PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1923

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

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1924.

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 1923 is herewith respectfully submitted.

A. M. MANSON,

Minister of Labour.

Office of the Minister of Labour,

June, 1924.

The Honourable A. M. Manson,
Minister of Labour.

SIR,—I have the honour to submit herewith my sixth Annual Report on the work of the Department of Labour up to December 31st, 1923.

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

J. D. McNIVEN,
Deputy Minister of Labour.

Department of Labour, Victoria, B.C.,
June, 1924.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1923.

The year 1923 was a very favourable period for those dependent upon the industries of this Province. Labour disputes were few in number, and though there was a big strike on the water-front of our Coast cities in the latter part of the year, which involved a considerable displacement of labour, it did not bring about any reduction in the pay-roll of the Province. Dealing generally with all industries, a careful estimate shows that the pay-roll for the year exceeded that of the previous year by at least $20,000,000. Most of the industrial groups afforded an average increase in the wages of employees. In addition to these evidences of progress, we have the undoubted fact that unemployment was far less serious in extent than in the past two or three years. At certain periods of the year there were indications of an actual shortage of labour, while in the winter months, when some slackening off may be looked for in our important seasonal industries, the number of persons out of work was noticeably less than in the average winter. One result of this was that cases where assistance was needed were dealt with through the normal channels by the municipalities, there being no acute unemployment crisis such as in previous years had led to measures of relief being taken by the Governments of the Province and the Dominion.

The Welfare of ex-Service Men.

Attempts have been made from time to time to interest employers in the welfare of ex-service men who were wounded or who incurred disabilities during the late war. Early in the year a special appeal was made by the Honourable Minister of Labour, who sent out the following letter to over 3,000 employers of labour in the Province:—

February 1st, 1923.

To Employers of Labour in British Columbia.

Gentlemen,—It is my duty and desire to bring to your notice the present situation of a most deserving class of our fellow-citizens. I refer to the large number of men in our midst who are disabled through active service in the war, and who are at the present time without employment or adequate means of support.

Recent inquiries made by the Department of Labour have revealed the fact that there are between 800 and 1,000 such men in this plight in the Province. They remind us of a duty which we cannot ignore. Many of them, before the war, were apparently assured of safe positions in the professions, in commerce, or in industry, and of every comfort for the rest of their days. They put these things behind them. They made the sacrifice—a sacrifice known to all—I need not dwell upon it. They have come back to us, maimed in body and broken in health, desiring nothing so much as to be able to make a new start in life.

Many of these men find it impossible, in view of the handicaps from which they suffer, to look for a return of the same measure of prosperity which they formerly enjoyed. But they do ask to be allowed to serve the community in some useful capacity, in such a way as their strength and opportunity will permit.

So far as the Government of the Province is concerned, it has been the constant aim to take into the Civil Service as many returned men as could be placed. More than 80 per cent. of the men who have been added to the Service during the past four years, by appointment and reinstatement, have been returned soldiers. Of these, about 40 per cent. have disabilities, among whom are included over twenty amputation cases. The Government, while it has thus been able to accomplish much, is limited in this direction, and will therefore welcome any similar consideration by employers in our various industries. Many firms have shown themselves fully alive to the importance of doing what they can. Many have not even given the matter a thought. There is not a firm in British Columbia that does not owe these men a greater debt by far than it ever owed the bank or can owe.

I therefore appeal to all employers of labour, large and small, to take the claims of these men earnestly into consideration. There are, no doubt, many tasks which cannot be performed by men suffering from physical disability. But I believe it to be possible for many employers, who have numerous men in their service, so to distribute the work of their industrial concerns as to reserve a few positions that can be filled by partly disabled ex-soldiers. In the proper niche most of these men can give full efficiency—but each must be in the proper niche. United endeavour will find the appropriate berth for every man. The large industries of the Province have not by any means exhausted their possibilities in the way of providing work and a livelihood for this class of men.

I do not suggest that employers should interfere with faithful servants already in their employ, but I do ask that each employer of labour contribute towards the solution of this problem in two ways: First, by rearranging the work of his establishment, wherever possible, so as to admit of at least a small percentage of partially disabled men being taken into his service; and, secondly, by

giving a preference to the disabled ex-soldier whenever a suitable vacancy occurs. Let us not be mean about the matter. Let industry do, not the least it can do, but the most it can do. The most it can do, while I am satisfied it will take care of the situation, is a mere nothing compared with what these men did for industry in Canada. An employer should blush for shame who inquires of the disabled man as to what his pension is if thereby he will be enabled to pay him a lesser wage. Fit the man to the appropriate task and he will give value in return. . . .

. . . Every care will be taken by the Department of Labour to select men who will meet the requirements of the employer, and only men with the ability to fill the positions assigned to them will be sent out in response to an employer's requisition.

Let us unitedly follow the matter up. It is not a constitutional obligation of the Provincial Government, but this Government is not concerned with the constitutionality of the obligation. It is concerned that British Columbia should take care of the man who made the sacrifice. Suppose that there are a thousand of these disabled men; if industry does as it ought to do, in less than thirty days there will not be one hundred unemployed.

I shall be pleased to receive from you an assurance that you desire and intend to co-operate with the Department of Labour in this matter; and, what is more practical, an estimate of the number of partly disabled men whom you expect to be able to place in employment, and a record of what you have already done. The co-operation of the Department of Labour and its Employment Service will be most gladly given in meeting the circumstances of each employer.

Hoping to hear from you at your earliest convenience,

I am,

Yours truly,

(Sgd.) A. M. MANSON,

Minister of Labour.

Many of the employers readily accepted their share of the responsibility for the employment of the men referred to, but others, unfortunately, paid little attention to the needs and requirements of the men. It must, in fairness, however, be pointed out that the industries of this Province are not such as to permit of the employment of more than a small percentage of handicapped men, and it is questionable whether the major industries are able to absorb the men injured in those industries alone. It should also be borne in mind that the Coast section of the Province, because of the comparatively mild climate, has been chosen as a domicile by hundreds of handicapped men from other Provinces, frequently on the advice of medical practitioners who feel that the severe winter weather of the other Provinces is not conducive to the speedy or permanent recovery of their patients. In consequence, the problem, particularly in the Cities of Vancouver and Victoria, continues to be acute, and despite the efforts of the various departments and other agencies that are active in behalf of this class of citizen, there are still some who are, unfortunately, without permanent employment. The efforts in their behalf which have been made by the Government Employment Service are dealt with in another section of the report.

THE PROVINCE AND LABOUR TREATIES.

In previous reports reference has been made to the position taken by this Province relative to the obligations of Canada under the labour sections of the peace treaties. These obligations were defined at the International Conference held at Washington, D.C., in November, 1919. Afterwards it was ruled by the Dominion Government that certain of the conventions adopted were subjects for legislation by the various Provinces. In accordance with this, our own Provincial Legislature, in 1921, passed laws dealing with the hours of work in industrial undertakings, the employment of women before and after childbirth, the employment of women and children during the night, the night-work of young persons employed in industry, and the minimum age for the admission of children to industrial employment. In each of these Acts a clause was inserted providing for its coming into effect at such time as a similar law should be passed by the other Provinces of Canada. In the following session, however, it was enacted that the "Maternity Protection Act" should be effective as from January 1st, 1922.

No similar laws were passed, however, by the other Provinces, and various conferences and discussions had taken place without any material change in the situation.

INTER-PROVINCIAL CONFERENCE AT OTTAWA.

In September, 1923, the Dominion Government called a conference of representatives of Dominion and Provincial Governments throughout Canada to further consider the questions referred to. After reviewing the situation from every angle, the Government of this Province decided that, as it had already enacted legislation dealing with the conventions, it was not necessary to be represented on this occasion.

The Conference was held on September 24th, 25th, and 26th, all the Provinces being represented with the exception of British Columbia and Prince Edward Island. The official records show that, while the representatives of the various Provinces viewed the subjects of the conventions in a favourable light, no definite action was taken.

New Legislation.

"*Hours of Work Act.*"—The date of the Conference, it will be noted, was prior to the last session of our Provincial Legislature, at which the "Hours of Work Act," to come into operation on January 1st, 1925, was passed. This measure will have far-reaching consequences, as it establishes the general rule of a legal eight-hour working-day for practically all industrial workers in the Province. The workers in coal and metal mines and smelters, whose working-hours were already limited by previous legislation, are not affected, but among other industries there are few exceptions to the operation of the Act. In many of these industries, as, for example, the metal and building trade groups, a working-day of eight hours or less has been established by custom; but in others, particularly the important group of lumbering industries, a longer working-day than eight hours has been prevalent. It is estimated that altogether some 35,000 or 40,000 workers in the Province, who have been working more than eight hours a day or forty-eight hours a week, will have their working-hours curtailed under the Act. Exceptions to the operation of the Act may be permitted on various grounds on sufficient cause being shown, and employers and employees would do well to give attention to the sections which deal with such exceptions. Important duties will be performed by the Board of Adjustment, consisting of three members, with the Deputy Minister of Labour as Chairman. Up to the time of writing, the other two members of the Board have not been appointed. In order that all persons interested may have an opportunity of acquainting themselves with the provisions of the Act, its full text is printed in subsequent pages of this report.

Amendment to "Shops Regulation Act."—A short Act which will have the effect of preventing a form of unfair competition with tradesmen was the "Shops Regulation Act Amendment Act, 1923." Its principal sections give Municipal Councils power to issue by-laws requiring that hawkers and peddlers shall not hawk, peddle, or sell any goods, chattels, or merchandise within the municipality during the time shops within the municipality are closed by virtue of this Act or the "Weekly Half-holiday Act."

Protection of Life in Coal-mines.—The "Coal-mines Regulation Act Amendment Act, 1923," is an Act extending the operation of a law already existing. Under the old Act the owner, agent, or manager of a mine was obliged to report to the Inspector any accident involving loss of life or any personal injury. The new Act calls for reports to be made in all cases of ignition of gas or dust underground, other than ignitions of gas in a safety-lamp; all cases of fire underground; all cases of breakage of ropes, chains, or other gear by which men are lowered or raised; all cases of overwinding cages; all cases of inrush of water from old workings; or any dangerous occurrence. Such reports are to be made whether personal injury or disablement is caused or not. In a new section penalties are provided for where any person knowingly makes a false statement in any report or entry required under the Act. Another section substituting a section in the old Act provides for more severe penalties than were formerly enforced, in cases where offences against coal-mines regulation law have been committed.

