.00—59.00
Toronto.....	47.74	37.00—56.00
Manitoba.....	41.33	30.00—57.95
Saskatchewan.....	47.45	35.00—63.71
Alberta.....	47.32	36.50—58.69
British Columbia.....	47.79	35.00—47.00

¹ Rates include commission.

Table XI—(3) HOTELS

STANDARD HOURS PER WEEK:

A 48 hour work week is predominant in all provinces with the exception of Saskatchewan and British Columbia where a 44 hour week is predominant.

NOTE.—Rates shown include value of meals where provided.

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Chambermaid</i>		
Canada.....	107.46	.....
Maritime Provinces.....	82.80	63.62—124.84
Quebec.....	93.20	62.40—128.38
Ontario.....	104.37	74.96—145.56
Manitoba.....	105.74	84.50—134.85
Saskatchewan.....	109.55	91.00—145.60
Alberta.....	123.50	96.70—145.60
British Columbia.....	124.08	86.66—145.60
<i>Chef</i>		
Canada.....	267.43	.....
Maritime Provinces.....	265.98	133.62—363.00
Quebec.....	267.87	219.50—365.08
Ontario.....	262.54	195.86—362.96
Manitoba.....	274.48	202.40—393.57
Saskatchewan.....	250.38	160.00—378.57
Alberta.....	269.80	200.66—383.57
British Columbia.....	312.53	216.00—393.00

Table XI—(3) HOTELS—Continued

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Cook, Male</i>		
Canada.....	193.10	
Maritime Provinces.....	169.17	150.25—201.37
Quebec.....	187.90	139.82—215.36
Ontario.....	196.91	162.26—215.96
Manitoba.....	188.31	144.06—196.90
Saskatchewan.....	190.73	177.00—222.32
Alberta.....	195.25	164.75—215.24
British Columbia.....	202.20	150.00—230.28
<i>Dishwasher, Female</i>		
Canada.....	116.06	
Maritime Provinces.....	103.88	67.16—133.17
Quebec.....	80.74	55.00—96.46
Ontario.....	112.18	79.57—153.50
Manitoba.....	135.20	
Saskatchewan.....	125.66	91.00—142.33
Alberta.....	111.85	82.00—133.63
British Columbia.....	135.63	104.86—145.60
<i>Switchboard Operator, Female</i>		
Canada.....	127.19	
Maritime Provinces.....	102.39	73.00—148.64
Quebec.....	116.31	90.00—151.52
Ontario.....	132.03	93.60—159.11
Manitoba.....	122.05	85.00—151.52
Saskatchewan.....	127.11	91.00—158.05
Alberta.....	137.18	90.00—157.44
British Columbia.....	138.84	119.16—151.52
<i>Stenographer and Typist</i>		
Canada.....	156.03	
Maritime Provinces.....	142.56	74.74—169.58
Quebec.....	161.50	123.33—197.51
Ontario.....	149.28	106.00—178.20
Manitoba.....	158.76	125.00—169.28
Saskatchewan.....	165.62	145.36—191.74
Alberta.....	156.35	125.00—188.24
British Columbia.....	166.43	145.00—187.04
<i>Waitress-Dining Room</i>		
Canada.....	98.00	
Maritime Provinces.....	82.91	51.74—125.85
Quebec.....	75.75	56.36—119.55
Ontario.....	95.01	68.64—142.27
Manitoba.....	109.14	84.93—135.51
Saskatchewan.....	108.27	93.16—141.43
Alberta.....	114.14	73.70—142.49
<i>Elevator Operator, Male</i>		
Canada.....	125.81	
Quebec.....	118.97	84.50—146.44
Ontario.....	135.91	94.99—165.21
Manitoba.....	126.74	104.00—142.07
Saskatchewan.....	120.67	91.00—142.51
Alberta.....	123.44	91.70—145.60
British Columbia.....	123.05	101.61—140.45
<i>Elevator Operator, Female</i>		
Canada.....	124.20	
Ontario.....	118.72	80.16—162.71
Manitoba.....	107.10	88.83—131.00

Table XI—(3) HOTELS—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Elevator Operator, Female—Concluded</i>		
Saskatchewan.....	121.05	91.00—141.43
Alberta.....	134.69	91.70—145.60
British Columbia.....	140.51	104.00—152.62
<i>Room Clerk, Male</i>		
Canada.....	157.23	.....
Maritime Provinces.....	142.40	101.00—192.32
Quebec.....	149.62	104.00—225.00
Ontario.....	160.96	121.33—195.00
Manitoba.....	166.90	130.00—238.57
Saskatchewan.....	144.99	108.33—208.57
Alberta.....	157.69	144.72—173.32
British Columbia.....	162.24	125.00—198.57

Table XI—(4) RESTAURANTS

NOTE.—Rates shown include value of meals where provided.

