PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING DECEMBER 31ST

1920

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
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1921.

To His Honour WALTER CAMERON NICHOL,

Lieutenant-Governor of the Province of British Columbia.

MAY IT PLEASE YOUR HONOUR:

The Annual Report of the Department of Labour of the Province for the year 1920 is hereby respectfully submitted.

J. W. DE B. FARRIS,

Minister of Labour.

Office of the Minister of Labour,

February 17th, 1921.

The Honourable J. W. de B. Farris,
Minister of Labour.

SIR,—I have the honour to submit herewith my third Annual Report on the work of the Department of Labour up to December 31st, 1920.

I have the honour to be,
Sir,
Your obedient servant,

J. D. McNIVEN,
Deputy Minister of Labour.

Department of Labour, Victoria, B.C.,
February 16th, 1921.

REPORT OF THE DEPUTY MINISTER OF LABOUR

for the

YEAR ENDING DECEMBER 31st, 1920.

The Province of British Columbia has not escaped the impact of labour problems which in the last year have been a disturbing factor in nearly every civilized country in the world. The old conditions prevailing prior to 1914 were so completely uprooted by the Great War, and so many new economic forces were brought temporarily into being to meet the exigencies of war-time, that in the last two years we have had to face the necessity of a rearrangement in all directions. Thus we have had an almost constant struggle between the forces making for higher and lower wages, and between those making for a higher and a lower cost of living. We have also become sadly familiar with the figure of the returned soldier, who may be maimed in body or broken in health—a difficult case to fit into the modern industrial machine; or who may be a "fit" man desiring to take up again the daily duties he laid down six years ago, and finding that the old landmarks of trade and industry have disappeared.

So far it cannot be said that the re-establishment of the returned soldier has been completed, though progress has been made. We still have quite a number who have not yet fitted themselves into their former occupations, and these are constantly being reinforced by men arriving in British Columbia from the other Provinces. Many of the latter have been told by their medical advisers to try the milder climate of the Pacific Coast; and others, who have suffered from shell-shock or some such disability, have sought a low altitude as the best means of avoiding a recurrence of nervous trouble.

A Problem for the Future.

Our employment offices testify to the difficulty of finding work for the extraordinarily large number of men belonging to this class, and appearances point to the problem remaining with us in British Columbia for many years to come. It is well that this should be borne in mind, and that employers and the general public should give their most favourable consideration to these cases. In the main, such consideration has not been wanting, either for those who went overseas from this Province or for those who have since come to us as strangers; but the fact is not always appreciated that much of the chronic unemployment problem in Vancouver and Victoria during the past year was attributable to the presence amongst us of so many ex-soldiers from other Provinces.

The work of the Government Employment Bureaus in British Columbia has increased greatly in the past year, the numbers of placements during 1920 having been almost double the number for 1919. Much of this increase is due to the private employment offices working on commercial lines having been compelled to cease operations in November, 1919. Their disappearance has left no regrets, and the Government Bureaus are tending to become more and more the recognized channel through which vacancies are filled. While each Province operates its own Employment Service, there is a system of co-ordination between the services of all Provinces in the Dominion. The Employment Service Council of Canada meets regularly at Ottawa to discuss matters in relation to unemployment and the unification of the various Employment Services.

A Dominion Government Order in Council also contemplated that each Provincial Government should establish an Advisory Council for the Province, and local advisory committees, consisting of an equal number of persons representing employers and employees, to safeguard the interests of employers and employed in the distribution of labour, and to assist the superintendents in the discharge of their duties. Such Council and committees have not yet been set up in British Columbia, but steps are now being taken to establish them.

A Year's Rise in Wages.

A large amount of valuable information has been collected in the Statistical section of the Department on the general position of labour in the Province. This is based upon figures supplied direct to the Department of Labour by 1,869 companies and firms employing industrial

workers, a notable increase over the 1,207 companies and firms who forwarded returns for the previous year. These statistics would, however, gain greatly in value if every firm requested to send in a return would do so, and it is confidently hoped that a further improvement in this respect will be shown next year. Special interest belongs to the table which has been prepared, showing the average weekly wage for full-time employment for adult male workers in each industry. Taking all industries together, the average wage for all adult industrial male workers in the Province, as computed from the year's returns, is $31.51 per week, which is an advance of $2.40 per week as compared with 1918–19, and of $3.54 per week as compared with the first seven months of 1918. These figures in each case are averaged from details supplied by firms for the week of employment of the greatest number. They represent the pay for a full week's work, without deduction for lost time or from any other cause. It is to be noted that since September 30th last, which was the end of the statistical year, we have entered upon a period of depression in industry, and in a number of trades this has been the signal for a movement towards a reduction in wages. How far this movement will go, and for how long it will continue, is at present impossible to say. The tendency recorded a year ago in the direction of a slight reduction in working-hours, and also the tendency to replace foreign labour, in some degree, with workers of Canadian or British birth, have been continued.

LOSSES CAUSED BY STRIKES.

Careful record has been kept during the year of all labour disputes which have occurred in the Province, and in each case a brief résumé is now presented in the section of the report dealing with these disputes. There were an unusually large number of such occurrences last year—sixty-eight in all—but most of them were one-firm disputes, and the aggregate loss to the Province from strikes in 1920 was considerably less than in 1919, when the general strike tied up a large portion of the Province's industries for some weeks in the middle of summer. More than half of the strikes of 1920 were in the lumber industries. They were the outcome of an aggressive policy initiated by the Lumber Workers' Industrial Union, which at that time was affiliated with the O.B.U., though that affiliation has since been dropped. Speaking generally, workers at the up-country lumber and mining camps during the busy season found little difficulty in gaining concessions, either with or without a strike. In the Coast cities, however, there was a surplus of labour practically all through the year, and some of the most important strikes were called off without the terms demanded being secured.

A Conference at which the Dominion Government and all the Provincial Governments of Canada were represented was held in Ottawa in April last for the consideration of the labour laws of the various Provinces. The movement in favour of bringing the less advanced Provinces into line with the more progressive portions of the Dominion was advanced in several ways. On the important question of a legal eight-hour working-day, however, any decision was ruled outside the scope of the Conference. The Province was represented also at a Conference at Ottawa in September, at which many interesting matters in relation to the Employment Service were considered.

The minimum-wage law affecting women and girls has been loyally accepted by virtually all the employers of the Province. The Minimum Wage Board has obtained returns showing the prevalent wages and working-hours of women employees. These returns are more complete than those for the two former years since the Act came into operation, and, so far as a comparison is possible, it shows that a higher rate of wages for women was the rule last year, with a slight reduction in working-hours. The complete details of the operation of the Act are given in a separate section of the report.

UNEMPLOYMENT CONDITIONS A SERIOUS FACTOR.

In the last two months of the year the Province was faced with a large amount of unemployment, caused by the gradual closing-down of logging and mining camps, sawmills, shingle-mills, and canneries, which led to thousands of men crowding into the cities from the Interior and up the Coast. Added to this was a very large winter migration into British Columbia from other parts of Canada—from as far east as Prince Edward Island, and from Quebec, Ontario, Manitoba, Saskatchewan, and Alberta. This is indeed an annual phase, and in a considerable measure British Columbia in the winter months has to cope with the unemployed problem of all these Provinces as well as her own.

The Provincial Government offered to lend money to cities and municipalities for the starting of relief-work to employ those out of work, and a scheme was also set on foot whereby those in actual need could be relieved by the local authorities, the Governments of the Dominion and the Province each paying one-third of the cost. These schemes were taken up in a number of localities, but most of the work accomplished belongs to 1921, and not to the year now under review.

The events of the last few months have emphasized more than ever the fact that some of our most important industries are largely seasonal in their character, and that there is a considerable period of the year, varying from one to five months, when the men accustomed to follow these occupations cannot depend upon them as a means of livelihood. This is the crux of a difficulty which is sure to recur, in more or less insistent form, each winter, and one the solution of which is worthy of the best endeavours of us all. It seems as if more might be done than has been attempted in the past in the systematic provision of work during the winter months. Instead of public authorities and private employers crowding as much as possible of their activities into the spring, summer, and early fall, there should be a more intelligent anticipation of the industrial needs of mid-winter. As far as possible, there should be an effort to arrange beforehand for work to be in hand not later than the middle of November, to carry workless men over the following few months. We now have examples in the Province of works of a public character which in the early spring are expected to be ready to employ thousands of men. When that time comes, however, there will probably be other work in different parts of the Province for all the men who desire it; and we may have the spectacle of private employers and the contractors for public construction competing against each other for labour. There seems no reason why some of this work should not have been begun months ago, in which case a real boon would have been conferred.

That there has been hardship during the winter months cannot be denied, and much of it has been, in the circumstances, unavoidable and undeserved. On the other hand, it should not be forgotten that during last summer high wages were the rule in practically all the seasonal industries in the Province. It is not easy to account for cases of men who have been receiving good pay for several months, and who arrive in town with most of their accumulated earnings still in their possession, proclaiming themselves destitute a very few weeks after their arrival. Many of them, too, are men without any family responsibilities. The existence of such cases affords the strongest argument to those who are inclined to be critical of any relief measures requiring an outlay from the public purse. The habit of prevision for the needs of winter is a duty laid upon not only employers and public authorities, but also upon the worker himself.

STATISTICS OF TRADE AND INDUSTRIES.

In the important branch of the Department's work which deals with the collection of statistics of wage-earners employed in trades and industries in the Province the same lines have been followed, generally, as in the two previous years. The statistics now presented, however, are much more complete, and also more up-to-date, than those given in the two former annual reports issued by the Department. This is owing, in the first place, to a slight revision of the terms of the questionnaire sent out by the Department and to an improvement in the methods of collecting data; and, secondly, to a greater willingness on the part of companies and firms in all industries to supply the information asked for. The thanks of the Department are tendered for their kind co-operation in this respect.

In the former two reports the statistical matter dealt with covered a period ending in each case with July 31st of the previous year. This date had been selected tentatively as being the latest that would afford a reasonable time for employers to make their returns and for the staff of the Department to tabulate and analyse the same. It was recognized, however, that returns of a more recent date would be preferable, and this year the Department asked for the necessary information to be supplied for the period of twelve months up to September 30th last. The result was, of course, that the preparation of this section of the report had to be done in a much shorter time than was the case last year. In this connection it would admittedly be more desirable to have the statistical returns covering the period of the calendar year. This, however, would not allow sufficient time to comply with the "Department of Labour Act," which requires the report to be presented within ten days of the opening of the legislative session. Another difficulty would be that many industrial undertakings, particularly in remote parts of the Province, are closed down in the middle of the winter, and this would interfere with the making of their returns at this time of the year.

INCREASED NUMBER OF RETURNS.

In the circumstances, it is highly gratifying to be able to report that a much larger number of employers have sent in their returns than last year or the year before. The tables in the following pages represent the totals of 1,869 returns, as compared with 1,207 for 1919 and 1,047 in 1918. Had the compilation of statistics been made on the same basis as before the number for the past year would have exceeded 2,000; but a new departure in the present report is the grouping, in several instances, of the various branches of a particular industry, where in previous years they were given separately. Thus the trading concerns formerly embraced in the tables for logging, logging-railways, lumbering, planing-mills, sawmills, shingle-mills, and lumber-dealers are now given all together under the head of "Lumber Industries." In the same way, in the place of last year's classifications of boiler-making, blacksmithing, garages, iron and brass foundries, machine-shops, and miscellaneous metal trades, we have now the general group of "Metal Trades." The categories which were distinct last year, of bakeries, candy-manufacturing, cereal-milling, creameries and dairies, fish-canneries, fruit and vegetable canneries, manufacturing of jams and blending of teas, and packing-houses, are now combined under the head of "Manufacture of Food Products." Boat and scow building is now merged with ship-building. Under the head of "Contracting," we now have the trades formerly dealt with separately as building trades, general contracting, painting and paper-hanging, plumbing and heating, and sheet-metal works. For the purpose of this report, also, the former distinction between the manufacture of explosives and the manufacture of chemicals is no longer made.

In this way the number of separate trade tables in the report has been reduced from fifty to twenty-five. This has been done in order to economize space, and also to do away with the difficulty in accurately placing those numerous firms whose interests are spread over several branches of a particular industry. For example, a company which operated logging camps, a sawmill, and a planing-mill would describe its business as that of "lumbering"; or a firm whose operations were classified as those of a "machine-shop" would be found to have included

in its return a number of boiler-makers or foundry-workers. It was therefore decided to do away with distinctions which were more apparent than real. Incidentally, this grouping of trades has frequently led to the grouping of several returns made by one firm, thus bringing down our total of firms from about 2,000, on last year's basis of reckoning, to 1,869.

THE PROVINCE'S INDUSTRIAL PAY-ROLL.

The aggregate amount given by these firms as their pay-roll for the year, exclusive of the pay of officials on management and clerical staffs, is $82,688,708.31, which is nearly half as much again as the corresponding figures for last year. The returns tabulated were those received by about the middle of January this year. Up to the moment of this report going to press, however, belated returns were still coming in, some eighty-five of these having accumulated, with an aggregate added pay-roll of $3,191,260.15.

These figures represent industrial wage-earners only. An estimate of the salaries paid by the same firms to officers, superintendents, managers, clerks, stenographers, salesmen, etc., would add at least $20,000,000. Another very large item not included is the return of the railways in the Province. Most of the railway companies and organizations supplied us with particulars regarding the labour in their employ, but for various reasons these details did not lend themselves to the form of arrangement adopted with other industries. In the case of the Dominion-owned lines and the larger companies, it would be practically impossible to say how much of the pay-roll would represent services rendered in this Province; but if this could be done the result would be to swell our industrial pay-roll by an amount estimated at $11,000,000. So far, then, we have the following figures:—

Aggregate pay-roll of wage-earners as given by 1,869 firms	$82,688,708 51	
Pay-roll of other firms whose returns were received too late for tabulation	3,191,260 15	$ 85,879,968 66
Estimate for salaries of officers, superintendents, managers, clerks, stenographers, salesmen, etc., of above-mentioned firms		20,000,000 00
Estimated industrial pay-roll of railways in the Province		11,000,000 00
		$116,879,968 66

A short time ago a careful estimate of the industrial pay-roll of the Province gave the annual total as between $125,000,000 and $130,000,000. Assuming this estimate to be correct, there are various factors to account for the balance not covered in our own totals. No returns have been asked for regarding Dominion and Provincial Government employees, or from those of cities and municipalities, except in so far as the latter are engaged in the services of supplying gas and water, electric light and power, etc. A number of occupations such as butchering, teaming, the sale and delivery of fuel, the operation of elevators, express companies, theatres and picture-houses, though entitled to be included in a comprehensive list of industrial workers, do not find a place in these returns.

Even within its own limits our own return is far from exhaustive, in spite of the big improvement as compared with last year's. Many firms have not sent returns, the omissions being most numerous among logging and lumbering employers in distant localities, some of whom had gone out of business, and others closed down for the season, at the time of the year when our returns were being collected. It would also appear that some firms which pay their industrial workers on a monthly basis have erroneously assumed that they were under no obligation to supply us with returns.

EMPLOYMENT FLUCTUATIONS.

The table giving the average number of wage-earners month by month shows the fluctuation of employment as between one period of the year and another. The month of greatest employment was July, with an average of 58,935 males and 3,734 females accounted for in the tabulated returns. A slight falling-off is shown in each of the three successive months, and then a sudden drop in October, with a further fall in November, and again in December, when the lowest point is reached. The difference between the busy and slack periods of the year is shown by the fact that the same firms who employed 62,669 persons in July last were employing only 53,148 in December, 1919, or less than 85 for every 100 employed when conditions were active.

This suggests the question of whether such difference could be carried over the whole field of employment in the Province. Probably it could, though to a smaller extent, since the non-industrial occupations embrace fewer trades that are largely affected by seasonal changes. Several of the most important industrial groups are so affected in a marked manner; as, for instance, the lumber industries, metal-mining, building and contracting, canneries and packing-houses. It would appear that in some of these trades only from eight to ten months' employment in the year can be expected, and with some firms even less; and it is a serious fact that those industries with a long close season are the ones which have had their periods of employment cut into most frequently by labour disputes.

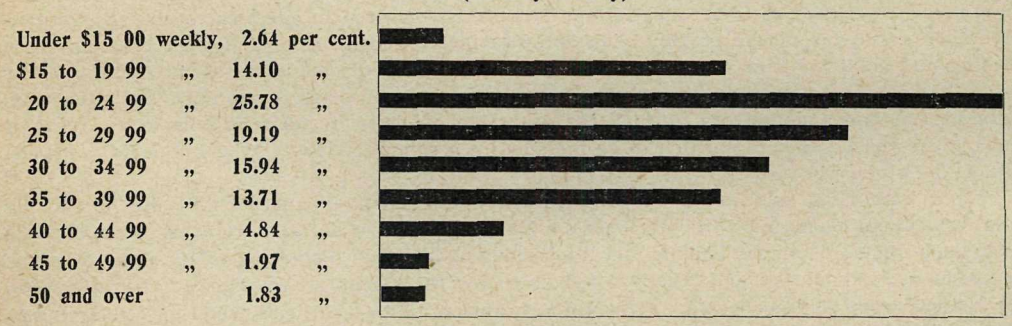
RACIAL DIVISIONS.

The tables relating to the nationality of employees make an interesting feature. So far as these figures go, they do not indicate that the foreign races are gaining ground in the Province at the expense of our own flesh and blood. Native Canadians make the largest contribution to our industrial population, with the British-born coming very close behind; and these two sections show the biggest increases compared with last year's figures. This year 68.88 per cent. of the total number is made up of natives of Canada and Newfoundland, Great Britain and Ireland, Australasia, and the United States, as against 65.29 per cent. last year.

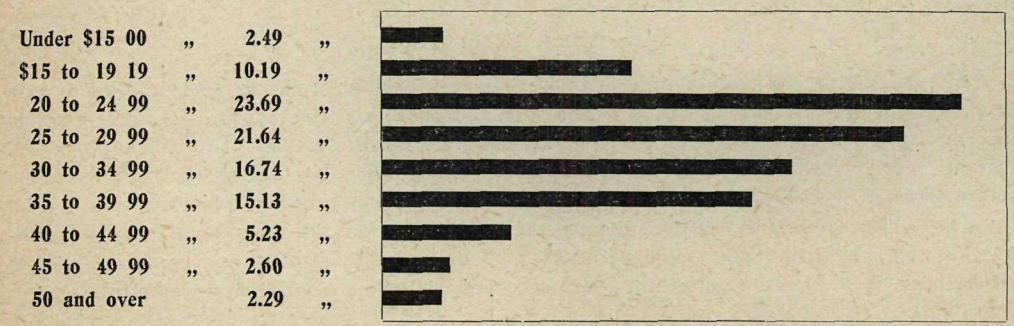
A YEAR'S RISE IN WAGES.

From a comparison of the classified weekly wage-rates for the last two years, it will be seen that the upward tendency in wages, which was commented upon in last year's report, has been not only continued, but accelerated, in the past year. This year's report deals with a much larger aggregate of wage-earners, but the increase is almost entirely, so far as adult males are concerned, among those receiving $30 a week and upwards. Those receiving less than $20 a week show a falling-off, in spite of the big advance in the general figures. A very instructive comparison is that of the percentage of the total wage-earners at the different wage-rates, beginning at "under $15 weekly" and being taken in steps of $5 to "$50 and over." These percentages are based on the figures given in the three annual reports and are presented in the accompanying series of diagrams.

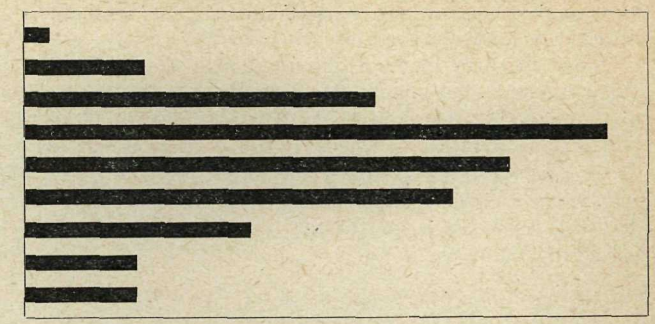
1918 (January to July)



1918–1919



1919–1920



The above diagrams show the distribution of industrial wage-earners in the Province according to the amount of wages received for each of the last three years. The diagrams are based on the figures supplied by the employers to the Department of Labour. To realize the significance of the change in the average rates of pay within that period, it should be noticed how the heavy black lines representing the percentage receiving the lower rates of pay are reduced in length each successive year, while the similar lines representing the percentage of the more highly paid are lengthened out.

The wage-rates of female wage-earners are dealt with in another section of the report.

The classified weekly wage-rate has also been used as the basis to work out an estimate of the average wage for adult males in each industry. In this calculation it is not possible to attain precise accuracy, which, indeed, could only be done by means of a special audit of the wage-books of all firms making a return. In the questionnaire sent out the firms were asked to give the number of wage-earners within specified limits, but were not asked to give exact figures; so that the 3,875 wage-earners receiving "$25 to $25.99" weekly will doubtless include some receiving $25, some $25.25, some $25.50, some $25.75, etc.; while the 13,808 who receive "$30 to $34.99" weekly will be made up, in unknown proportions, of those receiving $30, $31, $32, $33, $34, etc. For the purpose of making an average, it has been assumed, where steps of $1 were given in the table, that "$25 to $25.99," for example, meant $25.50, and, where steps of $5 were given, that "$30 to $34.99," for example, meant $32. As these assumptions may perhaps be criticized as erring a little on the side of generosity, "$50 or over" has been taken in all cases to mean $50 only.

It is therefore submitted that, though strict accuracy in the following table cannot be vouched for, the margin of possible error can only be very slight:—

Average Weekly Wage in each Industry (Adult Males only).

Breweries	$28 27
Builders' material	31 65
Cigar and tobacco manufacturing	32 48
Coal-mining	37 64
Coast shipping	26 81*
Contracting (general)	31 61
Explosives, chemicals, etc.	31 53
Food-products manufacturing	29 72
Garment-making	36 14
House-furnishing	28 79
Jewellery-manufacturing	34 20
Laundries, cleaning, etc.	28 42
Leather and fur manufacturing	28 81
Lumber industries	32 47
Metal trades	31 14
Metal-mining	35 96
Miscellaneous trades	28 24
Oil-refining	28 52
Paint-manufacturing	27 23
Printing and publishing	35 79
Pulp and paper manufacturing	35 18
Ship-building	28 11
Smelting	36 44
Street-railways, gas, water, power, electric light, etc.	32 81
Manufacturing wood (not elsewhere specified)	27 46

* This rate does not include board, which is always provided.

These averages, it should be noted, are based on the figures supplied by each firm for the week of employment of the greatest number, and represent the pay for a full week's work for the number of hours worked in each industry.

It must be borne in mind that the above figures do not represent the average weekly wage during a full year, but simply show the average for one week, and indicate the possible average earnings when full time is worked. The earnings would be subject to considerable deductions at certain periods of the year, whenever broken time is worked or a plant is closed down.

In computing these averages, the wages received by skilled and unskilled, Anglo-Saxon and foreign, white and coloured labour have all been taken into account. Striking a general average for all the above trades, and taking into account the respective numbers employed in them, we arrive at the following:—

Average Industrial Wage for Adult Male Wage-earners, as computed from Returns.

1919–20	$31 51	per week.
1918–19	29 11	„
1918 (January to July)	27 97	„

HOURS WORKED.

As to the number of hours worked weekly by wage-earners, the question to employers was put in a more explicit form this year. Thus, instead of being asked to say how many workpeople were working from 44 to 48 hours per week, or between 48 and 54, as in the two former years, they were asked to state the precise number of employees working definite hours. The resulting table is much longer this year than last and more in keeping with the facts. There is no conspicuous change to be noted in the number of hours worked, though there has been a slight tendency in the direction of shorter hours. This year 50.43 per cent. of the wage-earners (as against 49.78 per cent. last year) worked 48 hours or under, and there were 2.06 per cent. working over 60 hours. The longest hours prevalent are in Coast shipping, which industry, by the way, supplies a return four times greater than that of last year. The men returned as working 84 and 96 hours per week cannot be said to be in steady employment at these hours. Those working 96 hours are on contract jobs, which have to be completed in a certain space of time; and here the usual system is six hours on duty and four off. Those working 84 hours are on tug-boats, and during the short trips made by these craft six hours on and six off is the rule. Men of both these classes are allowed a lay-off on the completion of a job and their pay is on a monthly basis.

BONUS AND PROFIT-SHARING.

A new departure in connection with the Statistical Form this year was the request to employers: "If you have in operation a bonus, profit-sharing, pension, group insurance, or sick-benefit scheme, give brief description of same."

About 60 firms in all have supplied information under one or another of these heads, apart from those operating camps up-country or up the Coast, where contributory schemes have been set up to ensure medical attendance or hospital care when necessary.

Of the bonus and profit-sharing schemes, several are in the nature of a commission on aggregate sales or excess output, or a gift at Christmas. Others take the form of an annual holiday with pay, or continuing pay for time off during sickness. One firm, in addition to dividing excess profits over and above those of a "minimum year," offers inducements to employees to become shareholders, with a share in part of the management, and reports that 30 per cent. of the men have availed themselves of this opportunity. Another concern, with a manufacturing business, gave its male employees $250 worth of shares on incorporation. A well-known company permits men with one year's service to take shares to 25 per cent. of their total earnings. For every two shares so taken up the company add one additional share on a five-year agreement. The same company has also granted a cost-of-living bonus to remain in force until official Government figures show a stated decrease. A large smelting and refining company pays a bonus determined by the market price of metals and the cost of living, and a further bonus according to quantity and quality of work done. A shingle firm gives a bonus for close jointing and edging, so as to encourage sawyers not to waste the timber; and bonuses to sawyers for sawing more than specified quantity are also mentioned.

An ingenious scheme has been devised by a firm manufacturing a specialized lumber product. In addition to a basic "guaranteed wage," there is a "production wage" for all employees of

three months' standing. Standards are set for daily output of finished goods, these standards representing approximately two-thirds of normal capacity. For each 3 per cent. increase above standard in pay an increased wage of 2 per cent. in the form of "production wage" is given. This has been equivalent to a 45-per-cent. increase in wages. The scheme, says the firm, has secured increased production and brings the employees into the class of very highly paid men for the class of work performed.

Other bonus and profit-sharing schemes are summarized as follows:—

"The drivers" (for an ice-cream manufacturing concern) "receive bonus on gallonage sold. Drivers are paid at least union wages; good men more. This overcomes any feeling there might be against the long hours necessarily worked in the height of the season."

"Service-wage plan provides for 5 per cent. bonus on amount of wages after one year's service; 10 per cent. after 2 years, 15 per cent. after 5 years, 20 per cent. after 10 years, and 25 per cent. after 15 years' service. Pension plan provides for retirement after 15 years' continuous service at pension equal to 1½ per cent. of highest wage received, multiplied by number of years of service."

"All in employ of company for a period of six months share *pro rata* according to wages in 10 per cent. of net profits earned by company."

"A bonus of 10 per cent. of yearly wages to all employees who have been a full year in employment."

"All employees operate under a profit-sharing plan, whereby they receive the same percentage of dividend as is paid to the common stockholders, their total annual earnings being considered the capital sum on which dividend is paid."

"Bonus of 10 per cent. of wages, paid quarterly."

"Five per cent. bonus against high cost of living; yearly percentage of profits; and two weeks' holiday in summer, with pay."

A profit-sharing plan of a mining company is based on tonnage produced over average. This runs from 60 cents to 75 cents per man per day.

PENSIONS, GROUP INSURANCE, ETC.

Few firms have pension plans in operation, and some of those in existence do not appear to follow a hard-and-fast rule. Under the head of "Group Insurance," several lumber companies have each white employee insured for $1,000, paying the premium while a man remains in their employ. In other cases the amount insured for is increased periodically. One large company pays six months' wages in full on the death, through sickness, of an employee of five years' standing, and twelve months' wages at the death of an employee of ten years' standing; the amount paid, however, not to exceed $2,000.

Seven companies in all describe definite plans in operation for payment of employees during absence on account of sickness. Here is one with the benefits varying according to terms of employment: 2 to 5 years, 4 weeks' full pay and 9 weeks' half-pay; 5 to 10 years, 13 weeks' full pay and 13 weeks' half-pay; 10 years and over, 13 weeks' full pay and 39 weeks' half-pay.

Another company turned over a given sum to a committee appointed by the employees, to be distributed by them for sick benefit, as they saw fit. This committee decided on a sum of $1 per day to be paid to any employee (not on salary) for every day lost through sickness; nothing being allowed, however, for the first three days.

Most of the sick-benefit schemes are on a contributory basis.

CONTENTS OF TABLES.

With regard to the tables immediately following, the general headings of such tables are given hereunder and the trades included under each heading:—

No. 1. *Breweries.*—Under this heading are tabulated mineral-water manufacturers and breweries.

No. 2. *Builders' Material, etc.*—Includes manufacturers of brick, cut stone, Portland cement, lime, tiles, and firebrick; also stone-quarries and dealers in sand, gravel, and crushed rock.

No. 3. *Cigar and Tobacco Manufacturing.*—Comprises only these trades.

No. 4. *Coal-mining.*—This group contains also the operation of coke-ovens and coal-shipping docks.

No. 5. *Coast Shipping.*—Includes the operation of passenger and freight steamships, stevedoring, tug-boats, (both general and towing logs), and river navigation, but does not include the operation of vessels in the offshore trade.

No. 6. *Contracting.*—Here are grouped building trades, painting and paper-hanging, plumbing and heating, and sheet-metal works; also contractors for industrial plants, structural-steel fabricating, railway-fencing, sewers, pipes and valves, dredging, pile-driving, wharves, bridges, roofing, and automatic sprinklers. Firms making return as building contractors, constructors of dry-kilns, refuse-burners, mills, brick-furnaces, electrical contractors, hardwood and sanitary floor-layers, and bricklayers.

No. 7. *Explosives, Chemicals, etc.*—Includes the manufacture of these commodities, also the manufacture of fertilizers.

No. 8. *Food Products, Manufacture of.*—This table includes bakeries, biscuit-manufacturers, cereal-milling, creameries and dairies, fish, fruit and vegetable canneries, packing-houses, curers of ham and bacon, blending of teas; also manufacturers of candy, macaroni, syrup, jams, pickles, sauces, coffee, catsup, and spices.

No. 9. *Garment-making.*—Includes tailoring, the manufacture of buttons, pleating, embroidery, etc., jute and cotton goods, shirts, overalls, knitted goods, millinery and ladies' outfitting.

No. 10. *House Furnishings.*—Comprises firms engaged in the manufacture of furniture, beds and bedding, springs and mattresses, upholstering, and carpet and linoleum laying.

No. 11. *Jewellery, Manufacture of.*—Includes the repair as well as manufacturing of jewellery and watches and optical instruments (where same is carried on in a factory).

No. 12. *Laundries, Cleaning and Dyeing.*—Includes these industries only.