Raising the Age for Employment.—An important change was made in the "Factories Act" as affecting the employment of young persons. Under the old law the sections which forbade the employment of children in factories had reference to boys under 14 years of age and to girls under 15. The "Factories Act Amendment Act, 1923," however, altered the legal meaning of "child," for the purpose of factories legislation, to mean either boys or girls under 15, thus raising by one year the age at which boys may be employed.

Fire Brigades' Hours of Duty.—The "Fire Departments Two-platoon Act" and the "Fire Departments Hours of Work Act," both of which were passed during the last session, constitute a valued safeguard against the working of excessive hours by Fire Brigade officers and employees. The first-named Act calls for the division of officers and employees into two platoons, for work in accordance with one of two systems. A platoon may be kept on duty for twenty-four consecutive hours, followed by twenty-four consecutive hours off duty; or, alternatively, one platoon may be on duty for ten consecutive hours each day and the other for fourteen consecutive hours each night, the platoons to alternate between day and night duty at least once

in every seven days. Under the "Fire Departments Hours of Work Act" each Fire Brigade officer and employee is entitled to be off duty for one full day of twenty-four hours each week, in addition to the periods during which he is off duty under the provisions of the "Fire Departments Two-platoon Act." These two Acts are applicable to the Cities of Vancouver, Victoria, and New Westminster, and to the Municipalities of South Vancouver and Point Grey.

DISPUTES DURING THE YEAR.

A situation which caused considerable anxiety developed in the Coast cities in the latter part of the year, when the longshoremen struck for higher wages and certain changes in the agreement under which they had been working. During the progress of the dispute the Department acted with the representative of the Dominion Government in endeavouring to find a solution of the difficulty. Unfortunately the feeling on both sides in the dispute was very intense, and the work of conciliation did not bear immediate results, the dispute lasting for more than two months. The issues involved and the progress of the dispute are dealt with at length in another part of this report. Apart from this strike the labour disputes in the Province during the year were unimportant. A threatened strike of street-railway employees in Vancouver in September was happily averted, an increase of wages being conceded by the employing company.

ADMINISTERING THE "MINIMUM WAGE ACT."

In the administration of the "Minimum Wage Act," the Department has, during the past year, taken a stronger line in dealing with employers who had disobeyed the orders made by the Minimum Wage Board. Several of the worst cases where women and girls had been underpaid, or other infractions of the Act committed, were taken into Court and the offenders fined. In other instances restitution of the amount of underpayment has been made. A large number of cases have required a ruling by the Board as to the amount of wages due, and as the result of the decision the women affected have had their pay increased. Experience of the working of the Act shows that the large majority of employers in the Province are willing to pay the legal wage or more, and the Board feels that it would be unfair to them, as well as to the women workers, to allow a comparatively small number of employers to evade the conditions laid down.

DISREGARD OF SEMI-MONTHLY PAYMENT.

From time to time complaints are received by the Department of cases where employers of labour have not complied with the "Semi-monthly Payment of Wages Act." Pressure has been brought to bear upon the employers in question, and warning has been given of the consequences of such infraction. Usually such pressure has produced the prompt payment of the wages due. In seeing that the provisions of the Act are observed, the Department would welcome a larger measure of co-operation from the workers themselves. There is especially a risk in allowing such cases to go unreported for a considerable time, while the arrears of wages due are gradually accumulating. Any case, particularly in the remote parts of the Province, where an employer has not complied with the Act should be notified to the Department of Labour without delay.

STATISTICS OF TRADES AND INDUSTRIES.

At the beginning of each year the Department of Labour receives returns from industrial employers throughout the Province, giving details as to the total pay-roll, rates of wages, nationality, hours of labour, and fluctuations of employment of those in their employ during the previous twelve months. It has been our practice to analyse these returns and make them the subject of a report which, we believe, serves as a useful record, year by year, of the industrial development of the Province.

A LARGER NUMBER OF RETURNS.

Every year so far since the Department of Labour was established we have been able to make a more comprehensive report than in the year preceding. This has been possible by reason of the co-operation of employers of labour, the great majority of whom have responded very readily to our request for information. For this we desire to tender our thanks, with a reminder that this report might be published earlier each year if returns were made more promptly, thus enhancing its value to the business community and to the general public. The returns received for the past year number 3,375. The way in which the work has progressed may be seen by the following record of returns received each year since 1918: 1918, 1,047; 1919, 1,207; 1920, 1,869; 1921, 2,275; 1922, 2,809; 1923, 3,375.

The steady increase in these numbers is gratifying to the Department, not only as a mark of recognition of the value of its work, but also as a sign of the industrial progress of the Province. Every year our list of industrial employers shows important changes. From time to time names have to be removed, but a much larger number of new names are added, and gradually but surely the Province is consolidating its position as an industrial centre.

The questionnaire sent out to employers this year was identical in form with that of twelve months ago. The inquiries, as before, covered the period of a complete calendar year. In the grouping of the returns, which are arranged under twenty-five heads, no change has been made. The relation between the reports for the past two years is therefore near enough for purposes of comparison.

SALARY AND WAGE PAYMENTS.

Taking salary and wage payments, the total amount disbursed by the 3,375 firms last year was $106,796,958.96. In the previous year a total of $86,192,190.73 was paid out by the 2,809 firms who made returns, and in 1921 $79,742,380.10 was paid out by 2,275 firms. The amount paid to officers, superintendents, and managers, $8,837,773.64, represented an increase of $1,107,148.91, or rather more than 14 per cent. The amount paid to clerks, stenographers, and salesmen was $8,329,069.21, as compared with $7,137,149.61 in the previous year, an increase equal to 15 per cent. A larger proportionate increase, however, was shown by the total paid to wage-earners, $89,630,116.11, which shows an increase of 25½ per cent. over the previous year. Carrying the comparison over the last three years, we find that in 1921 the wage-earners received 80 per cent. of the total salary and wage payments, in 1922 they received 82¾ per cent., and in the past year nearly 84 per cent. of the total, the proportion for officers, superintendents, and managers being 8.28 per cent., and for clerks, stenographers, and salesmen 7.79 per cent. In the past year most industrial firms have been doing a larger volume of business, but have apparently not required to increase the amount of managerial and clerical help in the same ratio as the increase in industrial workers. The salaries of the former are frequently in the nature of overhead charges upon a business, which have to be maintained whether the works are running or not.

THE PROVINCE'S TOTAL INDUSTRIAL PAY-ROLL.

It is perhaps not necessary to state that the totals given above, which are derived from returns actually received by the Department, do not represent the entire industrial pay-roll of the Province. If it were possible to include all operations of an industrial character, the industrial pay-roll of the Province would be found to be, not $106,796,958.98, but somewhere near $145,000,000. This latter estimate takes account of several classes of labour not included in our returns. Among these may be mentioned butchering, cartage and teaming, coal and wood yards, elevators and janitors, heating plants, moving-picture operators, warehouses, and whole-

salers. Again, the employees on the transcontinental railway systems in the Province, from which we do not obtain returns, have a pay-roll estimated at $20,000,000, which sum, however, includes the wages paid to a number of persons engaged in deep-sea shipping who have their homes in the Province. The Dominion and Provincial Government employees whose duties are industrial or semi-industrial would account for a further pay-roll of between $9,000,000 and $10,000,000. Added to this is a sum which cannot be estimated, of the pay-roll of those firms engaged in the industries covered by our report, but who have omitted to make returns for the past year. All these considered, it does not appear that the estimate of $145,000,000 is very wide of the mark.

WHERE A DECREASE IS SHOWN.

While there has been a large increase in the industrial pay-roll of the Province as a whole, six of the twenty-five industrial groups showed a slight decrease. These were the manufacture of builders' materials, cigar and tobacco manufacturing, coal-mining, explosives and chemicals, garment-making, and the miscellaneous groups. The decrease in the builders' materials group, small as it is, is difficult to understand, since the building and contracting business gave evidence of increased activity during the year.

REDUCTION IN ISLAND COAL INDUSTRY.

With reference to the other industries mentioned, there does not appear to be any particular reason why they have not shared in the general advancement. In coal-mining there was a noticeable falling-off in the pay-roll of the industry on Vancouver Island, which has been attributed in some quarters to the increased use of fuel-oil for shipping. This falling-off, however, was almost balanced by an increase in the pay-roll of the mines in the Interior, particularly in the Crow's Nest area, whose employees, it may be mentioned, are the most highly paid class of industrial workers in the Province.

COMPARATIVE PAY-ROLLS.

For the purpose of comparing the pay-roll in the various industries for the past two years, the following table has been prepared:—

Industry.	1922.		1923.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	23	$ 446,424 81	26	$ 564,388 96
Builders' materials	53	1,274,969 24	55	1,192,471 64
Cigar and tobacco manufacturing	9	94,319 78	7	61,459 91
Coal-mining	18	9,470,551 72	20	9,460,416 63
Coast shipping	80	4,068,735 63	102	5,079,427 44
Contracting	716	9,783,516 69	797	11,000,574 14
Explosives and chemicals	20	484,335 84	22	481,796 19
Food products	255	6,584,844 60	309	7,141,380 55
Garment-making	55	765,692 63	70	753,114 63
House-furnishing	30	397,416 30	38	479,463 89
Manufacturing jewellery	15	246,179 10	14	263,878 84
Laundries, cleaning and dyeing	51	1,022,161 39	61	1,117,436 19
Manufacturing leather and fur goods	44	412,798 23	46	430,515 84
Lumber industries	667	23,827,204 89	922	35,268,880 16
Metal trades	333	3,634,162 75	378	3,970,987 58
Metal-mining	126	3,700,007 59	161	6,173,426 26
Miscellaneous	55	1,262,027 58	54	1,217,799 49
Oil-refining	5	542,267 58	7	558,634 77
Paint-manufacture	9	184,969 28	13	226,589 17
Printing and publishing	89	2,375,803 98	99	2,690,755 12
Pulp and paper mills	9	3,639,680 95	11	4,819,791 77
Ship-building	31	946,530 73	30	1,176,806 25
Smelting	3	2,932,768 19	4	3,782,253 88
Street-railways, etc.	62	7,048,906 65	73	7,406,183 20
Manufacturing wood (N.E.S.)	51	1,045,914 69	56	1,478,536 43
Totals	2,809	$86,192,190 73	3,375	$106,796,958 96

A LARGE INCREASE IN LUMBERING.