Locality	AVERAGE WAGE RATE PER WEEK										
	Average Standard Hours per Week		Cashier, Female	Cook, Male	Cook, Female	Dish-washer, Male	Dish-washer, Female	Kitchen Helper, Male	Kitchen Helper, Female	Waitress	
	Male	Female	\$	\$	\$	\$	\$	\$	\$	\$	
Nova Scotia—											
Halifax.....	48.0	48.0	23.27	39.31	.....	18.67	18.20	18.63	20.11	15.43
New Brunswick—											
Saint John.....	48.0	48.0	.....	44.67	23.60	.....	.....	.....	16.63	14.94
Quebec—											
Montreal.....	47.8	46.4	27.45	38.53	35.63	24.38	23.94	28.19	24.20	16.80	
Quebec.....	47.3	47.5	.....	32.75	.....	.....	16.32	17.20	.....	14.71
Ontario—											
Hamilton.....	47.1	46.6	28.07	46.51	30.00	26.93	23.36	25.36	23.25	22.60	
London.....	48.0	48.0	28.94	42.33	.....	27.36	24.14	30.31	25.61	24.28
Ottawa.....	48.0	48.0	23.79	37.37	24.88	20.64	19.40	24.47	22.20	17.38	
St. Catharines.....	48.0	48.0	.....	41.27	.....	27.82	.....	.....	.....	21.20
Toronto.....	46.0	44.1	28.06	41.14	30.39	26.91	23.48	26.43	22.75	21.73	
Windsor.....	48.0	48.0	.....	42.36	27.88	24.23	20.88	30.92	22.01	22.90
Manitoba—											
Brandon.....	45.5	45.5	.....	46.20	.....	.....	22.90	.....	.....	22.71
Winnipeg.....	44.5	41.2	24.67	40.83	29.75	23.73	20.60	23.67	22.49	21.38	
Saskatchewan—											
Moose Jaw.....	44.0	44.0	.....	30.59	.....	22.85	22.00	22.56	22.17	22.76
Regina.....	44.0	44.0	.....	32.46	.....	21.00	22.44	21.00	26.71	23.83
Saskatoon.....	44.1	44.2	22.94	41.84	.....	22.97	.....	23.74	22.00	23.01
Alberta—											
Calgary.....	48.0	48.0	28.81	41.04	30.06	29.57	25.68	30.00	24.50	26.91	
Edmonton.....	47.9	47.3	23.74	44.80	29.91	.....	22.76	.....	23.78	21.75
British Columbia—											
New Westminster.....	44.0	44.0	.....	44.27	.....	.....	22.20	.....	.....	24.84
Vancouver.....	43.3	43.4	27.99	45.87	33.64	27.07	23.72	29.09	23.54	24.27	
Victoria.....	41.6	42.8	.....	45.54	.....	29.28	.....	.....	23.60	22.14

Table XI—(5) GARAGES

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
<i>Automobile Mechanic</i>			
Canada.....	1.07		
Nova Scotia.....	.89		
Halifax.....	.85	.73—1.00	45 — 50
Sydney.....	1.00	.90—1.14	44 — 48
Truro.....	.80	.75— .88	53 — 54
New Brunswick.....	.80		
Moncton.....	.89	.65—1.01	49
Saint John.....	.78	.70— .88	50
Quebec.....	1.02		
Montreal.....	1.04	.90—1.15	44 — 60
Quebec.....	1.02	.90—1.15	49 — 57
Sherbrooke.....	.91	.72—1.00	49
Ontario.....	1.06		
Brantford.....	1.04	1.00—1.05	48 — 49
Belleville.....	.88	.70—1.00	48
Cornwall.....	.98	.90—1.00	49
Fort William.....	1.14	1.10—1.20	48
Hamilton.....	.97	.90—1.15	48 — 50
Kingston.....	1.01	.85—1.25	48 — 49
Kirkland Lake.....	.96	.85—1.10	48
Kitchener.....	.95	.85—1.00	40 — 48
London.....	.98	.80—1.10	47 ³ / ₄ — 49
Oshawa.....	.98	.90—1.10	48
Ottawa.....	.97	.80—1.03	48 — 49
Peterborough.....	1.02	.91—1.10	44 — 49 ¹ / ₂
St. Catharines.....	1.20	.99—1.55	48 — 49
St. Thomas.....	1.04	1.00—1.04	45 — 48
Sudbury.....	1.03	.90—1.35	48
Timmins.....	1.07	.97—1.20	48
Toronto.....	1.12	.95—1.20	44 — 48
Welland.....	.90	.75—1.05	48
Windsor.....	1.14	1.10—1.25	44 — 48
Manitoba.....	.94		
Winnipeg.....	.94	.80—1.10	44 — 50
Saskatchewan.....	1.04		
Moose Jaw.....	1.05	.84—1.12	48
Regina.....	1.07	.82—1.25	44 — 49
Saskatoon.....	.97	.83—1.03	48
Alberta.....	1.09		
Calgary.....	1.14	1.00—1.20	46 ¹ / ₂ — 48
Edmonton.....	1.09	.95—1.20	43 ¹ / ₂ — 46 ¹ / ₂
Lethbridge.....	1.00	.90—1.10	44 — 48
Medicine Hat.....	.95	.85—1.00	48
British Columbia.....	1.28		
New Westminster.....	1.34		44
Vancouver.....	1.31	1.11—1.40	44 — 48
Victoria.....	1.19	.96—1.25	44

Table XII.—AVERAGE WEEKLY-SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, 1949

Note.—Any monthly salaries reported were changed to weekly, using 4 $\frac{1}{3}$ weeks per month as a conversion factor.