No. 13. *Leather and Fur Goods, Manufacture of.*—Comprises manufacturers of boots, shoes, gloves, harness, trunks, and leather Indian novelties; also furriers and hide and wool dealers.

No. 14. *Lumber Industries.*—In this group are included logging, logging-railways, planing-mills, sawmills, shingle-mills, and lumber-dealers.

No. 15. *Metal Trades.*—This group includes marine blacksmithing, oxy-acetylene welding, boiler-making, iron and brass foundries, garages, vulcanizing, machine and pattern shops, galvanizing and electroplating; also manufacturers of handsaws, nuts and bolts, pumps, marine engines, mill machinery, and repairs to same.

No. 16. *Metal-mining.*—Includes all metalliferous mining.

No. 17. *Miscellaneous Trades and Industries.*—Here are grouped returns from trades which are not numerous enough to warrant special categories. They include manufacturers of soap, sails, tents, awning, brooms, paper boxes, and tin containers; also cold storage.

No. 18. *Oil-refining.*—Includes also the manufacture of fish-oil

No. 19. *Paint-manufacturing.*—Includes also white-lead corroders and varnish-manufacturers.

No. 20. *Printing and Publishing.*—This table includes the printing and publishing of newspapers, job-printing, paper-ruling, bookbinding, engraving and embossing, blue-printing, lithographing, draughting and map-publishing, and the manufacture of rubber and metal stamps.

No. 21. *Pulp and Paper Manufacturing.*—Comprises only firms engaged in that industry.

No. 22. *Ship-building.*—Comprises both wooden-and steel-ship building and repairing, also construction and repair of small craft, and salvage.

No. 23. *Smelting.*—Comprises firms engaged exclusively in that industry.

No. 24. *Street-railways, Gas, Water, Power, etc.*—This group comprises generating and distribution of light and power, manufacture of gas, dissolved acetylene and oxygen; also includes gasolene lighting and heating devices, and supply of water to municipalities.

No. 25. *Wood, manufacture of (not elsewhere specified).*—Here are grouped manufacturers of sash and doors, interior finish, water-proof ply-wood, veneer, store and office fittings, barrels, boxes, ships' knees, ready-cut buildings, wooden pipes and tanks, wooden pulleys, wooden toys, caskets, coffins, and undertakers' supplies.

TABLE NO. 1.

BREWERIES.

Returns covering 20 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $294,295.80.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	210	5
November	198	5
December	198	4
January (1920)	203	4
February	206	3
March	211	5
April	215	5
May	226	6
June	235	6
July	253	5
August	264	5
September	245	4

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99	1	1			
10.00 to 10.99		1		1	
11.00 to 11.99					
12.00 to 12.99		1			
13.00 to 13.99					
14.00 to 14.99	6	1	1		
15.00 to 15.99		7	2		
16.00 to 16.99					
17.00 to 17.99	2				
18.00 to 18.99	5		1		
19.00 to 19.99					
20.00 to 20.99	10	2			2
21.00 to 21.99	5				
22.00 to 22.99	10				
23.00 to 23.99	2				
24.00 to 24.99	30				
25.00 to 25.99	15				
26.00 to 26.99	32				
27.00 to 27.99	44		1		
28.00 to 28.99	23				
29.00 to 29.99	12				
30.00 to 34.99	37				
35.00 to 39.99	21				
40.00 to 44.99	6				
45.00 to 49.99	3				
50.00 and over	5				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	93	2
Great Britain and Ireland	125	3
United States of America	6	
Australasia	1	
Belgium	2	
France		
Italy	10	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	6	
Russia or other Slav country	4	
Other European country	3	
China		
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of Employees at Specified Hours—

16	worked 44 hours.	117	worked 50 hours.
10	" 46 "	23	" 54 "
113	" 48 "	4	" 56 "

TABLE No. 2.

BUILDERS MATERIAL—PRODUCERS OF.

Returns covering 23 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $399,512.24.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	280	
November	281	
December	231	
January (1920)	242	
February	231	
March	266	
April	296	
May	297	
June	322	
July	320	
August	307	
September	301	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99		1			
14.00 to 14.99					
15.00 to 15.99	1	2			
16.00 to 16.99		1			
17.00 to 17.99					
18.00 to 18.99	7				
19.00 to 19.99	1				
20.00 to 20.99					
21.00 to 21.99	2	1			
22.00 to 22.99	23				
23.00 to 23.99					
24.00 to 24.99	58				
25.00 to 25.99	24				
26.00 to 26.99	31				
27.00 to 27.99	29				
28.00 to 28.99	10				
29.00 to 29.99	12				
30.00 to 34.99	72				
35.00 to 39.99	45				
40.00 to 44.99	14				
45.00 to 49.99	35				
50.00 and over	5				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	116	
Great Britain and Ireland	71	
United States of America	3	
Australasia		
Belgium		
France		
Italy	21	
Germany		
Austria		
Norway, Sweden, and Denmark	7	
Russia or other Slav country	6	
Other European country	2	
China	92	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

78 worked 44 hours.
51 " 48 "
1 " 50 "
172 " 54 "
13 worked 56 hours.
29 " 60 "
8 " 72 "

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 8 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $151,424.10.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	110	22
November	113	26
December	115	22
January (1920)	121	19
February	119	19
March	114	21
April	87	13
May	89	10
June	90	17
July	97	17
August	103	20
September	100	25

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99	1				
7.00 to 7.99	1				1
8.00 to 8.99	1			1	1
9.00 to 9.99	1			6	2
10.00 to 10.99				4	
11.00 to 11.99				2	
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99				1	
15.00 to 15.99	1				
16.00 to 16.99	1				
17.00 to 17.99			1	1	
18.00 to 18.99	3				
19.00 to 19.99	6				
20.00 to 20.99					
21.00 to 21.99					
22.00 to 22.99	2				
23.00 to 23.99	1				
24.00 to 24.99	1				
25.00 to 25.99	1				
26.00 to 26.99	1				
27.00 to 27.99	8				
28.00 to 28.99	4				
29.00 to 29.99	5				
30.00 to 34.99	9				
35.00 to 39.99	23				
40.00 to 44.99	21				
45.00 to 49.99	8				
50.00 and over	2				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	49	6
Great Britain and Ireland	15	20
United States of America	30	
Australasia		
Belgium		
France		
Italy	1	2
Germany	2	
Austria		
Norway, Sweden, and Denmark	4	1
Russia or other Slav country	1	
Other European country	8	
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

3 worked 40 hours.
16 " 44 "
103 worked 45 hours.
18 " 48 "

TABLE No. 4.

COAL-MINING.

Returns covering 8 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $8,830,665.95.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	4,915	
November	4,944	
December	4,999	
January (1920)	5,057	
February	5,049	
March	4,980	
April	4,919	
May	4,851	
June	4,908	
July	4,965	
August	5,118	
September	5,150	

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					4
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99		2			
15.00 to 15.99		3			
16.00 to 16.99		31			2
17.00 to 17.99	3	19			
18.00 to 18.99	136	12			
19.00 to 19.99	35	2			
20.00 to 20.99	92	10			1
21.00 to 21.99	85	14			
22.00 to 22.99	76	8			
23.00 to 23.99	42	21			
24.00 to 24.99	44	4			2
25.00 to 25.99	111	5			
26.00 to 26.99	106	1			2
27.00 to 27.99	99	3			1
28.00 to 28.99	119				
29.00 to 29.99	98	2			
30.00 to 34.99	844				
35.00 to 39.99	1,154				
40.00 to 44.99	744				
45.00 to 49.99	529				
50.00 and over	758				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	591	
Great Britain and Ireland	2,248	
United States of America	74	
Australasia	3	
Belgium	37	
France	14	
Italy	538	
Germany	16	
Austria	401	
Norway, Sweden, and Denmark	53	
Russia or other Slav country	249	
Other European country	36	
China	888	
Hindustan		
Japan	124	
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

5,066	worked 48 hours.	185	worked 56 hours.
16	" 70 "	4	" 77 "

TABLE No. 5.

COAST SHIPPING.

Returns covering 52 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $3,782,608.45.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	4,578	32
November	5,230	34
December	4,493	33
January (1920)	4,196	31
February	4,120	34
March	3,846	32
April	4,528	29
May	4,543	29
June	4,691	36
July	4,974	35
August	5,355	35
September	5,063	33

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		5			
$ 6.00 to $ 6.99		18			
7.00 to 7.99	33				
8.00 to 8.99		2			
9.00 to 9.99					
10.00 to 10.99	30				
11.00 to 11.99					
12.00 to 12.99	62				
13.00 to 13.99	106	2	4		
14.00 to 14.99	3				
15.00 to 15.99	55				
16.00 to 16.99	191		26		
17.00 to 17.99	46		2		1
18.00 to 18.99	866				1
19.00 to 19.99	20				
20.00 to 20.99	77				
21.00 to 21.99	167				
22.00 to 22.99	212				
23.00 to 23.99	141		1		
24.00 to 24.99	38				
25.00 to 25.99	127				
26.00 to 26.99	60				
27.00 to 27.99	2,527				1
28.00 to 28.99	78				
29.00 to 29.99	22				
30.00 to 34.99	346				1
35.00 to 39.99	200				
40.00 to 44.99	141				
45.00 to 49.99	81				
50.00 and over	130				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,773	15
Great Britain and Ireland	1,877	17
United States of America	39	
Australasia	1	
Belgium	1	
France	8	
Italy	15	
Germany	3	
Austria	1	
Norway, Sweden, and Denmark	76	1
Russia or other Slav country	7	
Other European country	12	
China	237	
Hindustan		
Japan	53	
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

3	worked 42 hours.	48	worked 70 hours.
3,373	" 44 "	114	" 72 "
1,436	" 48 "	2	" 76 "
85	" 54 "	452	" 84 "
136	" 56 "	1	" 92 "
36	" 60 "	74	" 96 "

TABLE No. 6.

CONTRACTING—GENERAL.

Returns covering 323 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $4,513,169.31.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	2,643	69
November	2,495	57
December	2,347	44
January (1920)	2,362	64
February	2,488	93
March	2,699	77
April	2,943	122
May	3,347	117
June	3,732	93
July	4,048	114
August	4,219	86
September	4,238	63

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					3
$ 6.00 to $ 6.99		1			6
7.00 to 7.99		1			3
8.00 to 8.99	2	1			1
9.00 to 9.99		6			1
10.00 to 10.99	2	36	45		7
11.00 to 11.99	1	1	6		
12.00 to 12.99	5	17	3		5
13.00 to 13.99	3	5	1		1
14.00 to 14.99	10	12	56		
15.00 to 15.99	10	3			4
16.00 to 16.99	13				2
17.00 to 17.99	5				1
18.00 to 18.99	28	1	1		1
19.00 to 19.99	16				2
20.00 to 20.99	53		2		
21.00 to 21.99	108				
22.00 to 22.99	91				3
23.00 to 23.99	58				
24.00 to 24.99	379		1		3
25.00 to 25.99	216				
26.00 to 26.99	107				2
27.00 to 27.99	689				
28.00 to 28 99	122				
29.00 to 29.99	175				
30.00 to 34.99	1,412				1
35.00 to 39.99	1,045				
40.00 to 44.99	635				
45.00 to 49.99	296				
50.00 and over	105				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,819	11
Great Britain and Ireland	1,688	16
United States of America	158	2
Australasia	3	
Belgium	7	1
France	24	
Italy	163	4
Germany	5	
Austria	9	
Norway, Sweden, and Denmark	205	2
Russia or other Slav country	26	2
Other European country	12	
China	125	
Hindustan	3	
Japan	10	
All other countries	3	
None stated	70	

Hours of Labour.

Number of Employees at Specified Hours—

19	worked	30 hours.	2	worked	50 hours.
1	"	35 "	137	"	52 "
2,231	"	44 "	911	"	54 "
365	"	46 "	333	"	56 "
889	"	48 "	551	"	60 "

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 15 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $543,045.35.

Average Number of Wage-earners.

During the Month of	Males.	Females
October (1919)	339	11
November	313	11
December	300	11
January (1920)	317	33
February	351	44
March	392	64
April	413	80
May	378	75
June	415	64
July	377	31
August	354	24
September	293	24

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					2
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99			1	1	
12.00 to 12.99			1	1	
13.00 to 13.99		2			
14.00 to 14.99			3		
15.00 to 15.99	2		1		
16.00 to 16.99			1		
17.00 to 17.99					
18.00 to 18.99	4				
19.00 to 19.99	3				
20.00 to 20.99	3				
21.00 to 21.99	11		3		
22.00 to 22.99	27		16		
23.00 to 23.99	32				
24.00 to 24.99	33				
25.00 to 25.99	28				
26.00 to 26.99	11				
27.00 to 27.99	47				
28.00 to 28.99	25				
29.00 to 29.99	17				
30.00 to 34.99	64				
35.00 to 39.99	37				
40.00 to 44.99	24				
45.00 to 49.99	4				
50.00 and over					

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	64	10
Great Britain and Ireland	144	13
United States of America	7	1
Australasia	3	
Belgium		
France		
Italy	1	1
Germany		
Austria		
Norway, Sweden, and Denmark	3	
Russia or other Slav country	2	
Other European country		
China	74	
Hindustan		
Japan	8	
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

36	worked	44 hours.	3	worked	56 hours.
36	"	48 "	3	"	63 "
5	"	49 "	18	"	65 "
183	"	50 "	7	"	77 "
11	"	54 "	3	"	84 "
37	"	55 "	1	"	94 "

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 183 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $3,981,664.18.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	2,539	933
November	2,197	759
December	1,805	607
January (1920)	1,652	463
February	1,671	448
March	1,864	429
April	2,337	446
May	2,637	484
June	2,917	520
July	3,166	1,022
August	3,144	1,104
September	2,914	1,142

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			
$ 6.00 to $ 6.99					
7.00 to 7.99	4	2			
8.00 to 8.99					
9.00 to 9.99	3	3			
10.00 to 10.99	5	8		22	
11.00 to 11.99	4	4			
12.00 to 12.99	26	8	58	30	
13.00 to 13.99	32	12	15	13	
14.00 to 14.99	11	9	140	17	
15.00 to 15.99	46	11	160	18	1
16.00 to 16.99	22	3	153	9	2
17.00 to 17.99	22	2	125	8	
18.00 to 18.99	75	9	184	2	
19.00 to 19.99	50	3	1		1
20.00 to 20.99	147	1	114	4	
21.00 to 21.99	69	13	36	3	
22.00 to 22.99	156		23		
23.00 to 23.99	156		5		
24.00 to 24.99	323	3	11		
25.00 to 25.99	322		5	1	
26.00 to 26.99	70		4	1	
27.00 to 27.99	141	2			
28.00 to 28.99	167				
29.00 to 29.99	66		2		
30.00 to 34.99	887	1	133		
35.00 to 39.99	563		5		
40.00 to 44.99	179				
45.00 to 49.99	57		1		
50.00 and over	121				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	983	543
Great Britain and Ireland	1,184	393
United States of America	127	9
Australasia	9	
Belgium	5	
France	10	16
Italy	41	8
Germany	5	
Austria	9	
Norway, Sweden, and Denmark	85	4
Russia or other Slav country	11	
Other European country	33	
China	401	
Hindustan	16	
Japan	63	75
All other countries	6	47
None stated	138	8

Hours of Labour.

Number of Employees at Specified Hours—

13	worked 36	hours.	190	worked 50	hours.
17	" 42	"	2,107	" 54	"
231	" 44	"	45	" 56	"
84	" 46	"	1,446	" 60	"
1,559	" 48	"	72	" 68	"
31	" 49	"	48	" 70	"

TABLE No. 9.

GARMENT-MAKING.

Returns covering 35 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $381,540.61.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	121	247
November	121	253
December	121	244
January (1920)	124	254
February	124	256
March	128	268
April	128	259
May	146	259
June	145	271
July	144	268
August	147	231
September	152	280

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2				
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99	2	1		1	1
9.00 to 9.99				4	1
10.00 to 10.99	2	3	3	12	1
11.00 to 11.99			7	2	
12.00 to 12.99	4	1	10	3	3
13.00 to 13.99	2		17	4	
14.00 to 14.99	3		47		3
15.00 to 15.99	2		22	1	
16.00 to 16.99	3		32		
17.00 to 17.99	2		31		
18.00 to 18.99	2		34		
19.00 to 19.99	3		8		
20.00 to 20.99	8	1	19		
21.00 to 21.99	1		13		
22.00 to 22.99			6		
23.00 to 23.99			3		
24.00 to 24.99	2		10		
25.00 to 25.99	10		25		
26.00 to 26.99	1		4		
27.00 to 27.99	11		1		
28.00 to 28.99	4				
29.00 to 29.99			1		
30.00 to 34.99	17		3		
35.00 to 39.99	45				
40.00 to 44.99	8		1		
45.00 to 49.99	2				
50.00 and over	9				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	47	89
Great Britain and Ireland	76	179
United States of America	3	9
Australasia		
Belgium		2
France	1	3
Italy		1
Germany		
Austria	1	
Norway, Sweden, and Denmark	2	3
Russia or other Slav country	2	1
Other European country	1	
China	16	
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of Employees at Specified Hours—

297	worked 44	hours.	4	worked 50	hours.
70	" 45	"	6	" 54	"
89	" 48	"	2	" 60	"
			6	" 90	"

TABLE NO. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 16 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $183,903.94.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	140	17
November	134	17
December	133	17
January (1920)	137	18
February	143	17
March	134	16
April	143	16
May	143	17
June	150	17
July	148	17
August	157	15
September	149	16

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			2
$ 6.00 to $ 6.99		1			
7.00 to 7.99		2			
8.00 to 8.99		1			1
9.00 to 9.99		2			
10.00 to 10.99	1	1			1
11.00 to 11.99		4			
12.00 to 12.99	4		5		1
13.00 to 13.99	2	5			
14.00 to 14.99			7		
15.00 to 15.99	2				1
16.00 to 16.99			1		
17.00 to 17.99	5		2		
18.00 to 18.99	9				
19.00 to 19.99	5				
20.00 to 20.99	1				1
21.00 to 21.99	2				
22.00 to 22.99	5		2		
23.00 to 23.99					
24.00 to 24.99	4				
25.00 to 25.99	4		1		
26.00 to 26.99	8				
27.00 to 27.99	6				
28.00 to 28.99	11				
29.00 to 29.99	12				
30.00 to 34.99	43				
35.00 to 39.99	18				
40.00 to 44.99	3				
45.00 to 49.99	1				
50.00 and over					

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	46	9
Great Britain and Ireland	92	9
United States of America	5	
Australasia	1	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	3	
Russia or other Slav country	2	
Other European country	1	
China	1	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

1 worked 40 hours.
109 " 44 "
24 " 48 "
1 worked 50 hours.
37 " 58 "

TABLE NO. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 11 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $133,024.24.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	94	9
November	97	9
December	103	9
January (1920)	102	10
February	93	11
March	92	11
April	91	12
May	89	11
June	88	11
July	88	10
August	91	8
September	95	7

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					1
7.00 to 7.99					
8.00 to 8.99					3
9.00 to 9.99			6		1
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99			6		
13.00 to 13.99					
14.00 to 14.99		1			
15.00 to 15.99	5	2			1
16.00 to 16.99		1	1		1
17.00 to 17.99					
18.00 to 18.99		1			
19.00 to 19.99	1	2			
20.00 to 20.99	3	1			
21.00 to 21.99	1				
22.00 to 22.99	1				
23.00 to 23.99	3	1			
24.00 to 24.99	2				
25.00 to 25.99	2	1			1
26.00 to 26.99	2				
27.00 to 27.99	2				
28.00 to 28.99	1				
29.00 to 29.99	1				
30.00 to 34.99	7				
35.00 to 39.99	21				
40.00 to 44.99	13				
45.00 to 49.99	6				
50.00 and over	4				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	53	4
Great Britain and Ireland	38	4
United States of America	2	2
Australasia		
Belgium		
France	2	
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries	1	

Hours of Labour.

Number of Employees at Specified Hours—

80 worked 44 hours.
16 " 45 "
1 worked 48 hours.
3 " 50 "

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 30 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $709,803.30.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	351	479
November	248	481
December	242	480
January (1920)	247	491
February	255	496
March	258	507
April	264	518
May	272	513
June	277	520
July	278	531
August	273	533
September	244	522

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			
$ 6.00 to $ 6.99					
7.00 to 7.99		1			
8.00 to 8.99		1			
9.00 to 9.99				12	1
10.00 to 10.99		2	4	5	5
11.00 to 11.99		2	1	12	1
12.00 to 12.99		2	11	22	4
13.00 to 13.99		2	117	30	8
14.00 to 14.99	1	4	66	25	
15.00 to 15.99	2	1	69	19	
16.00 to 16.99		3	28	13	
17.00 to 17.99	1		16	1	
18.00 to 18.99	28	1	21		
19.00 to 19.99			3		
20.00 to 20.99	4		18		
21.00 to 21.99	4		5		
22.00 to 22.99	7		3		
23.00 to 23.99	9		1		
24.00 to 24.99	17		2		
25.00 to 25.99	25		2		
26.00 to 26.99	39		2		
27.00 to 27.99	12				
28.00 to 28.99	15				
29.00 to 29.99	5				
30.00 to 34.99	46		1		
35.00 to 39.99	32				
40.00 to 44.99	10				
45.00 to 49.99	1				
50.00 and over					

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	79	189
Great Britain and Ireland	146	270
United States of America	2	20
Australasia	2	
Belgium		
France	3	15
Italy	2	1
Germany		
Austria	1	
Norway, Sweden, and Denmark		18
Russia or other Slav country		5
Other European country	1	4
China	24	
Hindustan	2	
Japan		
All other countries		4
None stated	18	14

Hours of Labour.

Number of Employees at Specified Hours—

3	worked	36 hours.	285	worked	48 hours.
14	"	40 "	4	"	50 "
7	"	42 "	12	"	54 "
158	"	44 "	5	"	60 "
315	"	46 "			

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 29 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $309,860.10.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	196	46
November	222	55
December	224	54
January (1920)	227	52
February	230	53
March	228	53
April	223	55
May	232	53
June	223	50
July	222	55
August	222	59
September	203	61

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					1
$ 6.00 to $ 6.99					
7.00 to 7.99			3	1	
8.00 to 8.99		3	2		1
9.00 to 9.99	1	5			1
10.00 to 10.99		2			
11.00 to 11.99	1	2			
12.00 to 12.99			2	5	
13.00 to 13.99	1	1	2		1
14.00 to 14.99			5		
15.00 to 15.99	2		10	1	
16.00 to 16.99		3	3		
17.00 to 17.99			2		
18.00 to 18.99	4	2	9		
19.00 to 19.99	2		5		
20.00 to 20.99	5		4		
21.00 to 21.99	2				
22.00 to 22.99	5		4		
23.00 to 23.99	3		1		
24.00 to 24.99	8		2		
25.00 to 25.99	12		2		
26.00 to 26.99	49	1	1		
27.00 to 27.99	11				
28.00 to 28.99	27				
29.00 to 29.99	13				
30.00 to 34.99	47	1	1		
35.00 to 39.99	16				
40.00 to 44.99	8		1		
45.00 to 49.99					
50.00 and over	2				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	74	24
Great Britain and Ireland	106	36
United States of America	16	2
Australasia	1	
Belgium		
France	5	
Italy	5	
Germany	1	
Austria		
Norway, Sweden, and Denmark	6	3
Russia or other Slav country	1	
Other European country	1	
China	1	
Hindustan		
Japan	1	
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

25	worked	44 hours.	24	worked	52 hours.
162	"	48 "	2	"	54 "
67	"	50 "	1	"	56 "

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 474 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $25,759,698.59.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	15,483	64
November	15,718	68
December	14,823	62
January (1920)	16,511	63
February	17,555	65
March	18,546	69
April	19,499	77
May	20,168	88
June	20,259	85
July	19,204	79
August	19,098	87
September	18,517	89

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99		1			1
8.00 to 8.99		6			
9.00 to 9.99		2			
10.00 to 10.99	3	1	2		
11.00 to 11.99	2	3			
12.00 to 12.99	4	6	5		
13.00 to 13.99	1	9	1	1	
14.00 to 14.99	5	15	2		
15.00 to 15.99	42	9	10	5	
16.00 to 16.99	119	9	3		
17.00 to 17.99	398	15	12		
18.00 to 18.99	340	15	5		
19.00 to 19.99	203	8	8		
20.00 to 20.99	576	10	8		
21.00 to 21.99	402	7	2		
22.00 to 22.99	866	1	5		
23.00 to 23.99	312	1	1	1	
24.00 to 24.99	1,120	10	12		
25.00 to 25.99	1,490	4	6		
26.00 to 26.99	476		3	1	
27.00 to 27.99	1,834	4	2		
28.00 to 28.99	864		7		
29.00 to 29.99	929	2	3	1	
30.00 to 34.99	4,763	3	14	8	
35.00 to 39.99	4,255		9	6	
40.00 to 44.99	2,011		4		
45.00 to 49.99	1,178		2		
50.00 and over	1,366		1		

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	5,924	52
Great Britain and Ireland	2,448	16
United States of America	1,067	17
Australasia	21	
Belgium	43	1
France	124	
Italy	334	
Germany	55	
Austria	178	
Norway, Sweden, and Denmark	1,369	4
Russia or other Slav country	1,024	4
Other European country	137	
China	3,560	
Hindustan	675	
Japan	1,681	2
All other countries	188	
None stated	722	8

Hours of Labour.

Number of Employees at Specified Hours—

111	worked 44	hours.	147	worked 56	hours.
6,363	" 48	"	121	" 59	"
4,604	" 50	"	5,172	" 60	"
236	" 51	"	67	" 70	"
6,027	" 54	"	22	" 72	"
391	" 55	"	1	" 84	"

TABLE No. 15.

METAL TRADES.

Returns covering 274 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $3,927,376.80.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	2,488	29
November	2,475	28
December	2,385	29
January (1920)	2,507	28
February	2,644	27
March	2,756	28
April	2,809	26
May	2,845	30
June	2,902	32
July	2,797	33
August	2,873	32
September	2,896	32

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1	2			17
$ 6.00 to $ 6.99		6			11
7.00 to 7.99	3	9			7
8.00 to 8.99	2	12			27
9.00 to 9.99	6	12			15
10.00 to 10.99	15	5	7		9
11.00 to 11.99	9	4	2		16
12.00 to 12.99	8	6	3		10
13.00 to 13.99	10	22			9
14.00 to 14.99	10	18	2		20
15.00 to 15.99	18	7	6		7
16.00 to 16.99	13	3			6
17.00 to 17.99	17	1	4		8
18.00 to 18.99	15	2	6		4
19.00 to 19.99	16	3			19
20.00 to 20.99	45		2		5
21.00 to 21.99	17	2			7
22.00 to 22.99	64		1		1
23.00 to 23.99	98				7
24.00 to 24.99	194				2
25.00 to 25.99	214		2		
26.00 to 26.99	155				
27.00 to 27.99	173				6
28.00 to 28.99	124		1		
29.00 to 29.99	88				
30.00 to 34.99	494				
35.00 to 39.99	503				
40.00 to 44.99	289				
45.00 to 49.99	71				
50.00 and over	50				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,511	21
Great Britain and Ireland	1,081	11
United States of America	97	1
Australasia	7	
Belgium	8	
France	2	
Italy	25	
Germany	1	
Austria	19	
Norway, Sweden, and Denmark	20	
Russia or other Slav country	13	
Other European country	18	
China	38	
Hindustan	20	
Japan	35	
All other countries	10	
None stated	48	

Hours of Labour.

Number of Employees at Specified Hours—

2,369	worked 44	hours.	13	worked 52	hours.
21	" 45	"	39	" 54	"
29	" 46	"	5	" 55	"
254	" 48	"	8	" 56	"
89	" 49	"	24	" 60	"
257	" 50	"	1	" 64	"

TABLE No. 16.

METAL-MINING.

Returns covering 112 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $4,935,415.06.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	3,113	19
November	2,955	18
December	2,554	19
January (1920)	2,665	21
February	2,697	21
March	2,588	23
April	2,522	25
May	2,532	25
June	2,764	23
July	2,864	21
August	2,973	22
September	2,937	23

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99	1				
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99	1		7		
16.00 to 16.99					
17.00 to 17.99	6		1		
18.00 to 18.99	1		3		
19.00 to 19.99	1				
20.00 to 20.99	1		2		
21.00 to 21.99	13	3			
22.00 to 22.99	8	3	1		
23.00 to 23.99	113	1	5		
24.00 to 24.99	65	4			
25.00 to 25.99	11		2		
26.00 to 26.99	8				
27.00 to 27.99	74				
28.00 to 28.99	85		1		
29.00 to 29.99	138				
30.00 to 34.99	760	1	4		
35.00 to 39.99	1,548				
40.00 to 44.99	635		1		
45.00 to 49.99	191		3		
50.00 and over	162				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	994	14
Great Britain and Ireland	884	4
United States of America	209	3
Australasia	10	
Belgium	6	1
France	33	
Italy	199	
Germany	7	
Austria	52	
Norway, Sweden, and Denmark	301	
Russia or other Slav country	119	
Other European country	72	
China	60	
Hindustan	1	
Japan	9	
All other countries	18	
None stated	21	

Hours of Labour.

Number of Employees at Specified Hours—

17	worked 44 hours.	12	worked 54 hours.
478	" 48 "	2,886	" 56 "
360	" 52 "	13	" 70 "

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 47 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $795,522.25.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	524	121
November	513	124
December	507	123
January (1920)	502	126
February	524	125
March	554	132
April	579	133
May	577	131
June	598	139
July	597	135
August	562	128
September	548	119

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99		2			
7.00 to 7.99		6			
8.00 to 8.99		4			
9.00 to 9.99		5			2
10.00 to 10.99		5		13	
11.00 to 11.99		4		5	1
12.00 to 12.99	1	8	2	10	4
13.00 to 13.99	1	5		2	
14.00 to 14.99	3	1	80	1	
15.00 to 15.99	10	5	7	2	1
16.00 to 16.99	1		7		
17.00 to 17.99	5		5		1
18.00 to 18.99	14	4	3		
19.00 to 19.99	7				
20.00 to 20.99	13		1		
21.00 to 21.99	11	1			1
22.00 to 22.99	30				
23.00 to 23.99	16				
24.00 to 24.99	59		1		
25.00 to 25.99	52		1		
26.00 to 26.99	19				
27.00 to 27.99	49				
28.00 to 28.99	34				
29.00 to 29.99	20				
30.00 to 34.99	138		3		
35.00 to 39.99	47				
40.00 to 44.99	19				
45.00 to 49.99	2				
50.00 and over	2				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	205	51
Great Britain and Ireland	308	60
United States of America	15	2
Australasia		
Belgium		
France	1	1
Italy	5	1
Germany		
Austria		
Norway, Sweden, and Denmark	7	
Russia or other Slav country		
Other European country	4	
China	1	
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

5	worked 42 hours.	50	worked 50 hours.
170	" 44 "	215	" 54 "
34	" 45 "	46	" 56 "
120	" 48 "	51	" 60 "
		10	" 72 "

TABLE NO. 18.

OIL-REFINING.