Again, as last year, the highest increase is shown in the lumbering group, which is also by far our largest industry in the Province, accounting for nearly one-third of the entire industrial pay-roll. Salaries and wages in this industry show an increase of between $11,000,000 and $12,000,000, or nearly 50 per cent., over the previous year. This is largely accounted for by the advance in the export business of the industry, which has been progressive during a period of years. In the past year the demand from abroad was stimulated by the results of the earthquake in Japan, but it is quite certain that British Columbia lumber is winning its way into the markets of many countries. In this field there is much to be done before it can equal the demand for the rival products of the neighbouring States, but there seems every reason to expect that we shall gradually overhaul them in the volume of business transacted.

MORE LOGGING AND MILLING.

Last year was a period of great activity in all branches of the lumber industry; but, while the pay-roll in the logging branch increased by 46.99 per cent., the pay-roll in other branches, including sawmills, planing-mills, shingle-mills, etc., increased by 48.90 per cent. From this it would appear that the big increase in the cut of logs last year was pretty well absorbed by our own mills, and that the export of raw logs, as compared with 1922, was practically stationary.

INDUSTRIES WHICH SHOW AN ADVANCE.

Most of our other industries showed an appreciable advance last year. In the Coast shipping group the wage total was over a $1,000,000 more than in 1922. The main factor in bringing about this increase was the longshoring activity in Vancouver in the latter part of the year, when record quantities of wheat were being shipped. This activity coincided with the period of an extensive strike. In the contracting groups, also, there was an increase of more than $1,000,000 in the pay-roll, the increase being fairly well distributed among various branches of the industry in different parts of the Province. Under the head of "Manufacture of Food Products," fruit and fish canneries had a somewhat reduced wage-list, but this was more than made up by the increased pay-roll of bakeries, jam and candy making, creameries and dairies, cereal milling and packing houses. Metal-mining made a big jump, increasing its pay-roll by nearly $2,500,000, and smelting showed a corresponding increase of about $850,000. These industries experienced a very satisfactory recovery after the comparatively quiet period through which they had been passing, and a comparison of the last two years' figures for the pulp and paper industry tells a similar story. The shipyards of the Province, which had been reducing their pay-roll each year since 1919, evidently touched the low point in 1922, as last year showed an increase of $230,000. This is probably explained by the increased amount of repair-work given by ship-owners to British Columbia firms. With the approaching completion of dry-dock projects, work of this kind should fill a larger place in our industrial outlook.

SEASONAL FLUCTUATIONS.

The most important industries in this Province are, in their nature, very subject to seasonal fluctuations, and this is shown in the table giving the average number of wage-earners month by month. The 3,375 firms whose record is now under review had 55,335 men in their employment in the month of January. This number increased every month until August, when a total of 71,274 was reached. From then there was a small decline each month until November, followed by a drop between that month and December from 66,050 to 60,668, a period which probably marked the closing-down of many camps for midwinter and suspension of much outdoor work. There has been, however, in the last two years a welcome tendency to shorten the duration of the winter stoppage of work, and this has had the effect of lightening the trouble caused by unemployment.

THE PERCENTAGE OF ORIENTAL WORKERS.

In the tables headed "Nationality of Employees," figures are given which show the countries of origin of the workers in our various industries. As in the other tables, the figures for 1923 are higher all round than those for 1922. The proportions of the different races, however, do

not vary much from those of last year. Of the total, 34.55 per cent. were native Canadians and 30.29 per cent. natives of the British Isles. Combining the numbers of Canadians, British, Americans, and Australians, we find that 69.61 per cent. of our workers were natives of English-speaking countries. By grouping together the Chinese, Hindus, and Japanese, we find that 13.85 per cent. of our workers belonged to Asiatic races, as compared with 14.61 per cent. in 1922. The percentage of Orientals, taking all industries into account, is the lowest recorded in the past six years. In 1918 (before the close of the war) they formed 20.37 per cent. of our male industrial workers. In subsequent years the percentage declined to 18.35 in 1919, 16.64 in 1920, and 14.45 in 1921. The next year, 1922, showed a slightly higher percentage, 14.61, but this year there is another fall, to the lowest level yet recorded since these returns began to be made to the Department.

WHERE OUR INDUSTRIAL EMPLOYEES COME FROM.

The balance of our workers are nearly all from Continental Europe, which supplies us with rather more of our industrial labour than we receive from the Orient. Of the European countries the largest contribution comes from Scandinavia, most of these people being attracted probably by the prospect of making good wages in the lumbering industry, with which they have been familiar in their own land. On the other hand, few, if any, of the British immigrants to Canada have had experience in the lumbering industry before coming here. Consequently, Great Britain supplies a much smaller proportion of workers to this than to most of our other industries, though the proportion is a rising one.

The industrial workers of the Province may be conveniently divided into the following groups:—

	Per Cent.
Natives of English-speaking countries	69.61
Natives of Continental Europe	15.45
Natives of Asiatic countries	13.85
From other countries, or nationality not stated	1.09
Total	100.00

Taking into consideration all the industrial groups, we find that there are more workers of Canadian than of British birth in lumbering, cigar and tobacco manufacturing, the manufacture of various food products, manufacturing jewellery, the metal trades, metal-mining, printing and publishing, pulp and paper manufacture, and manufacture of wood (not elsewhere specified). The British workers, however, outnumber the native Canadians in breweries, the production of builders' materials, coal-mining, Coast shipping, the building and contracting group, explosives and chemicals, garment-making, house-furnishing, laundries, cleaning and dyeing, manufacturing leather and fur goods, oil-refining, paint-manufacture, ship-building, smelting, and the public utilities group.

FEWER ORIENTALS IN SAWMILLS.

Of our industrial workers of Asiatic origin, the majority are engaged in one branch or another of the lumbering industry. Thus 22.34 per cent. of our lumber-workers are Orientals. The proportion is rather lower than last year's, which was 25.63 per cent. This decline is caused entirely by the lowering of the proportion of Orientals in sawmills from 39.82 per cent. in 1922 to 33.95 per cent. in 1923. In all other branches of the lumbering industry the percentage of Oriental workers has been raised, in logging from 5.34 to 7.96, on logging-railways from 9.62 to 14.95, in planing-mills from 30.30 to 38.04, and in shingle-mills from 53.68 to 56.13.

A TENDENCY TOWARDS HIGHER WAGES.

In our last annual report we indicated a probability that the gradual tendency to lower wages, which had been going on for more than two years, would be reversed in 1923. This expectation has been fulfilled. By a singular coincidence, whereas nineteen of the twenty-five industrial groups registered an average decrease of wages and six an increase during 1922, in 1923 nineteen registered an increase and six a decrease, the net result being an average all-round increase of about 2¾ per cent. In this calculation only male workers over 18 years of age are considered, as the wages of female workers are dealt with in another section of the report.

The weekly increases and decreases are shown in the following table:—

Increase.		*Decrease.*	
Builders' material	1.22	Breweries	0.05
Coal-mining	1.00	Cigar and tobacco manufacturing	1.98
Coast shipping	2.93	Food-products manufacturing	1.78
Contracting	0.25	Laundries	1.04
Explosives and chemicals	0.50	Miscellaneous	0.08
Garment-making	2.57	Street-railways, gas, water, etc.	0.99
House-furnishing	0.41		
Lumber industries	0.63		
Manufacturing jewellery	2.65		
Manufacturing leather and fur goods	0.06		
Metal-mining	1.24		
Metal trades	0.31		
Oil-refining	0.08		
Paint-manufacturing	1.34		
Printing and publishing	1.86		
Pulp and paper manufacturing	2.02		
Ship-building	0.33		
Smelting	4.25		
Manufacturing of wood (not elsewhere specified)	0.10		

From these figures it would appear that there were, in most of our industries, large numbers of workers who were being paid higher wages in 1923 than were being paid for the same class of work in 1922. A notable instance of this was the smelting industry. Regarding the decrease shown in the public utilities group, it may be mentioned that the figures supplied to the Department were for the "week of employment of the greatest number," which, in the case of one of our largest companies, happened to be a period prior to September, when a large number of men were conceded an increase in wages. One industry which has not followed the general tendency is that of laundries, cleaning and dyeing, in which a general lower average of wages was recorded for the third year in succession.

The changes in the prevailing industrial rates of wages in the Province during the past six years are shown in diagram on the opposite page.

UNSKILLED WORKERS RECEIVING MORE.

The main feature of the movement of wages during 1923 was the advance in pay of those who had been receiving less than $20 a week. It is evident that the principal person to benefit was the unskilled worker, though other classes participated somewhat in the general advance.

The average wage of adult males in each industry has been worked out, for the purpose of comparison with the three previous years, on the basis of the classified weekly wage-rate. There has been no change in the plan adopted. Employers were asked in our questionnaire to give the number of wage-earners within specified limits, but were not asked to give exact figures; so that the 8,448 wage-earners receiving $24 to $24.99 weekly will no doubt include some who received $24, some $24.25, some $24.50, some $24.75, etc.; while the 12,673 receiving $30 to $35 weekly would be made up, in proportions which cannot be determined, 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 our table, that "$24 to $24.99," for example, meant $24.50; and, where steps of $5 were given, that $30 to $34.99, for example, meant $32. Lest these assumptions should be considered to err on the side of generosity, "$50 and over" was taken in all cases to mean $50 only.