OCCUPATIONS	HALIFAX			SYDNEY			SAINT JOHN			HULL		
	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Accounting and Bookkeeping Clerk, Male	42.52	30.00—53.52	36.65	25.00—48.46	54.19	46.50—66.00	30.81	28.00—34.62	27.79	24.90—30.00	30.75	20.00—50.00
Bookkeeper, Male	39.47	32.70—48.46	42.38	27.69—57.69	41.93	36.35—57.69	27.92	22.00—34.00	24.55	20.00—26.54	31.71	15.40—42.69
Bookkeeper, Female	30.81	28.00—34.62	26.31	18.00—38.77	24.55	21.92—36.35	39.47	32.70—48.46	31.71	20.00—26.54	30.41	21.92—36.35
Clerk, General Office, Male	48.46	41.54—57.69	31.40	29.20—34.20	43.86	34.00—54.92	27.92	22.00—34.00	24.55	20.00—26.54	30.41	21.92—36.35
Clerk, General Office, Female	39.81	32.70—48.46	31.40	29.20—34.20	43.86	34.00—54.92	39.81	32.70—48.46	31.40	29.20—34.20	43.86	34.00—54.92
Clerk-Typist, Female	27.95	22.00—34.00	26.31	18.00—38.77	24.55	21.92—36.35	27.95	22.00—34.00	24.55	20.00—26.54	30.41	21.92—36.35
Cost Clerk, Male	29.89	26.54—32.15	24.61	20.77—27.69	30.00	25.38—35.77	29.89	26.54—32.15	24.61	20.77—27.69	28.00	25.38—31.85
Cost Clerk, Female	29.92	23.08—34.62	24.61	20.77—27.69	30.00	25.38—35.77	29.92	23.08—34.62	24.61	20.77—27.69	28.00	25.38—31.85
Material Record Clerk, Male	28.73	23.08—34.62	24.61	20.77—27.69	30.00	25.38—35.77	28.73	23.08—34.62	24.61	20.77—27.69	28.00	25.38—31.85
Material Record Clerk, Female	26.54	23.08—28.85	24.61	20.77—27.69	30.00	25.38—35.77	26.54	23.08—28.85	24.61	20.77—27.69	28.00	25.38—31.85
Office Appliance Operator, All Types	29.46	26.54—30.65	29.11	25.38—61.15	43.09	38.31—45.95	29.46	26.54—30.65	29.11	25.38—61.15	43.09	38.31—45.95
Calculating Machine Operator, Female	35.16	31.15—40.38	29.11	26.54—30.00	24.90	22.50—27.69	35.16	31.15—40.38	29.11	26.54—30.00	44.29	38.08—53.31
Bookkeeping Machine Operator, Female	30.12	24.00—35.95	29.10	25.00—38.08	29.05	28.85—39.60	30.12	24.00—35.95	29.05	20.00—45.00	34.54	28.85—39.60
Billing Machine Operator, Female	25.87	22.00—30.00	26.49	27.69—28.08	33.00	32.28—42.69	25.87	22.00—30.00	26.49	27.69—28.08	32.28	29.15—42.69
Payroll Clerk, Male	27.94	20.00—33.46	26.49	27.69—28.08	33.00	32.28—42.69	27.94	20.00—33.46	26.49	27.69—28.08	26.96	21.92—33.00
Payroll Clerk, Female	30.12	24.00—35.95	29.10	25.00—38.08	29.05	28.85—39.60	30.12	24.00—35.95	29.05	20.00—45.00	34.54	28.85—39.60
Secretary, Female	25.87	22.00—30.00	26.49	27.69—28.08	33.00	32.28—42.69	25.87	22.00—30.00	26.49	27.69—28.08	32.28	29.15—42.69
Stenographer, Female	27.94	20.00—33.46	26.49	27.69—28.08	33.00	32.28—42.69	27.94	20.00—33.46	26.49	27.69—28.08	26.96	21.92—33.00
Telephone Switchboard Operator, Female	27.94	20.00—33.46	26.49	27.69—28.08	33.00	32.28—42.69	27.94	20.00—33.46	26.49	27.69—28.08	26.96	21.92—33.00
Typist, Female	27.94	20.00—33.46	26.49	27.69—28.08	33.00	32.28—42.69	27.94	20.00—33.46	26.49	27.69—28.08	26.96	21.92—33.00

Table XII—AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, 1949—Continued

OCCUPATIONS	MONTREAL			QUEBEC			SHERBROOKE		
	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	
	\$	\$	\$	\$	\$	\$	\$	\$	
Accounting and Bookkeeping Clerk, Male	44.06	30.00—59.14	41.80	35.00—50.00	37.71	22.50—54.23			
Bookkeeper, Male	47.77	33.00—62.25	44.45	30.10—55.00					
Bookkeeper, Female	39.92	28.00—50.00	29.62	20.00—40.00	31.57	27.00—45.00			
Clerk, General Office, Male	44.09	27.50—61.62	35.00	20.00—53.08	36.18	22.00—53.08			
Clerk, General Office, Female	31.36	22.00—41.77	21.76	15.00—30.00	28.01	19.80—38.00			
Clerk-Typist, Female	28.46	23.08—32.00			26.60	18.50—32.45			
Cost Clerk, Male	46.78	32.31—62.31			41.35	32.45—50.77			
Cost Clerk, Female	34.57	25.00—44.80			25.45	18.00—35.09			
Material Record Clerk, Male	45.08	32.00—56.31							
Material Record Clerk, Female	34.13	26.65—41.00							
Office Appliance Operator, All Types	32.98		25.68	20.00—32.31	28.74	25.00—36.23			
Calculating Machine Operator, Female	33.46	25.50—40.32							
Bookkeeping Machine Operator, Female	34.13	26.65—41.00							
Billing Machine Operator, Female	30.33	24.00—35.00							
Payroll Clerk, Male	42.52	27.10—60.00	29.75	19.00—40.00					
Payroll Clerk, Female	33.32	25.00—45.00	21.18	15.00—27.00					
Secretary, Female	44.36	35.00—56.48			28.50	23.10—33.00			
Stenographer, Female	36.19	27.69—45.00	29.09	20.00—40.38	35.32	27.50—50.00			
Telephone Switchboard Operator, Female	32.25	25.00—40.38	22.74	15.00—32.31	28.59	22.50—34.63			
Typist, Female	29.35	23.08—35.77	22.21	18.00—28.81	27.35	23.08—36.30			
					31.52	23.00—40.09			