Returns covering 5 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $690,954.61.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	545	
November	435	
December	306	
January (1920)	276	
February	288	
March	323	
April	516	1
May	533	1
June	551	1
July	576	1
August	536	1
September	555	1

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	MALES.		FEMALES.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1				
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99	2				
13.00 to 13.99	6				
14.00 to 14.99					
15.00 to 15.99	7				
16.00 to 16.99	11				
17.00 to 17.99	4	3			
18.00 to 18.99	98	2			
19.00 to 19.99	5				
20.00 to 20.99	8				
21.00 to 21.99	30	1	1		
22.00 to 22.99	41				
23.00 to 23.99		1			
24.00 to 24.99	9				
25.00 to 25.99	30				
26.00 to 26.99					
27.00 to 27.99	11				
28.00 to 28.99	23				
29.00 to 29.99	82				
30.00 to 34.99	52				
35.00 to 39.99	74				
40.00 to 44.99	36				
45.00 to 49.99	23				
50.00 and over	26				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	158	1
Great Britain and Ireland	192	
United States of America	9	
Australasia	2	
Belgium		
France		
Italy	3	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	35	
Russia or other Slav country	1	
Other European country		
China	110	
Hindustan		
Japan	45	
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

230 worked 48 hours. 8 worked 70 hours.
320 " 60 " 6 " 84 "

TABLE NO. 19.

PAINT MANUFACTURING.

Returns covering 7 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $119,327.97.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	71	11
November	71	11
December	71	10
January (1920)	78	12
February	92	12
March	91	12
April	100	13
May	91	17
June	94	18
July	92	14
August	86	14
September	80	14

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	MALES.		FEMALES.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99		1			
9.00 to 9.99		3			
10.00 to 10.99		5	1	1	
11.00 to 11.99		1			
12.00 to 12.99		1		1	
13.00 to 13.99	1		1		
14.00 to 14.99			4		
15.00 to 15.99		1	5		
16.00 to 16.99	1	1			
17.00 to 17.99	2	2			
18.00 to 18.99	2		1		
19.00 to 19.99	1	1			
20.00 to 20.99			1		
21.00 to 21.99	1				
22.00 to 22.99	3				
23.00 to 23.99	2				
24.00 to 24.99	20				
25.00 to 25.99	8				
26.00 to 26.99	4				
27.00 to 27.99	7				
28.00 to 28.99	5				
29.00 to 29.99					
30.00 to 34.99	6				
35.00 to 39.99	6				
40.00 to 44.99	1				
45.00 to 49.99	1				
50.00 and over	2				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	36	10
Great Britain and Ireland	28	4
United States of America	3	1
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country	1	
Other European country		
China		
Hindustan		
Japan		
All other countries		

Hours of Labour.

Number of Employees at Specified Hours—

81 worked 44 hours. 4 worked 50 hours.
12 " 46 " 3 " 51 "

TABLE NO. 20.

PRINTING AND PUBLISHING.

Returns covering 80 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $1,205,560.42.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	732	108
November	755	116
December	757	112
January (1920)	762	107
February	752	113
March	765	114
April	764	114
May	782	112
June	781	129
July	787	128
August	771	129
September	777	111

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	.....	9	.....	.....	4
$ 6.00 to $ 6.99	.....	8	.....	.....	1
7.00 to 7.99	.....	16	.....	.....	9
8.00 to 8.99	1	14	1	1	6
9.00 to 9.99	.....	12	.....	.....	4
10.00 to 10.99	3	3	1	4	7
11.00 to 11.99	3	3	2	2	4
12.00 to 12.99	4	4	6	2	4
13.00 to 13.99	.....	3	4	3	5
14.00 to 14.99	7	7	10	6	9
15.00 to 15.99	19	5	7	4	4
16.00 to 16.99	25	2	8	.....	3
17.00 to 17.99	5	1	4	2	.....
18.00 to 18.99	7	.....	6	.....	2
19.00 to 19.99	6	.....	3	.....	1
20.00 to 20.99	22	.....	14	.....	4
21.00 to 21.99	7	1	3	.....	.....
22.00 to 22.99	10	.....	1	.....	1
23.00 to 23.99	4	.....	2	.....	.....
24.00 to 24.99	11	2	2	.....	1
25.00 to 25.99	15	.....	1	.....	1
26.00 to 26.99	6	1	1	.....	.....
27.00 to 27.99	8	2	.....	.....	.....
28.00 to 28.99	6	.....	.....	.....	.....
29.00 to 29.99	4	.....	.....	.....	1
30.00 to 34.99	39	.....	.....	.....	1
35.00 to 39.99	58	.....	.....	.....	1
40.00 to 44.99	290	.....	.....	.....	.....
45.00 to 49.99	60	.....	.....	.....	.....
50.00 and over	19	.....	.....	.....	.....

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	405	63
Great Britain and Ireland	300	36
United States of America	37	4
Australasia	8	.....
Belgium	1	.....
France	1	.....
Italy	.....	1
Germany	.....	.....
Austria	1	.....
Norway, Sweden, and Denmark	2	.....
Russia or other Slav country	.....	.....
Other European country	.....	.....
China	20	.....
Hindustan	.....	.....
Japan	11	.....
All other countries	.....	.....

Hours of Labour.

Number of Employees at Specified Hours—

5	worked 36 hours.	392	worked 48 hours.
6	" 41 "	7	" 50 "
177	" 44 "	16	" 60 "
270	" 45 "		

TABLE NO. 21.

PULP AND PAPER—MANUFACTURE OF.

Returns covering 4 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $5,556,456.58.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	2,934	40
November	2,978	42
December	3,044	40
January (1920)	2,881	44
February	2,858	49
March	2,959	50
April	3,014	49
May	3,003	58
June	3,083	59
July	3,108	59
August	3,194	58
September	3,190	61

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	.....	.....	.....	.....	.....
$ 6.00 to $ 6.99	.....	.....	.....	.....	.....
7.00 to 7.99	.....	.....	2	.....	.....
8.00 to 8.99	.....	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....	.....
10.00 to 10.99	.....	1	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....	.....
12.00 to 12.99	.....	.....	4	.....	.....
13.00 to 13.99	.....	.....	.....	.....	.....
14.00 to 14.99	.....	.....	8	.....	.....
15.00 to 15.99	.....	.....	1	.....	.....
16.00 to 16.99	.....	.....	.....	.....	.....
17.00 to 17.99	.....	.....	.....	.....	.....
18.00 to 18.99	1	.....	11	.....	.....
19.00 to 19.99	1	.....	.....	.....	.....
20.00 to 20.99	.....	.....	2	.....	.....
21.00 to 21.99	1	.....	10	.....	.....
22.00 to 22.99	28	.....	9	.....	.....
23.00 to 23.99	.....	.....	.....	.....	.....
24.00 to 24.99	97	.....	.....	.....	1
25.00 to 25.99	275	.....	6	.....	.....
26.00 to 26.99	28	.....	.....	.....	.....
27.00 to 27.99	231	.....	4	.....	.....
28.00 to 28.99	290	.....	.....	.....	.....
29.00 to 29.99	204	.....	.....	.....	.....
30.00 to 34.99	804	1	5	.....	.....
35.00 to 39.99	559	.....	.....	.....	.....
40.00 to 44.99	522	.....	.....	.....	.....
45.00 to 49.99	317	.....	.....	.....	.....
50.00 and over	245	.....	.....	.....	.....

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	825	20
Great Britain and Ireland	711	29
United States of America	182	.....
Australasia	8	.....
Belgium	6	.....
France	29	.....
Italy	177	.....
Germany	8	.....
Austria	19	.....
Norway, Sweden, and Denmark	141	.....
Russia or other Slav country	114	.....
Other European country	11	.....
China	29	.....
Hindustan	.....	.....
Japan	790	9
All other countries	2	.....

Hours of Labour.

Number of Employees at Specified Hours—

1,159	worked 48 hours.	381	worked 70 hours.
129	" 56 "	87	" 84 "
1,582	" 60 "		

TABLE NO. 22.

SHIP-BUILDING.

Returns covering 21 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $5,780,109.49.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	4,446	.....
November	4,709	.....
December	5,172	.....
January (1920)	5,185	.....
February	4,580	.....
March	4,264	.....
April	4,314	.....
May	3,963	.....
June	3,673	.....
July	3,229	.....
August	3,281	.....
September	3,102	.....

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	.....	.....	.....	2
$ 6.00 to $ 6.99	.....	3	.....	.....	1
7.00 to 7.99	.....	.....	.....	.....	2
8.00 to 8.99	.....	.....	.....	.....	7
9.00 to 9.99	.....	.....	.....	.....	.....
10.00 to 10.99	2	.....	.....	.....	6
11.00 to 11.99	.....	122	.....	.....	7
12.00 to 12.99	3	.....	.....	.....	4
13.00 to 13.99	.....	18	.....	.....	3
14.00 to 14.99	.....	.....	.....	.....	1
15.00 to 15.99	.....	32	.....	.....	10
16.00 to 16.99	.....	.....	.....	.....	.....
17.00 to 17.99	.....	3	.....	.....	9
18.00 to 18.99	1	.....	.....	.....	.....
19.00 to 19.99	7	.....	.....	.....	.....
20.00 to 20.99	7	.....	.....	.....	13
21.00 to 21.99	.....	.....	.....	.....	.....
22.00 to 22.99	281	40	.....	.....	1
23.00 to 23.99	1,432	.....	.....	.....	.....
24.00 to 24.99	317	.....	.....	.....	.....
25.00 to 25.99	626	.....	.....	.....	.....
26.00 to 26.99	438	.....	.....	.....	.....
27.00 to 27.99	207	.....	.....	.....	.....
28.00 to 28.99	110	.....	.....	.....	.....
29.00 to 29.99	161	.....	.....	.....	.....
30.00 to 34.99	727	.....	.....	.....	.....
35.00 to 39.99	1,064	.....	.....	.....	.....
40.00 to 44.99	206	.....	.....	.....	.....
45.00 to 49.99	13	.....	.....	.....	.....
50.00 and over	9	.....	.....	.....	.....

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	939	.....
Great Britain and Ireland	1,735	.....
United States of America	205	.....
Australasia	37	.....
Belgium	14	.....
France	15	.....
Italy	70	.....
Germany	.....	.....
Austria	.....	.....
Norway, Sweden, and Denmark	23	.....
Russia or other Slav country	68	.....
Other European country	10	.....
China	.....	.....
Hindustan	.....	.....
Japan	3	.....
All other countries	3	.....

Hours of Labour.

Number of Employees at Specified Hours—

3,475 worked 44 hours.
11 " 48 "
3 " 50 "
31 worked 54 hours.
1 " 56 "

TABLE NO. 23.

SMELTING.

Returns covering 3 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $3,571,492.38.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	1,704	30
November	1,753	35
December	1,691	30
January (1920)	1,835	35
February	1,910	29
March	1,862	25
April	1,854	30
May	1,837	32
June	1,808	32
July	1,788	34
August	1,828	35
September	1,888	35

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	.....	.....	.....	.....
$ 6.00 to $ 6.99	.....	.....	.....	.....	.....
7.00 to 7.99	.....	.....	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....	.....
10.00 to 10.99	.....	.....	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....	.....
14.00 to 14.99	.....	.....	.....	.....	.....
15.00 to 15.99	.....	.....	.....	.....	.....
16.00 to 16.99	.....	.....	.....	.....	.....
17.00 to 17.99	.....	2	.....	.....	1
18.00 to 18.99	.....	.....	.....	.....	.....
19.00 to 19.99	.....	.....	.....	.....	.....
20.00 to 20.99	.....	.....	.....	.....	.....
21.00 to 21.99	.....	4	.....	.....	7
22.00 to 22.99	.....	.....	.....	.....	.....
23.00 to 23.99	.....	.....	35	.....	.....
24.00 to 24.99	.....	.....	.....	.....	2
25.00 to 25.99	42	.....	.....	.....	.....
26.00 to 26.99	.....	.....	.....	.....	.....
27.00 to 27.99	.....	.....	.....	.....	.....
28.00 to 28.99	5	.....	.....	.....	2
29.00 to 29.99	.....	.....	.....	.....	.....
30.00 to 34.99	772	.....	.....	.....	.....
35.00 to 39.99	546	.....	.....	.....	.....
40.00 to 44.99	305	.....	.....	.....	.....
45.00 to 49.99	127	.....	.....	.....	.....
50.00 and over	67	.....	.....	.....	.....

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	411	16
Great Britain and Ireland	677	15
United States of America	107	4
Australasia	1	.....
Belgium	4	.....
France	7	.....
Italy	259	.....
Germany	3	.....
Austria	70	.....
Norway, Sweden, and Denmark	91	.....
Russia or other Slav country	167	.....
Other European country	12	.....
China	62	.....
Hindustan	.....	.....
Japan	3	.....
All other countries	.....	.....

Hours of Labour.

Number of Employees at Specified Hours—

35 worked 49 hours.
1,945 worked 56 hours.

TABLE NO. 24.

STREET RAILWAYS, GAS, WATER, POWER, ETC.

Returns covering 37 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $4,861,175.76.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	2,581	881
November	2,608	902
December	2,623	963
January (1920)	2,597	985
February	2,574	998
March	2,709	1,043
April	2,751	1,061
May	2,835	1,066
June	2,839	1,065
July	2,828	1,074
August	2,835	1,093
September	2,786	1,123

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		23			
$ 6.00 to $ 6.99		3			
7.00 to 7.99		2			3
8.00 to 8.99					2
9.00 to 9.99		2			
10.00 to 10.99		3	9		
11.00 to 11.99			19		
12.00 to 12.99	1	2	265		
13.00 to 13.99	1	3	73		2
14.00 to 14.99					
15.00 to 15.99	3	7	393		
16.00 to 16.99	20	1	100		1
17.00 to 17.99	2	2	31		
18.00 to 18.99	5	1	69		
19.00 to 19.99	4		18		
20.00 to 20.99	11		72		
21.00 to 21.99	26		37		
22.00 to 22.99	47		24		
23.00 to 23.99	114				
24.00 to 24.99	67				
25.00 to 25.99	147				
26.00 to 26.99	55		4		
27.00 to 27.99	149				
28.00 to 28.99	35				
29.00 to 29.99	84	1			
30.00 to 34.99	1,262				23
35.00 to 39.99	331		1		
40.00 to 44.99	223				
45.00 to 49.99	145	1			
50.00 and over	67				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	907	505
Great Britain and Ireland	1,638	491
United States of America	119	49
Australasia	15	11
Belgium	3	
France	6	3
Italy	87	
Germany	5	1
Austria		
Norway, Sweden, and Denmark	24	5
Russia or other Slav country	6	
Other European country	7	1
China	6	
Hindustan	1	
Japan		
All other countries	2	1

Hours of Labour.

Number of Employees at Specified Hours—

874	worked 38	hours.	6	worked 46	hours.
33	" 42	"	489	" 48	"
1,139	" 44	"	861	" 50	"
60	" 45	"	375	" 56	"
			189	" 60	"

TABLE NO. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 52 Firms.

Total wages paid to wage-earners during twelve months ending 30th September, 1920, $1,251,100.83.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	964	57
November	938	57
December	932	58
January (1920)	960	63
February	1,000	81
March	997	78
April	1,061	75
May	1,100	75
June	1,110	73
July	1,082	51
August	1,073	56
September	1,047	57

Classified Weekly Wage-rates (Wage-earners only).

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99		3			
7.00 to 7.99	1			2	
8.00 to 8.99		3		2	
9.00 to 9.99	4	26			
10.00 to 10.99	8	8		15	2
11.00 to 11.99		2		5	
12.00 to 12.99	16	4	8	9	
13.00 to 13.99	7	2	4		1
14.00 to 14.99	5	3	26		
15.00 to 15.99	16	8	2		
16.00 to 16.99	13	2	11		
17.00 to 17.99	38	2	1		
18.00 to 18.99	29	3	1		
19.00 to 19.99	41	4			
20.00 to 20.99	79	3	1		
21.00 to 21.99	58				
22.00 to 22.99	190				
23.00 to 23.99	29				
24.00 to 24.99	45				
25.00 to 25.99	68		1		
26.00 to 26.99	32				
27.00 to 27.99	82	10			
28.00 to 28.99	16				
29.00 to 29.99	36				
30.00 to 34.99	160				
35.00 to 39.99	149				
40.00 to 44.99	43				
45.00 to 49.99	16				
50.00 and over	16				

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	465	31
Great Britain and Ireland	245	17
United States of America	22	
Australasia		
Belgium	1	
France		
Italy	14	1
Germany	3	
Austria	3	
Norway, Sweden, and Denmark	32	
Russia or other Slav country	8	
Other European country		
China	172	
Hindustan	24	
Japan	79	
All other countries	4	

Hours of Labour.

Number of Employees at Specified Hours—

185	worked 44	hours.	231	worked 54	hours.
63	" 45	"	4	" 56	"
73	" 48	"	7	" 60	"
628	" 50	"	6	" 70	"

SUMMARY OF ALL TABLES.

Returns covering 1,869 Firms.

A summary of the information grouped in the twenty-five foregoing tables is given in the general table hereunder. This information is analysed at some length in the Report on Statistics of Trades and Industries. It may be pointed out, however, that the 1,869 firms whose returns are here summarized do not comprise all the industrial employers in the Province, though they include the principal employers in the industrial groups which have been covered. The conditions here disclosed as to wages, working hours, nationality, and fluctuations of employment may fairly be taken as typical of the whole Province. Briefly, the particulars here given may be compared to a true picture, with the proportions all correct, but on a scale slightly reduced from actual size.

Total wages paid to wage-earners during twelve months ending 30th September, 1920. $82,688,708.31.

Average Number of Wage-earners.

During the Month of	Males.	Females.
October (1919)	52,101	3,236
November	52,501	3,108
December	50,176	2,972
January (1920)	51,726	2,903
February	52,554	2,989
March	53,626	3,057
April	56,370	3,159
May	57,515	3,209
June	58,654	3,261
July	58,935	3,734
August	58,863	3,775
September	57,370	3,822

Nationality of Employees 30th September, 1920.

Country of Origin.	Males.	Females.
Canada and Newfoundland	18,567	1,686
Great Britain and Ireland	18,057	1,643
United States of America	2,544	126
Australasia	133	11
Belgium	138	5
France	285	38
Italy	1,971	20
Germany	117	1
Austria	766	.....
Norway, Sweden, and Denmark	2,496	42
Russia or other Slav country	1,832	12
Other European country	381	5
China	5,917	.....
Hindustan	742	.....
Japan	2,915	86
All other countries	239	52
None stated	1,017	30

Classified Weekly Wage-rates (Wage-earners only.)

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	4	21	1	.....	29
$ 6.00 to $ 6.99	1	43	1	.....	22
7.00 to 7.99	42	36	6	4	26
8.00 to 8.99	9	47	4	5	50
9.00 to 9.99	16	51	7	22	27
10.00 to 10.99	71	74	73	77	42
11.00 to 11.99	20	154	38	29	29
12.00 to 12.99	140	51	389	83	35
13.00 to 13.99	173	83	239	53	30
14.00 to 14.99	64	74	457	49	33
15.00 to 15.99	244	83	712	50	29
16.00 to 16.99	433	57	374	22	17
17.00 to 17.99	563	50	238	12	21
18.00 to 18.99	1,680	45	355	2	8
19.00 to 19.99	434	19	46	.....	23
20.00 to 20.99	1,165	26	260	4	25
21.00 to 21.99	1,023	31	110	3	15
22.00 to 22.99	2,183	53	95	.....	6
23.00 to 23.99	2,567	25	54	1	7
24.00 to 24.99	2,943	23	41	.....	9
25.00 to 25.99	3,875	10	54	1	4
26.00 to 26.99	1,738	3	16	2	2
27.00 to 27.99	6,451	11	8	.....	7
28.00 to 28.99	2,203	.....	9	.....	2
29.00 to 29.99	2,184	4	6	1	1
30.00 to 34.99	13,808	7	163	8	3
35.00 to 39.99	12,360	.....	15	6	1
40.00 to 44.99	6,386	.....	7	.....	.....
45.00 to 49.99	3,167	.....	6	.....	.....
50.00 and over	3,172	.....	2	.....	.....

Hours of Labour.

Number of Employees at Specified Hours.

19 worked 30 hours.	821 worked 46 hours.	37 worked 58 hours.	2 worked 76 hours.
1 " 35 "	19,298 " 48 "	121 " 59 "	11 " 77 "
21 " 36 "	160 " 49 "	9,380 " 60 "	549 " 84 "
874 " 38 "	6,986 " 50 "	3 " 63 "	6 " 90 "
18 " 40 "	239 " 51 "	1 " 64 "	1 " 92 "
6 " 41 "	534 " 52 "	18 " 65 "	1 " 94 "
65 " 42 "	9,882 " 54 "	72 " 68 "	74 " 96 "
14,374 " 44 "	433 " 55 "	587 " 70 "	
637 " 45 "	6,261 " 56 "	154 " 72 "	

PROVINCIAL EMPLOYMENT SERVICE.

The work of the Provincial Government branch of the Employment Service of Canada has during the past year played a leading part in the industrial affairs of British Columbia. While the service is a Dominion-Provincial institution, and while there is, in all essentials, conformity in the methods adopted by one Province and another, its administration is in the hands of the Provincial Governments. In British Columbia the direction of the Employment Service forms one of the duties of the Department of Labour. In matters of expenditure the Governments of the Dominion and the Province bear equal shares.

The year 1920 was the first full year since this system of co-ordination was entered into, and also since the Provincial Act came into operation which makes it illegal to carry on private employment bureaus where fees are charged. The effect of this has been to increase very greatly the amount of business done by the Government bureaus in the Province. The latter now number seventeen, counting the two separate offices for women at Vancouver and Victoria. There are three offices in Vancouver, two in Victoria, and one each at New Westminster, Nanaimo, Prince Rupert, Kamloops, Vernon, Kelowna, Grand Forks, Nelson, Cranbrook, Fernie, Revelstoke, and Prince George. With the exception of the two last named, which were opened in August last, all these offices have been operated throughout the year. In December the Provincial Clearing-house for the Province and the branch Employment Office at Dunsmuir Street, Vancouver, were removed to premises in Richards Street, which are more commodious and have been well-equipped for the work. Several of the Employment Offices were started in conjunction with the Department of Soldiers' Civil Re-establishment; but on that Department ceasing to take an active part in Employment Service work in June last, they were reorganized by the Provincial Government.

BUSINESS GREATLY INCREASED.

The placements made during the year, as compared with the past year, have been nearly doubled, the respective numbers being 35,674 in 1919 and 69,661 in 1920. Applicants registering for employment during the same period increased from 52,979 to 93,424, and employers' orders from 42,639 to 72,915. Of the placements, 2,855 were transferred to positions in other Provinces through the Dominion Clearing-house; while through the same channel the Province received 1,707 applicants who were placed in positions in British Columbia. As showing the extent to which Employment Office work is centralized in Vancouver, it may be mentioned that the offices in that city transact 63 per cent. of such business in the Province. Moreover, the placements made by the Powell Street Office, Vancouver, exceed the number made by any other individual office throughout the Dominion. A comparison of the work done in British Columbia and the other Provinces of the Dominion will show that this Province, in proportion to its population, holds an exceptionally favourable position with regard to the number of placements made in the year.

UNEMPLOYMENT PROBLEMS.

In relation to unemployment, the Service has again been called upon to meet conditions which were anything but normal. Unemployment has been a difficult question throughout the Province for a portion of the year and in the cities of Victoria and Vancouver for nearly the whole of the year. This has been so mainly, as in 1919, among ex-service men, munition-workers, etc., who, taken out of their usual sphere by the war, have as yet been unable to find permanent work at their former trade or profession or in any other capacity congenial to them. There are also a large number incapacitated for hard or manual labour by the war, many of these being men who formerly lived in other Provinces, but who since leaving the Army have been advised to come to the Coast on account of climatic conditions. The latter class form a peculiar problem, and it has not been easy to find employment for the large number who come to the Coast in this way. These men still continue to arrive in British Columbia in considerable numbers, and since the Department of Soldiers' Civil Re-establishment ceased its activities in this sphere they have had to depend largely on the Provincial Employment Service to assist them in obtaining suitable work.

RISE IN WORKERS' RAILWAY RATES.

By comparing the employers' orders with the placements it will be seen that more than 99 per cent. of the orders were filled by the Service. The small number which were not so filled were met by employers filling the positions themselves while a suitable applicant was being selected by the Service. A list of the occupations for which orders have been received and filled covers the whole field of industrial activity in the Province.

Unfortunately, the arrangements which were in force in 1919, of a 1-cent-a-mile rate over Canadian railroads for men who were certified as proceeding to take up work, was last year altered, the rate being raised first to 2½ cents a mile, and later to, approximately, 2¾ cents a mile. This has had a detrimental effect upon the movement of labour, and has greatly interfered with the filling of positions at outside points with the most suitable applicants.

APPLICANTS AND PLACEMENTS.

The rise and fall in the number of applicants, employers' orders, and placements are set forth in the accompanying chart. At the beginning of the year the Dominion Government was making an emergency grant for returned soldiers who were out of work. This, however, was gradually discontinued, first for the single men and later for the married men, and a temporary drop in the number of applicants was the result. There was a high registration in April, caused by an anticipated demand, notably for farm-help on the Prairies. A number of men were sent there, but the demand did not materialize to any great extent.

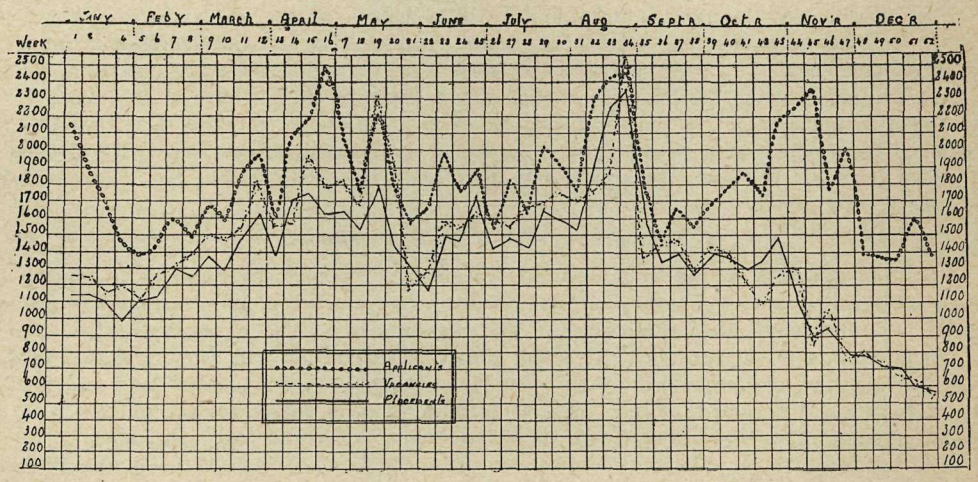


Chart showing rise and fall, during 1920, in the number of applicants for work, vacancies notified, and placements.

It will be seen that in May, and again in August, employers' orders exceeded the figure for registrations. In May this was caused by activity in the labouring and lumbering groups. At this period the placements were short of the number of orders received, and the reason was that large numbers of men were hired direct through the Loggers' Associations' own offices, without any account of them being taken in the records of the Service. The lumbering industries again made heavy demands in August, notably for the United Grain-growers' mills at Hutton; while at the same time large numbers of men were being shipped to positions on farms in the Prairie Provinces for harvest-work.

Applications rose steadily during the autumn and reached 2,300 in the second week in November. This was due, doubtless, to the increasing prevalence of unemployment at that time, and also to a rumour that the Federal Emergency Fund would again be put into force. The applications subsided when the rumour was denied.

It will be seen that normally the rise and fall of registrations follows that of employers' orders closely. When the board shows a steady flow of orders, men register freely; but the registrations drop off immediately the orders become less plentiful. The registrations through the Government Employment Office cannot, of course, be taken as giving any correct idea of the

number of unemployed at any particular time. For example, registrations were highest in April and August, not because there was more unemployment, but because there was more work available or anticipated, and men registered with the object of being taken on. On the other hand, registrations dropped in December, although the number of unemployed in the Province was several times greater, because there was very little work available and no inducement for men to register unless seeking actual relief under the scheme adopted by the Dominion and Provincial Governments.

Where the placements fell below the employers' orders, the explanation would be, usually, that men were dissatisfied with the wages offered or that conditions were below the average; except that in some cases (amounting, as stated above, to less than 1 per cent. of the whole) orders were filled from another source and cancelled by employers before suitable applicants could be supplied by the Service.

WINTER SCARCITY OF WORK.

In October the first signs appeared of an approaching scarcity of employment, and applicants, realizing that the winter was close at hand, decided in many cases to accept the lower wages offered on some orders previously received which in the first instance they would not accept. From the beginning of October to the end of the year there was a steady drop in employers' orders, nearly all of which were filled as soon as received, in spite of the downward tendency in wages.

Owing to adverse conditions the figures for November and December were the lowest during the whole period. At this time of the year invariably a large number of camps close down, but this winter such movement has been more general, resulting in extreme depression and widespread unemployment. In every possible way steps were taken to discourage men from coming to the towns and cities of the Province, though this apparently did not have much effect.

The situation was met, in some measure, by various schemes of relief-work initiated by the Provincial Government and by some of the cities and municipalities, and steps were also taken to relieve distress. In these measures the co-operation of the Employment Service was sought and was readily given.

GOVERNMENT AND OUTSIDE AGENCIES.

Speaking generally of the work of the Government's Employment Bureaus, it has become apparent that by degrees employers and the general public are becoming accustomed to use and depend more and more upon these offices. The Service has become recognized as the hub of the labour market in each district. It is felt that this recognition will grow, and that outside agencies which are at present dealing with employment matters on voluntary lines will tend to give place to the Government offices. Meanwhile there is every reason for satisfaction with the present standing of the Service and with its advancement during the year just ended.

The following tables give the detailed record of the Employment Offices in the Province during the past year:—

TOTAL OF YEAR'S BUSINESS BY DISTRICTS.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
Cranbrook	2,397	3,023	1,733	379	30	27
Fernie	835	1,031	755	44	....	30
Grand Forks	527	557	241	145	....	....
Kamloops	4,478	3,315	2,423	599	29	70
Kelowna	402	393	362	17	12	....
Nanaimo	978	875	657	35	11	246
Nelson	3,192	3,451	2,228	369	59	29
New Westminster	3,071	2,266	1,998	108	18	30
Penticton	451	462	420	13	....	....
Prince George	469	478	225	239	....	....
Prince Rupert	2,856	2,839	2,141	185	82	78
Revelstoke	889	1,010	399	387	10	1
Vancouver	57,258	43,259	42,240	27	1,350	1,935
Vernon	2,909	2,795	1,863	340	24	238
Victoria	12,712	7,161	6,232	2	82	171
Totals	93,424	72,915	63,917	2,889	1,707	2,855

TOTAL OF YEAR'S BUSINESS BY MONTHS.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	7,144	4,813	4,239	135	32	....
February	5,843	5,051	4,713	65	56	2
March	7,037	6,312	5,603	67	35	54
April	8,350	6,910	6,049	104	55	200
May	9,080	8,646	7,320	118	30	110
June	7,179	6,023	5,643	96	19	128
July	8,897	8,223	7,338	120	43	123
August	8,891	7,834	6,406	145	47	1,459
September	6,443	5,477	4,838	231	188	482
October	9,170	6,318	5,572	990	490	257
November	8,306	3,899	3,097	581	460	39
December	7,084	3,409	3,099	237	252	1
Totals	93,424	72,915	63,917	2,889	1,707	2,855

CRANBROOK.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	274	285	138	73	....	....
February	141	227	120	12	....	....
March	186	286	129	39	3	....
April	152	219	112	11	6	....
May	158	268	120	28	2	....
June	194	204	143	44	....	....
July	171	227	149	14	....	....
August	130	273	87	7	7	27
September	124	170	90	23	6	....
October	259	227	179	71	1	....
November	355	390	275	41	2	....
December	253	247	191	16	3	....
Totals	2,397	3,023	1,733	379	30	27

FERNIE.