Weekly Wages.	Percentage of Employees.
1918	
Under $15 00	2.64%
$15 to 19 99	14.10%
20 to 24 99	25.78%
25 to 29 99	19.19%
30 to 34 99	15.94%
35 to 39 99	13.71%
40 to 44 99	4.84%
45 to 49 99	1.97%
50 and over	1.83%
1919	
Under $15 00	2.49%
$15 to 19 99	10.19%
20 to 24 99	23.69%
25 to 29 99	21.64%
30 to 34 99	16.74%
35 to 39 99	15.13%
40 to 44 99	5.23%
45 to 49 99	2.60%
50 and over	2.29%
1920	
Under $15 00	0.79%
$15 to 19 99	4.85%
20 to 24 99	14.29%
25 to 29 99	23.80%
30 to 34 99	19.98%
35 to 39 99	17.89%
40 to 44 99	9.24%
45 to 49 99	4.58%
50 and over	4.58%
1921	
Under $15 00	4.35%
$15 to 19 99	13.14%
20 to 24 99	24.62%
25 to 29 99	22.52%
30 to 34 99	15.06%
35 to 39 99	11.52%
40 to 44 99	4.87%
45 to 49 99	2.06%
50 and over	1.86%
1922	
Under $15	4.64%
$15 and under $19 99	16.94%
20 ,, 24 99	25.48%
25 ,, 29 99	20.15%
30 ,, 34 99	13.20%
35 ,, 39 99	9.69%
40 ,, 44 99	4.37%
45 ,, 49 99	2.24%
50 and over	3.29%
1923	
Under $15	2.91%
$15 and under $19 99	13.66%
20 ,, 24 99	28.01%
25 ,, 29 99	19.90%
30 ,, 34 99	14.38%
35 ,, 39 99	10.23%
40 ,, 44 99	4.79%
45 ,, 49 99	2.40%
50 and over	3.72%

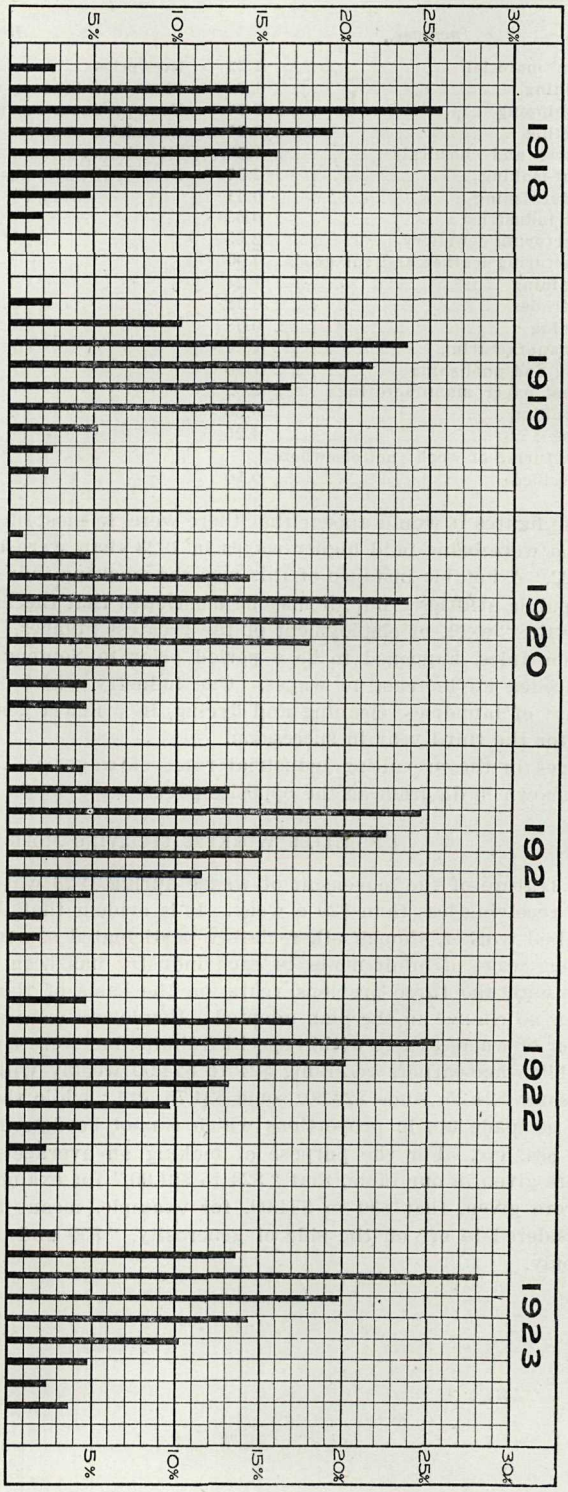


CHART SHOWING FLUCTUATION IN WAGES, 1918 TO 1923.

In the accompanying chart each series of black lines represents a different year as indicated. The spaces between the thin downward lines each represent 1 per cent., so that a black line the length of ten of these spaces would mean that 10 per cent. of the industrial workers in that particular year were receiving the wages shown in the opposite margin.

As the same method of computation has been adopted for each of the last four years, the comparisons in the following table may be taken as entirely fair:—

Average Full Week's Wage in each Industry (Adult Males only).

Industry.	1919–20.	1921.	1922.	1923.
Breweries	$28 27	$28 67	$26 62	$26 55
Builders' materials	31 65	28 82	25 61	26 83
Cigar and tobacco manufacture	32 48	23 97	25 30	23 32
Coal-mining	37 64	32 83	35 96	36 96
Coast shipping	26 81	28 45	25 43	28 36
Contracting	31 61	28 82	28 06	28 31
Explosives, chemicals, etc.	31 53	26 34	26 13	26 63
Food products (manufacturing of)	29 72	25 67	27 39	25 61
Garment-making	36 14	29 38	27 28	29 85
House-furnishing	28 79	26 00	24 23	24 74
Manufacturing jewellery	34 20	33 54	30 90	32 65
Laundries, cleaning and dyeing	28 42	27 32	26 11	25 07
Manufacturing leather and fur goods	28 81	29 85	26 67	26 73
Lumber industries	32 47	24 70	25 29	25 92
Metal trades	31 14	30 33	27 73	28 04
Metal-mining	35 96	32 00	30 97	32 21
Miscellaneous trades and industries	28 24	28 40	25 91	25 83
Oil-refining	28 52	35 73	32 63	32 71
Paint-manufacture	27 23	24 14	21 79	23 13
Printing and publishing	35 79	36 30	36 23	38 09
Pulp and paper manufacturing	35 18	25 41	25 88	27 90
Ship-building	28 11	29 87	25 55	25 88
Smelting	36 44	31 98	29 91	34 16
Street-railways, gas, water, power, telephones, etc.	32 81	29 55	30 41	29 42
Manufactures of wood (not elsewhere specified)	27 46	23 48	23 12	23 33

The averages are calculated from figures supplied by each firm for the "week of employment of the greatest number," and represent the pay for a full week's work. Actual weekly earnings in many cases at certain periods of the year would be lower owing to stoppages or broken time. On the other hand, many employees would receive larger amounts at periods when overtime was being worked.

By pooling the figures for all the above industries, and taking into account the respective numbers employed in them, we arrive at the following:—

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

1918	$27 97
1919	29 11
1920	31 51
1921	27 62
1922	27 29
1923	28 05

THE AVERAGE WORKING-WEEK.

The statistics of hours of work show an average working-week in our industries of 51.46 hours. The workers included in this part of the return numbered 90,696, of whom 16,498 worked less than 48 hours weekly, 30,980 worked 48 hours, and 43,218 worked more than 48 hours weekly. This last number included 3,546 workers engaged in metal-mining, who work from over 48 and up to 56 hours weekly under an eight-hour law which permits of work being carried on seven days in the week. There are also included 1,893 workers in smelting, which is a continuous process, the normal period of work being eight hours daily in a seven-day week. These workers are not affected by the new "Hours of Work Act," nor are those engaged in Coast shipping or in dairying, of whom, respectively, 1,690 and 237 have a working-week of more than 48 hours.

SCOPE OF THE NEW "HOURS OF WORK ACT."

Allowing for these exceptions, there are approximately 35,000 workers in the Province with a working-week of more than 48 hours, who will be affected by the provisions of the "Hours

of Work Act" passed in the recent session of the Legislature, and which comes into effect on January 1st, 1925. Their working period ranges from 49 hours weekly to, in a few cases, as much as 98 hours, their average being in the neighbourhood of 57 hours weekly. At present there are no data available for estimating how many of them would be entitled to "permanent exemption" from the operation of the Act, or how many would be affected by "temporary exceptions," or treated as "exceptional cases" under regulations made by the Board of Adjustment.

The following table will afford a ready means of comparing the hours of work prevalent in the various industries:—

Average Weekly Working-hours in each Industry, 1923.

Industry.	No. of Plants reporting.	No. of Workers.	Average Hours.
Breweries	26	347	49.16
Builders' material	55	963	53.22
Cigar and tobacco manufacturing	7	99	44.32
Coal-mining	20	5,469	47.84
Coast shipping	102	3,305	57.35
Contracting	797	11,689	48.98
Explosives, chemicals, etc.	22	253	49.88
Food products, manufacture of	309	8,253	53.90
Garment-making	70	775	45.34
House-furnishings, manufacture of	38	382	45.52
Jewellery, manufacture of	14	105	44.51
Laundries, cleaning and dyeing	61	1,166	48.29
Leather and fur goods, manufacture of	46	370	48.19
Lumbering—			
Logging	550	17,128	50.86
Logging-railways	20	652	53.77
Mixed plants	22	1,081	55.07
Lumber-dealers	9	386	53.76
Planing-mills	21	808	55.10
Sawmills	233	11,885	55.46
Shingle-mills	67	2,896	55.49
Metal trades	378	2,763	46.23
Metal-mining	161	4,736	53.92
Miscellaneous trades and industries	54	860	49.38
Oil-refining	7	251	48.69
Paint-manufacturing	13	139	44.43
Printing and publishing	99	1,081	45.30
Pulp and paper manufacturing	11	2,708	54.72
Ship-building	30	1,402	44.07
Smelting	4	1,924	55.86
Street-railways, gas, water, power, etc.	73	5,185	47.31
Wood, manufacture of (N.E.S.)	56	1,452	50.46

LARGE EMPLOYERS IN THE PROVINCE.

Mention has been made in the reports for the last two years of the number of large industrial firms in the Province with a pay-roll of over $100,000 for the year. In the returns for 1921 there were 118 such firms included, in 1922 the number was 164, and for the year 1923 returns have been sent in by 200 firms with a pay-roll of over $100,000. Eleven of these had a pay-roll of over $1,000,000. No account is taken of any public authorities, Dominion, Provincial, or municipal, or of the transcontinental railways, wholesale and retail merchants, and deep-sea shipping. The biggest improvement has again been shown by the lumbering group of industries, which had exactly 100 firms with a pay-roll of $100,000 or over, compared with 79 in 1922 and 47 in 1921. Others were in the following groups: Breweries, 1; producers of builders' material, 3; coal-mining, 12; Coast shipping, 9; contracting, 11; explosives, chemicals, etc., 2; manufacture of food products, 14; house-furnishing, 1; manufacture of jewellery, 1; laundries, cleaning and dyeing, 2; metal trades, 6; metal-mining, 10; oil-refining, 1; paint-manufacturing, 1; printing and publishing, 5; pulp and paper manufacturing, 5; ship-building, 4; smelting, 2; street-railways, gas, water, etc., 7; manufacturing wood (not elsewhere specified), 2; and miscellaneous, 1. This list serves to indicate the diversified nature of the industries carried on in the Province.