Table XII—AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, 1949—Continued

OCCUPATIONS	BRANTFORD			KITCHENER			LONDON			OTTAWA		
	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Accounting and Bookkeeping Clerk, Male.....	48.46	38.54—63.46	43.48	30.00—55.00	44.96	32.50—60.16	43.65	33.48—51.92	38.47	30.00—53.00		
Bookkeeper, Male.....	38.70	27.00—60.00	57.05	45.18—66.35	43.05	27.00—60.00						
Bookkeeper, Female.....	37.37	27.69—45.00	34.41	28.00—41.40	38.04	27.50—41.54						
Clerk, General Office, Male.....	43.18	28.85—58.85	41.19	22.00—55.96	38.57	23.08—55.09	37.35	20.77—53.00	37.35	20.77—53.00		
Clerk, General Office, Female.....	27.35	20.00—34.62	27.69	20.02—34.10	27.60	22.00—35.00	27.59	20.77—35.00	27.59	20.77—35.00		
Clerk-Typist, Female.....	27.30	20.77—32.77	23.83	22.50—25.00	26.33	25.00—27.00	29.40	23.08—35.77	29.40	23.08—35.77		
Cost Clerk, Male.....	45.73	35.08—52.62	49.86	35.20—66.00	44.18	30.00—56.25	42.84	32.30—56.00	42.84	32.30—56.00		
Cost Clerk, Female.....	28.60	25.00—30.69	37.55	26.00—50.00	27.76	24.00—33.00	34.42	22.50—42.50	34.42	22.50—42.50		
Material Record Clerk, Male.....	45.81	37.15—57.69	50.83	36.92—72.00	52.94	43.27—61.55						
Material Record Clerk, Female.....	30.42	28.85—32.88			32.38	26.00—42.69						
Office Appliance Operator, All Types.....	30.14	21.92—38.54	30.93	26.00—36.00	31.88	27.02—36.95	28.85	20.77—35.00	28.85	20.77—35.00		
Calculating Machine Operator, Female.....	28.96	21.92—30.93	30.71	27.92—36.00			29.68	23.08—35.00	29.68	23.08—35.00		
Bookkeeping Machine Operator, Female.....	33.32	29.31—38.54	31.96	26.54—37.00	31.69	24.92—37.50	26.91	20.77—31.96	26.91	20.77—31.96		
Billing Machine Operator, Female.....			34.93	30.78—37.50								
Payroll Clerk, Male.....	42.80	30.00—50.31	43.22	32.80—54.00	37.57	24.25—78.11	42.44	36.00—52.00	42.44	36.00—52.00		
Payroll Clerk, Female.....	31.21	25.25—37.50	30.93	22.70—35.00	29.99	25.00—35.00	34.40	31.00—39.00	34.40	31.00—39.00		
Secretary, Female.....	39.06	33.46—45.46	38.77	32.77—46.73	38.97	33.46—50.22	38.93	33.46—48.46	38.93	33.46—48.46		
Stenographer, Female.....	29.77	25.00—35.08	30.25	23.08—36.00	30.60	24.00—36.92	30.60	23.77—36.00	30.60	23.77—36.00		
Telephone Switchboard Operator, Female.....	24.58	20.39—29.54	27.85	22.00—31.96	29.63	23.08—33.00	28.06	23.08—36.18	28.06	23.08—36.18		
Typist, Female.....	26.11	22.00—30.65	25.71	20.77—30.46	25.25	19.62—35.00	27.21	21.92—32.50	27.21	21.92—32.50		

Table XII—AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, 1949—Continued

OCCUPATIONS	PETERBOROUGH		ST. CATHARINES		TORONTO		WINDSOR	
	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week
	\$	\$	\$	\$	\$	\$	\$	\$
Accounting and Bookkeeping Clerk, Male.....	44.82	29.50—56.54	48.36	32.31—65.00	47.84	34.62—60.00	55.00	32.30—70.38
Bookkeeper, Male.....	51.36	35.00—70.00	.....	.....	46.85	32.50—60.00	47.49	30.00—62.31
Bookkeeper, Female.....	34.78	30.00—38.00	40.49	31.89—52.90	37.94	30.00—50.00	36.38	27.69—42.50
Clerk, General Office, Male.....	42.96	26.54—55.00	45.50	27.46—60.46	43.85	28.00—59.97	51.87	32.31—69.23
Clerk, General Office, Female.....	27.95	22.98—34.65	27.19	20.76—34.38	30.93	23.08—40.00	33.70	25.38—40.38
Clerk-Typist, Female.....	.....	.....	.....	.....	31.41	26.00—37.85	32.38	30.00—36.92
Cost Clerk, Male.....	50.78	40.00—63.00	50.85	40.00—69.23	45.55	31.00—62.00	63.95	54.23—73.84
Cost Clerk, Female.....	30.30	25.00—41.00	27.29	23.08—32.54	32.91	26.54—40.38	.....	.....
Material Record Clerk, Male.....	.....	.....	50.71	30.00—71.08	42.78	30.00—56.61	.....	.....
Material Record Clerk, Female.....	.....	.....	25.72	20.77—30.35	31.76	25.00—38.00	.....	.....
Office Appliance Operator, All Types.....	31.75	25.00—41.50	33.34	23.08—45.46	34.28	.....	37.58	31.15—42.69
Calculating Machine Operator, Female.....	34.77	31.00—37.00	.....	.....	33.81	27.00—40.00	40.96	39.23—42.69
Bookkeeping Machine Operator, Female.....	.....	.....	.....	.....	35.19	30.00—43.00	.....	.....
Billing Machine Operator, Female.....	30.63	25.00—41.50	.....	.....	32.91	27.00—39.07	.....	.....
Payroll Clerk, Male.....	47.25	45.00—50.50	42.90	34.62—50.77	42.79	30.00—55.00	56.38	40.55—62.31
Payroll Clerk, Female.....	33.27	28.00—40.00	.....	.....	32.96	26.54—40.00	45.90	33.46—63.46
Secretary, Female.....	41.17	30.00—52.50	42.38	35.75—45.46	42.26	35.00—50.77	44.56	36.50—51.92
Stenographer, Female.....	31.79	25.00—41.00	30.93	24.00—38.54	33.92	27.50—40.50	36.55	29.23—41.54
Telephone Switchboard Operator, Female.....	32.75	25.00—43.00	27.79	20.31—35.77	31.71	25.00—40.00	31.47	26.54—39.23
Typist, Female.....	32.90	22.00—41.50	26.12	20.77—28.85	29.78	24.38—35.77	28.46	25.38—32.00