	Applicants.	Employers' orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	98	64	88	7	....	....
February	67	95	58	9	....	....
March	68	69	63	4	....	....
April	78	141	56	7	....	....
May	72	174	75	2	....	....
June	69	76	65	1	....	....
July	70	83	70	1	....	....
August	59	56	32	2	....	25
September	56	79	42	9	....	5
October	78	61	76	2	....	....
November	62	61	62	....	....	....
December	58	72	68	....	....	....
Totals	835	1,031	755	44	....	30

GRAND FORKS.

	Applicants.	Employers' Orders.	Placements within Zones.	Placement from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	....	....	....	....	....	....
February	....	....	....	....	....	....
March	....	....	....	....	....	....
April	13	79	4	9	....	....
May	59	65	18	39	....	....
June	63	89	30	31	....	....
July	46	88	42	....	....	....
August	48	53	45	1	....	....
September	53	80	33	19	....	....
October	50	34	31	19	....	....
November	50	46	17	21	....	....
December	145	23	21	6	....	....
Totals	527	557	241	145	....	....

KAMLOOPS.

	Applicants.	Employers Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	255	192	146	....	6	....
February	316	204	199	27	15	...
March	282	206	150	1	....	39
April	342	224	192	....	....	23
May	355	308	296	9	....	1
June	265	164	182	10	....	....
July	375	384	305	8	1	....
August	281	353	226	11	5	7
September	198	133	142	32	....	....
October	648	485	242	251	1	....
November	687	393	152	176	1	....
December	474	269	191	74	....	....
Totals	4,478	3,315	2,423	599	29	70

KELOWNA.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	19	12	12	....	6	....
February	17	12	11	1	6	....
March	17	18	17	....	....	....
April	34	35	34	....	....	....
May	26	29	26	....	....	....
June	33	30	32	....	....	....
July	73	74	70	2	....	....
August	57	57	52	....	....	....
September	29	38	31	....	....	....
October	30	27	30	....	....	....
November	50	46	32	14	....	....
December	17	15	15	....	....	....
Totals	402	393	362	17	12	....

NANAIMO.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	82	42	41	2	4	....
February	81	62	56	1	7	....
March	77	67	59	5	....	....
April	77	59	39	8	....	....
May	81	68	57	....	....	....
June	71	151	50	1	....	....
July	75	107	53	3	....	....
August	84	77	75	2	....	235
September	64	47	46	1	....	1
October	132	94	84	8	....	8
November	70	59	56	3	....	2
December	84	42	41	1	....	....
Totals	978	875	657	35	11	246

NELSON.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	205	193	171	....	....	....
February	205	212	170	....	....	....
March	198	214	176	1	6	....
April	238	343	229	10	....	....
May	335	414	269	20	3	....
June	258	319	241	3	....	....
July	271	401	244	4	13	....
August	367	282	101	11	2	....
September	191	299	122	14	6	27
October	449	231	188	215	13	2
November	331	418	213	83	7	....
December	144	125	104	8	9	....
Totals	3,192	3,451	2,228	369	59	29

NEW WESTMINSTER.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	343	171	153	....	....	....
February	250	222	181	....	....	....
March	223	178	150	....	....	....
April	162	169	137	....	....	....
May	265	205	214	....	....	....
June	230	194	186	....	....	2
July	298	247	228	9	2	....
August	257	214	166	20	6	21
September	237	167	138	38	1	7
October	387	278	230	36	8	....
November	200	97	94	2	1	....
December	219	124	121	3	....	....
Totals	3,071	2,266	1,998	108	18	30

PENTICTON.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	67	58	58	....	....	....
February	79	75	63	12	....	....
March	101	97	96	1	....	....
April	94	93	93	....	....	....
May	110	139	110	....	....	....
June	....	....	....	....	....	....
July	....	....	....	....	....	....
August	....	....	....	....	....	....
September	....	....	....	....	....	....
October	....	....	....	....	....	....
November	....	....	....	....	....	....
December	....	....	....	....	....	....
Totals	451	462	420	13	....	....

PRINCE GEORGE.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	....	....	....	....	....	....
February	....	....	....	....	....	....
March	....	....	....	....	....	....
April	66	57	57	....	....	....
May	....	....	....	....	....	....
June	....	....	....	....	....	....
July	....	....	....	....	....	....
August	....	....	....	....	....	....
September	44	62	40	4	....	....
October	164	148	69	95	....	....
November	106	107	27	84	....	....
December	89	104	32	56	....	....
Totals	469	478	225	239	....	....

PRINCE RUPERT.

	Applicants.	Employers' orders.	Placements within Zones.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	169	122	99	3	....	....
February	117	108	81	1	....	....
March	171	156	139	1	....	....
April	151	131	115	....	....	....
May	251	393	219	2	....	7
June	197	152	165	3	....	11
July	395	452	325	61	....	3
August	348	498	312	11	....	24
September	347	317	323	19	....	1
October	341	364	257	28	6	14
November	240	72	64	29	55	18
December	129	74	42	27	21	....
Totals	2,856	2,839	2,141	185	82	78

REVELSTOKE.

	Applicants.	Employers' Orders.	Placements within Zones.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	30	65	13	1	1	....
February	20	29	19	....	....	....
March	62	56	48	....	....	....
April	30	45	19	....	....	....
May	46	81	45	1	....	....
June	46	72	43	2	....	....
July	....	....	....	....	....	....
August	....	....	....	....	....	....
September	15	88	9	9	1	....
October	291	381	53	206	....	....
November	202	153	64	122	5	....
December	147	40	86	46	3	1
Totals	889	1,010	399	387	10	1

VANCOUVER, RICHARDS STREET (FOR MALE HELP).

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	1,745	801	752	1	11	115
February	975	701	701	....	22	2
March	1,335	996	986	....	26	13
April	1,565	1,069	1,075	1	49	125
May	1,316	933	931	....	14	61
June	674	534	481	....	....	95
July	1,073	753	753	....	16	67
August	1,336	587	510	....	9	785
September	639	304	316	....	31	244
October	778	272	251	20	47	5
November	2,203	210	201	4	43	1
December	1,871	244	239	....	25	....
Totals	15,510	7,404	7,196	26	293	1,398

VANCOUVER, RICHARDS STREET (FOR FEMALE HELP).

	Applicants.	Employers' Orders	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	446	222	235	....	....	....
February	547	394	368	....	2	....
March	643	461	422	....	....	2
April	667	457	427	....	....	9
May	741	523	482	....	....	3
June	903	548	574	....	....	....
July	675	608	523	....	....	1
August	964	861	873	....	....	7
September	515	434	407	1	27	2
October	572	442	428	....	3	....
November	338	300	280	...	7	....
December	395	338	301	....	....	....
Totals	7,406	5,588	5,320	1	39	24

VANCOUVER, POWELL STREET (FOR MALE HELP).

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	2,102	1,947	1,864	....	1	....
February	2,339	2,109	2,203	....	4	....
March	2,744	2,735	2,581	....	....	....
April	3,037	2,920	2,840	....	....	23
May	3,782	4,000	3,630	....	....	23
June	2,751	2,410	2,639	....	....	17
July	3,861	3,807	3,590	....	6	48
August	3,376	3,418	3,222	....	7	23
September	2,812	2,481	2,418	....	99	135
October	3,539	2,359	2,606	....	391	226
November	2,136	956	984	....	339	18
December	1,863	1,125	1,138	....	171	....
Totals	34,342	30,267	29,724	....	1,018	513

VERNON.

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants tranferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	216	145	96	48	3	....
February	152	141	123	2	....	....
March	198	232	161	15	....	....
April	247	302	162	58	....	....
May	240	362	195	17	....	....
June	209	193	179	1	....	....
July	224	259	185	18	....	1
August	471	553	190	78	....	192
September	309	240	209	62	1	45
October	280	251	235	39	....	....
November	186	71	83	2	....	....
December	177	46	45	....	20	....
Totals	2,909	2,795	1,863	340	24	238

VICTORIA (FOR MALE HELP).

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	903	275	257	....	....	....
February	382	246	237	....	....	....
March	547	293	301	....	....	....
April	1,184	368	310	....	....	20
May	1,010	422	462	....	11	15
June	740	463	426	....	19	3
July	1,052	518	540	....	....	3
August	888	372	370	2	2	112
September	598	344	315	....	15	15
October	912	433	433	....	20	2
November	864	355	350	....	....	....
December	786	302	301	....	....	....
Totals	9,866	4,391	4,302	2	67	170

VICTORIA (FOR FEMALE HELP).

	Applicants.	Employers' Orders.	Placements within Zone.	Placements from other Zones.	Applicants transferred to other Zones in B.C.	Applicants transferred to other Provinces.
January	190	219	116	....	....	....
February	155	214	123	....	....	....
March	185	248	125	....	....	....
April	213	199	148	....	....	....
May	233	262	171	....	....	....
June	476	424	207	....	....	....
July	238	215	252	....	5	....
August	225	180	145	....	9	1
September	212	194	157	....	1	....
October	260	231	180	....	....	....
November	226	165	143	....	....	....
December	233	219	163	....	....	....
Totals	2,846	2,770	1,930	....	15	1

ASSOCIATIONS OF EMPLOYERS.

A list of associations of employers was presented for the first time in our annual report last year, and for the purpose of the present report it has now been revised and necessary corrections made up to the latest possible moment.

Only those associations are included which are concerned with the employment of labour, as distinguished from associations with purely trade or commercial or social objects. The total number of associations is one more than last year; but two new ones are included—the Clay Products, Manufacturers' Section, B.C. Division, and the Timber Industries Council of B.C. One of the associations which figured in last year's list is now reported to have passed out of existence—viz., the Ben Franklin Club (Master Printers), Victoria.

Box Manufacturers' Section, B.C. Division, Canadian Manufacturers' Association—Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

B.C. Fishing & Packing Association—President, W. H. Barker, 410 Seymour Street, Vancouver; Secretary, L. Doucet, 410 Seymour Street. Meets for election of officers in March each year.

B.C. Jewellers' Association—President, O. B. Allan, Granville Street; Vice-President, G. E. Trorey, Granville Street; Secretary-Treasurer, A. Fraser-Reid, 1635 Napier Street. No definite date set for annual meeting and election of officers.

B.C. Loggers' Association—President, Mark D. Rector, International Lumber Co., 470 Granville Street; Secretary, W. B. W. Armstrong, 821–5 Rogers Building, Vancouver. Officers elected annually on January 15th.

B.C. Lumber & Shingle Manufacturers' Association—President, J. O. Cameron, Cameron Lumber Co., Victoria; Secretary, R. H. H. Alexander, 915 Metropolitan Building, Vancouver. Officers elected annually on third Thursday in January.

B.C. Salmon Canners' Association—Secretary, W. D. Burdis, 804–5 London Building, Vancouver. Chairman elected at each meeting.

B.C. Tow Boat Owners' Association—President, C. A. Prowse, c/o MacDonald-Marpole Co., Vancouver; Secretary, Capt. J. R. Stewart, 837 Hastings Street West, Vancouver; Vice-President, Capt. Geo. McGregor, Victoria Tug Co., Victoria. Election of officers in September each year.

Canadian Manufacturers' Association—President, Norman Yarrow, Yarrow's, Limited, Esquimalt; Secretary, T. J. Goodlake, 8 Winch Building, Victoria.

Canadian Storage & Transfermen's Association—President, F. Crone, Independent Van & Storage Co., Vancouver; Secretary, E. A. Quigley, Suite 10, 423 Hamilton Street, Vancouver. This Association has Board of Directors for each Province.

Clay Products, Manufacturers' Section, B.C. Division, Canadian Manufacturers' Association—Secretary, T. J. Goodlake, 8 Winch Building, Victoria.

Employers' Association of B.C.—President, J. R. Duncan, Vulcan Iron Works, Vancouver; Manager, N. G. Neill, 403–4 Credit Foncier Building, Vancouver.

Fishing Vessel Owners' Association, Inc.—President, Capt. O. O. Hvatum, Pier 8, Seattle, Wash.; Secretary, John Lokken, Pier 8, Seattle, Wash.

General Cartage & Storage Association of B.C.—President, H. E. McDonald, Pacific Transfer Co., Ltd.; Secretary, E. A. Quigley, Suite 10, 423 Hamilton Street, Vancouver.

General Contractors & Master Builders' Association—President, F. T. King, London Building, Vancouver; Secretary, J. Hart, 309 Cordova Street West, Vancouver.

Manufacturers' Association of B.C.—President, J. H. Falconer, 1365 Powell Street, Vancouver; Secretary, J. Hart, 309 Cordova Street West, Vancouver. Election of officers takes place annually within eight weeks of beginning of year.

Master Painters' & Decorators' Association—Secretary, H. J. Stroud, 1387 Howe Street, Vancouver. Officers elected in January each year.

Metal Trades' Employers' Association of B.C. (Vancouver Division)—President, D. A. McIntosh, 172 Alexander Street; Secretary, J. Hart, 744 Hastings Street West, Vancouver. Meets for election of officers in January or February each year.

Metal Trades' Employers' Association of B.C. (Victoria Division)—President, Mr. Izard, 8 Winch Building; Secretary, T. J. Goodlake, 8 Winch Building. Election of officers in February each year.

Mountain Lumber Manufacturers' Association—President, A. K. Leitch, Jaffray; Secretary, I. R. Poole, Nelson. Officers elected at annual meeting held in January.

Northern B.C. Lumbermen's Association—President, E. F. Duby, Prince Rupert; Secretary, W. E. Williams, Prince Rupert.

Retail Merchants' Association of Canada, Inc., B.C. Board—President, M. J. Phillips, New Westminster; Secretary, Geo. S. Hougham, 424 Pacific Building, Vancouver. Branches are established at Vancouver, Victoria, New Westminster, Port Alberni, Duncan, Chilliwack, Armstrong, Enderby, Prince Rupert, Nanaimo, South Vancouver, Kelowna, Kamloops, Vernon, Cranbrook, Merritt, Nelson, Ladner, Penticton, Abbotsford, Courtenay, and Ladysmith.

Sash & Door Employers' Association—Secretary, R. A. Ogilvie, 207 Hastings Street West, Vancouver.

Shingle Agency of B.C.—President, A. D. Anderson, 911 Metropolitan Building; Secretary, F.

L. Nash, 911 Metropolitan Building, Vancouver. Meets for election of officers in January each year.

Shipping Federation of B.C.—Manager and Secretary, Capt. J. R. Stewart, 837 Hastings Street West, Vancouver. Meets for election of officers in May each year.

Vancouver Association of Electrical Contractors and Dealers—President, W. W. Fraser, 602 Hastings Street West. Secretary, R. G. Hargreaves, 724 Pacific Building. Officers elected annually in September each year.

Vancouver Association of Sanitary & Heating Engineers—President, C. W. Murray, 137 Powell Street, Vancouver; Secretary, Robert Hargreaves, 724 Pacific Building, Vancouver. Officers elected annually in June each year.

Vancouver Hotels' Association—President, J. A. Weldon, Grosvenor Hotel, Vancouver; Secretary, Ernest A. Masters, 333 Dunsmuir Street. Officers elected in January each year.

Vancouver Timber Industries Council of B.C.—President, E. W. Hamber, B.C. Mills Timber & Trading Co.; Managing Director, M. A. Grainger, 617–8 Pacific Building, Vancouver.

Vancouver Typothetæ—President, Jas. B. Cowan, 500 Beatty Street; Secretary and Manager, Wm. Brand, 624–5 Pacific Building, Vancouver. Officers elected annually on the second Thursday in June.

Victoria Bread & Cake Manufacturers' Association—President, D. W. Hanbury, Golden West Bakery; Secretary, H. Amphlett, 101 Union Bank Building. Election of officers annually in January.

Victoria Builders' Exchange—President, Walter Luney, 508 Sayward Building; Secretary, J. W. Bolden, 1616 Cook Street. Officers elected annually in January each year.

Western Canada Coal Operators' Association—President, O. E. S. Whiteside, Coleman, Alta.; Secretary, R. M. Young, Calgary, Alta. Officers elected on second Friday in January each year.

UNION DIRECTORY.

The list of labour organizations in the Province which is given in the following pages has been revised up to the time of going to press. It is not presented as a complete directory of these organizations, as some of the unions have failed to reply to our request for the necessary information, though, generally speaking, there has been a readiness to give the details required. In the International groups a number of unions which were included last year are omitted from the present list, some having been disbanded owing to the closing of shipyards in Vancouver and Victoria; but these losses have been balanced by the organization of several unions of transport workers and others. In the O.B.U. groups some unions have ceased to exist, and the Lumber Workers' Industrial Union, which was by far the strongest member, numerically, of the group, recently dropped its affiliation with the O.B.U., continuing its activities independently, but on the same lines as heretofore.

TRADES AND LABOUR CONGRESS OF CANADA.

President, Thomas Moore, Ottawa. Vice-Presidents, H. J. Halford, Hamilton; A. Martel, Montreal; A. McAndrews, Moose Jaw, Sask. Secretary-Treasurer, P. M. Draper, Hope Building, Ottawa.

B.C. EXECUTIVE OF TRADES & LABOUR CONGRESS.

Chairman, Eugene Woodward, Victoria; Members, Mrs. H. Fearn, Vancouver; Ben Simmonds, Victoria; J. H. McVety, Vancouver. Meets at call of Chairman.

NATIONAL ORGANIZATIONS.

Canadian Merchants' Service Guild.

Vancouver—President, Capt. F. H. Parker, c/o Union S.S. Co., Vancouver; Secretary, A. Goodlad, 470 Granville Street, Vancouver. Meets first Tuesday and first Thursday of each month.

Victoria—President and Secretary, T. H. Brown, 311 Union Bank Building.

National Association of Marine Engineers.

Vancouver Council No. 7—President, L. A. McAlpine, Room 10 Jones Building, 407 Hastings Street West; Secretary, E. Read, Room 10 Jones Building, 407 Hastings Street West. Meets at 8 p.m. on second and fourth Fridays in summer months and every Friday during winter months.

Victoria Council No. 6—President, W. Jordan, 410 Union Bank Building; Secretary, A. McNiven, 410 Union Bank Building.

TRADES AND LABOUR COUNCILS. (International.)

Nelson—President, J. Lotman, Nelson; Secretary, Felix Pezeril, Box 624, Nelson.

New Westminster—President, H. Knudsen, 403 Royal Avenue; Secretary, R. Morgan, 313 Regina Street, New Westminster. Meets second and fourth Wednesdays in month at Labour Temple, New Westminster.

Prince Rupert—President, S. D. McDonald, Prince Rupert; Secretary, G. Waddell, Box 452, Prince Rupert. Meets at Carpenters' Hall on second and fourth Tuesdays of each month.

Revelstoke—President, James Mathie, Revelstoke; Secretary, Philip Parker, Box 234, Revelstoke. Meets at 8 p.m. at City Hall, Revelstoke, on the second and fourth Saturday of each month.

Vancouver—President, F. W. Welsh, Labour Temple, Vancouver; Secretary, Mrs. H. Fearn, Labour Temple, Vancouver. Meets first and third Thursdays of each month at 319 Pender Street West.

Victoria—President, C. Sievertz, 1728 Denman Street; Secretary, E. Woodward, 1253 Carlin Street. Meets at 8 p.m. on first and third Wednesdays in month at Trades Hall, Broad Street.

Federated Trades Councils (Railroads).

Victoria (Esquimalt & Nanaimo Railway Employees' Federation)—President, Geo. Chilbrook, 811 King's Road, Victoria; Secretary, Charles Rose, 315 Wilson Street, Victoria.

METAL TRADE COUNCILS. (International.)

Vancouver—President, G. Thom, 6 Dufferin Street, Vancouver; Secretary, V. J. Young, 1245 Alberni Street, Vancouver. Meets every Wednesday at 319 Pender Street West.

Victoria—President, Jas. Dakers; Secretary, W. A. Davies, 793 Hillside Avenue. Meets every Friday at Labour Hall.

DISTRICT LODGES AND COUNCILS.

United Brotherhood of Carpenters and Joiners of America.

Vancouver—Secretary, R. Houseman, 267 Sixtieth Avenue East, Vancouver. Meets at 319 Pender Street West, Vancouver, on first and third Tuesdays of each month.

Victoria District Council—President, R. McLeod, 1609 Redfern Street; Secretary, J. Ley, Box 770. Meets second and fourth Tuesdays in month at K. of P. Hall.

International Association of Machinists.

Vancouver District Lodge No. 78—President, P. Bengough, 319 Pender Street West; Secretary,

Jas. H. McVety, 1876 Eleventh Avenue West. Meets at call of President.

District No. 2 (all Railroads in Canada)—President, R. J. Tallow, 580 Ontario Street, Toronto; Secretary, H. Kempster, 14 Labour Temple, Winnipeg.

Allied Printing Trades Council.

Vancouver—President, F. J. McConnell, Box 66, Vancouver; Secretary, R. H. Neelands, Box 66, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m., on second Monday in month.

Victoria—President, James Wilby, 180 Montreal Street, Secretary, W. H. Ozard, Box 206, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on second Friday in month.

The Commercial Telegraphers' Union of America.

Courtenay, Vancouver Island Lines District—Chairman, J. Aitken, Courtenay.

Smithers, Division No. 53—President and Secretary-Treasurer, W. Mitchell, Smithers.

Vancouver, Division No. 63—Chairman, W. D. Brine, 134 Twenty-fourth Avenue West, Vancouver.

Theatrical Federation of Vancouver.

President—E. A. Jamieson, 310 London Building, Pender Street West; Secretary, G. W. Allin, 310 London Building, Pender Street West. Meets at 310 London Building at 10.30 a.m. on Tuesday before first Sunday in month.

Civic Federation.

Vancouver—President and Sec'y, H. Urquhart, Water Department, City Hall, Vancouver.

TRADE UNIONS.

Ashcroft.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 210—President, J. D. Nichol, Spatsum via Spences Bridge; Secretary, E. W. Kirby, Box 76, Lytton. Meets quarterly on second Saturday in January, April, July, and October at Ashcroft.

Chilliwack.

Maintenance-of-way Employees & Railway Shop Employees, United Brotherhood of, Local No. 31—President, E. Hall, Rosedale; Secretary, O. F. Crick, Box 102, Chilliwack. Meets at 1 p.m. on first Sunday in March, June, September, and December at Vancouver.

Cranbrook.

Barbers' International Union, Journeymen, Local No. 632—President, T. E. South, Cranbrook; Secretary, A. H. Bullock, Cranbrook. Meets at 8 p.m. on last Monday in month at A. H. Bullock's Barber Shop, Cranbrook.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 559—President, R. Bartholomew, Cranbrook; Secretary, M. H. Jones, Box 219, Cranbrook. Meets at 2.30 p.m. on first and third Sundays in month at Maple Hall, Cranbrook.

Locomotive Engineers, Brotherhood of, Local No. 563—President, Hugh J. Brook, Box 551, Cranbrook; Secretary, E. Birce, Box 494, Cranbrook. Meets at 3 p.m. on first and third Sundays in month at Maple Hall.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 229—President, Geo. C. Brown, Box 739, Cranbrook; Secretary, C. A. Fransen, Box 45, Moyie. Meets at call of President.

Railway Conductors of America, Order of, Local No. 407—President, A. J. Belmont, Cranbrook; Secretary, D. Hopkins, Box 426, Cranbrook. Meets at 2.30 p.m. at 218 Hanson Avenue, Cranbrook, on second and fourth Sundays in month.

Railway Carmen of America, Brotherhood of, Local No. 173—President, Wm. Hewson, Cranbrook; Secretary, J. Kemball, Cranbrook. Meets at 8 p.m. at Maple Hall on fourth Wednesday in month.

Railway Trainmen, Brotherhood of, Local No. 585—President, J. E. Pettigrew, Cranbrook; Secretary, P. C. Hartnell, Cranbrook. Meets at Maple Hall every Sunday at 7.30 p.m.

Corbin.

United Mine Workers of America, Local No. 2877—President, Geo. Quigg, Corbin; Secretary, J. R. MacDonald, Corbin. Meets at Corbin on last Sunday in each month at 7.30 p.m.

Duncan.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 533—President W. H. Smith, Parksville Junction; Secretary, H. W. McKenzie, Duncan. Meets at Duncan at call of President.

Fernie.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 308—President, Richard Banks, Box 1071, Fernie; Secretary, John van Masrion, Box 1071, Fernie. Meets at Fernie on second Friday of each month at 8 p.m.

Teamsters, Chauffeurs, Stablemen & Helpers, International Brotherhood of, Local No. 141—President, J. T. Webb, Fernie; Secretary, F. James, Fernie. Meets at Ingram's Hall, Fernie, on third Friday of each month at 8 p.m.

United Mine Workers of America, Local No. 2314—President, Wm. Hunter, Fernie; Secretary, T. Whitehouse, Fernie. Meets at South Room, Miners' Theatre, on second and third Sundays of each month at 7.30 pm.

Golden.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 165—President, C. Johnson, Box 133, Field; Secretary, C. Godfreyson, Box 57, Golden. Meets at Golden on the last Sunday of each quarter at 10 a.m.

Greenwood.

Mine, Mill & Smelter Workers, International Union of, Local No. 22—Secretary, W. Lakeland, Greenwood.

Kamloops.

Locomotive Engineers, Brotherhood of, Division No. 821—President, F. W. McKenrot, 4 Fourth Avenue, Kamloops; Secretary, F. J. O'Neill, Box 753, Kamloops. Meets at Orange Hall on first and third Thursdays in month at 2 p.m.

Locomotive Engineers, Brotherhood of, Division No. 855—President, L. L. Ross, Kamloops; Secretary, M. R. Lewis, Box 95, Kamloops. Meets first and third Sundays.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 258—President, W. A. Harris, Box 380, Kamloops; Secretary, R. Eccles, Box 380, Kamloops.

Railway Carmen, Brotherhood of, Local No. 148—President, O. E. Klemmer, Kamloops; Secretary, H. T. Batchelor, Kamloops. Meets at Kamloops on fourth Thursday in month at 8 p.m.

Railway Conductors of America, Order of, Division No. 611—Chief Conductor, A. Shelton, Kamloops; Secretary, W. Bailey, 420 Seymour Street, Kamloops. Meets at Orange Hall, Kamloops, on fourth Tuesday in month at 8 p.m.

Railroad Trainmen, Brotherhood of, Local No. 519—President, J. J. E. Negrean, Kamloops; Secretary, V. Mott, Kamloops.

Lucerne.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 15—President, Ed. Murphy, Hilton, Alta.; Secretary, T. Tostenson, Boulder via Kamloops. Meets first Sunday in January, April, July, and October.

Mission City.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 168—President, W. L. Card, Mission City; Secretary, Geo. G. Westwood, Box 86, Mission City. Meets in Mission Public Library at 10 p.m. on January 22nd, 1922.

Michel.

United Mine Workers of America, Local No. 2334—President, F. E. Wing, Michel; Secretary, Geo. A. Brown, Michel. Meets in Natal Club Hall, Natal, at 2.30 p.m. on first and third Sundays of each month.

Nanaimo.

Postal Workers, Amalgamated—President, E. B. Booth, Fitzwilliam Street, Nanaimo; Secretary, G. W. Green, 20 Strickland Street, Nanaimo. Meets at No. 2 Front Street when convenient for members.

Typographical Union, International, Local No. 337—President, James J. Begg, c/o Free Press Block, Nanaimo; Secretary, L. Gilbert, Box 476, Nanaimo. Meets in Occidental Hotel every Sunday.

Nelson.

Barbers' International Union, Journeymen, Local No. 196—President, Eli Sutcliffe, Nelson; Secretary, R. M. Burgess, Box 894, Nelson. Meets in Nelson at 8 p.m. on third Thursday in month.

Bricklayers, Masons & Plasterers, International Union of America, Local—President, J. Smith, P.O. Box 521, Nelson; Secretary, John Notman, P.O. Box 521, Nelson.

Brewery, Flour, Cereal & Soft Drink Workers of America, Local No. 28—Secretary, T. P. Moran, Box 711, Nelson.

Carpenters & Joiners of America, United Brotherhood of, Local No. 524—Secretary, G. H. Fraser, Box 254, Nelson. Meets on Wednesday nights at Miners' Hall.

Locomotive Firemen & Enginemen, Brotherhood of, Division No. 579—President, J. Simons, Box 771, Nelson; Secretary, C. P. Lindsay, 204 Latimer Street, Nelson. Meets at K. of P. Hall, Nelson, on first and third Sundays in the month at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Division No. 631—President, W. Wools, Box 1084, Nelson; Secretary, Stanley Smith, Box 1084, Nelson. Meets second and fourth Sundays at 1.30 p.m. in K. of P. Hall.

Machinists, International Association of, Local No. 663—President-Secretary, Fred Chapman, Box 253, Nelson.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 181—President, H. Erickson, Nelson; Secretary, F. Gustafson, Box 265, Nelson. Meets last Sunday in month.

Mine, Mill & Smelter Workers, International Union of, Local No. 95—President, Geo. Davis, Nelson; Secretary, Marcus Martin, Nelson. Meets 1st and 15th of each month.

Railway Carmen of America, Brotherhood of, Local No. 98—President, Jas. Armstrong, Water Street, Nelson; Secretary, Wm. Bartholomew, Nelson. Meets in Labour Temple at 8 p.m. on second and fourth Thursdays in month.

Railway Conductors of America, Order of, Division No. 460—Chief Conductor, A. B. Hall, 915 Stanley Street, Nelson; Secretary, H. L. Genest, Box 216, Nelson. Meets in K. of P. Hall at 2.30 p.m. on second Sunday in month.

Railway Trainmen, Brotherhood of, Local No. 558—President, C. M. Murray, Nelson; Secretary, C. F. Kirby, Box 258, Nelson. Meets at 11 a.m. on second and fourth Sunday in month.

Typographical Union, International, Local No. 340—President, D. C. McMorris, Nelson; Secretary, H. de Pencier, Box 502, Nelson. Meets in Trades Hall at 5.15 p.m. on last Wednesday in month.

New Westminster.