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 woo 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 26 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$118,514 75
Clerks, Stenographers, Salesmen, etc.	58,948 58
Wage-earners (including piece-workers)	386,925 63
Total	$564,388 96

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	238	2	July	366	3
February	222	2	August	380	2
March	232	2	September	349	3
April	280	3	October	304	3
May	300	3	November	292	3
June	349	2	December	288	3

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		1			
7.00 to 7.99	1	2			
8.00 to 8.99		6	1		
9.00 to 9.99	1	1			
10.00 to 10.99		2		1	
11.00 to 11.99					
12.00 to 12.99	2	2			
13.00 to 13.99					
14.00 to 14.99	8				
15.00 to 15.99	6	4	1		
16.00 to 16.99	1				
17.00 to 17.99					
18.00 to 18.99	4	7	1		1
19.00 to 19.99					
20.00 to 20.99	19	1	1		
21.00 to 21.99	4				
22.00 to 22.99	8				
23.00 to 23.99	35				
24.00 to 24.99	23				
25.00 to 25.99	74				
26.00 to 26.99	22				
27.00 to 27.99	22				
28.00 to 28.99	4				
29.00 to 29.99	3				
30.00 to 34.99	49				
35.00 to 39.99	6				
40.00 to 44.99	11				
45.00 to 49.99	4				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	145	2
Great Britain and Ireland	196	3
United States of America	14	
Australasia	3	
Belgium	2	
France	2	
Italy	15	
Germany	7	
Austria		
Norway, Sweden, and Denmark	8	
Russia or other Slav country	4	
Other European country	1	
China		
Hindustan		
Japan	2	
All other countries		
Nationality not stated	3	

Weekly Hours of Labour.

2 at 42 hours.	6 at 51 hours.
23 at 44 "	5 at 52 "
7 at 45 "	10 at 54 "
146 at 48 "	22 at 56 "
126 at 50 "	

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 55 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 151,010 50
Clerks, Stenographers, Salesmen, etc.	53,685 25
Wage-earners (including piece-workers)	987,775 89
Total	$1,192,471 64

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	618	7	July	974	7
February	616	7	August	942	7
March	750	8	September	852	7
April	819	8	October	836	7
May	903	7	November	800	7
June	969	7	December	694	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		1			
9.00 to 9.99					1
10.00 to 10.99	1				
11.00 to 11.99	1				1
12.00 to 12.99		1			3
13.00 to 13.99		1			
14.00 to 14.99	56	4			
15.00 to 15.99	17	1			
16.00 to 16.99	32	1			
17.00 to 17.99	11	3	1		
18.00 to 18.99	22		2		
19.00 to 19.99	27		2		
20.00 to 20.99	35		1		
21.00 to 21.99	74				
22.00 to 22.99	50				
23.00 to 23.99	58				
24.00 to 24.99	149				
25.00 to 25.99	42				1
26.00 to 26.99	60				
27.00 to 27.99	73				
28.00 to 28.99	20				
29.00 to 29.99	43				
30.00 to 34.99	88				
35.00 to 39.99	58				
40.00 to 44.99	75				
45.00 to 49.99	18				
50.00 and over	19				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	278	5
Great Britain and Ireland	346	2
United States of America	20	1
Australasia		
Belgium	3	
France	2	
Italy	61	
Germany		
Austria	2	
Norway, Sweden, and Denmark	45	
Russia or other Slav country	16	
Other European country		
China	295	
Hindustan		
Japan	1	
All other countries	12	
Nationality not stated	1	

Weekly Hours of Labour.

60 at 40 hours.	53 at 56 hours.
89 at 44 "	47 at 59 "
110 at 48 "	247 at 60 "
144 at 50 "	25 at 65 "
1 at 52 "	4 at 84 "
183 at 54 "	

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 7 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 14,689 52
Clerks, Stenographers, Salesmen, etc.	10,481 66
Wage-earners (including piece-workers)	36,288 73
Total	$ 61,459 91

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	14	6	July	14	26
February	14	11	August	14	32
March	13	35	September	20	42
April	14	11	October	27	56
May	16	11	November	30	67
June	15	24	December	33	68

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					1
8.00 to 8.99	1	1			20
9.00 to 9.99					
10.00 to 10.99			1	2	
11.00 to 11.99					
12.00 to 12.99				2	
13.00 to 13.99					
14.00 to 14.99			7	1	
15.00 to 15.99	1		1		
16.00 to 16.99	1		1	1	
17.00 to 17.99	1		7	1	
18.00 to 18.99	1		4	3	
19.00 to 19.99	1		5		
20.00 to 20.99	6		4		
21.00 to 21.99	1		4	1	
22.00 to 22.99	1		2		
23.00 to 23.99	6				
24.00 to 24.99	1				
25.00 to 25.99	3				
26.00 to 26.99					
27.00 to 27.99					
28.00 to 28.99					
29.00 to 29.99					
30.00 to 34.99	2				
35.00 to 39.99					
40.00 to 44.99	2				
45.00 to 49.99					
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	16	21
Great Britain and Ireland	7	35
United States of America	6	4
Australasia		
Belgium		
France		
Italy		4
Germany		
Austria		
Norway, Sweden, and Denmark	6	3
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

91 at 44 hours.	8 at 48 hours.

TABLE NO. 4.

COAL-MINING.

Returns covering 20 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 242,908 13
Clerks, Stenographers, Salesmen, etc.	225,968 63
Wages-earners (including piece-workers)	8,991,539 87
Total	$ 9,460,416 63

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	6,452	2	July	5,387	2
February	6,278	2	August	5,594	2
March	6,031	2	September	5,585	2
April	5,745	2	October	5,734	2
May	5,527	2	November	5,781	2
June	5,340	2	December	5,582	2

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					
9.00 to 9.99		1			
10.00 to 10.99	1	2			
11.00 to 11.99	18	22			
12.00 to 12.99	86	3			3
13.00 to 13.99	101	20			
14.00 to 14.99	13	30			4
15.00 to 15.99	79	20			
16.00 to 16.99	60	10			
17.00 to 17.99	77	6			
18.00 to 18.99	53	6			
19.00 to 19.99	70	1			2
20.00 to 20.99	16	17	1		
21.00 to 21.99	44	5			
22.00 to 22.99	23				
23.00 to 23.99	34				
24.00 to 24.99	104	4			
25.00 to 25.99	103	6			
26.00 to 26.99	138	2			
27.00 to 27.99	79				
28.00 to 28.99	421				
29.00 to 29.99	113				
30.00 to 34.99	863	1			
35.00 to 39.99	889	3			
40.00 to 44.99	822				
45.00 to 49.99	436				
50.00 and over	1,408				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	940	2
Great Britain and Ireland	3,037	
United States of America	125	
Australasia	3	
Belgium	51	
France	35	
Italy	577	
Germany	20	
Austria	178	
Norway, Sweden, and Denmark	130	
Russia or other Slav country	344	
Other European country	33	
China	571	
Hindustan	59	
Japan	102	
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

302 at 44 hours.	9 at 54 hours.
5,121 at 48 "	37 at 56 "

TABLE NO. 5.

COAST SHIPPING.

Returns covering 102 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 308,536 13
Clerks, Stenographers, Salesmen, etc.	237,714 60
Wage-earners (including piece-workers)	4,533,176 74
Total	$ 5,079,427 47

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,061	14	July	3,932	18
February	3,650	14	August	3,766	18
March	3,940	15	September	4,287	17
April	3,543	15	October	4,135	17
May	3,632	18	November	4,443	17
June	3,498	19	December	3,937	17

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	3	1			
8.00 to 8.99	21				
9.00 to 9.99					
10.00 to 10.99	10				1
11.00 to 11.99	4				
12.00 to 12.99	48		8		
13.00 to 13.99	9				
14.00 to 14.99	12				
15.00 to 15.99	124		3		
16.00 to 16.99	179				
17.00 to 17.99	110		2		
18.00 to 18.99	83				
19.00 to 19.99	185				
20.00 to 20.99	59				
21.00 to 21.99	110		5		
22.00 to 22.99	60				
23.00 to 23.99	210		1		
24.00 to 24.99	326				
25.00 to 25.99	645				
26.00 to 26.99	166				
27.00 to 27.99	104				
28.00 to 28.99	523				
29.00 to 29.99	49				
30.00 to 34.99	285				
35.00 to 39.99	436				
40.00 to 44.99	170				
45.00 to 49.99	109				
50.00 and over	245				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,720	6
Great Britain and Ireland	2,415	12
United States of America	211	
Australasia	58	
Belgium	17	
France	63	
Italy	58	
Germany	8	
Austria	27	
Norway, Sweden, and Denmark	199	1
Russia or other Slav country	36	
Other European country	54	
China	268	
Hindustan		
Japan	61	
All other countries	8	
Nationality not stated	144	

Weekly Hours of Labour.

1 at 40 hours.	37 at 50 hours.	18 at 63 hours.
3 at 42 "	136 at 54 "	77 at 70 "
52 at 44 "	1 at 55 "	842 at 72 "
4 at 46 "	125 at 56 "	56 at 84 "
1,555 at 48 "	392 at 60 "	6 at 108 "

TABLE No. 6.

CONTRACTING.

Returns covering 797 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 1,321,507 52
Clerks, Stenographers, Salesmen, etc	957,107 38
Wage-earners (including piece-workers)	8,721,959 24
Total	$11,000,574 14

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females
January	5,195	79	July	8,740	98
February	5,350	82	August	8,686	95
March	6,480	84	September	8,163	104
April	7,232	93	October	7,636	100
May	8,035	96	November	6,785	91
June	8,801	103	December	5,654	86

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	5			6
$ 6.00 to $ 6.99	6	9	1		3
7.00 to 7.99	4	9	1		7
8.00 to 8.99	8	17			1
9.00 to 9.99	1	30		1	7
10.00 to 10.99	7	53		6	9
11.00 to 11.99	7	12	1	2	2
12.00 to 12.99	21	61	1	3	11
13.00 to 13.99	20	13			
14.00 to 14.99	21	21	29	1	3
15.00 to 15.99	46	9	3		9
16.00 to 16.99	69	4	4		2
17.00 to 17.99	142	4	10		14
18.00 to 18.99	115	1	11		1
19.00 to 19.99	621		5		1
20.00 to 20.99	331		4		3
21.00 to 21.99	841		2	1	
22.00 to 22.99	1,240	5			2
23.00 to 23.99	279				
24.00 to 24.99	1,506	1	2		
25.00 to 25.99	370				1
26.00 to 26.99	511				1
27.00 to 27.99	557		2		
28.00 to 28.99	595		1		
29.00 to 29.99	215		1		
30.00 to 34.99	1,434		1		
35.00 to 39.99	1,715		1		
40.00 to 44.99	547				
45.00 to 49.99	297				
50.00 and over	21 0				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	4,993	56
Great Britain and Ireland	5,456	42
United States of America	473	1
Australasia	16	
Belgium	14	
France	50	
Italy	361	2
Germany	18	
Austria	86	
Norway, Sweden, and Denmark	886	3
Russia or other Slav country	181	2
Other European country	29	2
China	42	
Hindustan	10	
Japan	12	
All other countries	12	
Nationality not stated	54	

Weekly Hours of Labour.