Table XII—AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, 1949—Continued

OCCUPATIONS	WINNIPEG		REGINA		SASKATOON		CALGARY	
	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week
	\$	\$	\$	\$	\$	\$	\$	\$
Accounting and Bookkeeping Clerk, Male.....	39.40	30.00—47.50						
Bookkeeper, Male.....	43.73	31.00—54.23	43.49	33.46—51.92	48.33	39.23—59.16	41.87	28.85—54.60
Bookkeeper, Female.....	34.25	25.00—45.50	35.70	26.08—43.50	33.34	27.69—41.50	33.31	26.91—38.95
Clerk, General Office, Male.....	39.57	25.00—56.52	34.72	23.29—45.00	38.97	23.08—55.00	38.65	25.60—49.25
Clerk, General Office, Female.....	26.92	20.00—34.15	31.13	26.00—37.50	26.77	21.46—30.25	29.22	25.00—36.00
Clerk-Typist, Female.....	25.34	20.77—31.15					30.00	
Cost Clerk, Male.....	51.84	38.00—65.00					44.98	36.92—54.60
Cost Clerk, Female.....	31.60	19.50—43.00					42.50	
Material Record Clerk, Male.....	40.19	27.69—57.00					46.32	38.08—56.30
Material Record Clerk, Female.....	31.91	25.00—40.75					35.46	30.00—42.50
Office Appliance Operator, All Types.....	31.67		32.82	28.39—37.50	31.38	25.66—38.35	31.83	
Calculating Machine Operator, Female.....	33.70	24.00—39.50	33.08	28.10—37.50	30.55	25.66—35.00	32.38	28.00—36.14
Bookkeeping Machine Operator, Female.....	31.63	25.38—39.23	31.66	31.22—32.31	34.52	30.31—38.35		
Billing Machine Operator, Female.....	27.46	22.00—31.00					30.12	25.00—37.50
Payroll Clerk, Male.....	37.71	22.00—51.92					52.50	
Payroll Clerk, Female.....	30.61	25.00—37.50					36.39	
Secretary, Female.....	37.01	28.02—45.00	37.87	34.95—48.47	31.34	27.69—38.08	38.32	33.95—41.45
Stenographer, Female.....	29.20	23.00—35.50	31.88	27.69—35.84	30.56	25.38—36.00	31.70	23.08—37.50
Telephone Switchboard Operator, Female.....	27.84	21.00—34.62					28.91	20.08—36.45
Typist, Female.....	24.14	19.62—29.00	31.89	26.08—42.50	24.08	21.46—27.69	26.61	24.00—28.00

Table XII—AVERAGE WEEKLY SALARIES OF OFFICE EMPLOYEES IN MANUFACTURING, 1949—Concluded

OCCUPATIONS	EDMONTON		VANCOUVER		VICTORIA	
	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week	Average Salary per Week	Range of Salaries per Week
	\$	\$	\$	\$	\$	\$
Accounting and Bookkeeping Clerk, Male	49.35	38.35—63.47	40.77	26.54—55.38	47.93	35.20—55.50
Bookkeeper, Male	36.25	27.50—48.35	37.01	36.92—57.12	38.90	27.69—48.02
Bookkeeper, Female						
Clerk, General Office, Male	40.98	25.75—57.00	44.86	27.69—58.85	37.00	25.00—50.77
Clerk, General Office, Female	28.99	22.50—38.50	31.15	23.08—41.00	29.96	24.23—35.50
Clerk-Typist, Female			31.19	27.69—35.00		
Cost Clerk, Male	53.67	46.15—62.75	48.94	34.50—62.88	56.31	41.54—68.08
Cost Clerk, Female	35.94	32.50—42.69	32.50	20.00—42.69	33.14	27.00—44.54
Material Record Clerk, Male	47.92	40.62—56.50	38.91	31.15—47.50		
Material Record Clerk, Female	36.00	25.00—43.50	31.65			
Office Appliance Operator, All Types	30.81	25.75—36.10	33.96	25.00—40.00	29.57	25.00—32.50
Calculating Machine Operator, Female	29.59	27.50—40.00	34.17	30.00—39.23		
Bookkeeping Machine Operator, Female	32.81	25.62—33.50	35.39	29.70—33.00	29.57	25.00—32.50
Billing Machine Operator, Female	28.96		31.08			
Payroll Clerk, Male	51.98	40.25—71.25	45.39	33.46—55.38		
Payroll Clerk, Female	33.40	27.69—36.75	36.08	31.15—43.75	34.73	32.04—37.15
Secretary, Female	33.86	30.00—40.85	38.93	31.16—49.04	35.31	28.85—38.08
Stenographer, Female	30.44	24.68—36.85	33.18	25.38—41.54	31.10	25.38—35.00
Telephone Switchboard Operator, Female	27.46	18.00—36.50	31.15	25.38—35.77	29.05	25.38—33.46
Typist, Female	27.68	22.50—33.00	27.82	21.92—34.04	27.44	25.38—28.85