Barbers' International Union, Journeymen, Local No. 573—President, A. W. Cross, Windsor Barber Shop, New Westminster; Secretary, George Yorkstown, 35 Eighth Street, New Westminster. Meets at 35 Eighth Street on fourth Tuesday in month at 7 p.m.

Blacksmiths, Drop Forgers & Helpers, International Brotherhood of, Local No. 392—President, G. Bolton, 515 Sixteenth Avenue, New Westminster; Secretary, Lewis Earle, 910 Fifth Avenue, New Westminster. Meets first and third Mondays at Labour Hall.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 286—President, R. H. Reubens, Sapperton; Secre-

tary, W. K. Bent, Second and Fourth Avenues, New Westminster. Meets in Labour Temple on second Tuesday in month at 8 p.m.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1251—President, Ralph Wilson, 501 Sixth Avenue, New Westminster; Secretary, F. H. Shaw, 1038 Eighteenth Avenue, New Westminster. Meets at Labour Temple on first Tuesday in month at 7.30 p.m.

Cigar Makers of America, International Union of, Local No. 486—Secretary, James Fitzgerald, 441 Thirteenth Avenue, New Westminster. Meets at Labour Temple on the first Wednesday in the month at 8 p.m.

Civic Employees of New Westminster, Union of —President, Frank Higham, 118 Owens Avenue, New Westminster; Secretary, F. W. O'Brien, 118 Durham Street, New Westminster. Meets in Labour Temple at 8 p.m. on first Tuesday in month.

Machinists, International Association of, Local No. 151—President, Peter Wilkie, New Westminster; Secretary, E. C. Tinner, 3378 Parker Street, Vancouver.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1734—President-Secretary, Fred C. Shaw, General Delivery, New Westminster.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 654 —President, J. W. Rushton, 1020 Dublin Street, New Westminster; Secretary, F. Staton, 225 Sixth Street, New Westminster. Meets in Labour Temple at 2.30 p.m. on fourth Sunday in month.

Postal Workers, Amalgamated—President, C. S. Huff, 122 Sixth Avenue, New Westminster; Secretary, A. L. Bowden, 626 Sixth Avenue, New Westminster. Meets in Labour Temple at 8 p.m. on first Wednesday in month.

Railway Carmen of America, Brotherhood of, Local No. 280—President, W. T. Aitchison, Central Park P.O., South Vancouver; Secretary, A. H. Muttitt, 212 Fifth Avenue, New Westminster. Meets at Labour Temple on fourth Tuesday in month at 8 p.m.

Retail Clerks' International Protective Association, Local No. 1306—President, W. W. Callender, 321 Pine Street, New Westminster, Secretary, J. Ellis, 310 Third Street, New Westminster. Meets in Hart Block at 8 p.m. on last Thursday in month.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 134 —President, F. J. Ray, 815 Tenth Street, New Westminster; Secretary, T. Butterfield, 432 Fourteenth Street, New Westminster. Meets in Labour Temple at 8 p.m. on second and last Tuesday in month and at 10.30 a.m. on second and last Monday in month.

Typographical Union, International, Local No. 632—President, J. T. Burnett, Box 1024, New Westminster; Secretary, R. A. Stoney, Box 1024, New Westminster. Meets in Labour Temple at 5 p.m. on last Friday in month.

Penticton.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1023—President, W. Burnside, General Delivery, Penticton; Secretary, Geo. Bongalis, Box 233, Penticton. Meets in Penticton at 1 p.m. on April 10th.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 884—President, C. A. Tupper, Penticton; Secretary, A. H. Parkins, Penticton.

Railroad Trainmen, Brotherhood of, Local No. 914—President, A. Campbell; Secretary, R. S. Fraser, B.C. Hotel, Penticton.

Powell River.

Paper Makers, International Brotherhood of, Local No. 142—President, N. R. Gribble, Powell River; Secretary, E. L. Dellar, Box 153, Powell River. Meets in Central Hall at 7 p.m. on second Sunday of each month.

Pulp, Sulphite & Paper Mill Workers of United States and Canada, International Brotherhood of, Local No. 76—President, Dougall Gillis, Cedar Street, Powell River; Secretary, Charles Hill, 18 Riverside, Powell River. Meets first and third Sundays of each month at Central Hall.

Prince George.

Locomotive Engineers, Brotherhood of, Division No. 843—President, George Abbott, Prince George; Secretary, Ed. Gleeson, Prince George. Meets in Odd Fellows' Hall on second and fourth Mondays of each month.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 827—President, G. W. Taylor, Box 330, Prince George; Secretary, T. Stockman, Box 330, Prince George. Meets I.O.O.F. Hall at 2.30 p.m. on first and third Sundays in the month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 202—Secretary, D. O'Connell, McBride P.O. Meets in I.O.O.F. Hall, Prince George, at call of President.

Railway Conductors of America, Order of, Local No. 620—President, Geo. White, Prince George; Secretary, J. E. Paschall, Box 96, Prince George. Meets in Odd Fellows' Hall on first Sunday in month.

Railroad Employees, Local No. 28—President, George Foster, Prince George; Secretary, R. A. Ellis, Prince George. Meets in Odd Fellows' Hall at call of President.

Prince Rupert.

Boilermakers, Iron Shipbuilders & Helpers of America, International Brotherhood of, Local No. 146—President, M. C. Hill, P.O. Box 494, Prince Rupert; Secretary, E. Craggs, P.O. Box 464, Prince Rupert. Meets first and third Thursdays at Carpenters' Hall.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1735—President, J. J. Gillis, Prince Rupert; Secretary, Rod McLeod, Box 839, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first and third Wednesdays of each month.

Deep Sea Fishermen's Union of the Pacific—Secretary-Treasurer, P. B. Gill, Box 65, Prince Rupert; Agent, J. H. Meager, Box 1675, Prince Rupert. Meets in Exchange Block on Tuesday of each week.

Electrical Workers, International Brotherhood of, Local No. 344—President, J. J. Little, Box 125, Prince Rupert; Secretary, S. Massey, Box

457, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on second Friday of each month.

Longshoremen's Association, International, Local No. 38-41—President, Wm. Fraser, Box 531, Prince Rupert; Secretary, W. C. Denning, Box 531, Prince Rupert. Meets at Prince Rupert on Monday of each week at 8 p.m.

Machinists, International Association of, Local No. 207—President, A. T. Hooper, Inlander Mess, Prince Rupert; Secretary, C. W. Poole, Box 54, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on second and fourth Wednesdays in month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 335—President, H. B. James, Inverness; Secretary, H. H. Schultz, Salvus, Skeena River. Meets in Prince Rupert at call of President.

Painters, Decorators & Paperhangers of America, Brotherhood of, Local No. 731—President, J. A. Curtis, Box 459, Prince Rupert; Secretary, R. C. Chappell, Box 94, Prince Rupert. Meets in Carpenters' Hall on second Thursday and fourth Monday of each month.

Plumbers and Steamfitters of the United States and Canada, United Association of, Local No. 495—President, W. J. Robertson, General Delivery, Prince Rupert; Secretary, C. D. Brown, Box 209, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first and third Mondays in the month.

Railway Carmen of America, Brotherhood of, Local No. 426—President, John Leach, Box 973, Prince Rupert; Secretary, Frank Derry, Box 498, Prince Rupert. Meets in Prince Rupert at 8 p.m. on second Monday of each month.

Railway Employees, Brotherhood of, Division No. 154—President, J. Harvey, 1249 Second Avenue West; Secretary, J. Westenholme, 1061 First Avenue West. Meets in Smeeton's Tea Rooms at 8 p.m. on the first and third Monday of each month.

Railway Trainmen, Brotherhood of, Local No. 869—President, A. Greenhalgh, Box 12, Prince Rupert; Secretary, H. H. Oleson, Box 12, Prince Rupert. Meets in Prince Rupert at 8.30 p.m. on first and third Thursdays of each month.

Sheet Metal Workers, International Alliance, Local No. 672—President, Harvey Fraser; Secretary, W. M. Sutherland, Box 90, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first Friday in the month.

Steam & Operating Engineers, Local No. 510—President, J. K. Beatty, Prince Rupert; Secretary, Jas. Black, Box 866, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first and third Fridays of each month.

Typographical Union, International, Local No. 413—President, D. M. McCorkindale, Box 689, Prince Rupert; Secretary, J. M. Campbell, Box 689, Prince Rupert. Meets in Carpenters' Hall at 7.30 p.m. on last Thursday of each month.

Revelstoke.

Blacksmiths, Drop Forgers & Helpers, International Brotherhood of, Local No. 407—President, Jas. Mathie, Revelstoke; Secretary, Jas. M. Goble, Box 283, Revelstoke. Meets in Selkirk Hall on the fourth Saturday of each month at 8 p.m.

Boilermakers, Iron Shipbuilders & Helpers of America, International Brotherhood of, Local No. 466—President, Thomas McMillan, Revelstoke; Secretary, Allen McMahon, Box 407, Revelstoke. Meets in Revelstoke at 5 p.m. on third Sunday of each month.

Locomotive Engineers, Brotherhood of, Division 657—President, S. Stingley, Box 284, Revelstoke; Secretary, J. R. Purvis, Box 27, Revelstoke. Meets in Selkirk Hall at notice of Secretary on first and third Wednesdays of each month.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 341—President, G. R. Thomas, Revelstoke; Secretary, G. Watson, Revelstoke. Meets in Selkirk Hall, Revelstoke, on the second Wednesday of each month.

Machinists, International Association of, Local No. 258—President, A. W. Bell, Revelstoke; Secretary, Dougald Bell, Box 234, Revelstoke. Meets in Smyth's Hall at 7.30 p.m. on second Sunday of each month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 208—President, G. W. Graham, Okanagan Landing; Secretary, A. Blackberg, Revelstoke. Meets in Revelstoke at 8 p.m. on first Saturday in February, May, August, and November.

Railway Carmen of America, Brotherhood of, Local No. 481—President, A. Shepherd, Revelstoke; Secretary, H. Parsons, Revelstoke. Meets in Smyth's Hall at 8 p.m. on third Tuesday of each month.

Railway Conductors of America, Order of, Local No. 487—President, J. H. Pettipiece, Revelstoke; Secretary, R. M. McDonald, Box 215, Revelstoke. Meets in Selkirk Hall at 7.30 p.m. on second Monday and at 2.30 p.m. on fourth Sunday of each month.

Railway Trainmen, Brotherhood of, Local No. 51—President, R. J. Esselmont, Revelstoke; Secretary, W. Maxwell, Box 44, Revelstoke. Meets in Selkirk Hall at 2.30 p.m. on first Sunday and at 8 p.m. on third Monday of each month.

Rosebery.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 173 — President-Secretary, Warren Nelson, Rosebery.

Salmon Arm.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 193—President, W. E. Boyde, Pritchard; Secretary, Chas. G. Anderson, Box 49, Notch Hill. Meets at Finn Hall, Salmon Arm, at the call of the Chair.

Slocan Lake.

Mine, Mill & Smelter Workers, International Union of, Local No. 98—Secretary, A. Shilland, Sandon; President, J. H. Strickland.

Smithers.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 111—President, J. R. McIntyre, Smithers; Secretary, F. V. Foster, Smithers. Meets at Smithers on first and third Tuesdays in month at 8 p.m.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 340—President, H. Johnson, Burns Lake; Secretary, D. Matheson, Barnett Lake. Meets at Smithers every three months.

Stewart.

Mine, Mill & Smelter Workers' Union, International, Local No. 181—Secretary, W. Fraser, Stewart.

Trail.

Machinists, International Association of, Local No. 763—President, H. A. Johnston, Trail; Secretary, Alex. Balfour, Box 114, Trail. Meets in Miners' Hall at 7.30 p.m. on second and fourth Tuesdays of each month.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 713 President, Claude H. Wright; Secretary, C. W. Openshaw, Trail.

Vancouver.

Bakery Salesmen's International Union of America, Local No. 371—President, H. Curtis, Holly Lodge, Davie Street; Secretary, W. Baynes, 327 Eleventh Avenue East. Meets at 319 Pender Street West on second Sunday of each month at 8 p.m.

Barbers' International Union, Journeymen, Local No. 120—President, C. E. Herrett, 2124 Fourth Avenue East. Secretary, A. R. Jennie, 957 Comox Street. Meets Room 313, 319 Pender Street West, at 7.15 p.m. on second and fourth Tuesdays in month.

Blacksmiths, Drop Forgers & Helpers, International Brotherhood of, Local No. 151—President, W. J. Bartlett, 1193 Burrard Street; Secretary, T. McHugh, 1666 Sixth Avenue West, Vancouver. Meets at 319 Pender Street at 8 p.m. on third Tuesday of each month.

Boilermakers, Iron Shipbuilders & Helpers, International Brotherhood of, Local No. 194—President, R. Lynn, 12 Fourteenth Avenue East, Vancouver; Secretary, A. Fraser, Room 303, 319 Pender Street West. Meets at Room 303, 319 Pender Street West, at 8 p.m. on first and third Mondays of each month.

Bookbinders, International Brotherhood of, Local No. 105—President, George Mowat, 877 Hamilton Street, Vancouver; Secretary, Francis J. Milne, 536 Drake Street, Vancouver. Meets at Vancouver on third Wednesday of each month at 8 p.m.

Boot & Shoe Workers' Union, Local No. 505—President, Thos. Andley, 3498 Twenty-fifth Avenue East, Vancouver; Secretary, Tom Cory, 445 Vernon Drive, Vancouver. Meets at 319 Pender Street West at 8 p.m. on first Tuesday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 281—Secretary, W. J. Conner, 1945 Broadway West, Vancouver.

Bricklayers, Masons & Plasterers' International Union of America—President, Ernest Wilde, 704 Homer Street, Vancouver; Secretary, Wm. S. Dagnell, Box 53, Vancouver. Meets at 319 Pender Street, Vancouver, on second and fourth Wednesdays in month.

Bridge, Structural & Ornamental Iron Workers, International Association of, Local No. 97—President, W. A. Harill, Box 1196, Vancouver; Secretary, Roy Massecar, Box 1196, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Monday of each month.

Carpenters and Joiners, United Brotherhood of, Local No. 452—President, R. J. Thompson, 5124 Clarendon Street, South Vancouver; Secretary, W. J. Johnston, 73 Twenty-fourth Avenue West, South Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Mondays in month.

Carpenters & Joiners of America, United Brotherhood of, Local No. 2647—President, T. S. Coope, 595 Seventeenth Avenue West, Vancouver; Secretary, F. L. Barratt, 2517 Nanaimo Street, Vancouver. Meets at 148 Cordova Street West at 8 p.m. on second and fourth Tuesdays of each month.

Cigarmakers, International Union of America, Local No. 357—President, G. Thomas, 140 Water Street, Vancouver; Secretary, R. J. Craig, 36 Kootenay Street, Vancouver. Meets at 129 Pender Street, Vancouver, at 8 p.m. on first Tuesday in month.

City Hall Employees' Association, Local No. 59 (Chartered by Trades & Labour Congress of Canada)—President, H. A. Black, City Hall, Vancouver; Secretary, Ald. W. J. Scribben, City Hall, Vancouver. Meets at 148 Cordova Street West, Vancouver, at 8 p.m. on first Wednesday of each month.

Civic Employees' Federal, Local No. 28 (Chartered by Trades & Labour Congress of Canada)—President, J. White, 3344 Inverness Street, Vancouver; Secretary, G. Harrison, 1335 Woodland Drive, Vancouver.

Electrical Workers, International Brotherhood of, Local No. 77A—President-Secretary, K. Radcliffe, 1549 Grant Street, Vancouver. Meets at 440 Pender Street West, Vancouver, at 8 p.m. every Thursday.

Electric Workers, International Brotherhood of, Local No. 213—Secretary, F. R. Burrows, 440 Pender Street West, Vancouver.

Electrical Workers, International Brotherhood of, Local No. 310—Secretary, J. E. Davis, 616 Nelson Street, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. every Monday.

Fire Fighters, International Association of, Local No. 18—President, Percy Trevise, No. 2 Fire Hall, 754 Seymour Street, Vancouver; Secretary, Chas. A. Watson, No. 3 Fire Hall, Twelfth and Quebec Streets, Vancouver. Meets at Trades & Labour Council, 319 Pender Street West.

Garment Workers of America, United, Local No. 160—President, Helena Fearn, Labour Temple, Vancouver; Secretary, Ada Hawksworth, 3516 Fleming Street, Vancouver. Meets at Labour Temple at 6 p.m. on first Thursday in month.

Hotel & Restaurant Employees, International Alliance, Local No. 28—President, Wm. Crawford, 1966 Georgia Street, Vancouver; Secretary, J. W. van Hook, 441 Seymour Street, Vancouver. Meets at 441 Seymour Street at 3 and 9 p.m. on second and fourth Wednesdays in month.

Jewellery Workers, International Union of, Local No. 42—President, J. E. Dawson, 1645 Yew Street, Vancouver; Secretary, E. T. Kelly, 1850 Hastings Street East, Vancouver. Meets second and fourth Mondays in month.

Lathers, Wood, Wire & Metal, International Union, Local No. 207—President, A. B. Finly, 527 Thirty-fourth Avenue East, Vancouver; Secretary, A. P. Surges, 829 Fifty-seventh Avenue East, Vancouver. Meets at 315 Holden Building, Vancouver, at 8 p.m. on first and third Fridays in month.

Lithographers of America, Amalgamated, Local No. 44—President, H. J. Rhodes; Secretary, H. Walker, 1008 Pendrell Street, Vancouver. Meets at Room 309, 327 Pender Street West, Vancouver, at 8 p.m. on third Wednesday in month.

Locomotive Engineers, Brotherhood of, Division No. 320—President, A. E. Sullaway; Secretary, H. E. Ferguson, 2127 Second Avenue West, Vancouver. Meets at I.O.O.F. Hall on second and fourth Tuesdays in month at 8 p.m.

Locomotive Firemen and Enginemen, Local No. 656—President, T. McEwen, Harvard Rooms, Granville Street, Vancouver; Secretary, H. G. Campbell, 744 Helmcken Street, Vancouver. Meets at No. 319 Pender Street West, Vancouver, on first and third Tuesdays of each month.

Longshoremen's Association, International, Local No. 38-52—Secretary-Treasurer, F. Chapman; Business Agent, B. Richards, 152 Cordova Street West, Vancouver. Meets at 152 Cordova Street West, Vancouver, at 8 p.m., on first and third Fridays in month.

Machinists, International Association of, Local No. 182—President, W. J. Clark, 2036 York Street, Vancouver; Secretary, J. G. Keefe, 1358 Burrard Street, Vancouver. Meets at 319 Pender Street, Vancouver, at 8 p.m. on second and fourth Thursdays.

Machinists, International Association of, Local No. 692—President, J. H. Robb, 215 Thirty-first Avenue East, Vancouver; Secretary, W. E. Towdall, 2516 Austrey Avenue, Vancouver. Meets at 319 Pender Street West, Vancouver, at 2.30 p.m. on first Saturday and at 7.30 p.m. on second and fourth Tuesdays.

Marine Cooks & Stewards' Union—President, C. Brazinton, 311 Hastings Street West; Secretary, Fred Walsh, 311 Hastings Street West, Vancouver. Meets at 311 Hastings Street West at 8 p.m. on alternate nights weekly.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 167—President, A. Osborne, 733 Seventeenth Avenue West, Vancouver; Secretary, A. D. McDonald, 991 Pender Street West, Vancouver. Meets at 318 Pender Street West, Vancouver, at 8 p.m. on third Thursday in month.

Marine Firemen and Oilers' Union of B.C.—President, Dan Canlin, 76 Hastings Street East, Vancouver; Secretary, O. T. Owens, 76 Hastings Street East, Vancouver. Meets at 76 Hastings Street East at 7 p.m. every Wednesday.

Milk Drivers and Dairy Employees, Local No. 464—President, J. Smith, 2218 Thirteenth Avenue West, Vancouver; Secretary, B. Showler, 1120 Robson Street, Vancouver. Meets at 319 Pender Street West at 8 p.m. on second and fourth Fridays in month.

Moulders of North America, International Union of, Local No. 281—President, John Brown, 638 Broadway West, Vancouver; Secretary, George Arnaud, 823 Pender Street East, Vancouver. Meets at Room 3, 319 Pender Street West, Vancouver, at 8 p.m. on first and third Fridays in month.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 145—President, Joshua Boayer, 501 Twelfth Avenue West, Vancouver; Secretary, Edward A. Jamieson, 308 London Building, Vancouver. Meets at Moose Hall, Homer Street, Vancouver, at 10 a.m. on second Sunday in month.

Painters, Decorators & Paperhangers of America, Local No. 138—Secretary, L. Amos, 148 Cordova Street, Vancouver. Meets at 148 Cordova Street, Vancouver, at 8 p.m. on second and fourth Thursdays in month.

Pattern Makers' League of North America—President, W. Hunter, 318 Tenth Avenue, North Vancouver; Secretary, J. D. Russell, Booth Road, McKay P.O., Burnaby. Meets at 319 Pender Street West at 8 p.m. on second and fourth Mondays in month.

Pile Drivers, Bridge, Wharf & Dock Builders, Local No. 2404, United Brotherhood of Carpenters & Joiners—President, W. H. Pollard, Box 320, Vancouver; Secretary, N. H. Vernon, Box 320, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Fridays of month.

Photo Engravers' International Union of North America, Local No. 54—President, F. Looney, c/o Angell Engraving Co., Vancouver; Secretary, Gordon Edwards, 2723 Fifth Avenue West, Vancouver. Meets at World Building, Vancouver, at 8 p.m. on Saturday of each week.

Plasterers & Cement Finishers, International Association of the United States and Canada, Local No. 89—President, Charles Keall, c/o Central Park P.O., Vancouver; Secretary, Alfred Hurry, 861 Thirty-fourth Avenue East, South Vancouver. Meets at Rigg-Selman Block, 319 Pender Street West, Vancouver, at 8 p.m. on first Wednesday in month.

Plumbers and Steam Fitters of the United States and Canada, United Association of, Local No. 170—President, F. W. Welsh, Box 1131, Vancouver; Secretary, W. G. Wheatley, Box 1131, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Fridays.

Policemen's Federation (Chartered by Trades and Labour Congress of Canada), Local No. 12—President, Roy A. Perry, 1843 William Street, Vancouver; Secretary, Alexander Murray, 1484 Tenth Avenue West, Vancouver. Meets at 440 Pender Street West, Vancouver, at 7.30 p.m. on first Tuesday of month.

Postal Workers, Amalgamated—President, D. J. McCarthy, Post Office, Vancouver; Secretary, G. E. James, 1348 Odlum Drive, Vancouver. Meets at 440 Pender Street West, Vancouver, at 7.30 p.m. on last Friday in month.

Printing Pressmen & Assistants, International Union of North America, Local No. 69—President, S. W. Myers, Box 894, Vancouver; Secretary, E. B. Stephenson, Box 894, Vancouver.

Meets at 112 Hastings Street, Vancouver, at 8 p.m. on second Tuesday in month.

Railroad Employees, Canadian Brotherhood of, Division No. 59—President, A. N. Lowes, 4841 Windsor Street, Vancouver; Secretary, Charles Bird, 2030 Union Street, Vancouver. Meets at I.O.O.F. Hall, 515 Hamilton Street, at 8 p.m. on first Monday in month.

Railway Conductors of America, Order of, Division No. 267—President, G. W. Hatch, 761 Beatty Street, Vancouver; Secretary, J. B. Physick, 1156 Thurlow Street, Vancouver. Meets at I.O.O.F. Hall on first Sunday at 2 p.m., and on third Thursday at 8 p.m.

Railway Trainmen, Brotherhood of, Local No. 144—President, C. A. Mitchell, 1198 Eleventh Avenue East, Vancouver; Secretary, D. A. Munro, 70 Seventh Avenue West, Vancouver. Meets at I.O.O.F. Hall, Hamilton Street, Vancouver, at 7.30 p.m. on first Tuesday and 2.30 p.m. on third Tuesday.

Retail Clerks, International Protective Association, Local No. 279—President, A. P. Glen, 1073 Melville Street, Vancouver; Secretary, G. T. Brown, 3119 Twenty-seventh Avenue East, Vancouver. Meets at 319 Pender Street West at 8 p.m. on first and third Tuesdays.

Sawmill Filers & Sawyers' Association—President C. F. C. Craig, Marpole; Secretary, Geo. Gray, 1638 First Avenue East, Vancouver. Meets at Eagles' Hall, Vancouver, at 2.30 p.m. on first and third Sundays in month.

Seamen's Union of the Pacific—President, Andrew Furuseth, 59 Clay Street, San Francisco, Cal.; Secretary, Ed. Rosenberg, 59 Clay Street, San Francisco, Cal.; Business Agent, R. Townsend, Box 571, Vancouver. Meets at Vancouver at 7 p.m. every Monday.

Soft Drink Dispensers' Union, No. 676—President, Frank McCann, 1423 Eleventh Avenue East, Vancouver; Secretary, T. J. Hanafin, 2376 Sixth Avenue West, Vancouver. Meets at 441 Seymour Street, Vancouver, at 2.30 p.m. on first Sunday in month.

Steam & Operating Engineers, International Union of, Local No. 620—President, Joseph Weelman, Pendrell Street, Vancouver; Secretary, A. C. Russell, 6061 Quebec Street, Vancouver. Meets at 307-9 Pender Street West, Vancouver, at 7.30 p.m. on second and fourth Tuesdays in month.

Stereotypers and Electrotypers, International Union of, Local No. 88—President, W. Bayley, c/o Daily Province, Vancouver; Secretary, A. Birnie, 2626 Commercial Drive, Vancouver. Meets at 319 Pender Street West at 8 p.m. on second Monday in month.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 101—President, R. Rigby; Secretary, F. E. Griffin, 447 Sixth Avenue East, Vancouver. Meets A.O.F. Hall, Mount Pleasant, at 10.15 a.m. on first Monday and 7 p.m. on third Monday.

Tailors' Union of America, Journeymen, Local No. 178—President, R. A. Lawson, 1053 Seymour Street, Vancouver; Secretary, C. McDonald, P.O. Box 503, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on first Monday in month.

Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 118—President, W. J. Park, 2155 Grant Street, Vancouver; Secretary, G. W. Allin, 2835 Stephens Street, Vancouver. Meets at 308 London Building, Vancouver, at 9.30 a.m. on second Friday in month.

Theatrical Stage Employees & Moving Picture Operators of the United States and Canada, International Alliance of, Local No. 348—President, W. McCartney, 310 London Building; Secretary, G. W. Saxted, 310 London Building. Meets at 310 London Building on first Sunday in month.

Typographical Union, International, Local No. 226—President, A. E. Robb, P.O. Box 66, Vancouver; Secretary, R. H. Neelands, P.O. Box 66, Vancouver. Meets at 319 Pender Street West, Vancouver, at 2 p.m. on last Sunday in month.

Vernon.

Typographical Union, International, Local No. 541—President, R. J. Brown, Box 301, Kelowna; Secretary, H. E. Arnold, Box 541, Vernon. Meets at Vernon at 8 p.m. on last Saturday in month.

Victoria.

Bakery & Confectionery Workers of America, International Union of, Local No. 243—President, J. E. Marsh, 217 Marion Street, Victoria; Secretary, Harry Jacques, 1024 Pandora Avenue, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on third Tuesday in month.

Barbers, Journeymen, International Union of, Local No. 372—President, W. J. Singer, 1242 Government Street, Victoria; Secretary, G. W. Wood, 1307 Government Street. Meets at Imperial Bank Building, Victoria, at 8 p.m. on fourth Monday in month.

Bridge, Structural & Ornamental Ironworkers, International Association of, Local No. 185—President, D. Kennedy, Box 236, Victoria; Secretary, A. M. Davis, Box 236, Victoria. Meets at K. of P. Hall at 8 p.m. on first and third Wednesdays in month.

Boilermakers, Iron Shipbuilders & Helpers of America, International Brotherhood of, Local No. 191—President, T. Williams, 922 Lyall Street, Victoria; Secretary, George Pembeth, 2517 Blanshard Street, Victoria. Meets at Forester's Hall at 8 p.m. on second and fourth Mondays.

Bookbinders, International Brotherhood of, Local No. 147—President, Sydney Carr, 33 Government Street, Victoria; Secretary, W. W. Laing, 415 Helmcken Street, Victoria. Meets at K. of C. Hall, Fort Street, Victoria, at 8 p.m. on fourth Friday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of United—President, G. Brewer, Kelvin Road, Victoria; Secretary, Ernest Orr, 58 Sims Avenue, Victoria. Meets at Duck Building, Broad Street, Victoria, at 8 p.m. on second Friday in month.

Bricklayers, Masons & Plasterers of America, International Union of, Local No. 2—President, Fred. Plows, cor. of King's Road and Graham Street, Victoria; Secretary, Alex. Riach, 2399 Florence Street, Victoria. Meets K. of P. Hall, Victoria, at 8 p.m. on second Monday in month.

Carpenters & Joiners of America, United Brotherhood of, Local No. 2651—President, L. Coton, 2181 McNeill Street, Oak Bay; Secretary, Joseph Ley, Box 770, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on second and fourth Tuesdays.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1598—President, R. McLeod, 1609 Redfern Street, Victoria; Secretary, A. Sellick, 945 Seaview Avenue, Victoria. Meets at K. of P. Hall at 8 p.m. on first and third Mondays.

Carpenters & Joiners of America, United Brotherhood of, Local No. 2004—Secretary, E. A. Hurst, 1055 Princess Avenue. Meets K. of P. Hall, Victoria, at 8 p.m.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1266—President, Albert Downs, 1006 Amphion Street, Victoria; Secretary, S. Joyce, Caledonia Avenue, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on first and third Mondays.

Cigarmakers, International Union of America, Local No. 211—President, Alex. Ross, 576 Johnson Street, Victoria; Secretary, G. Raabe, 813 Cormorant Street, Victoria.

Civic Employees, Local No. 50—President, James Walker, 221 Robertson Street, Victoria; Secretary, Isaac Byers, 1700 First Street, Victoria. Meets at Labour Hall, Broad Street, Victoria, at 8 p.m. on second Wednesday.

Civil Service Association, Local No. 76—President, N. R. Brown, Court-house, Vancouver; Secretary, Geo. Pilmer, 3238 Dublin Street, Victoria. Meets at Campbell Building, Victoria, at 8 p.m. on first Monday in month.

Electrical Workers, International Brotherhood of, Local No. 230—President, H. A. Silver, 1331 Arm Street, Victoria; Secretary, W. Reid, 2736 Asquith Street, Victoria. Meets at I.O.O.F. Hall, Douglas and Johnson Streets, at 8 p.m. every Monday.

Steam & Operating Engineers, International Union, Local No. 446—President, T. Carson, 3075 Washington Avenue, Victoria; Secretary, J. E. Peacock, 1049 Redfern Street, Victoria. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

Firefighters, Civic, Local No. 13—President, J. Magee, Headquarters Fire Hall, Victoria; Secretary, T. A. Heaslip, 2744 Grahame Street, Victoria. Meets at Headquarters Fire Hall, Cormorant Street, at 8 p.m. on first Monday of each month.