8 at 30 hours.	3,926 at 48 hours.	396 at 60 hours.
2 at 32 "	12 at 49 "	140 at 63 "
4 at 36 "	127 at 50 "	86 at 65 "
39 at 39 "	7 at 52 "	110 at 70 "
56 at 40 "	1,346 at 54 "	5 at 80 "
5,156 at 44 "	353 at 56 "	60 at 84 "
12 at 45 "	24 at 59 "	

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 22 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 65,939 62
Clerks, Stenographers, Salesmen, etc	158,988 27
Wage-earners (including piece-workers)	256,858 30
Total	$481,786 19

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	189	17	July	178	16
February	191	15	August	189	22
March	198	14	September	195	24
April	212	15	October	194	22
May	193	17	November	192	20
June	189	18	December	182	19

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	4	1		1	
11.00 to 11.99					
12.00 to 12.99	2		2		
13.00 to 13.99	8	1			
14.00 to 14.99	2		6		
15.00 to 15.99	8	1	7		
16.00 to 16.99	4	1	3		
17.00 to 17.99	5	1	1		
18.00 to 18.99	7				
19.00 to 19.99	12		1		
20.00 to 20.99	16		1		
21.00 to 21.99	2				
22.00 to 22.99	4				
23.00 to 23.99	12				
24.00 to 24.99	14				
25.00 to 25.99	12		1		
26.00 to 26.99	16				
27.00 to 27.99	16				
28.00 to 28.99	9				
29.00 to 29.99	10				
30.00 to 34.99	39				
35.00 to 39.99	23				
40.00 to 44.99	11				
45.00 to 49.99	5				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	68	8
Great Britain and Ireland	115	13
United States of America	4	1
Australasia	2	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country	2	
Other European country	1	
China	53	
Hindustan		
Japan	6	
All other countries		
Nationality not stated	8	2

Weekly Hours of Labour.

2 at 36 hours.	73 at 49 hours.	1 at 67 hours.
1 at 40 "	12 at 50 "	8 at 70 "
9 at 42 "	6 at 51 "	3 at 76 "
37 at 44 "	4 at 52 "	3 at 81 "
39 at 45 "	8 at 54 "	2 at 84 "
3 at 47 "	11 at 56 "	1 at 94 "
28 at 48 "	13 at 60 "	

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 309 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 930,723 24
Clerks, Stenographers, Salesmen, etc.	876,636 94
Wage-earners (including piece-workers)	5,334,020 37
Total	$ 7,141,380 55

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,690	563	July	5,424	1,578
February	2,716	568	August	5,697	1,621
March	2,834	588	September	4,691	1,790
April	3,445	684	October	4,639	1,578
May	3,899	726	November	3,796	1,031
June	5,106	1,155	December	3,061	719

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	3	13	18	1
$ 6.00 to $ 6.99	.....	2	2	4	1
7.00 to 7.99	3	4	8	.....	1
8.00 to 8.99	.....	11	11	38	1
9.00 to 9.99	2	8	23	13	10
10.00 to 10.99	14	9	46	38	9
11.00 to 11.99	7	7	32	6	2
12.00 to 12.99	43	25	89	26	2
13.00 to 13.99	23	13	160	33	2
14.00 to 14.99	60	14	393	40	.....
15.00 to 15.99	231	12	191	6	1
16.00 to 16.99	210	10	113	7	.....
17.00 to 17.99	240	.....	112	6	.....
18.00 to 18.99	367	6	188	11	.....
19.00 to 19.99	238	1	42	.....	.....
20.00 to 20.99	392	2	80	4	.....
21.00 to 21.99	202	.....	76	2	.....
22.00 to 22.99	349	.....	44	1	.....
23.00 to 23.99	165	.....	29	.....	.....
24.00 to 24.99	483	.....	72	.....	.....
25.00 to 25.99	601	.....	84	1	.....
26.00 to 26.99	190	.....	19	.....	.....
27.00 to 27.99	515	.....	7	.....	.....
28.00 to 28.99	255	.....	26	.....	.....
29.00 to 29.99	62	.....	7	.....	.....
30.00 to 34.99	612	.....	12	.....	.....
35.00 to 39.99	536	.....	5	.....	.....
40.00 to 44.99	144	.....	1	.....	.....
45.00 to 49.99	44	.....	.....	.....	.....
50.00 and over	73	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,369	1,344
Great Britain and Ireland	2,345	766
United States of America	166	55
Australasia	17	4
Belgium	12	1
France	24	5
Italy	53	9
Germany	11	10
Austria	10	18
Norway, Sweden, and Denmark	278	27
Russia or other Slav country	22	8
Other European country	16	.....
China	898	9
Hindustan	19	11
Japan	841	99
All other countries	10	.....
Nationality not stated	49	48

Weekly Hours of Labour.

1 at 33 hours.	12 at 46 hours.	99 at 55 hours.
52 at 36 "	3 at 47 "	64 at 56 "
32 at 38 "	2,867 at 48 "	3 at 57 "
11 at 40 "	192 at 49 "	2,145 at 60 "
2 at 41 "	602 at 50 "	3 at 66 "
42 at 42 "	2 at 51 "	57 at 70 "
65 at 44 "	84 at 52 "	26 at 72 "
31 at 45 "	774 at 54 "	535 at 80 "

TABLE No. 9.

GARMENT-MAKING.

Returns covering 70 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$109,232 98
Clerks, Stenographers, Salesmen, etc.	98,232 62
Wage-earners (including piece-workers)	545,649 03
Total	$753,114 63

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	168	390	July	184	408
February	173	426	August	187	412
March	176	456	September	218	489
April	176	440	October	228	504
May	182	437	November	218	466
June	177	433	December	212	428

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	18
$ 6.00 to $ 6.99	.....	5	2	1	4
7.00 to 7.99	.....	1	.....	1	11
8.00 to 8.99	1	3	1	7	21
9.00 to 9.99	.....	2	1	8	4
10.00 to 10.99	1	5	8	6	20
11.00 to 11.99	4	.....	3	1	3
12.00 to 12.99	3	1	23	4	1
13.00 to 13.99	3	.....	13	3	1
14.00 to 14.99	7	.....	102	5	2
15.00 to 15.99	13	.....	68	3	.....
16.00 to 16.99	2	.....	31	.....	.....
17.00 to 17.99	5	.....	31	.....	.....
18.00 to 18.99	14	.....	46	1	1
19.00 to 19.99	4	.....	27	.....	.....
20.00 to 20.99	2	.....	32	.....	.....
21.00 to 21.99	1	.....	10	.....	.....
22.00 to 22.99	7	.....	11	.....	.....
23.00 to 23.99	7	.....	2	.....	.....
24.00 to 24.99	4	.....	2	.....	.....
25.00 to 25.99	13	.....	31	2	.....
26.00 to 26.99	1	.....	2	.....	.....
27.00 to 27.99	6	.....	4	.....	.....
28.00 to 28.99	1	.....	1	.....	.....
29.00 to 29.99	.....	.....	.....	.....	.....
30.00 to 34.99	20	.....	4	.....	.....
35.00 to 39.99	60	.....	2	.....	.....
40.00 to 44.99	13	.....	1	.....	.....
45.00 to 49.99	5	.....	.....	.....	.....
50.00 and over	15	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	81	257
Great Britain and Ireland	101	271
United States of America	7	20
Australasia	1	.....
Belgium	1	2
France	1	8
Italy	.....	1
Germany	2	.....
Austria	7	.....
Norway, Sweden, and Denmark	4	5
Russia or other Slav country	20	8
Other European country	5	4
China	21	.....
Hindustan	.....	.....
Japan	11	5
All other countries	.....	1
Nationality not stated	.....	4

Weekly Hours of Labour.

1 at 30 hours.	40 at 47 hours.
1 at 40 "	115 at 48 "
2 at 42 "	10 at 50 "
478 at 44 "	1 at 52 "
28 at 45 "	3 at 55 "
94 at 46 "	2 at 75 "

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 38 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 90,365 72
Clerks, Stenographers, Salesmen, etc.	26,030 22
Wage-earners (including piece-workers)	363,067 95
Total	$479,463 89

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	295	35	July	296	33
February	296	41	August	308	31
March	307	40	September	315	34
April	298	36	October	332	36
May	305	38	November	342	36
June	317	37	December	334	38

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			2
$ 6.00 to $ 6.99					
7.00 to 7.99		1			2
8.00 to 8.99		2			5
9.00 to 9.99		2			8
10.00 to 10.99	1	1			3
11.00 to 11.99	3				
12.00 to 12.99	5	4	2		1
13.00 to 13.99	4		1	1	
14.00 to 14.99	2		7		
15.00 to 15.99	19	3	5		1
16.00 to 16.99	4		7		
17.00 to 17.99	11		4		3
18.00 to 18.99	6		3		
19.00 to 19.99	44		4		
20.00 to 20.99	10		3		
21.00 to 21.99	1				
22.00 to 22.99	19		3		
23.00 to 23.99	3				
24.00 to 24.99	36				
25.00 to 25.99	10				
26.00 to 26.99	7				
27.00 to 27.99	18				
28.00 to 28.99	14				
29.00 to 29.99	16				
30.00 to 34.99	53				
35.00 to 39.99	15				
40.00 to 44.99	4				
45.00 to 49.99					
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	134	20
Great Britain and Ireland	206	18
United States of America	8	1
Australasia	1	1
Belgium		
France	1	
Italy	2	
Germany		
Austria		
Norway, Sweden, and Denmark	4	
Russia or other Slav country	1	
Other European country		
China	4	
Hindustan		
Japan		
All other countries	1	
Nationality not stated	5	

Weekly Hours of Labour.