Table XIII—WAGE RATES IN NEWFOUNDLAND, 1949

(1) FISH PROCESSING

Occupation	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Carpenter.....	.69	.50—.91
Cutter, Filleter and Knifeman.....	.72	.60—.85
Labourer and General Worker.....	.60	.50—.71
Skinner.....	.73	.60—.85
Truck Driver.....	.72	.58—.80

Table XIII—(2) IRON AND STEEL PRODUCTS

Occupation	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Fitter.....	.88	.78—1.05
Labourer.....	.95	.63—1.06
Machinist.....	1.00	.80—1.10
Moulder.....	1.16	.98—1.22
Patternmaker.....	1.19	.98—2.00
Sheet Metal Worker.....	.77	.63—.90
Welder.....	1.02	.90—1.10

Table XIII—(3) WHOLESALE TRADE

Occupation	MALE		FEMALE	
	Average Wage Rate per Week	Range of Rates per Week	Average Wage Rate per Week	Range of Rates per Week
	\$	\$	\$	\$
<i>Accountant</i>				
Newfoundland.....	59.28	40.38—76.16		
St. John's.....	57.74	42.00—73.85		
Other.....	64.20	40.38—76.16		
<i>Bookkeeper</i>				
Newfoundland.....	41.10	22.50—55.00	25.31	17.31—35.00
St. John's.....	43.89	25.00—55.00	25.36	19.00—35.00
Other.....	37.06	22.50—55.00		
<i>General Office Clerk</i>				
Newfoundland.....	32.42	20.00—48.00	19.65	11.54—31.00
St. John's.....	31.82	17.00—48.46	21.58	15.00—31.00
Other.....	33.63	24.23—46.15	16.79	9.23—23.08
<i>Sales Clerk</i>				
Newfoundland.....	32.12	17.00—45.00	10.98	5.77—19.20
St. John's.....	37.64	20.00—50.00	17.82	14.00—19.20
Other.....	25.11	13.85—35.77	9.22	5.77—13.85

Table XIII (3) WHOLESALE TRADE—Concluded

Occupation	MALE		FEMALE	
	Average Wage Rate per Week	Range of Rates per Week	Average Wage Rate per Week	Range of Rates per Week
	\$	\$	\$	\$
<i>Shipper and Receiver</i>				
Newfoundland.....	42.49	28.85—60.00	.....	.....
St. John's.....	43.65	28.85—63.75	.....	.....
Other.....	.....	.....	.....	.....
<i>Stenographer</i>				
Newfoundland.....	.....	.....	25.50	16.00—35.00
St. John's.....	.....	.....	26.06	16.15—35.00
Other.....	.....	.....	23.53	13.85—32.31
<i>Stockkeeper and Stock Clerk</i>				
Newfoundland.....	36.96	22.50—50.00	.....	.....
St. John's.....	36.16	29.00—44.00	.....	.....
Other.....	40.34	20.77—55.00	.....	.....
<i>Truck Driver</i>				
Newfoundland.....	36.64	27.50—53.00	.....	.....
St. John's.....	38.35	34.00—53.60	.....	.....
Other.....	34.12	25.38—38.00	.....	.....
<i>Typist</i>				
Newfoundland.....	.....	.....	22.58	16.15—28.00
St. John's.....	.....	.....	22.08	16.15—28.00
Other.....	.....	.....	.....	.....
<i>Warehouseman</i>				
Newfoundland.....	32.36	29.55—38.08	.....	.....
St. John's.....	32.26	29.55—38.08	.....	.....

Table XIII—(4) RETAIL TRADE

<i>Bookkeeper</i>				
Newfoundland.....	43.13	26.54—57.69	24.25	16.25—37.00
St. John's.....	46.58	30.00—60.00	28.27	20.00—37.00
Other.....	37.83	26.54—50.00	20.98	12.69—34.62
<i>General Office Clerk</i>				
Newfoundland.....	31.45	12.50—48.00	16.30	10.00—21.60
St. John's.....	32.54	12.00—50.00	17.01	11.00—21.60
Other.....	28.74	18.46—40.00	15.37	9.60—21.30
<i>Shipper and Receiver</i>				
Newfoundland.....	28.00	25.00—37.80	.....	.....
St. John's.....	27.04	25.00—37.80	.....	.....
Other.....	31.59	25.85—35.00	.....	.....
<i>Stenographer</i>				
Newfoundland.....	.....	.....	23.40	17.00—30.00
St. John's.....	.....	.....	23.13	17.00—30.00
Other.....	.....	.....	24.31	15.00—32.50
<i>Sales Clerk</i>				
Newfoundland.....	32.67	15.00—44.00	15.64	10.00—22.00
St. John's.....	35.08	15.00—45.00	17.04	10.00—22.50
Other.....	29.29	15.00—41.54	13.58	8.08—21.00