Garment Workers of America, United, Local No. 219—President, Miss McArrison, McPherson Avenue, City; Secretary, Miss L. B. Rainey, 1417 Davida Avenue. Meets at A.O.F. Hall, Broad Street, Victoria, at 8 p.m. on first Thursday of month.

Hotel & Restaurant Employees, International Alliance, Local No. 459—President, Alfred Horkyn; Secretary, W. H. Hatcher, 1151 View Street, Victoria. Meets at Room 1, 1305 Government Street, at 8.15 p.m. on third Tuesday and 3.15 p.m. on first Tuesday in month.

Longshoremen's Association, International, Local No. 38-46—President, John Shelley, 568 Toronto Street, Victoria; Secretary, Thomas Bourne, 427 Luxton Street. Meets at 565 Johnson Street, at 7.30 p.m. on second Tuesday of each month.

Machinists, International Association of, Local No. 456—President, James Turnbull, 2020 Fernwood Road, Victoria; Secretary, J. F. Sheffield, 1294 Pembroke Street, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on second and fourth Thursdays.

Meat Cutters & Butchers, International Union of, Local No. 485—President, Arthur Johnson, 949 Fort Street, Victoria; Secretary, L. Bailey, Mason Street, Victoria. Meets at Y.M.C.A., Blanshard Street, Victoria, at 8 p.m. on second and last Mondays in month.

Moulders, International Union of North America, Local No. 144—President, J. Stewart, 1231 Pandora Avenue; Secretary, J. Dakers, Box 127, Victoria. Meets at K. of P. Hall at 8 p.m. on second Wednesday in month.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 247—President, Stanley Peele, 1214 Oxford Street, Victoria; Secretary, W. Press, 1060 Burdett Avenue, Victoria. Meets at K. of P. Hall at 2 p.m. on first Sunday in month.

Painters, Decorators & Paperhangers of America, Brotherhood of, Local No. 5—President, Mr. Jackson, Room 11 Trades Hall, Broad Street, Victoria; Secretary, Jas. Aspinall, Room 11 Trades Hall, Broad Street. Meets at 8 p.m. at Trades Hall on first and third Mondays of each month.

Pattern Makers' League of North America—President, John L. Parkinson, 1235 Lyall Street, Victoria; Secretary, James Corkle, 718 Esquimalt Road, Victoria. Meets at K. of P. Hall at 8 p.m. on second Thursday.

Photo Engravers, International Union of North America (Auxiliary of Vancouver), Local No. 54—Secretary, Frank M. Day, c/o Engraving Department, "The Times," Victoria.

Pile Drivers & Wooden Bridgemen, No. 185—President, Joseph Munroe, 1117 Hillside Avenue, Victoria; Secretary, Harry Stewart, 621 Hillside Avenue, Victoria. Meets at K. of P. Hall at 8 p.m. on first and third Mondays.

Plasterers & Cement Finishers of the United States, International Association of, Local No. 450—Secretary, L. Hutchison, 100 Burnside Road, Victoria. Meets at Green Block, Broad Street, at 8 p.m. on second Thursday of month.

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 324—President, A. Milligan, 65 Oswald Street; Secretary, H. Johnson, 3261 Harriet Street. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

Policemen's Federal Association, Local No. 24—President, Thomas Hall; Secretary, A. H. Bishop, 401 Skinner Street, Victoria. Meets at Police Headquarters at 8 p.m. on second Tuesday in month.

Postal Workers, Amalgamated, Local No. 134—President, G. Bloomfield, 2014 Marion Street; Secretary, C. Sivertz. Meets at P.O. Building at 8 p.m. on third Tuesday in month.

Printing Pressmen & Assistants, International Union of North America, Local No. 79—President, William F. Scott, 1603 Morrison Street, Victoria; Secretary, Robert C. Malcolm, 1405 Grant Street, Victoria. Meets at Retail Clerks' Hall, Broad Street, at 8 p.m. on second Monday in month.

Railway & Steamships Clerks, Freight Handlers, Express & Station Employees, No. 1137—President, E. Leonard, C.P.R. Wharf, Victoria; Secretary, V. I. Duncan, 832 Tolmie Street, Victoria. Meets at K. of P. Hall at 8 p.m. on first Thursday in month.

Railway Trainmen, Brotherhood of, Local No. 613—President, J. W. Thompson, 556 McPherson Avenue, Victoria West; Secretary, A. Brooks, Catherine Street, Victoria West. Meets at A.O.F. Hall, Broad Street, Victoria, at 8 p.m. on second Tuesday and last Friday in month.

Retail Clerks, International Association of, Local No. 604—President, J. Talbot, 1737 Baker Street, Victoria; Secretary, H. H. Hollins, Trades Hall, Broad Street. Meets at Trades Hall, Broad Street, at 8 p.m. on first and third Tuesdays.

Sheet Metal Workers, Amalgamated, International Alliance of, Local No. 134—President, G. Cameron, Ontario Street, Victoria; Secretary, J. Curtis, Fisgard Street, Victoria. Meets at K. of P. Hall at 8 p.m. on third Thursday.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 109—President, R. W. Munn, 1237 Johnson Street, Victoria; Secretary, P. C. Wallace, 671 Niagara Street, Victoria. Meets corner Broad and Yates Streets, Victoria, at 10 a.m. and 7 p.m. on second Tuesday in month.

Stonecutters' Association of North America (Journeymen)—President, J. Mackay, Box 507, Victoria; Secretary, Jas. Barlow, Box 507, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on second Thursday.

Tailors' Journeymen Union of America, Local No. 142—President, John Morrison; Secretary, Ed. Christopher, Box 387, Victoria. Meets at Foresters' Hall, Victoria, at 8 p.m. on first Tuesday in month.

Teamsters & Chauffeurs, General, International Brotherhood of, Local No. 365—President, John Bowcott, 1910 Blanshard Street, Victoria; Secretary, John Scowlard, 917 Inverness Road, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on first and third Tuesdays.

Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 168—President, E. Avery, Normandy Apartments, Cook and Fisgard Streets, Victoria; Secretary, Robert Freemen, Fairfield Apartments, Cormorant and Douglas Streets, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 11 p.m. on first Thursday in month.

Typographical Union, International, Local No. 201—President, G. A. Coldwell, 960 Lyall Street, Victoria; Secretary, W. H. Ozard, Box 209, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 2 p.m. on last Sunday in month.

Upholsterers & Trimmers, No. 25—President, C. E. Copeland, 1330 Minto Street, Victoria; Secretary, J. Gray, 1179 Monterey Avenue, Victoria. Meets at K. of P. Hall, North Park Street, Victoria, at 8 p.m. on second and fourth Mondays in month.

Wellington.

Railway Carmen of America, Brotherhood of, Local No. 50—President, Thomas M. Biggs, Wellington P.O.; Secretary, T. Richards, Wellington. Meets at Wellington on third Thursday in month at 8 p.m.

TRADES AND LABOUR COUNCILS.
(One Big Union.)

Prince Rupert—Chairman, S. V. Cox, Box 217, Prince Rupert; Secretary, N. Booth, Box 217, Prince Rupert. Meets in O.B.U. Hall at 8 p.m. every Tuesday.

Vancouver — President, J. M. Clarke, Pender Hall; Secretary, J. C. Smith, Pender Hall, Pender Street, Vancouver. Meets in Pender Hall at 8 p.m. on third Wednesday of each month.

B.C. UNITS OF THE O.B.U.

Cranbrook.

Lumber Workers' Unit—Secretary, J. H. Thompson, Box 18, Cranbrook.

Hedley.

Metal Miners' Unit, Pritchard Local—President, W. Callum, Hedley; Secretary, A. McVarish, Hedley. Meets in N.P. Mine Dining Room at 10 a.m. on first and second Sundays of each month.

Metal Miners' Unit, Hedley Workers' Local—President, R. J. Cornish, Hedley; Secretary, T. R. Willey, Hedley.

Kamloops.

Lumber Workers' Unit—Secretary, J. L. Pearson, Kamloops. No specified time or place for meetings.

Prince Rupert.

Fisheries & Water Products Industrial Union—Secretary Treasurer, N. Booth, Box 217, Prince Rupert. Meets in O.B.U. Hall at 8 p.m. on second Sunday of each month.

Lumber Workers' Unit—Secretary, J. H. Burrough, Box 833, Prince Rupert.

Metalliferous Miners' Industrial Union—Secretary-Treasurer, N. Booth, Box 217, Prince Rupert.

Princeton.

Miners and Construction Workers—Secretary, H. Bolingbroke, Box B, Princeton. Meets at Princeton on first Sunday of each month at 3 p.m.

Vancouver.

Lumber Workers, Headquarters—Secretary, E. Winch, 61 Cordova Street, Vancouver.

Food Supply & General Workers—President, R. W. Hatley, Pender Hall; Secretary, J. G. Smith, Pender Hall. Meets in Pender Hall at 8 p.m. on first Wednesday of each month.

Pile Drivers & Wooden Bridgemen's Unit—President, T. L. Hewett, 804 Pender Street, Vancouver; Secretary, E. Horner, 804 Pender Street, Vancouver. Meets at 804 Pender Street every Monday at 8 p.m.

LABOUR DISPUTES IN BRITISH COLUMBIA IN 1920.

At no time during the year 1920 was the Province entirely free from labour disputes. Needless to say, the offices of the Department of Labour have been almost constantly in requisition to investigate the causes of these disputes, to mitigate their effects, and to bring the contending parties to an understanding and agreement as quickly as possible.

In all there were sixty-eight disputes reported during the year. This compares with the forty-four reported in 1919 and twenty-eight in 1918. However, there was no single dispute during the past year comparable in magnitude with the general strike which lasted for several weeks in the midsummer of 1919; and therefore, though the number of strikes was greater, the resulting loss to the strikers themselves, to the employers, and to the general public was probably much less.

LOSS TO THE PROVINCE.

The sixty-eight disputes of 1920 directly affected 6,951 workers. A calculation has been made in each case of the number of working-days lost after allowing for the period during which a partial resumption of work was possible. This estimate shows a total loss of working-days to the number of 118,979, which is rather in excess of the number of industrial workers in the Province; so that the average loss of working-time through strikes is slightly more than one day in the year for each worker. The monetary loss is not easy to calculate. If we allow $5 as the average working-day's pay of every striker, we arrive at a total of $589,895, representing the actual loss in wages. The loss to employers through having their works closed or their camps idle, and the loss inflicted upon the general public in many directions, might probably be estimated at double, or more than double, the sum mentioned; so that, broadly speaking, the strikes of the year may be said to have entailed a loss to the Province of $2,000,000.

STRIKES IN LUMBER TRADES.

More than half the year's strikes have occurred in the lumber trades, which account for thirty-nine. In nearly all of these active agents in promoting the disputes were members of the Lumber Workers' Industrial Union, which was federated with the One Big Union. Usually the strike would affect only the men working at one camp in some comparatively remote part of the Province; and the action of the men in stopping work would be taken after very short notice, or possibly without any notice to the employer, and without direct instructions from union headquarters. Employers have complained that this method of bringing about a strike has meant serious loss to them through the action of irresponsible men, who may have been found later to have no substantial grievance. The men who defend these tactics, however, say that they are the only effective means of bringing their united power to bear, especially where there is necessarily much delay in communicating with headquarters.

These strikes met with varying success or failure, according to the nature of the demands. In the early part of the year a campaign was set on foot for improved camp conditions, for better food, better cooking, better sanitation, more room in bunk-houses, shower-baths, and the provision of blankets and bedding by the employer instead of by the workman. Many employers recognized that an improvement in these matters was desirable and readily fell in with a portion at least of the men's demands. This was so more particularly in camps operated by large and wealthy companies. Employers working on a smaller scale found the demands proportionately a bigger handicap. There was, however, an all-round improvement in camp conditions.

Sometimes the demand for these improvements was made the occasion of a strike, and the men went back to work after some change had been made. Another prolific cause of dispute was discrimination, or alleged discrimination, by employers against certain men. In these disputes, as a rule, the evidence from the one side flatly contradicts that of the other; the employers stating that the reason for a man's dismissal was his unfitness or neglect of work, and the men contending that he was dismissed because of his association with the union. The discrimination trouble had two sides; sometimes the men themselves refused to work alongside a non-union man, or one who did not belong to their particular union, or they objected to the

cook or the bull cook who had been engaged to minister to their creature comforts, and these objections were found sufficient to start trouble. Other strikes were for higher wages or a shorter working-day. The lumber-workers shared to the full in the general increase in industrial wages in the Province during the year.

SLOCAN MINING DISPUTE.

There were nine strikes among miners in the Province during the year. A factor in some of these was the demand for better camp conditions, similar to those requested by the lumber-workers. Here also the strikers in most cases belonged to the O.B.U. The biggest strike of the year in the Province, reckoning the loss in working-days, was that of metal-mine workers in the Slocan District. With the backing of the O.B.U., they put forward a request for $1 a day all-round increase in their pay and for blankets, sheets, pillows, and pillow-cases to be furnished at the companies' boarding-houses free of charge. The employers refused these demands on the ground that they were not warranted by the state of the industry, and the men walked out on May 1st. A settlement was made first at the Silversmith Mine, where the company arrived at an agreement with the O.B.U., and then at the other mines, where the companies recognized the International Union and made a separate agreement. The latter was on the basis of 50 cents per day increase in wages and the free use of blankets, etc., these to be charged to a man when handed to him and the money to be refunded to him when they were returned. These conditions were set out at length in an agreement between the operators, the International Union of Mine, Mill & Smelter Workers, and the Slocan Lake Union. It was also stipulated that, as far as possible, workers seeking employment should be hired through the nearest local branch of the International; in every instance workmen holding membership in the I.W.W., O.B.U., or any other labour organization not eligible for membership in the American Federation of Labour must renounce such allegiance before going to work at any of the mines affected by the agreement. Provision was made for calling conferences between the parties to the agreement when necessary; and in the event of their being unable to settle amicably any question at issue, the services of the Provincial Minister of Labour should be requisitioned before any other steps were taken to end the matter. Under the new scale agreed to the minimum wage paid at the mines and mills was $5.25 per day.

The above-mentioned settlement was not recognized by the O.B.U., and throughout the summer their representatives were successful in a number of instances in persuading men not to enter or remain in the service of the companies. There was, however, no picketing against the Silversmith Mine, with whose proprietors the O.B.U. had an agreement. It was not until November that all the mines then being operated were reported to be working with full crews.

STRIKE IN CROWSNEST PASS.

A singular dispute developed in October in the coal-mining area of the Crowsnest Pass. For the past ten or twelve years the operators in that district have recognized and dealt with unions under the jurisdiction of the United Mine Workers of America. A section of the men, having become dissatisfied with their former affiliation, decided to withdraw and organize on the One Big Union plan. Objection was taken to this course by the operators, on the ground that an agreement existed between their association and the International Union, and they notified the men they would not recognize or deal with the O.B.U. An order of the Coal Administrator also provided that all men employed in the mines must adhere to the agreement existing between the Operators' Association and the United Mine Workers of America, which contained provision for a check-off of union dues, etc., from the men's wages. It was this phase of the agreement in which objection by the men was centred. As a protest against a continuation of the system, the men at Michel stopped work for a day on September 20th, and those at the Coal Creek Mine took a vote on September 24th, when 88 of the men voted for the check-off and 431 against. This was followed early in October by a walk-out of 1,230 men; but after a few days they began to drift back and in two or three weeks the strike was regarded as closed.

BAKERS ON STRIKE.

There were twenty strikes in other industries, most of which do not call for special comment. A little notice may be given, however, to a few of the disputes which affected the general public. One of these was the bakers' strike in Vancouver, Victoria, and New Westminster during May.

A demand had been put forward by the Bakers' and Confectionery Workers' Union for an increase of pay. The bakers asked for $7 per day and the employers offered $5.50. The bakers then suggested a compromise of $6.50 per day, but, this not being agreed to, they again put forward their original demand. In all, 125 men left work at Vancouver and 29 at Victoria. In the early stages of the dispute the Department of Labour attempted to bring the two sides together for a conference, but while the employers were willing to discuss matters in an open meeting with all their employees, the latter insisted upon being represented at such conference by a select committee, and this difference could not be reconciled. At first difficulty in securing a supply of bread was experienced by the general public. However, the employers took on a number of outside men, some of whom had to be instructed in the business, and as these acquired efficiency the inconvenience to the public became less. The strike thus dragged on for several weeks, until finally it was called off on June 18th. Some non-union men who had been taken on during the strike were retained in the employers' service. The wages agreed to be paid were: Foremen, $39 per week; ovenmen and doughmen, $36; bench-hands, $33; helpers, $30; with an eight-hour day and time and a half for overtime.

COAST SHIPPING DISPUTE.

The greatest part of the shipping engaged between the ports on the Coast of the Province was tied up for about three weeks in May by a strike which was called simultaneously by the Sailors' Union, the Marine Firemen and Oilers' Union, and the Stewards' Union. Something like 600 men in all were directly affected, but the stoppage which resulted from their action brought about the idleness of many more. Indeed, communication by water between Vancouver and the northern part of the Coast was greatly curtailed for the duration of the strike.

A notice was sent to the shipping companies early in April, asking for the concession of advanced pay, an eight-hour working-day, and the right of the unions to represent the men in all negotiations with their employers. As no settlement was arrived at, the unions, after giving forty-eight hours' notice, called out their members as the ships came into port. The question of the rate of pay did not present any serious difficulty from the first; but the eight-hour day, it was declared, would not fit in with the itinerary of some of the ships. The matter of union recognition was in some degree complicated by the fact that, after the general strike of June, 1919, some of the men who had entered the service of the companies during the strike did not join the unions, and the companies favoured negotiations with joint deputations on which these non-union men should be represented.

The C.P.R. on their Coast boats at the outset conceded an advance of $10 per month all round, with the result that they were able to keep up their full normal passenger service for most of the period. The other companies involved, the Grand Trunk, the Union Steamship Co., and certain fishing companies and local steamships and tugs, made an effort to operate a portion of their service, with more or less success; and this mitigated somewhat the inconvenience which the strike caused to the public. An attempt was made to induce the longshoremen of Vancouver to come out on a sympathetic strike; but they decided on May 27th that there was no question that was incapable of adjustment between the companies and their employees. On the following day, May 28th, the strike was called off.

The companies did not grant the principle of exclusive negotiation with the unions, and also refused the three-watch system. An agreement, however, was made, terminable on February 1st, 1921, or at sixty days' notice prior to that date, and conceding $10 a month increase all round. Outside the eight hours of a regular working-day on six days per week, overtime was allowed.

This, however, did not apply to work necessary for the safety of the ship, passengers, crew, cargo, or mooring and unmooring ships; and vessels on ferry and triangle routes would not pay overtime for loading or discharging at their own docks, but compensating time would be allowed off duty for such work. When the ship's route entailed Sunday work, compensating time off duty ashore would be allowed; but more than forty-eight hours in one week or ten hours in one day would be counted as overtime.

GAS-WORKERS IN COAST CITIES.

Another dispute, which took a somewhat unusual course, began in Vancouver and Victoria early in July. The Gas Companies of the two cities, which are subsidiary to the British Columbia Electric Railway Company, had had an agreement with their employees, under which

wages had been advanced from time to time in proportion to the increased cost of living. The agreement expired on June 30th, but negotiations were going forward for the framing of a new agreement, when suddenly acute differences developed. An ultimatum was presented on July 8th by the Gas Workers' Union in both cities. It demanded an increase of from 2 to 10 cents per hour in pay over the most recent scale, with better terms for overtime and more favourable working conditions. For the ordinary shifts on Sunday time and a half was demanded.

The companies were given a period of twenty-four hours in which to concede these demands. They stated they would decline to make the concessions; but on the morning of the 9th, when under the terms of the ultimatum work was due to stop at noon, a representative of the Provincial Labour Department met leaders of both parties. Separate meetings and a conference were quickly arranged, but before these were concluded the men had left work. An understanding was arrived at, however, whereby the parties agreed to accept mediation on the questions in dispute, and work was resumed on this basis after a stoppage of between two and three hours.

A Board of Conciliation to mediate in the dispute was appointed by Senator Robertson, Minister of Labour for the Dominion. It consisted of Mr. C. E. Tisdall (Chairman), Mr. A. G. McCandless (for the employers), and Mr. V. R. Midgley (for the employees). Between August 2nd and August 13th nine sittings of the Board were held. On the 13th Messrs. Tisdall and McCandless presented their report, to which Mr. Midgley refused to agree. It stated that, in view of the employees having received an increase of 14½ cents per hour either by way of increased wages or cost-of-living allowance during the year ended June 30th, 1920, and the gas-workers in these cities were being paid the highest wages in Canada for such work, the present demands of the employees could not be granted in full. Two concessions were made, however. A new scale of pay was drawn up, which was on the basis of the existing minimum rates plus the cost-of-living adjustment, which amounted to 9½ cents per hour; and on the question of Sunday pay it was provided that 12½ cents should be paid on the ordinary shifts in excess of the regular rates of pay.

In a minority report Mr. Midgley held that the representatives of the men had justified their demands for a more favourable cost-of-living adjustment than that provided in the majority report, and for time-and-a-half pay for shift-work on Sundays and holidays. While admitting that he did not know of any gas company in Canada granting this concession, he pointed out that the local gas companies were subsidiaries of the British Columbia Electric Railway Company, and that that company had already made an identical concession to some 600 of its employees.

It soon became evident that the gas-workers were not prepared to accept the settlement outlined in the majority report. Early in September they made an attempt to secure the granting of their demands in full, but the companies intimated that they considered the award already made to be binding upon both parties and declined to reopen the question. Early in the afternoon of September 8th the men again came out on strike. The companies at once made arrangements for carrying on their works with temporary help, and issued notices to the strikers that if they did not apply for reinstatement at an early date their places would be filled. This was done, and in a few days the gasworks were again being operated with a full staff of new men. At first the public suffered from the partial failure of the gas-supply, but a gradual improvement was shown, and in the course of about two weeks the service had become almost normal. It was on September 27th that the Vancouver strikers decided to apply individually for reinstatement, and a similar step quickly followed in Victoria. Some of the men were taken back in the companies' service, but new men who had shown efficiency in their work were retained.

FERRY SERVICE TIED UP.

The Seamen's Union, which had eleven members working on the North Vancouver ferries, put forward a request on June 15th for $15 a month increase and 75 cents per hour overtime. The Firemen's Union, with seven members affected, also demanded an advance in pay from $110 to $130 per month. The request was refused. On September 3rd the men went on strike, and this resulted in the public ferry service being tied up. On the second day of the strike, however, the North Vancouver City Council met and agreed to most of the men's demands, and the service was resumed at 5.30 p.m. The firemen had their pay increased from $110 to $125 per month, with an eight-hour day and 75 cents per hour overtime. The deck-hands received similar daily pay on a basis of a working-day of 9 hours 49 minutes.

The following summary gives, in the briefest form, the story of each dispute which has occurred in the Province during the year:—

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in working-days.
Loggers—Alberni	Commenced January 20th. Arising out of discharge of two men. Discrimination alleged. Most strikers left town and thirty-five returned to work on March 8th	96	2,304
Loggers—Drury Inlet and Carriden Bay—	Commenced February 10th. For improved camp conditions, reinstatement of discharged men, etc. Employers made certain concessions. Work resumed February 17th	100	600
Sawyers, labourers, etc.—Marpole	Commenced February 14th. For increased wages. Demands granted after negotiation. Work resumed February 23rd	38	304
Loggers—Port Neville	Commenced March 8th. For an eight-hour day improved camp conditions, minimum daily wage of $5.50, etc. Employers made concessions. Work resumed March 23rd	36	432
Loggers—Shawnigan Lake	Commenced March 12th. To compel locomotive engineer to join O.B.U. Work resumed March 26th	50	600
Loggers—Homfray Channel.	Commenced March 30th. Men demanded that they should walk to and from work in employer's time. Settled on basis of men going in Company's time and returning in their own. Work resumed April 5th	20	100
Loggers—Crawford's Anchorage	Commenced March 31st. For $1 per day increase, better camp conditions, and closed shop. Employers agreed to 50 cents per day and improved accommodation. Settled on this basis, April 15th	50	650
Shingle-workers—Fraser North Arm	Commenced April 7th. For higher wages. Settled by negotiation. Work resumed April 15th	75	525
Logging-labourers—Port Neville	Commenced April 30th. Owing to discharge of man who was an active unionist. Called off May 3rd	60	660
Lumber-workers—Morrison's Crossing, Ladysmith—	Commenced April 22nd. For an eight-hour day. Demand conceded. Work resumed April 29th	8	48
Lumber-workers—North Vancouver	Commenced April 21st. Men demanded dismissal of camp cook. Called off early in June	70	1,200
Guarding crew in woods—Qualicum Beach	Commenced April 26th. Owing to dismissal of O.B.U. delegate. Strike affected remainder of camp. Work resumed May 7th after negotiations	65	585
Loggers—Raza Island	Commenced April 29th. For better camp conditions and right to walk one way to work in employer's time. Called off about middle of July	38	2,100
Saw-mill operators and teamsters—Usk	Commenced April 30th. Against proposed change from an eight-hour to a nine-hour day, with *pro rata* advance in pay. No settlement; men replaced after a month's stoppage	100	2,600
Saw-mill and pulp-mill workers—Swanson Bay	Commenced May 10th. Demand of men for equality of Japanese and Chinese with white employees and $5 per day for yard-labourers. Company agreed to an eight-hour day with ten hours' pay. Work resumed, shingle-mill May 17th, and pulp-mill May 21st	202	1,500
Saw-mill workers and loggers—Bulkley Bay	Commenced May 18th. Demand for new wage scale, lowest rate being $5.40 per day. Advance granted to loggers, who returned to work without a formal settlement. Sawmill closed down for the season	125	8,000
Loggers—Union Bay	Commenced May 8th. For improved camp conditions and time and a half overtime. Camp closed for repairs and work resumed June 25th	71	1,800
Loggers—Grassie Bay	Commenced May 22nd. Alleged discrimination against O.B.U. men. Strikers replaced. Work resumed July 28th	54	1,242
Loggers—Genoa Bay	Commenced May 22nd. Loggers objected to a non-unionist in camp. Some returned to work; others replaced. Work resumed June 2nd	63	567
Lumber and camp workers—Comox	Commenced May 27th. For 50 cents per day advance. This was granted to certain sections, and work resumed June 7th	400	3,600
Loggers—Broughton Island	Commenced May 26th. Complaint regarding living conditions. New men brought in. Strike called off June 16th	65	1,170
Loggers and camp-workers—Line of G.T.P.	Commenced June 17th. For an eight-hour day, with minimum wage of $4 clear of board. Only a portion of men struck. Called off June 28th	30	270
Lumber-workers—Buckley Bay	Commenced May 6th. For an eight-hour day. Owners closed the mill, though carrying on logging operations	40	240
	Carried forward	1,856	31,097

Industry or Occupation.	Particulars.	No. of Employees effected.	Time lost in working-days.
	Brought forward	1,856	31,097
Loggers— Port Neville	Commenced June 5th. For improved camp conditions. Various changes were made in accommodation and work resumed June 23rd	22	330
Loggers— Penny	Commenced June 14th. For an eight-hour day, $4 minimum wage clear of board, and better camp conditions. Camp shut down	30	180
Loggers— Port Moody	Commenced June 22nd. Owing to discharge of O.B.U. delegate. Strike called off July 19th	95	2,185
Loggers, graders, etc.— Stillwater	Commenced July 5th. For advance of 50 cents per day to certain classes. Advance granted. Strike called off July 23rd	200	3,000
Loggers— Thompson Sound	Commenced July 12th. Arising out of dismissal of certain men. Strike called off August 5th	12	240
Loggers— Ocean Falls	Commenced July 5th. Demand for a new bunk-house. Only part of crew left work, and in three days there was again a full complement of workers. Trouble broke out again on August 16th, but was more in the nature of a walk-out than a strike	70	900
Loggers— Campbell River	Commenced July 14th. Alleged discrimination. Employers undertook not to discriminate against any union man	11	99
Loggers— Drury Inlet	Commenced July 20th. Demand for reinstatement of a discharged bull cook. Called off August 5th	32	448
Loggers— Carriden Bay	Commenced July 23rd. For reinstatement of bull cook, provision of blankets and sidewalks, etc. Called off August 15th	30	570
Loggers— Simoon Sound	Commenced July 5th. For better food and conditions and a new cook. Settled by negotiation, company agreeing to hire men through union. Strike lasted about three weeks	30	540
Lumber-workers— Meadows	Commenced July 9th. Against increased charge for board from $1.25 to $1.50 daily. Settled by mediation. Terminated August 20th	23	828
Loggers and labourers— Barriere River	Commenced July 9th. For an eight-hour day, with $5 per day and board. Demands partly conceded. Work resumed after week's stoppage	50	300
Sawmill-workers— New Westminster	Mill operated by Messrs. Bucklin closed October 15th. Price of lumber having dropped, company offered to continue to operate if men would accept 10 per cent. reduction. Offer refused. Mill closed	200	.....
Lumber-workers— North Thompson River	Commenced November 4th. For an eight-hour day. Strikers mostly replaced by other men. Strike ended November 20th	100	1,100
Loggers— Cowichan Lake	Commenced November 6th. For recognition of O.B.U. Strikers replaced. Work resumed November 11th	40	160
Loggers— Topaz Harbour	Commenced November 6th. Owing to discharge of objectionable employee. Strikers places filled. Work resumed November 10th	17	60
Miners— Stewart	Commenced December 22nd, 1919. Men demanded discharge of cook and struck; but mine continued to be worked. Eventually new cook was taken on, wages increased 50 cents per day, and strike called off March 22nd	25	1,960
Mine-workers— Kimberley	Commenced September 11th, 1919. Men's refusal of request to repudiate O.B.U. Mine continued working with outside labour. Strike called off March 1st	235	2,580
Mine-workers— Rossland	Commenced March 1st. Operations being curtailed, some men were laid off, and remainder went on strike. Strike called off March 3rd	147	294
Miners, etc.— Alice Arm	Commenced April 22nd. Demand for $5 per day, plus board, and for better camp conditions. Miners and railway-labourers were given an increase of 25 cents per day. Work resumed May 19th	150	3,450
Mine-workers— Slocan District	Commenced May 1st. For $1 per day all-round increase and better camp conditions. Employees made concessions equivalent to 75 cents per day, and International Union accepted this settlement. Work resumed May 17th. O.B.U. repudiated settlement, and owing to their propaganda mines did not obtain full crews until November	475	20,000
Miners and mine-workers— Riondel	Commenced July 17th. Employers stated that attempt was being made by threats to induce men to join O.B.U., and dismissed a man. Majority of men left work, but returned in three days	30	90
Coal-miners— Fernie and Michel	Commenced October 4th. Against "check-off" system of collecting union dues for U.M.W. of A. Men gradually drifted back to work	1,230	13,000
Miners— Sidney Inlet	Commenced October 27th. Men presented miscellaneous demands, which were rejected. Men at mine camp walked out. Strike called off in two days, but mine closed for three weeks	50	600
	Carried forward	5,160	84,011

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in working-days.
	Brought forward.....	5,160	84,011
Civic firemen— North Vancouver.....	Commenced February 13th. For increase of $15 per month. Men paid off and department reorganized	9	36
Labourers— Kettle Valley Railway.....	Commenced March 18th. For increase in pay from 45 cents to 55 cents per hour. Company discontinued work; resumed April 20th	30	840
Rough carpenters and labourers— South Okanagan Camp.....	Commenced April 12th. Working-day having been reduced from ten to nine hours, men demanded same rate of daily pay as before. Forty-three men out of 117 left work, but returned in a few days	43	86
Bakers— Vancouver, Victoria, and New Westminster	Commenced May 1st. For increase of pay from $5.50 to $7 per day. Called off June 18th. Employers meanwhile were operating with outside help and some of strikers did not regain their employment. Partial increase of wages granted	154	6,000
Bricklayers and masons— Vancouver, etc.....	Commenced May 1st. Demand for increase from $8 to $9 per day. Immediate increase of 50 cents granted, with further 50 cents in July. Work resumed on May 8th	230	1,610
General— Coast shipping.....	Commenced May 7th. For advanced pay, an eight-hour working-day, and union representation in negotiations with employers. Companies granted $10 per month increase all round. Union representation and a three-watch system refused, but a compromise on working-hours agreed to. Strike called off May 28th	600	8,000
Brakemen and firemen— Nanaimo.....	Commenced May 15th. For a 90 cents per hour schedule on a nine-hour shift. Only a partial stoppage. Increase granted in some cases. Work resumed May 20th	20	100
Labourers— P.G.E construction.....	Commenced June 16th. Demand for increase from 55 cents to 60 cents per hour. Men replaced. Called off July 19th	80	2,240
Longshoremen— Prince Rupert.....	Commenced June 4th. For increase of pay to 90 cents per hour daytime and $1.35 overtime, plus allowance for high cost of living locally. Men returned to work July 15th, on appointment of a Board of Conciliation. The latters' award increased men's wages from 80 to 90 cents per hour day-time and from $1.05 to $1.10 overtime	86	3,010
Teamsters— Fernie.....	Commenced June 12th. Demand for new working agreement, with increased pay. Employers agreed to an advance from $110 to $125 per month. Only two days' stoppage	30	60
Plasterers' labourers— Vancouver.....	Commenced about June 15th. For increase from $6.50 to $7 per day. Men applied for reinstatement at old rate and were taken back	6	36
Rivet-passers— Victoria.....	Commenced June 15th. For an increase of $1 per day. Strikers' places filled by others	14	28
Holders-on— Coughlan's, Vancouver.....	Commenced July 19th. For increase in pay from $4.80 to $5.50 per day. As strike was contrary to an agreement in force, work was resumed on July 26th	60	360
Gas-workers— Vancouver and Victoria.....	Commenced July 9th. For increased pay and time and one-half for Sunday work. Representative of Provincial Labour Department induced parties to accept a Board of Conciliation and work was resumed after a stoppage of two and one-half hours; majority of Board awarded nine and one-half cents per hour as a cost-of-living adjustment and time and one-eighth for Sunday work. Men refused to accept this as settlement and struck on September 8th. Strike lost and was called off September 27th	130	2,080
Brewery-workers— Fernie and Michel.....	Commenced June 1st. For increased pay. Compromise agreed to as to pay and eight-hour working-day granted. Work resumed June 7th	20	120
Labourers and spikers— Kettle Valley Railway.....	Commenced September 2nd. Strikers who were being employed temporarily as labourers claimed strikers' pay. They refused to spike and were discharged. Thereupon thirty men walked out. Other men were taken on	30	210
Jewellers— Vancouver.....	Commenced September 7th. For increase of 20 per cent. and minimum weekly wage of $36. Settled on basis of 15 per cent. increase. Work resumed September 14th	60	360
Engineers, labourers, etc.— Prince Rupert.....	Commenced November 5th. Against discharge of O.B.U. delegate and refusal of employers to transport some of workers to town of Prince Rupert. Company conceded points in dispute. Work resumed on November 8th	15	45
Seamen, Dominion— Government steamers.....	Commenced July 19th. Demand for terms conceded to employees of shipping companies as result of general shipping strike in May. Three ships tied up for various periods. Demand granted	36	720
Plumbers, steam-fitters, etc., shipyards— Vancouver.....	Commenced October 4th. For increased pay. Unterminated at end of year	120	9,000
Seamen and firemen— North Vancouver Ferries.....	Commenced September 3rd. For increased pay. Demands virtually agreed to. Service resumed evening of following day	18	27
		6,951	118,979

REPORT OF THE MINIMUM WAGE BOARD OF B.C.