1 at 35 hours.	6 at 47 hours.
1 at 36 "	7 at 48 "
34 at 38 "	12 at 49 "
6 at 43 "	117 at 50 "
198 at 44 "	

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 14 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 50,668 83
Clerks, Stenographers, Salesmen, etc.	94,795 10
Wage-earners (including piece-workers)	118,414 91
Total	$263,878 84

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	93	6	July	92	9
February	90	8	August	93	9
March	89	8	September	94	9
April	88	8	October	94	10
May	87	8	November	96	11
June	89	8	December	101	11

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		6			1
7.00 to 7.99		2			1
8.00 to 8.99		2			1
9.00 to 9.99					1
10.00 to 10.99		1			
11.00 to 11.99			2		
12.00 to 12.99		1	2		
13.00 to 13.99			1		
14.00 to 14.99					
15.00 to 15.99	2		2		
16.00 to 16.99	1		1	1	
17.00 to 17.99	3				
18.00 to 18.99	3				
19.00 to 19.99	1				
20.00 to 20.99	2			1	
21.00 to 21.99	2		1		
22.00 to 22.99	4				
23.00 to 23.99					
24.00 to 24.99	2	1			
25.00 to 25.99	3				
26.00 to 26.99					
27.00 to 27.99	1				
28.00 to 28.99					
29.00 to 29.99	1				
30.00 to 34.99	22				
35.00 to 39.99	8				
40.00 to 44.99	15				
45.00 to 49.99	5				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	55	5
Great Britain and Ireland	42	6
United States of America	4	
Australasia	1	
Belgium		
France	1	
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

7 at 41 hours.	13 at 48 hours.
77 at 44 "	3 at 50 "
5 at 45 "	

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 61 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 90,228 61
Clerks, Stenographers, Salesmen, etc	123,793 51
Wage-earners (including piece-workers)	903,414 07
Total	$1,117,436 19

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	384	660	July	426	727
February	383	659	August	428	727
March	383	670	September	405	717
April	395	688	October	402	706
May	399	696	November	392	700
June	398	704	December	385	709

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	4				
7.00 to 7.99					
8.00 to 8.99	1			2	1
9.00 to 9.99			5	15	2
10.00 to 10.99	4	7	6	14	6
11.00 to 11.99			25	11	2
12.00 to 12.99	6	6	20	17	22
13.00 to 13.99	14		252	10	
14.00 to 14.99	9	2	84	2	
15.00 to 15.99	14	2	108		
16.00 to 16.99	14		63		
17.00 to 17.99	2	1	21	2	
18.00 to 18.99	15	1	41		1
19.00 to 19.99	4		3		
20.00 to 20.99	15		13		
21.00 to 21.99	11		2		
22.00 to 22.99	20		5		
23.00 to 23.99	24				
24.00 to 24.99	30				
25.00 to 25.99	66		2		
26.00 to 26.99	27				
27.00 to 27.99	31				
28.00 to 28.99	18				
29.00 to 29.99	7				
30.00 to 34.99	51				
35.00 to 39.99	21				
40.00 to 44.99	13				
45.00 to 49.99	1				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	113	263
Great Britain and Ireland	240	429
United States of America	8	28
Australasia	1	2
Belgium		1
France	5	9
Italy	1	5
Germany		
Austria	2	1
Norway, Sweden, and Denmark	3	26
Russia or other Slav country	1	9
Other European country	1	3
China	63	
Hindustan	1	
Japan	6	
All other countries		
Nationality not stated	3	2

Weekly Hours of Labour.

17 at 36 hours.	486 at 48 hours.	2 at 60 hours.
1 at 40 "	10 at 49 "	1 at 65 "
2 at 44 "	286 at 50 "	2 at 70 "
1 at 45 "	1 at 52 "	4 at 80 "
330 at 46 "	2 at 55 "	
9 at 47 "	12 at 56 "	

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 46 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers,	$ 51,484 42
Clerks, Stenographers, Salesmen, etc	54,315 15
Wage-earners (including piece-workers)	324,716 27
Total	$430,515 84

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	314	68	July	302	74
February	314	69	August	304	65
March	313	67	September	304	69
April	317	67	October	304	71
May	316	67	November	306	71
June	306	65	December	302	70

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	2	1		4	
7.00 to 7.99		1		1	1
8.00 to 8.99	3	3			3
9.00 to 9.99	2	7		1	
10.00 to 10.99	1	2			
11.00 to 11.99		1	2	2	
12.00 to 12.99	1	2			1
13.00 to 13.99	1	1	1		
14.00 to 14.99		1	8	1	
15.00 to 15.99		1	8		1
16.00 to 16.99	4	3	3		
17.00 to 17.99	1	2	3		
18.00 to 18.99	6	1	16		
19.00 to 19.99	4		3		
20.00 to 20.99	12		3		
21.00 to 21.99	5		3		
22.00 to 22.99	23		3		
23.00 to 23.99	13		2		
24.00 to 24.99	34		2		
25.00 to 25.99	32		3		1
26.00 to 26.99	12		1		
27.00 to 27.99	15		2		
28.00 to 28.99	19				
29.00 to 29.99	7				
30.00 to 34.99	53				
35.00 to 39.99	17				
40.00 to 44.99	2				
45.00 to 49.99	1				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	74	33
Great Britain and Ireland	187	35
United States of America	14	2
Australasia	1	
Belgium		
France	10	
Italy	10	
Germany		
Austria	2	
Norway, Sweden, and Denmark	10	1
Russia or other Slav country	4	
Other European country		1
China		
Hindustan		
Japan	2	
All other countries		
Nationality not stated	1	

Weekly Hours of Labour.

1 at 30 hours.	3 at 46 hours.	1 at 52 hours.
1 at 43 "	194 at 48 "	4 at 54 "
51 at 44 "	6 at 49 "	2 at 55 "
3 at 45 "	103 at 50 "	1 at 56 "

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 922 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 2,124,609 89
Clerks, Stenographers, Salesmen, etc.	1,359,536 86
Wage-earners (including piece-workers)	31,784,733 41
Total	$35,268,880 16

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	20,382	97	July	27,107	130
February	21,083	100	August	26,943	134
March	23,340	112	September	25,735	130
April	24,679	114	October	25,511	132
May	26,906	123	November	25,491	139
June	27,567	126	December	23,149	139

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	10	3			
$ 6.00 to $ 6.99	2	1	2		
7.00 to 7.99	2	1			
8.00 to 8.99	2	1	1	1	
9.00 to 9.99	17	7	2		
10.00 to 10.99	47	6	7		
11.00 to 11.99	194	12			
12.00 to 12.99	129	21	7		
13.00 to 13.99	361	19	2		
14.00 to 14.99	540	10	11	1	
15.00 to 15.99	679	26	10	1	
16.00 to 16.99	1,159	10	3		
17.00 to 17.99	1,052	8	11		
18.00 to 18.99	2,074	15	43	4	
19.00 to 19.99	1,691	12	13		
20.00 to 20.99	1,268	2	19		
21.00 to 21.99	3,613	14	13		
22.00 to 22.99	2,567		2		
23.00 to 23.99	836		13		
24.00 to 24.99	4,366	2	5		1
25.00 to 25.99	1,043		11		
26.00 to 26.99	824				
27.00 to 27.99	2,329		3		
28.00 to 28.99	1,495		7		
29.00 to 29.99	925		1		
30.00 to 34.99	4,637		4		
35.00 to 39.99	2,191		2		
40.00 to 44.99	1,018		4		
45.00 to 49.99	589				
50.00 and over	882				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	12,705	118
Great Britain and Ireland	4,952	49
United States of America	2,101	20
Australasia	67	
Belgium	68	1
France	320	1
Italy	566	
Germany	175	
Austria	494	1
Norway, Sweden, and Denmark	4,360	15
Russia or other Slav country	557	
Other European country	791	1
China	4,575	
Hindustan	1,034	
Japan	2,476	4
All other countries	137	
Nationality not stated	480	10

Weekly Hours of Labour.

6 at 30 hrs.	10 at 46 hrs.	391 at 56 hrs.	9 at 77 hrs.
1 at 32 "	7 at 47 "	163 at 58 "	1 at 78 "
5 at 36 "	11,580 at 48 "	519 at 59 "	24 at 84 "
9 at 38 "	15 at 49 "	7,695 at 60 "	10 at 85 "
5 at 39 "	2,243 at 50 "	1 at 62 "	2 at 91 "
42 at 40 "	33 at 51 "	48 at 63 "	6 at 96 "
5 at 41 "	151 at 52 "	1 at 65 "	4 at 98 "
21 at 42 "	95 at 53 "	12 at 66 "	
471 at 44 "	9,363 at 54 "	40 at 70 "	
14 at 45 "	1,790 at 55 "	35 at 72 "	

TABLE No. 15.

METAL TRADES.

Returns covering 378 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 809,786 90
Clerks, Stenographers, Salesmen, etc.	357,068 83
Wage-earners (including piece-workers)	2,804,121 85
Total	$ 3,970,987 58

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,048	30	July	2,444	34
February	2,077	30	August	2,375	34
March	2,187	32	September	2,335	33
April	2,429	35	October	2,314	32
May	2,412	34	November	2,284	32
June	2,433	34	December	2,253	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	8	2	1	29
$ 6.00 to $ 6.99	5	17	1		15
7.00 to 7.99	5	13			7
8.00 to 8.99	13	13			16
9.00 to 9.99	9	8			10
10.00 to 10.99	15	11	1		7
11.00 to 11.99	7	6	1	1	11
12.00 to 12.99	18	12	1		10
13.00 to 13.99	20	4	1		17
14.00 to 14.99	18	2	1		4
15.00 to 15.99	40	4	6		4
16.00 to 16.99	20	1	2		4
17.00 to 17.99	39	1	8		8
18.00 to 18.99	33	1	6		8
19.00 to 19.99	53	2	1		2
20.00 to 20.99	152		2		3
21.00 to 21.99	49				6
22.00 to 22.99	206	2	1		2
23.00 to 23.99	124		2		1
24.00 to 24.99	110				1
25.00 to 25.99	144		1		
26.00 to 26.99	77				1
27.00 to 27.99	105				
28.00 to 28.99	131				
29.00 to 29.99	118				
30.00 to 34.99	680				
35.00 to 39.99	267				
40.00 to 44.99	88				
45.00 to 49.99	38				
50.00 and over	42				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,413	36
Great Britain and Ireland	1,362	31
United States of America	129	5
Australasia	3	
Belgium	6	
France	5	
Italy	15	
Germany	2	
Austria	3	
Norway, Sweden, and Denmark	35	
Russia or other Slav country	13	
Other European country	4	
China	5	
Hindustan		
Japan	18	
All other countries	1	
Nationality not stated	36	

Weekly Hours of Labour.