Table XIV—AVERAGE NORMAL WEEKLY HOURS OF WORK FOR NON-OFFICE EMPLOYEES, MALE, 1949

Industry	Canada ⁽¹⁾	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Logging—									
Eastern Canada (2)		54.0	54.0	60.0	48.0				40.0
British Columbia (Coastal) (2)									
Mining—									
Coal Mining	41.5	42.3	51.2	48.0	48.2	48.2	44.0	40.3	40.1
Metal Mining	47.5								43.2
Manufacturing									
Primary Textile Products	45.0	45.9	48.5	46.7	44.5	44.3	44.0	43.7	41.8
Cotton Yarn and Broad Woven Goods	46.7	47.1	44.5	47.9	45.0	44.4		44.0	42.3
Woolen Yarn and Cloth	46.1	48.0	44.6	46.8	44.0				
Hosiery and Knit Goods	46.4	48.4	45.7	47.9	45.7	45.5			43.4
Rayon Yarn and Fabric	46.0	46.2	48.0	47.4	44.9	40.3		44.0	40.2
	48.0		44.0	49.2	44.3				
Clothing	41.0	43.7	41.3	41.6	40.1	40.4		40.1	40.2
Men's and Boys' Suits and Overcoats	40.8	43.8		41.3	40.1	40.0			40.0
Work Clothing	43.1	43.5	44.0	45.2	41.4	41.2		40.0	41.7
Men's Shirts	42.8			45.4	40.1			40.0	
Women's and Misses' Suits and Coats	40.0		40.0	40.0	40.0	40.0		40.8	40.0
Women's and Misses' Dresses	41.2			41.3	40.9				
Rubber Products	45.8			46.1	45.4				42.0
Pulp and Paper	47.7	48.1	48.0	48.4	47.9				44.0
Paper Boxes	44.7	44.0	48.4	45.5	44.7	41.9			42.3
Printing and Publishing	41.1	42.4	42.9	41.3	41.1	41.4	41.4	42.7	38.6
Newspaper Printing	41.4	42.3	42.8	41.4	45.0	45.0	41.4	44.2	37.6
Job Printing	40.8	42.5	43.1	40.8	40.9	40.1	40.3	40.0	40.2
Wood Products	46.0	49.1	52.6	53.4	46.6	46.5	45.7	46.5	40.6
Sawmill Products	45.7	54.0	55.2	58.5	50.8	48.8		48.9	40.6
Sash and Door, and Planing Mills	47.9	47.4	50.1	53.0	46.5	46.9	45.7	45.7	41.3
Wooden Furniture	45.0	50.0		47.4	44.5	44.0		41.6	40.2
Baskets and Wooden Boxes	49.1	51.8	55.0	54.4	48.8	44.8	44.0	47.0	43.1
Edible Plant Products	46.8	49.2	47.1	48.2	47.0	45.3	43.6	44.6	44.8
Flour Mills	46.9			48.7	47.1	48.0	44.0	46.3	
Bread and Other Bakery Products	46.8	48.8	48.0	48.4	47.9	44.5	43.2	43.2	40.1
Biscuits and Crackers	46.9	49.0	46.9	48.2	47.0	46.0	45.0	42.5	43.6
Confectionery	46.3	44.0	45.0	47.9	45.8	43.5		42.5	40.0
Canned and Preserved Fruits and Vegetables	47.1	59.7	52.5		46.5				49.1

Table XIV—AVERAGE NORMAL WEEKLY HOURS OF WORK FOR NON-OFFICE EMPLOYEES, MALE, 1949—Concluded

Industry	Canada ⁽¹⁾	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Manufacturing—Concluded									
Fur Products.....	40.7	41.5	41.5	40.4	40.5	41.3	42.5		
Leather Products.....	45.4	44.0	44.0	46.4	44.7	48.0	44.0		40.0
Leather Tanneries.....	45.6			46.0	44.9	48.0	44.0		
Boots and Shoes.....	45.3	44.0	44.0	46.0	44.5				40.0
Edible Animal Products.....	46.1	50.0	53.6	47.9	45.3	44.5	44.5	44.5	43.9
Slaughtering and Meat Packing.....	44.6		44.0	45.8	44.4	44.4	44.0	44.4	44.0
Dairy Products.....	48.3	52.4	52.6	52.1	48.3	47.9	45.6	45.3	44.0
Fish Canning.....	48.6	49.6	56.1	59.2					43.9
Iron and Steel Products.....	43.8	44.7	45.2	45.1	43.5	45.3	43.7	41.8	40.2
Primary Iron and Steel.....	44.2	44.1		45.1	44.0	50.0			
Iron Castings.....	44.8	44.0	46.5	46.7	44.4	43.0	44.0	40.8	40.0
Machine Shop Products.....	44.5	44.0	44.7	47.9	44.5	46.5	45.5	40.0	41.5
Machine Tools.....	44.8			43.1	45.5				40.2
Machinery.....	44.3	44.0	48.0	44.9	44.2	44.7	44.0	42.0	40.1
Boilers and Plate Work.....	44.5	47.1		45.7	44.0	45.0	44.0	44.0	40.0
Boilers and Parts.....	43.5			43.0		44.0			
Steel Shipbuilding.....	43.6	44.2	44.0	46.3	44.4				40.1
Railway Rolling Stock.....	44.2	43.7		43.9	43.1	45.0			
Motor Vehicles.....	42.5			48.0	42.3	48.0			40.0
Motor Vehicles Parts and Accessories.....	44.9			55.7	44.9	44.0		44.6	43.0
Agricultural Implements.....	41.3			41.1	41.0	41.1		40.0	
Heating and Cooking Apparatus.....	45.6	44.0	45.9	48.1	45.0	45.0			40.0
Sheet Metal Products.....	43.4		44.0	44.5	43.3	44.1	44.0	42.1	40.2
Tobacco and Tobacco Products.....	45.0			45.1	44.8				
Beverages (Malt Liquors).....	43.8	46.4	44.0	48.0	41.0	43.7	44.0	40.0	40.7
Electric Light and Power.....	46.5	44.7	47.7	46.5	47.2	44.5	44.7	4.35	40.7
Electrical Products.....	42.4			41.1	42.8	41.3		42.0	40.2
Electrical Machinery and Apparatus.....	42.3			41.0	42.8	41.3		42.0	40.0
Radios and Parts.....	43.1			43.2	43.0				42.5
Chemical Products (Acids, Alkalis and Salts).....	46.9			47.9	45.5		50.4		44.0

Predominant hours for 42 cities are shown in Table VII.