To the Honourable the Minister of Labour,
Province of British Columbia.

SIR,—We have the honour to present the third annual report of the Minimum Wage Board of British Columbia.

The right of the woman worker to earn a living wage under conditions conducive to good health and morals is receiving growing recognition in an ever-widening circle of communities. "The labour of a human being is not a commodity or article of commerce." (Labour Laws, State of Washington.) The contented, efficient, well-paid woman worker is an asset not only to her employer, but an inspiration to her fellow-worker.

NUMBER OF WOMEN AFFECTED.

How large is the number of women actually known to be affected by the minimum-wage law is shown by the fact that the report we have the honour of presenting this year deals with wages and hours of 9,809 female employees. We begin to realize how serious a matter is any legislation affecting or disturbing the economic conditions under which our women must earn their living, when it is recalled that almost 10,000 women employees are concerned.

IMPROVEMENT IN WAGES.

No one can study the returns made to this Board without remarking the general improvement shown in not only wages, but in hours of employment. While here and there girls may have lost their positions because employers did not consider them worth the legal minimum wage, the returns show a distinct rise in wages of the whole body of women workers in British Columbia. Lower wages have been raised, and, contrary to all prediction, advances in higher wages are plainly indicated, a great number of employees passing up into the better-paid classifications. For example, in the mercantile industry the returns appear to indicate more than twice the number of adult women receiving the highest salaries ("$25 a week or over") in 1920 than in 1919. The pay-rolls show the fear has not been justified that the setting of a legal minimum wage for adult workers would cause wholesale replacement by those under age. The statement that the wages of the higher-priced employees would be lowered in an effort to spread out the "wage fund" in order to cover those whom the law required to be paid the legal minimum is also not sustained.

RELATION OF WAGES TO PRICES.

Perhaps one of the most debated and vital questions in all grades of society during the past year has been "high cost of living." Many and varied have been the reasons adduced and cures suggested for the same. A small proportion of the general public, or at least of those who expressed themselves, advance increased wages as a chief factor; but if prices alone advanced and wages remained stationary, the condition of the wage-earners would be deplorable.

Official investigations appeared to demonstrate that the percentage of rise in wages is outstripped by the percentage in rise of prices. Common observation indicates that in most cases a day's wages buys less to-day than in 1912 to 1914. In other words, on the whole, in the distribution of the income of the country, labour received a smaller proportion than it did before the war.

This last statement partially explains why each successive Conference shows an advance in the estimated cost of living and consequent setting of a larger wage.

The growing belief that the cost of living is beginning to show a slight downward tendency may affect any Conferences held in the near future.

CONFERENCE RESULTS.

In all, nine Orders have been made, covering the Mercantile Industry; Laundry, Dyeing, and Dry-cleaning Industries; Public Housekeeping Occupation; Office Occupation; Personal Service Occupation; Manufacturing Industry; Telephone and Telegraph Occupation; Fishing Industry; and Fruit and Vegetable Industries.

The first Order, the Mercantile, became effective on February 24th, 1919, and the last, the Fruit and Vegetable Order, on February 28th, 1920. The Mercantile Conference set the lowest wage, $12.75, and a year later the Conference on the Fishing Industry set the highest, $15.50. The lower wage set by the Mercantile Conference may be explained in several ways. It was the first Conference ever held in British Columbia between employers and employees. The circumstances under which these representative groups of employers and employees and "disinterested public" met to consider and estimate a wage affecting all of the female employees in that industry were new and untried.

The arbitration and adjustment of a wage scale where no demand had been made by one definite group upon another definite group was unprecedented. That employers and employees should sit down together and deliberately, and not in the heat of controversy, endeavour calmly and with all fairness to settle the momentous question of a living wage was a novel situation calling for tact, patience, and executive ability on all sides. To employers there was a certain strangeness in considering the raising of wages where no personal demand had been made upon them by their own employees. To employees the opportunity to meet and to inquire into the problem of wages not only for themselves, but for all in their group occupation, with employers with whom they were not usually directly connected, was a new phase in their industrial life. That the first Conference passed off so well was due to the balance and common-sense displayed by all the conferees. As other Conferences took place the participants, though not in the same occupation, benefited by the experience of other conferees and the general publicity given to the working of minimum-wage legislation both in theory and practice.

The last Conference set the highest wage, $15.50. Both the employers and employees at this Conference (which dealt principally with fish curing, salting, and kippering) agreed that it was an industry demanding not only skill, but requiring time in which to become expert. The evidence showed that the operations are carried on under trying conditions, calling for considerable physical endurance.

LIKE PAY FOR LIKE WORK.

The Orders and Reports of some of the Eastern Industrial Welfare Commissions, based on experience in crowded centres, show a growing conviction that, so long as men workers allow or encourage employers to pay women workers less wages than male workers, they will harbour and breed cheap competition on their own hearthstone, among their own flesh and blood, in the persons of their mothers, wives, and sisters. So long as it is permitted to pay wages on the basis of sex rather than on work accomplished, or actual output, so long will some employers be tempted to keep two women on the job at half-pay, and to replace the higher-priced man by two poorly paid women. Michigan is the only State, we understand, which has so far been able to legally enunciate and carry out the principle of "like pay for like work."

It is pointed out in the "Standard of Industry" that "Women doing the same work as men shall receive the same wages, with such proportionate increase as the men are receiving in the same industry. Slight changes made in the process or in the arrangement of work should not be regarded as justifying a lower wage for a woman than for a man unless statistics of production show that the output for the job in question is less when women are employed. If a difference in output is demonstrated, the difference in the wage-rate should be based upon the difference in production for the job as a whole and not determined arbitrarily."

SUMMARY OF ORDERS.

The following is a brief résumé of the Orders issued by the Board:—

Mercantile Industry.

This includes all establishments operated for the purpose of trade in the purchase or sale of any goods or merchandise, and includes the work of all female employees engaged therein on the sales force; the wrapping force; the auditing or check-inspection force; the shoppers' force in the mail-order department; the receiving, marking, and stock-room employees; sheet-music saleswomen; and those otherwise engaged in the sale, purchase, or distribution of any goods or merchandise.

Minimum Wage.—Experienced workers 18 years of age or over: A weekly wage of not less than $12.75 for a week of 48 hours, and 26 9/16 cents per hour for additional work.

Girls under 18 years of age: A weekly wage of not less than $7.50 for first three months, $8 for second three months, $8.50 for third three months, $9 for fourth three months, $9.50 for fifth three months, $10 for sixth three months, $10.50 for seventh three months, $11 for eighth three months, and $12.75 thereafter.

Apprentices over 18 years of age: A weekly wage of not less than $9 for first three months, $10 for second three months, $11 for third three months, $12 for fourth three months, and $12.75 thereafter.

Licences required in this class. Application forms supplied.

Laundry, Cleaning, and Dyeing Industries.

Minimum Wage.—Experienced workers 18 years of age or over: A weekly wage of not less than $13.50 a week of 48 hours.

Girls under 18 years of age: A weekly wage of not less than $8 for first four months, $8.50 for second four months, $9 for third four months, $10 for fourth four months, $11 for fifth four months, $12 for sixth four months, and $13.50 thereafter.

Apprentices over 18 years of age: A weekly wage of not less than $9 for the first four months, $10.50 for second four months, $12 for third four months, and $13.50 thereafter.

Licences required in this class. Application forms supplied.

Public Housekeeping Occupation.

This includes the work of waitresses, attendants, housekeepers, janitresses, cooks, and kitchen help in restaurants, hotels, tea-rooms, ice-cream parlours, light-lunch stands, and other places where food is cooked, prepared, and served for which a charge is made; and the work of chambermaids in hotels, lodging-houses, and apartments where lodging is furnished, whether or not such establishments are operated independently or in connection with any other business; and the work of all female elevator operators.

Minimum Wage.—Experienced workers 18 years of age or over: A weekly wage of not less than $14 for a week of 48 hours.

Girls under 18 years of age: A weekly wage of not less than $12 until girl is 18 years of age and $14 thereafter.

Apprentices over 18 years of age: No apprenticeship deemed to exist in this occupation. Licences may be issued at the discretion of the Board to the physically defective.

NOTE.—In emergency cases 52 hours a week may be worked. Time and one-half shall be paid for work in excess of 48 hours and up to 52 hours. When lodging is furnished, not more than $3 a week may be deducted for such lodging. When board or meals are furnished, not more than $5.25 a week may be deducted for a full week's board of 21 meals. A fraction of a week's board shall be computed upon a proportional basis. As elevator operators are required by law to pass an examination before running elevators, no apprenticeship is permitted under the Minimum Wage Order.

Office Occupation.

This includes the work of females employed as stenographers, book-keepers, typists, billing clerks, filing clerks, cashiers, cash-girls (not included in other Orders), checkers, invoicers, comptometer operators, auditors, attendants in physicians' and dentists' offices, and all kinds of clerical help.

Minimum Wage.—Experienced workers 18 years of age or over: A weekly wage of not less than $15 for a week of 48 hours.

Girls under 18 years of age: A weekly wage of not less than $11 for first six months, $12 for second six months, $13 for third six months, $14 for fourth six months, and $15 thereafter.

Apprentices over 18 years of age: A weekly wage of not less than $11 for first three months, $12 for second three months, $13 for third three months, $14 for fourth three months, and $15 thereafter.

Licences required in this class. Application forms supplied.

Manufacturing Industry.

This includes the work of females engaged in the making, preparing, altering, repairing, ornamenting, printing, finishing, packing, assembling the parts of, and adapting for use or sale any article or commodity, but excepting fish, fruit, and vegetable drying, canning, preserving, or packing.

Minimum Wage.—Experienced workers 18 years of age or over: A weekly wage of not less than $14 for a week of 48 hours.

Personal Service Occupation.

This includes the work of females employed in manicuring, hairdressing, barbering, and other work of like nature, or employed as attendants at shooting-galleries and other public places of amusement, garages and gasolene service stations, or as drivers of motor-cars and other vehicles.

Minimum Wage.—Experienced workers 18 years of age or over: A weekly wage of not less than $14.25 for a week of 48 hours.

Girls under 18 years of age: A weekly wage of not less than $10 for first six months, $11 for second six months, $12 for third six months, $13 for fourth six months, and $14.25 thereafter.

Apprentices over 18 years of age: No apprenticeship for attendants at shooting-galleries and other public places of amusement, garages and gasolene service stations, or for drivers of motor-cars or other vehicles. For remaining classes a weekly wage of not less than $10 for first three months, $11 for second three months, $12 for third three months, $13 for fourth three months, and $14.25 thereafter.

Licences required in this class. Application forms supplied.

Ushers in theatres, music-halls, concert-rooms, lecture-halls, or the like—Ushers engaged after 6 p.m., on legal holidays, and for special matinees: A wage of not less than 30 cents an hour, with a minimum payment of 75 cents.

Ushers working more than 18 hours a week but not in excess of 36 hours a week: A weekly wage of not less than $10.80. (Ushers in this category may be employed only between the hours of 1.30 p.m. and 11 p.m.)

Ushers working in excess of 36 hours a week up to 48 hours a week. A weekly wage of not less than $14.25.

NOTE.—No distinction in wages to be made for ushers under 18 and over 18 years of age. No apprenticeship considered necessary for ushers.

Telephone and Telegraph Occupation.

This includes the work of all persons employed in connection with the operating of the various instruments, switchboards, and other mechanical appliances used in connection with telephony and telegraphy, and shall also include the work of all persons employed in the business or industry of the operation of the telephone or telegraph systems who are not governed by any other Order of the Board.

Minimum Wage.—Experienced workers: A weekly wage of not less than $15 for a week of 48 hours.

Inexperienced workers: A weekly wage of not less than $11 for first three months, $12 for second three months, $13 for third three months, and $15 thereafter.

NOTE.—Except as hereinafter mentioned, the maximum hours of labour shall be not more than 8 hours in any one day nor more than 48 hours in any one week, and every employee shall have one full day off duty in every week. Where telephone and telegraph employees are customarily on duty between the hours of 10 p.m. and 8 a.m., 10 hours on duty shall be construed as the equivalent of 8 hours of work in computing the number of hours of employment a week. In cases where employees reside on the employer's premises, the employer shall not be prevented from making an arrangement with such employees to answer emergency calls between the hours of 10 p.m. and 8 a.m. In cases of emergency 56 hours a week may be worked. Time and one-half shall be paid for work in excess of 48 hours and up to 56 hours. The total number of inexperienced female employees shall not exceed 35 per cent. of the total number of females employed in any plant or establishment.

Fishing Industry.

This includes the work of females engaged in the washing, preparing, preserving, drying, curing, smoking, packing, or otherwise adapting for sale or use, or for shipment, any kind of fish, except in the case of canned fish.

Minimum Wage.—Experienced workers of any age: A weekly wage of not less than $15.50.

Inexperienced workers of any age: A weekly wage of not less than $12.75 for the first four months, $13.75 for second four months, $14.75 for third four months, and $15.50 thereafter.

Fruit and Vegetable Industry.

This includes the work of females engaged in canning, preserving, drying, packing, or otherwise adapting for sale or use, any kind of fruit or vegetable.

Minimum Wage.—Experienced workers of any age: Not less than $14 a week of 48 hours; for work over 48 hours but not in excess of 60, not less than 30 cents an hour; for work in excess of 60 hours a week, not less than 45 cents an hour.

Inexperienced workers of any age: A weekly wage of not less than $10 for week of 48 hours for first month, $11 for week of 48 hours for second month, and $12 for week of 48 hours for third month.

NOTE.—Overtime work for inexperienced employees to be paid in same proportion to their wages as overtime payment for experienced employees. Work in excess of 48 hours a week allowed only during an emergency period of 90 days in any 12 months, or if the Board finds unusual conditions necessitate a longer period, it may, in its discretion, extend such emergency period.

COMMENTS BY EMPLOYERS.

Towards the end of 1920 forms were sent to employers throughout the Province requesting particulars of their pay-rolls in so far as girls and women employees were concerned. On the back of the form space was provided for comment by employers as to the working of the minimum-wage regulations in connection with their particular business or profession. Two questions were asked: "Have the regulations worked out satisfactorily?" and "If not, what changes would you suggest?"

Pay-rolls were received from 1,939 firms, and but a very small percentage took advantage of the invitation for an expression of opinion. The Board desires to deduce from this that the majority of employers are in accord with the regulations, as it is a characteristic of human nature to criticize or find fault whenever opportunity arises, but praise or commendation is not

so freely given. For the comments received the Board is grateful, appreciating them all, whether favourable or adverse. From the latter group some helpful suggestions have been received, as in many cases the criticism was of a constructive nature.

The remarks by heads of mercantile establishments are very gratifying. "Regulations quite satisfactory"; "I have no changes to suggest"; "Consider Act very fair as it affects my business"; "Quite satisfactory"; "Satisfactory to us"; "I have no complaint to make, and think the minimum wage for girls is the best thing ever happened"; "We have never paid minimum wage as we understand it in connection with our business, having always paid more," are some of the comments upholding the regulations. The chief criticism appears to be in connection with inexperienced workers, employers asserting the regulations in some instances make it difficult for beginners to get positions.

In the public housekeeping occupation the following remarks are worthy of note: "The Act is good. I like the principle of the Act, but it should be amended so as to meet every situation. Care should be taken that the regulations are not so worded or framed as to have the effect of placing a premium on the employment of girls under 18 years of age." "Regulations have worked out satisfactorily." "Have no comment to offer beyond the fact that regulations have worked out well. In a business of this nature which calls for seven days' work per week we have one woman relieving each one in turn, so that each one gets the day off per week." It is the proprietors of hotels in small out-of-town places that complain about the regulations. Their business is not large enough, they claim, to justify relief-girls, and to keep the working-hours of their help within the forty-eight hour limit the owners themselves have had in some instances to greatly extend their own working-hours, they assert.

One employer in the personal service occupation asks the question: "Why have not the men of the Province who have families depending on them for food, clothing, and education, a minimum wage?" The other comments from the employers in this line of work all deal with the apprenticeship phase of the question. They would like the limitation in number of apprentices done away with and permission given to start learners at an extremely low wage.

In the fruit and vegetable industry an important employer submits that "Regulations have worked satisfactorily, but wages must consistently be reduced with lowering cost of living."

In the manufacturing industry we have the comments: "As far as I am concerned the minimum-wage regulations have worked out quite satisfactorily." "The regulations are working satisfactorily as far as competent help is concerned, but as regards apprentices (to the millinery) we would suggest it should be legal to employ one apprentice to every full-fledged maker, as the supply of competent help is very scarce, and it takes fully two years to make one efficient." Several employers wish wages substantially reduced or a reversion to pre-war rates.

Of the employers in the various classes of industry, those in the office occupation responded most freely to the invitation for comment. Many put themselves on record as being heartily in favour of the legislation, as the following quotations prove: "The above regulations are perfectly satisfactory to me, and I am strongly in favour of them for many reasons." "Regulations have worked out satisfactorily so far as we are concerned." "Yes, they are thoroughly satisfactory. Extend the same regulations to all men in the Dominion—forty-four hours a week." "Regulations have worked out satisfactorily. No changes to suggest." "The regulations have worked out satisfactorily with me, and I have no changes to suggest. I consider the Act to be exceptionally good legislation." "I have always tried to keep a little ahead of the minimum wages paid generally, even before there was such a thing as a minimum-wage regulation. I think the regulations are eminently fair to the employees, and what is fair to the employees should be fair to the employer. It is axiomatic that you cannot get good work from poorly paid employees, entirely aside from the humanitarian aspect of the question. I am heartily in favour of the regulations." In marked contrast to the above indisputable evidence of complete accord with the minimum-wage regulations, it is to be regretted that the preponderance of adverse comment emanated from a certain class of office employer. Before proceeding further, let it be clearly understood, however, that all members of the class referred to are not to be included in the complaining category. There are many who recognize and uphold the efforts that are being made to put the office-worker on a higher plane and remove her from the disadvantages and drawbacks with which she was beset previous to the passing of regulations in her behalf. To such as these the Board is sincerely grateful and hopes for continued co-operation. The chief source of complaint is in regard to the standard of pay set for the beginner in office-work. If

some employers had the making of the regulations, graduates of business colleges would be required to work for many months without remuneration, or at a nominal salary, while mastering the intricacies of office routine. They apparently hold the opinion that the inexperienced will have great difficulty in securing positions, while at the same time they declare it is hard to get experienced help. If such be the case, it surely follows that when vacancies occur it will be necessary to use the assistance available, and the supply must presumably be drawn from young women whose courses in commercial schools have just been completed.

IRREGULAR CONDITIONS.

It appeared from some returns made to the Board as if unusually long hours were being worked in a number of cases, and inquiry was made as to the reason for this. It was then found that under the system of book-keeping adopted by some firms, where time and one-half or double time was being paid for overtime work, the book-keeper had credited the employees with an hour and a half or two hours at the ordinary rates of pay instead of with one hour at the higher scale. This explains the way in which seemingly long hours had been worked in certain cases.

While the effect of the minimum-wage law has been to discourage the working of long hours, even when special payment was being made for overtime, it has not been thought practicable to prohibit overtime entirely. In the framing of the different Orders the effort has been made to consider the circumstances of each industry and to permit an amount of latitude commensurate with its needs.

In the public housekeeping occupation employers may in emergency cases keep their staff employed not more than four additional hours in any one week. Telephone and telegraph employees may work up to fifty-six hours in one week; and in the fruit and vegetable industry, which is very subject to rush conditions in the height of the season, there is no restriction to the amount of overtime which may be worked during a period limited to ninety days in a year. Special rates for overtime must, of course, be paid in all these emergency cases.

A careful examination of the pay-rolls would on the face appear to show numbers of irregularities in the way of low wages. Closer inspection, however, often reveals that the hours worked were very short. This is noted in the mercantile industry, where some girls and women are found working only three to six hours regularly each week. The elimination of the Saturday evening shopping-hours in the larger cities, and the consequent "speeding-up" in establishments now closing at 6 o'clock instead of at 9 o'clock in the evening, has induced a large number of shopkeepers to engage extra helpers during the rush hours for Saturday afternoon. This may work out to the advantage of the young girls who depend on such employment on the Saturday holiday, thus preparing themselves for an entry into the mercantile occupation as soon as they leave school. Such engagements should tend to shorten the necessary learning period in any occupation in which the custom prevails of employing extra help for a few hours weekly.

MERCANTILE OCCUPATION.

The statistical comparison in the 1919 report showed the minimum wage in the mercantile industry was $4 in 1918, with an average weekly wage of $12.77. The returns made to the Board this year give the average weekly wage as $15.94 for the experienced worker 18 years of age and over. This is an increase of $1.27 over the wages paid in 1919, for 2.4 hours less work. There is also a slight decrease in the percentage of workers under 18 years of age employed in this industry. Full returns for 1920 were sent in by 196 more firms than in 1919. It is interesting to note an increase in the number of adults employed and a decrease in the percentage of girls under 18 years; while the wages of the women exhibit an appreciable increase, the wages of girls under 18 show a slight decrease. In this industry the peak for the older girls in 1920 is reached at between $15 and $16, as against from $12 to $13 in 1919. The "under eighteens" reach their peak at a wage from $10 to $11 in 1920, as against $7 to $8 in 1919.

The peak of hours of labour for adults is 44 and for young girls 44½. The longest weekly hours shown in the mercantile work are 58, with but one woman working for that length of time. Above 48 hours the number of women working the lengthier periods decreases rapidly. The long hours appear in returns made by owners of small shops and establishments, such as ice-cream, confectionery, and fruit-stores. The rural parts of the Province, where the one or two stores in the community remain open after 6 o'clock in the evening and on Saturday afternoon and evening, also furnish a history of long hours. The same relationship between long

hours and low wages and the more reasonable 44- and 48-hour week at higher wages is again apparent. The average weekly wage for 1920 is $15.94 for adults, as against $14.67 in 1919 and $12.77 in 1918. This 1920 average is $3.19 in excess of the legal minimum of $12.75.

The following is a comparative summary compiled from returns in the mercantile industry for the years 1920 and 1919:—

1920.		1919.	
Number of firms reporting	317	Number of firms reporting	121
Number of employees—		Number of employees—	
Over 18 years	1,685	Over 18 years	1,428
Under 18 years	369	Under 18 years	323
Total weekly wages—		Total weekly wages—	
Employees over 18 years	$26,852.90	Employees over 18 years	$20,951.25
Employees under 18 years	$3,528.00	Employees under 18 years	$3,144.25
Average weekly wages—		Average weekly wages—	
Employees over 18 years	$15.94	Employees over 18 years	$14.67
Employees under 18 years	$9.56	Employees under 18 years	$9.73
Percentage of employees under 18 years	17.96%	Percentage of employees under 18 years	18.5%
Average hours worked per week	43.7	Average hours worked per week	46.1

Laundry Industry.

The original weekly minimum was $6 before 1918 and the average weekly wage was $11.80. The average weekly wage rose in 1919 to $14.48 and in 1920 reached the still higher rate of $15.08. The number of workers under 18 years of age shows a slight decrease for the year under review. Twelve more establishments sent in returns in 1920 than in 1919. A remarkable increase is depicted in the number of women receiving the higher wages. In 1919 the wages of 174 were reported between $13 and $14, while in 1920 only 131 received this amount; 107 are now in the class receiving between $15 and $16, with a considerable increase over the 1919 figures of those getting still higher wages. The peak in the wage schedule for girls under 18 in 1920 lies between $13 and $14, while in the previous year it appeared between $9 and $12.

The average hours for the two years vary little. The 1920 average weekly wage of $15.08 is $1.58 more than the legal minimum of $13.50.

A comparative summary in this industry for the years 1920 and 1919 appears below:—

1920.		1919.	
Number of firms reporting	35	Number of firms reporting	23
Number of employees—		Number of employees—	
Over 18 years	486	Over 18 years	361
Under 18 years	84	Under 18 years	75
Total weekly wages—		Total weekly wages—	
Employees over 18 years	$7,332.00	Employees over 18 years	$5,229.50
Employees under 18 years	$1,004.00	Employees under 18 years	$839.50
Average weekly wages—		Average weekly wages—	
Employees over 18 years	$15.08	Employees over 18 years	$14.48
Employees under 18 years	$11.95	Employees under 18 years	$11.19
Percentage of employees under 18 years	14.74%	Percentage of employees under 18 years	17%
Average hours worked per week	45.72	Average hours worked per week	45.1

Manufacturing Industry.

In this industry the peak in the wage scale occurs for adult women between $14 and $15 and for girls under 18 between $10 and $11. This is the same as last year in both cases. However, many more employees are receiving wages in advance of $14 weekly than was the case last year, and a notably increased number moved up towards the highest wage scale during the year. In other words, higher wages are being paid larger groups of employees than previously.

As to hours, there is an appreciable decrease in the number of firms showing unduly long hours and not a very great number showing extremely short hours. It is noticeable that short hours are more frequent in the case of adults than younger girls. This may be due to the fact that employers, in the hope of retaining their experienced workers, give them part-time work and keep their factories running, even though they are short of orders. Undoubtedly there are numerous other factors, such as illness, etc., which reduce the hours worked in special cases.

The average hours worked in 1919 are recorded as 45.9, against which in 1920 we have an average week of 43.8 hours. Returns were received from more firms than in 1919, and the percentage of girls under 18 shows a decrease for 1920.

The average weekly wage rose from $15.13 in 1919 to $16.64 for the following year, being $2.64 per week in excess of the legal minimum of $14.

A summarized comparison of the returns for the years 1920 and 1919 in this industry is set out hereunder:—

1920.		1919.	
Number of firms reporting	181	Number of firms reporting	127
Number of employees—		Number of employees—	
Over 18 years	989	Over 18 years	839
Under 18 years	201	Under 18 years	264
Total weekly wages—		Total weekly wages—	
Employees over 18 years	$16,454.96	Employees over 18 years	$12,694.00
Employees under 18 years	$2,087.00	Employees under 18 years	$2,939.00
Average weekly wages—		Average weekly wages—	
Employees over 18 years	$16.94	Employees over 18 years	$15.13
Employees under 18 years	$10.38	Employees under 18 years	$11.13
Percentage of employees under 18 years	16.89%	Percentage of employees under 18 years	23.93%
Average hours worked per week	43.8	Average hours worked per week	45.9

PUBLIC HOUSEKEEPING OCCUPATION.