Construction, Storage and Communication—

Hours on duty at sea, 8 per day (3 watches). Regular hours on both the Atlantic and Pacific coasts and on the Great Lakes and St. Lawrence vary; usually only necessary operational work is done on Sundays and holidays. One day off in seven, or five days per month, is the general rule.

48 (44 in Locomotive Shops).

Predominant hours for 16 cities shown in Table VIII (4).

Water Transportation (Inland and Coastal).....	49.0	52.0	48.9	54.0	48.6	49.3	44.8	46.7	45.9
Steam Railways.....	48.1	.....	48.0	52.5	47.2	45.7	51.9	48.0	44.0
Electric Street Railways.....	41.4	44.0	44.0	42.1	40.6	44.0	40.0	40.0	40.0
Motor Transport (Local).....	43.5	42.9	44.1	45.2	43.5	42.6	43.5	43.3	41.7
Grain Elevators.....	43.7	45.5	44.7	46.4	44.1	41.8	41.2	41.6	40.9
Telephone.....	47.4	45.7	45.6	52.2	45.3	46.9	44.0	45.2	43.7
Trade	47.8	49.3	49.2	50.3	47.7	47.9	48.0	46.7	44.0
Wholesale.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Retail.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service—	.....	.....	.....	.....	.....	.....	.....	.....	.....
Laundries.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Garages (Automobile Mechanics).....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(1) Canada averages include the average hours of some establishments in Prince Edward Island.

(2) Predominant hours shown.

APPENDIX

WAGES IN AGRICULTURE, 1949

NOTE.—The information shown below has been reproduced from the Quarterly Bulletin of Agricultural Statistics issued by the Agriculture Division of the Dominion Bureau of Statistics. The figures were compiled from reports made by farm correspondents.

Farm Wages

The data on wage rates in the following tables were compiled from reports of farm correspondents located in all provinces of Canada. Table 1 gives a summary of wage rates as at August 15 from 1940 to date and Tables 2 and 3 give similar data on a provincial basis for the last three years. No data are available for Newfoundland.

In August, 1949, for the first time since 1940, there seemed to be a definitely downward trend in farm wage rates for Canada as a whole. By August of this year, however, rates had again swung upward and new record Canadian levels were established for monthly wages and for daily wages with board. Compared with the same date last year, average monthly rates for Canada have increased about 4 per cent and daily rates have risen 2 or 3 per cent.

TABLE 1.—AVERAGE WAGES OF MALE FARM HELP IN CANADA PER DAY AND PER MONTH AS AT AUGUST 15, 1940-50

Year	Average Wages per Day		Average Wages per Month	
	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$
1940.....	1.48	1.90	27.92	41.76
1941.....	2.02	2.57	35.40	51.15
1942.....	2.51	3.23	47.36	66.41
1943.....	3.38	4.42	61.81	84.76
1944.....	3.53	4.36	65.99	88.31
1945.....	3.55	4.50	71.68	97.22
1946.....	4.04	4.95	75.28	100.62
1947.....	4.13	5.17	82.75	109.03
1948.....	4.40	5.44	86.79	116.67
1949 ¹	4.35	5.29	84.92	114.96
1950 ¹	4.43	5.43	88.29	119.73

TABLE 2.—AVERAGE WAGES PER DAY OF MALE FARM HELP IN CANADA, BY PROVINCES, AS AT AUGUST 15, 1948, 1949 AND 1950

NOTE.—Comparable data as of January 15 and May 15 may be found on pages 19 and 106, Volume 43, of the Quarterly Bulletin of Agricultural Statistics.

Province	With Board			Without Board		
	1948	1949	1950	1948	1949	1950
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	2.97	3.14	3.09	3.90	4.17	4.10
Nova Scotia.....	3.86	3.77	3.68	4.76	4.71	4.68
New Brunswick.....	4.25	3.83	3.92	5.19	4.88	4.67
Quebec.....	4.16	3.99	3.81	5.16	4.90	4.76
Ontario.....	4.41	4.34	4.63	5.47	5.23	5.68
Manitoba.....	4.74	5.43	4.92	5.84	6.78	6.20
Saskatchewan.....	4.98	5.51	5.47	6.11	6.31	6.66
Alberta.....	4.57	5.08	5.19	5.65	6.05	6.14
British Columbia.....	4.87	5.25	5.26	5.97	6.25	6.17
Canada.....	4.40	4.35 ¹	4.43 ¹	5.44	5.29 ¹	5.43 ¹

TABLE 3.—AVERAGE WAGES PER MONTH OF MALE FARM HELP IN CANADA, BY PROVINCES, AS AT AUGUST 15, 1948, 1949, AND 1950

NOTE.—Comparable data as of January 15 and May 15 may be found on pages 19 and 106, Volume 43, of the Quarterly Bulletin of Agricultural Statistics.

Province	With Board			Without Board		
	1948	1949	1950	1948	1949	1950
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	60.00	59.09	60.72	83.46	82.86	85.67
Nova Scotia.....	71.75	72.50	76.75	102.06	100.00	95.00
New Brunswick.....	93.07	86.43	84.73	118.68	118.33	113.46
Quebec.....	90.14	85.40	80.14	118.66	113.51	108.74
Ontario.....	80.70	74.87	80.56	108.21	106.91	110.65
Manitoba.....	86.55	90.86	93.20	115.00	121.25	123.18
Saskatchewan.....	91.85	92.69	95.68	120.72	121.50	128.10
Alberta.....	90.41	91.90	96.94	124.74	122.00	132.24
British Columbia.....	93.93	86.43	98.00	130.50	118.00	140.29
Canada.....	86.79	84.92¹	88.29¹	116.67	114.96¹	119.73¹

¹ Excluding Newfoundland, for which data are not available.

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