As in the other occupations where comparison can be made with former years, so the wages in the public housekeeping occupation have risen slightly and the average week is shorter. For women 18 years of age and over the 1919 average weekly wage was $16.20, while for the following year it stands at $16.58; not a very material increase it is true, but it must be remembered that the average working-hours have been reduced 2.44 per week. The average working-week for this occupation for 1920 is 46.51 hours. The Order of the Board prescribes a week's work as 48 hours, with a provision that it may be lengthened to 52 in emergency cases. It is not the intention that the emergency hours should continue day after day. From the pay-rolls returned some violations have occurred as regards hours, but analysis reveals that the long hours occur principally in isolated logging and lumber camps where women are employed as cooks and kitchen help. It is extremely difficult for the Board to check or control the actual conditions in such remote localities.

Short-time work in this occupation is also noticed to a slight extent. Women and girls are put on the hotel or restaurant staff to help during rush hours; consequently, their working-hours being short, the wage is proportionately low.

This is, however, a well-paid occupation, the peak appearing between $15 and $16. In cases where board is supplied it has been figured according to the scale prescribed by the Order—namely, 25 cents a meal or $5.25 for a full week's board. Room-rents for employees are not to exceed $3 a week.

The percentage of girls under 18 years of age is negligible in this work, decreasing from 6 per cent. in 1919 to 4.67 per cent. in 1920.

The 1919 and 1920 comparative summary in this occupation is as follows:—

1920.		1919.	
Number of firms reporting	244	Number of firms reporting	97
Number of employees—		Number of employees—	
Over 18 years	1,184	Over 18 years	652
Under 18 years	58	Under 18 years	43
Total weekly wages—		Total weekly wages—	
Employees over 18 years	$19,625.44	Employees over 18 years	$10,568.00
Employees under 18 years	$913.50	Employees under 18 years	$612.50
Average weekly wages—		Average weekly wages—	
Employees over 18 years	$16.58	Employees over 18 years	$16.20
Employees under 18 years	$15.75	Employees under 18 years	$14.24
Percentage of employees under 18 years	4.67%	Percentage of employees under 18 years	6%
Average hours worked per week	46.51	Average hours worked per week	48.95

OFFICE OCCUPATION.

The employers in the office occupation responded most freely to the request for pay-roll returns, 1,019 having been received, as against 220 in 1919. There has been a decrease of 2.1 hours for the average week's work, coupled with an increase in the average salary paid. The percentage of office employees under 18 years of age has fallen from 7 per cent. in 1919 to 5.9 per cent. for the following year, while the average wage for this class of worker increased from $13.40 a week to $13.61.

For adult office-workers the average weekly wage has risen from $18.24 in 1919 to $19.43 in 1920, which latter figure is $4.43 in advance of the prescribed minimum. While the peak in the wage schedule is reached between $15 and $16, large groups of employees are receiving the higher rates; 307 women are drawing between $17 and $18 a week and 298 appear in the scale between $20 and $21. It is in this occupation that the largest number of women workers attain highly paid positions.

According to the returns received, 296 office-hands (two of whom are under 18 years of age) are receiving weekly salaries of $25 or more. A statement showing the distribution of these high-priced positions is illuminating, and is therefore appended. Of girls under 18 years of age, one received $25 a week and another $26.54 weekly. The wages of 294 women over 18 years of age are recorded as follows:—

No. of Employees.	Actual Weekly Wages.	No. of Employees.	Actual Weekly Wages.
100	$25	12	$34
32	26	10	35
30	27	2	36
39	28	2	37
5	29	3	38
27	30	6	40
9	31	1	42
10	32	1	45
3	33	2	46

Of the 2,622 office employees appearing on the pay-rolls returned to the Board, 36.2 per cent. are receiving wages ranging from $20 a week upwards. While a few appear in the lower figures of the scale, it must be borne in mind these are part-time workers whose earnings are figured on a *pro rata* basis. According to our returns, for 649 women and girls in offices the working-week is 39 hours. A 44-hour week is next in popularity and 456 female employees are working for this length of time each week.

A summary comparing the tabulated results from the 1920 and 1919 returns in the office occupation is set out below:—

1920.		1919.	
Number of firms reporting	1,019	Number of firms reporting	220
Number of employees—		Number of employees—	
Over 18 years	2,467	Over 18 years	750
Under 18 years	155	Under 18 years	60
Total weekly wages—		Total weekly wages—	
Employees over 18 years	$47,941.00	Employees over 18 years	$13,683.00
Employees under 18 years	$2,110.00	Employees under 18 years	$804.00
Average weekly wages—		Average weekly wages—	
Employees over 18 years	$19.43	Employees over 18 years	$18.24
Employees under 18 years	$13.61	Employees under 18 years	$13.40
Percentage of employees under 18 years	5.9%	Percentage of employees under 18 years	7%
Average hours worked per week	41.5	Average hours worked per week	43.6

PERSONAL SERVICE OCCUPATION.

In this group ushers in theatres and beauty-parlour employees comprise the greatest number. Returns were received from 37 establishments, employing in all 161 women and girls, 17 of whom (or 10.56 per cent.) are under 18 years of age.

The legal minimum wage for a 48-hour week is $14.25, but it is noted that the peak in the wage schedule occurs at between $15 and $16. The average wage in this occupation for adult workers is $16.69, while the "under eighteens" receive an average of $14.47 weekly. The week's work averages 35.7 hours. This short working period is accounted for by the number of theatre ushers whose duties occupy, as a rule, a few hours less per day than the other employees in this group. In some of the small-town theatres the ushers are in attendance for one or two hours per day, and in many cases the theatres are not open every day in the week.

The highest wages are earned by employees in beauty-parlours, or attendants at gasolene service stations, who are also included in this occupation.

The Order came into effect late in 1919, so a comparison is not made with figures of a former year. The summary of the 1920 returns is as follows:—

Number of firms reporting	37
Number of employees—	
Over 18 years	144
Under 18 years	17

Total weekly wages—	
Employees over 18 years	$2,403.25
Employees under 18 years	$246.00
Average weekly wages—	
Employees over 18 years	$16.69
Employees under 18 years	$14.47
Percentage of employees under 18 years of age	10.56%
Average hours worked per week	35.7

FRUIT AND VEGETABLE INDUSTRY.

Unlike the industries previously mentioned, the workers are not classified according to age, but are grouped as "experienced" or "inexperienced." The time set in the Order to gain experience is three months.

The working-week in this industry has a very wide range. The figures received were for the busiest week in September, 1920, and run from 4 to 77. This wide spread of hours is partially accounted for by the fact that most of this is piece-rate work, the employees stopping work at odd times if so inclined. Owing to the exigencies of the work and the perishable character of the product an emergency period is allowed in which overtime may be worked. The longer hours are paid for at an advanced figure and are limited to 90 days in a year.

The peak occurs in this branch of work at $25 a week or over. About one-sixth of the experienced employees receive this wage during the busy season. The average weekly wage for experienced workers is $17.85, while the inexperienced, who comprise 8.91 per cent. of the female employees, average $11.90 per week.

From the returns received the average time worked per week stands at 48.45 hours. This Order is a very recent one, having become effective February 28th, 1920. It is therefore the first season it has been in force and no statistical comparisons are shown.

The summary from the 1920 figures appears as follows:—

Number of firms reporting	26
Number of employees—	
Experienced	654
Inexperienced	64
Total weekly wages—	
Experienced employees	$11,676.27
Inexperienced employees	$762.00
Average weekly wages—	
Experienced employees	$17.85
Inexperienced employees	$11.90
Percentage of inexperienced employees	8.91%
Average hours worked per week	48.45

FISHING INDUSTRY.

There are comparatively few women and girls governed by the Order in this industry, as cannery-workers are at present exempt from its provisions. The few who appear in the returns furnished are working in plants where salting, curing, kippering, and kindred processes are carried on. For this work the average wage for the experienced worker is found to be $18.05 and for the inexperienced $9.50. The time to qualify as an experienced hand is set at one year. The legal minimum for experienced workers is $15.50 a week and the average for 1920 is $2.55 higher.

The figures submitted are for the week of greatest employment during September, 1920, and in consequence the average week's work is rather high—49.36 hours. This is also seasonal work and restrictions are not so rigid as in other callings.

This Order became effective February 28th, 1920, the figures presented being for the first season's work under its regulations. The fish run for 1920 did not produce such a large pack as in the previous year.

The 1920 statistical summary is as follows:—

Number of firms reporting	9
Number of employees—	
Experienced	24
Inexperienced	1
Total weekly wages—	
Experienced employees	$433.19
Inexperienced employees	$9.50

Average weekly wages—	
Experienced employees	$18.05
Inexperienced employees	$9.50
Percentage of inexperienced employees	4%
Average hours worked per week	49.36

TELEPHONE AND TELEGRAPH OCCUPATION.

This Order divides the workers into "experienced" and "inexperienced," taking no account of age. Nine months is deemed the time in which an employee qualifies as being "experienced."

The telephone occupation is the one in which the greatest group of workers receives a similar wage. Out of the 1,227 operators reported, 426 are classified as being in receipt of wages from $15 to $16 a week. The average for the experienced worker figures out at $17.13, as against $13.90 for the inexperienced.

A short average working-week prevails in this occupation—namely, 42 hours. About two-thirds of the women and girls (865 in actual figures) are recorded as working for 40½ hours per week. The week set by the Order permits a 48-hour week, with a clause allowing 56 hours to be worked in cases of emergency, but from the returns sent in 9 employees only are found to have been on duty over the 48.

The legal minimum for experienced workers is $15 for a 48-hour week. The average wage in this occupation is $2.13 a week in advance of this, while the average hours worked are but 42, or 6 hours less per week.

A clause of the Telephone and Telegraph Order provides that the number of inexperienced employees in any plant or establishment shall not exceed 35 per cent. of the total number of female employees employed in that plant or establishment. From the returns submitted this quota has not been reached, as the percentage stands at 30.88 per cent. The Order has been in effect since April 5th, 1920.

A statistical summary from the 1920 figures furnished to the Board is set forth below:—

Number of firms reporting	71
Number of employees—	
Experienced	848
Inexperienced	379
Total weekly wages—	
Experienced employees	$14,528.00
Inexperienced employees	$4,778.50
Average weekly wages—	
Experienced employees	$17.13
Inexperienced employees	$13.90
Percentage of inexperienced employees	30.88%
Average hours worked per week	42

COMPARISON OF INDUSTRIES.

The returns from pay-rolls seem to indicate that for the *greatest* number of girls the best-paid employment with the shortest hours is to be found in the telephone and telegraph occupation. While this might easily be looked for in the telegraph occupation, which is one requiring fairly lengthy periods of training, it is not so easily accounted for in telephony, until we recall that we are speaking of the "greatest number." In the former occupation there is probably a lesser turnover in labour than in the latter and the responsibility is considerably greater. The next best-paid work with the shortest hours is that of the office occupation, followed closely by the mercantile and public housekeeping (hotels, restaurants, lunch-stands, etc.), each showing fairly good wages, but the last two, on the other hand, running to overlong hours in the smaller establishments in rural localities.

Next in order of higher remuneration and shorter hours come personal service occupations, manufacturing and laundry and dry-cleaning industries. In seasonal employments such as fruit and vegetable and fishing industries the highest wage appears in the fruit and vegetable occupation, but this advantage is somewhat offset by intervals of excessively long hours.

Fish-curing and its allied branches constitute an employment yielding high wages, but again accompanied by long hours. These last two are exceptions to the general economic rule before mentioned—viz., that long hours are usually connected with low wages.

The largest percentage of the very high salaries occurs in the office occupation, but the highest individual salaries noted were paid to buyers or executive officers in mercantile establishments.

In seasonal occupations there will probably always be difficulty in dealing with the question of the overlong day or week, but in manufacturing and more stabilized industries the day of better hours is dawning. The question of industrial fatigue and relative reduction in productivity is receiving careful investigation, and progressive employers are installing systems either of shorter hours or rest periods to minimize the evil effects of overfatigue.

The English Department of Scientific Research and the Medical Research Committee appointed a Board to investigate the subject both of industrial efficiency and the conservation of health. These investigations were carried on in the shell-making and silk factories, and are reported in the *Labour Review* as follows: "What a woman accomplished in 100 minutes of the long-hour system was carried out in 80.5 minutes of the short-hour system." A study of the hourly output showed in every case under the long shift a marked falling-off in the last hour, while in the short shifts no such uniform result was observed.

A comparison of the same worker's output records for the long and short shifts shows inferiority in hourly output during the later hours of the long shifts. A later report sums up thus: "Production is less both at the beginning and the end of the working-day. Continuous spells of work should not exceed about four hours. Fatigue developed in one day is not usually carried over to the next day. Production under artificial lighting falls by about 10 per cent., even where such lighting is considered good, and every unnecessary hour under artificial lighting means a direct loss in production. Thus the output in the silk-mills examined gradually increased from December to March, as the need for artificial lighting diminished."

THE PROBLEM OF HOURS.

The question of hours involves two opposite and two equally difficult problems. Overlong hours not only exhaust the worker and reduce her efficiency, but are costly to both employer and employee—to the first because of the reduction of output, and to the latter because she is prevented from performing for herself those many little duties which add to her comfort and materially reduce her cost of living. The too short hours, with the consequent reduction of the actual money received, frequently leave her with insufficient money to properly supply her own maintenance, yet with hours too long to permit her to add to her income by seeking work in a second occupation. There is also the difficulty of securing a second engagement where the hours and conditions will fit in with the first, both as to the kind of occupation and to proximity.

An example of this broken-time employment appears in the personal service occupation, which includes the work of ushers in theatres. Previous to the passing of the Order it was often customary for girls to be employed for some time in the morning and a few hours in the afternoon, thus breaking into two working periods in the day, or in other cases their work overlapped the afternoon and evening. In the Order now in force where girls are working more than eighteen hours a week, but not in excess of thirty-six, the minimum wage is set at $10.80, with a provision whereby ushers employed for this time must have their working-hours between 1.30 p.m. and 11 p.m. This permits them to augment their wage by other occupations in the mornings and to attend to home duties or to sew for themselves.

APPRENTICES OR LEARNERS.

Section 10 of the Act provides for apprenticeship under special licences limited in number. The learning or probationary period, its length in each occupation or industry, and the wage to be justly paid for such period present one of the most complicated questions before every Minimum Wage Board or Industrial Welfare Commission. Such periods should be truly learning periods, with obligation on the one side to teach, and on the other to learn and give faithful service.

Technical and vocational schools that will bring the girl into the field of industry better equipped, having taught her early to enter the vocation best adapted to her individual abilities, not only are good for her, but are beneficial to employers. Such courses properly planned and conducted eliminate to a certain extent the long wasteful period of learning and apprenticeship.

THE NEED AND PURPOSE OF LICENCES.

The section referred to authorizes the employment at a lesser wage of a certain limited number of adult women who have had no previous experience in the industry. Where the application is made in good faith the Board may issue special licences for these untrained workers.

Licences protect not only the employee, but the employer, who under them is legally empowered to pay the inexperienced worker the lesser wage. That licences afford legal protection, and the importance of securing such, seemingly is not always understood by either side. Some employers do not apparently realize that if they pay girls of 18 years of age or over less than the minimum wage, application should be made to the Minimum Wage Board for a special licence to do so; otherwise, if later the employee becomes dissatisfied, either she or the Board is entitled to take proceedings under sections 13 and 14 of the Act.

COMPLAINTS.

Numerous complaints and inquiries have been received at both the Victoria and Vancouver Offices of the Board, calling for help and explanation. These fall under several heads. Complaints of undue long hours occur most frequently in public housekeeping occupations and in small shops. In neither case have there been many complaints of low wages, but both these occupations show in a few cases hours in excess of those prescribed by the Orders.

Few complaints have been received in the laundry, fruit and vegetable industries, personal service and telephone and telegraph occupations. Complaints in the office occupation were chiefly in connection with wages rather than hours. Many employers apparently held the view that the occupation, being light, might be considered pleasant and not worth much in the way of salary. Mercantile occupation complaints have been received both as to hours and wages, but they were few in number and frequently arose from a misunderstanding of the Order or of the classification of the employee. No complaints have been received in the fishing industry, but this is governed by the most recent Order bearing the highest wage, and the necessities of the business prevent very strict regulations affecting hours.

In many cases this Board has been privileged privately to adjust difficulties between employers and employees. Wages have been collected in most cases where the girls were willing the Board should endeavour to do so. Hours have also been reduced subject to the same qualification of statement.

In the question of violations arises the difficult problem of whether girls should be permitted to work in two occupations, one in which the hours are limited and the other in which the hours are not.

The attention of the Board has been called to various methods resorted to in the effort to defeat minimum wage, principally by the rather stale method of the pseudo-schools, which make a pretence of charging for teaching their occupation and handing back a very small amount to the unfortunate pupil. These schools, so called, seem to flourish chiefly in beauty-parlours and in a few stenographic studios. This is no reflection upon the well-conducted and efficient business college.

Some complaints have been made that certain employers make a practice of retaining part of the first week's wages. A moment's consideration proves that this is a violation of the minimum-wage regulations, since if the employer holds back part of a week's wages he is not paying the weekly minimum unless the amount retained is something over and above the wages established by the obligatory Order. In the case of a girl who is self-supporting and has to pay her board, if she does not receive her first week's wages she will probably have to run into debt.

PROSECUTIONS.

Until quite recently this Board, unlike most of its kind, escaped legal proceedings. We have, however, had our first experience in the Police Court, and regret to say our case was not sustained owing to certain technical defects. While we have some reason to believe that on appeal a more favourable verdict might be secured, it would seem more direct and more beneficial to all concerned to meet the objection by ensuring the validity of our Orders.

AMENDMENTS NEEDED.

A much-needed amendment to the Act is one providing that the production of the British Columbia Gazette advertising an Order of the Board shall be sufficient proof in evidence of the validity of the Order in question. This would seem to be absolutely necessary, since in the case of a suit being launched by some employee in the Interior or elsewhere it would not be wise, nor indeed sometimes possible, for the Board to allow the original document bearing the Order to leave the office in order to be used at such trial.

Some amendment should be made permitting use of other words than the word "apprentices" for those entering an occupation or industry untrained and for the first time. It is naturally not to their advantage or to the advantage of the employer that they should receive the legal minimum wage for experienced workers while in the process of training. We therefore beg to suggest that some definition of "apprentice," or such words as "experienced" and "inexperienced" or "learner," be added to the Act as an amendment, removing a very real difficulty, and one which is a handicap to the employee and an injustice to the employer.

CONVENTIONS.

During the last year your Board was invited to participate in the Seventh Annual Convention of the Association of Governmental Labour Officials of the United States and Canada, which was held at Seattle, Washington, July 12th, 13th, 14th, 15th, and 16th, 1920. The members of this Board were urged to attend, and Mr. McNiven and Mrs. MacGill were able to respond to the invitation.

One of the most interesting subjects was the demonstration of the rather remarkable revival of the indentured apprenticeship system in Wisconsin. To Minimum Wage Commissioners the most interesting day was that devoted to "Women in Industry." No set papers or formal addresses were given, but discussions were outlined and open debate held in which many joined.

The large and growing part played by educational work was well brought out in the discussion concerning the establishment of vocational schools. The addition of vocational directors to the staffs of public and high schools can hardly be overestimated according to some of the Commissioners. At this Convention, at which the States of Michigan, Oregon, Washington, Wisconsin, South Carolina, Louisiana, Oklahoma, Alaska, Kansas, and the Provinces of Alberta and British Columbia were represented, the advantages and also some of the disadvantages and difficulties of such vocational direction were fully discussed.

There seemed to be a tendency on the part of Industrial Welfare Commissions to believe that there must be some return to the training system for entrants into various occupations and industries if greater efficiency is to be obtained. Whether this should be in the highly developed indenture scheme to which Wisconsin has committed itself or the rather more pliable system of vocational training was not decided.

CONCLUSION.

In conclusion, we beg to point out, sir, that minimum-wage legislation is not beneficial alone to women workers, but to men wage-earners, and so to the whole body politic. Miss Mary MacArthur, the English labour leader, speaking of the work done during the war by the British Women's Trade Union League and the National Federation of Women Workers, made the pertinent statement that "The existence of a large army of underpaid labour is a constant menace to the general standard of men's wages."

As it has been well said by Judge W. B. Wallace, of the Halifax Juvenile Court, "More efficient service can be rendered by developing a social justice which prevents wrongs than by a charity which only operates when these wrongs have been committed. Social reform is more vital to our national life than railway policies or tariff. . . . At bottom the social problem is a question of morality and religion. . . . After the war there should be no complacent resumption of national life without any serious effort to get rid of the social injustice whereby Need is at the mercy of Greed."

The desirability of a Conference in the near future of our Canadian Minimum Wage Boards is being advocated throughout the Dominion, and in the opinion of this Board such a Conference should be of great value as tending toward more uniform standards of wages, hours and conditions of labour.

We have the honour to be, Sir,

Your obedient servants,

J. D. MCNIVEN, *Chairman.*
HELEN GREGORY MACGILL.
THOS. MATHEWS.

CHAPTER 56.

AN ACT TO FIX A MINIMUM WAGE FOR WOMEN.

[*Consolidated for convenience only, April 4th, 1921.*]

HIS MAJESTY, by and with the advice and consent of the Legislative Assembly of the Province of British Columbia, enacts as follows:—

Short title.

1. This Act may be cited as the "Minimum Wage Act."

Interpretation.

2. In this Act the following expressions shall have the following meanings respectively:—

The term "employer" shall include every person, firm, or corporation, agent, manager, representative, contractor, sub-contractor, or principal, or other persons having control or direction of any employee in any trade, business, occupation, or calling, or responsible directly or indirectly for the wages of another:

The term "employee" shall include every female person who is in receipt of or entitled to any compensation for labour or services performed for any employer:

The term "wage" and "wages" shall include any compensation for labour or services, measured by time, piece, or otherwise:

The term "minimum wage" shall mean the amount of wages fixed by the Board:

The term "Board" shall mean the Minimum Wage Board constituted under the provisions of this Act.

Minimum Wage Board constituted.

3. For the purposes of administering and carrying out the provisions of this Act, there shall be in the Department of Labour of this Province a Board, to be called the "Minimum Wage Board," which shall consist of three members, one of whom shall be the Deputy Minister of Labour, who shall be Chairman of the Board, and the other members shall be appointed by and hold office during the pleasure of the Lieutenant-Governor in Council. One member of the Board shall be a woman. Two members of the Board shall constitute a quorum.

Provision for staff and expenses.

4. No member of the Board shall receive any salary as such. The Board may employ a secretary and such expert clerical and other assistants as may be necessary to carry out the purposes of this Act, who shall hold office during the pleasure of the Lieutenant-Governor in Council. All necessary expenses incurred by said Board shall be paid by the Department of Labour from the Consolidated Revenue Fund unless moneys have been appropriated by the Legislature for that purpose.

Duties and powers of Board.

5. It shall be the duty of the Board to ascertain the wages paid and the hours and conditions of labour and employment in the various occupations, trades, and industries in which females are employed in this Province, and to fix the minimum wage, the maximum hours, and such conditions of labour and employment as in the opinion of the Board seem necessary or expedient for the welfare of employees. The Board shall have full power and authority, either by any member of the Board or by any duly authorized representative, to inspect and examine any and all books, pay-rolls, and other records of any employer that in any way appertain to or have any bearing upon the question of wages, hours, or conditions of labour and employment of any employees, and to take extracts from or make copies of any entries in such books, pay-rolls, and records, and to require from any employer full and true statements of the wages paid to his employees and the hours and conditions of labour and employment of such employees. A register of the names, ages, and residence addresses of all employees shall be kept by employers.

Power to hold public meetings and inquiries.

6. The Board may from time to time hold public meetings at a time and place to be fixed by them, at which employers and employees and all persons interested may appear and be heard. For the purpose of obtaining information, the Board shall have the powers and authorities conferred by the "Public Inquiries Act" on a Commission issued or appointed by the Lieutenant-Governor in Council, and the provisions of that Act shall, mutatis mutandis, extend and apply to any inquiry held by the Board under this Act. All witnesses subpœnaed by the Board shall be paid the same witness fees and mileage as are now allowed by law to witnesses before the Supreme Court of British Columbia.

Conference to consider and recommend minimum wage, and maximum hours of labour.

7. If, after investigation, the Board shall find that in any occupation, trade, or industry the wages paid to employees are inadequate or the hours of labour are excessive, the Board is empowered to call a conference composed of an equal number of representatives of employers and employees in the occupation or industry in question, together with one or more disinterested persons representing the public; but the representatives of the public shall not exceed the number of representatives of either of the other parties; and a member of the Board shall be a member of such conference and chairman thereof. The Board may make rules and regulations governing the selection of representatives and the mode of procedure of said conference, and shall exercise exclusive jurisdiction over all questions arising as to the validity of the procedure and of the recommendations of said conference. On request of the Board, it shall be the duty of the conference to recommend to the Board an estimate of the minimum wage proper in the occupation or industry in question, and adequate to supply the necessary cost of living; and also, when so requested, to recommend the maximum hours of labour proper in the occupation or industry. The findings and recommendations of the conference shall be made a matter of record for the use of the Board.

Power of Board to approve recommendation of conference and make order fixing minimum wage, maximum hours and conditions of labour.

8. (1.) Upon the receipt of such recommendations from a conference, the Board shall review the same, and may approve any or all of such recommendations, or it may disapprove any or all of them and recommit the subject or the recommendations disapproved of to the same or a new conference. After such approval of the recommendations of a conference the Board shall issue an obligatory order specifying the minimum wage for employees in the occupation affected, and may also specify such maximum hours of labour and such conditions of labour and employment as are deemed necessary or expedient for the welfare of the employees. Such order shall become effective in sixty days from the date thereof, or if the Board shall find that unusual conditions necessitate a longer period, then the Board shall fix a later date on which such order shall become effective. Said order shall be published in one issue of the British Columbia Gazette at least thirty days before the same becomes effective. After such order is effective, it shall be unlawful for any employer in the occupation named in said order to employ or pay employees less than the minimum wage or to require or to permit employees to work for longer hours or under conditions of labour and employment contrary to the terms specified in said order. The Board shall send by mail, so far as practicable, to each employer in the occupation named a copy of said order, and each employer shall be required to post a copy of said order in each room in which employees affected by the order are employed.

Inexperienced employees over eighteen years to be licensed.

(2.) Where by any order heretofore or hereafter issued by the Board under this section in respect of any occupation, trade, or industry a minimum wage for inexperienced employees is fixed at a rate less than the minimum wage fixed by the order for experienced employees, no employer in that occupation, trade, or industry shall hereafter employ any employee over eighteen years of age at a wage less than the minimum wage so fixed for experienced

employees, unless the employee is the holder of a licence under section 10, and is employed in conformity with the provisions of that section.

Reconsideration of minimum wage upon petition.

9. After a minimum wage has been fixed by the Board in any occupation, upon petition of either employers or employees the Board may in its discretion reopen the question and reconvene the former conference or call a new one, and any recommendations made by such conference shall be dealt with by the Board in the same manner as the original recommendations of a conference.

Licences to women physically defective and apprentices, fixing special minimum wage.

10. (1.) In the case of women who are physically defective, and in the case of female apprentices over eighteen years of age in any occupation in which apprentices are usually employed, the Board may in respect of any occupation, trade, or industry as to which a minimum wage has been fixed issue to any such woman or apprentice a special licence authorizing her employment in that occupation, trade, or industry at a minimum wage, to be fixed in the licence, less than the minimum wage fixed for that occupation.

Licences to inexperienced women fixing special minimum wage.

(2.) In the case of women over eighteen years of age who are desirous of learning any occupation, trade, or industry in respect of which a minimum wage has been fixed, and in which apprentices are not usually employed, and who have not had sufficient experience, in the opinion of the Board, or as defined in any order of the Board relating to that occupation, trade, or industry, to qualify them as experienced employees therein, the Board may in respect of that occupation, trade, or industry issue to any such woman a special licence authorizing her employment in that occupation, trade, or industry at a minimum wage according to the rate fixed in the order for inexperienced employees, or, if no rate has been fixed therein for inexperienced employees, at a minimum wage, to be fixed by the Board in the licence, less than the minimum wage fixed for that occupation, trade, or industry.

Licences to be issued in discretion of Board.

(3.) Every special licence under this section shall be issued only in the discretion of the Board, and in cases where the Board is satisfied that the application therefor is made in good faith, and shall remain in force for such period as is fixed by the Board.

Employment of special licensees limited.

(4.) The number of employees holding special licences under this section employed in any plant or establishment shall not exceed one-seventh of the whole number of the employees in that plant or establishment: Provided that in any plant or establishment where less than seven employees are employed one employee holding a special licence may be employed.

Employment of licensees and girls under eighteen years limited.

(5.) The aggregate number of employees holding special licences under this section and employees under eighteen years of age employed in any plant or establishment shall not exceed thirty-five per centum of the whole number of the employees in that plant or establishment.

Inquiry into wages, etc., of girls under eighteen years of age.

11. The Board may at any time inquire into wages, hours, and conditions of labour of girls under eighteen years of age employed in any occupation in the Province and may determine wages, hours, and conditions of labour suitable for such girls. When the Board has made such determination in the cases of girls under eighteen years of age it may proceed to issue an obligatory order in the manner provided for in section 8 of this Act, and after such order is effective it shall be unlawful for any employer in said occupation to employ a girl under eighteen years of age for less wages or for longer hours than are specified for girls under eighteen years of age in said occupation, or under conditions of labour prohibited by the Board for said girls under eighteen years of age in its order.

Penalty for discrimination against employee taking part in investigations.

12. Any employer who discharges or in any other manner discriminates against any employee because such employee has testified or is about to testify, or because such employer believes that said employee may testify, in any

investigation or proceedings relative to the enforcement of this Act shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars and not more than one hundred dollars.

Penalty for violation of Act.

13. Every employer who employs an employee for whom a minimum wage has been fixed under this Act, at less than the minimum wage, or who employs an employee for whom maximum hours of labour have been fixed under this Act, for longer hours than the maximum so fixed, or who neglects or fails to comply with any order made under this Act as to conditions of labour and employment, or who violates any provision of this Act, shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars and not more than one hundred dollars.

Employee entitled to recover full minimum wage.

14. If any employee is paid less than the minimum wage to which she is entitled under this Act, the said employee shall be entitled to recover from her employer, in a civil action, the balance between the amount of the minimum wage and the amount paid, together with costs and solicitors' fees, to be fixed by the Court.

Application of Act.

15. This Act shall not apply to farm-labourers, fruit-pickers, or domestic servants or their employers.

Evidence of effectiveness of orders.

16. (1.) Evidence of any order of the Board may be given by the production of a copy of the British Columbia Gazette purporting to contain a copy of the order. Such copy of the order as set out in the Gazette shall be conclusive evidence that the order was duly and regularly made, and that all matters and things required or directed to be done or performed prior to the order being made or becoming effective were duly done and performed, and that the order was duly and sufficiently published and became effective upon the day or date it purports to become effective as set out in the order.

Section retrospective.

(2.) This section shall be retrospective in its application, and shall apply in respect of orders heretofore made or purporting to have been made as well as to orders hereafter made or purporting to be made.

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