2 at 35 hours.	16 at 46 hours.	9 at 56 hours.
1 at 36 "	13 at 47 "	32 at 60 "
8 at 37 "	261 at 48 "	1 at 63 "
1 at 38 "	8 at 49 "	3 at 66 "
29 at 40 "	106 at 50 "	2 at 70 "
2 at 41 "	8 at 51 "	2 at 72 "
13 at 42 "	164 at 52 "	1 at 84 "
1,819 at 44 "	221 at 54 "	
36 at 45 "	5 at 55 "	

TABLE No. 16.

METAL-MINING.

Returns covering 161 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 363,489 95
Clerks, Stenographers, Salesmen, etc	214,398 80
Wage-earners (including piece-workers)	5,595,537 51
Total	$6,173,426 26

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,688	13	July	3,558	20
February	2,860	13	August	3,618	25
March	2,968	16	September	3,660	26
April	3,205	15	October	3,759	26
May	3,422	18	November	3,647	23
June	3,393	19	December	3,531	21

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	3				
8.00 to 8.99					
9.00 to 9.99	1				
10.00 to 10.99	1				
11.00 to 11.99	1				
12.00 to 12.99	2		1		
13.00 to 13.99	1				1
14.00 to 14.99	2				2
15.00 to 15.99	3	1	12	2	
16.00 to 16.99	2		1		
17.00 to 17.99	5		1		
18.00 to 18.99	9		5		1
19.00 to 19.99	42	1			
20.00 to 20.99	28		1		
21.00 to 21.99	51	4	2		1
22.00 to 22.99	25	2	1		
23.00 to 23.99	130		2		
24.00 to 24.99	421				
25.00 to 25.99	183		1		
26.00 to 26.99	172	1	1		
27.00 to 27.99	456				
28.00 to 28.99	146				
29.00 to 29.99	121				
30.00 to 34.99	1,115	1	2		
35.00 to 39.99	1,183				
40.00 to 44.99	398				
45.00 to 49.99	90				
50.00 and over	122				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,588	16
Great Britain and Ireland	1,260	9
United States of America	319	2
Australasia	13	
Belgium	8	
France	30	
Italy	257	
Germany	20	
Austria	64	
Norway, Sweden, and Denmark	669	3
Russia or other Slav country	215	
Other European country	141	
China	51	
Hindustan		
Japan	98	2
All other countries		
Nationality not stated		

Weekly Hours of Labour.

1,144 at 48 hours.	3,065 at 56 hours.
3 at 50 "	6 at 60 "
136 at 52 "	4 at 65 "
342 at 54 "	36 at 70 "

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 54 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 203,599 94
Clerks, Stenographers, Salesmen, etc	245,098 48
Wage-earners (including piece-workers)	769,101 07
Total	$1,217,799 49

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	537	130	July	589	141
February	575	138	August	586	143
March	567	138	September	593	149
April	568	141	October	529	159
May	574	137	November	532	159
June	584	145	December	531	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		4			1
$ 6.00 to $ 6.99					1
7.00 to 7.99		7			1
8.00 to 8.99	1	8	2	5	
9.00 to 9.99	4	11	1	2	
10.00 to 10.99	7	11	2	8	1
11.00 to 11.99	8	3		2	
12.00 to 12.99	8	6	3	2	2
13.00 to 13.99	5	3	10	1	2
14.00 to 14.99	4		73	7	
15.00 to 15.99	10		21	1	
16.00 to 16.99	13		7		
17.00 to 17.99	15		11		
18.00 to 18.99	13		10		
19.00 to 19.99	3	1			
20.00 to 20.99	35	1	5		
21.00 to 21.99	37				
22.00 to 22.99	25		2		
23.00 to 23.99	142				
24.00 to 24.99	41		1		
25.00 to 25.99	23				
26.00 to 26.99	45		1		
27.00 to 27.99	23				
28.00 to 28.99	25				
29.00 to 29.99	6				
30.00 to 34.99	112		1		
35.00 to 39.99	49				
40.00 to 44.99	11				
45.00 to 49.99	3				
50.00 and over	8				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	292	84
Great Britain and Ireland	431	86
United States of America	28	3
Australasia	3	
Belgium	1	
France	3	
Italy	7	7
Germany		
Austria		
Norway, Sweden, and Denmark	23	
Russia or other Slav country		3
Other European country		
China	4	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

1 at 38 hours.	186 at 48 hours.	6 at 60 hours.
14 at 40 "	4 at 49 "	2 at 66 "
31 at 42 "	189 at 50 "	5 at 69 "
273 at 44 "	31 at 54 "	25 at 72 "
17 at 45 "	2 at 55 "	1 at 78 "
13 at 46 "	15 at 56 "	2 at 84 "
39 at 47 "	4 at 58 "	

TABLE No. 18.

OIL-REFINING.

Returns covering 7 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 11,260 00
Clerks, Stenographers, Salesmen, etc.	121,541 84
Wage-earners (including piece-workers)	425,832 93
Total	$558,634 77

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	248	2	July	261	2
February	252	2	August	272	2
March	271	2	September	273	2
April	253	2	October	248	2
May	284	2	November	249	2
June	283	2	December	246	2

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		1			
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		
18.00 to 18.99	1	3			
19.00 to 19.99					
20.00 to 20.99					
21.00 to 21.99	3	1			
22.00 to 22.99	1				
23.00 to 23.99	1				
24.00 to 24.99	10				
25.00 to 25.99	11				
26.00 to 26.99	1				
27.00 to 27.99	4				
28.00 to 28.99	2				
29.00 to 29.99	70				
30.00 to 34.99	46				
35.00 to 39.99	85				
40.00 to 44.99	7				
45.00 to 49.99	7				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	96	1
Great Britain and Ireland	143	1
United States of America	18	
Australasia	3	
Belgium		
France		
Italy	1	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	4	
Russia or other Slav country	1	
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

3 at 44 hours.
235 at 48 "
12 at 60 hours.
1 at 70 "

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 13 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 56,149 89
Clerks, Stenographers, Salesmen, etc.	77,428 97
Wage-earners (including piece-workers)	93,010 31
Total	$226,589 17

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	88	13	July	107	10
February	91	13	August	101	10
March	98	13	September	93	9
April	115	13	October	86	9
May	123	13	November	79	9
June	116	13	December	77	9

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		12			
8.00 to 8.99		5			
9.00 to 9.99	6			1	
10.00 to 10.99	4		1		
11.00 to 11.99					
12.00 to 12.99	2		1		
13.00 to 13.99					1
14.00 to 14.99	7		5		
15.00 to 15.99	3		3		
16.00 to 16.99	2				
17.00 to 17.99	2		1		
18.00 to 18.99	5				
19.00 to 19.99					
20.00 to 20.99	7		1		
21.00 to 21.99	2				
22.00 to 22.99	15				
23.00 to 23.99	3				
24.00 to 24.99	2				
25.00 to 25.99	6				
26.00 to 26.99	4				
27.00 to 27.99	15				
28.00 to 28.99	1				
29.00 to 29.99	4				
30.00 to 34.99	15				
35.00 to 39.99	2				
40.00 to 44.99					
45.00 to 49.99					
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	60	10
Great Britain and Ireland	68	3
United States of America	2	
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

113 at 44 hours.
6 at 46 "
2 at 47 "
12 at 48 hours.
2 at 49 "
4 at 50 "

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 99 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 413,837 80
Clerks, Stenographers, Salesmen, etc.	797,985 97
Wage-earners (including piece-workers)	1,478,931 35
Total	$2,690,755 12

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	875	100	July	920	123
February	882	102	August	914	121
March	919	108	September	912	131
April	910	122	October	911	120
May	924	120	November	903	119
June	942	113	December	913	120

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			
$ 6.00 to $ 6.99		11		1	3
7.00 to 7.99		10		3	6
8.00 to 8.99	3	10			8
9.00 to 9.99	5	6			6
10.00 to 10.99	6	12	1	5	13
11.00 to 11.99	4	2	3	4	2
12.00 to 12.99	13	8	10	4	10
13.00 to 13.99	2	5			3
14.00 to 14.99	2	2	26		2
15.00 to 15.99	11	1	22	5	4
16.00 to 16.99	9		6		4
17.00 to 17.99	18	3	7		3
18.00 to 18.99	18		7	2	5
19.00 to 19.99	5		21		3
20.00 to 20.99	12		12		1
21.00 to 21.99	2	2	3		1
22.00 to 22.99	15		1		4
23.00 to 23.99	6		2		2
24.00 to 24.99	11		4		1
25.00 to 25.99	26				4
26.00 to 26.99	9				1
27.00 to 27.99	13				
28.00 to 28.99	4				1
29.00 to 29.99	2				
30.00 to 34.99	45			1	2
35.00 to 39.99	73				
40.00 to 44.99	150				
45.00 to 49.99	282				
50.00 and over	66				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	629	105
Great Britain and Ireland	402	53
United States of America	54	9
Australasia	4	2
Belgium		
France	1	
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	6	1
Russia or other Slav country	2	
Other European country		
China	1	
Hindustan		2
Japan	20	
All other countries		
Nationality not stated	2	

Weekly Hours of Labour.

1 at 30 hours.	6 at 43 hours.	1 at 52 hours.
7 at 36 "	552 at 44 "	10 at 54 "
4 at 38 "	189 at 45 "	1 at 60 "
1 at 41 "	3 at 46 "	
5 at 42 "	301 at 48 "	

TABLE No. 21.

PULP AND PAPER—MANUFACTURE OF.

Returns covering 11 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 344,813 11
Clerks, Stenographers, Salesmen, etc.	595,641 71
Wage-earners (including piece-workers)	3,879,336 95
Total	$4,819,791 77

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,315	73	July	2,557	70
February	2,337	75	August	2,436	67
March	2,333	70	September	2,520	67
April	2,484	66	October	2,418	67
May	2,476	68	November	2,421	68
June	2,536	66	December	2,369	69

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		2			
9.00 to 9.99					
10.00 to 10.99		2	1		
11.00 to 11.99	6		12		
12.00 to 12.99	1				
13.00 to 13.99	1		2		
14.00 to 14.99			6		
15.00 to 15.99	12				
16.00 to 16.99	63		1		
17.00 to 17.99	95		12		
18.00 to 18.99	201		6		
19.00 to 19.99	63		13		5
20.00 to 20.99	68		4		
21.00 to 21.99	110				
22.00 to 22.99	78				
23.00 to 23.99	389		4		
24.00 to 24.99	190		1		
25.00 to 25.99	170		1		
26.00 to 26.99	58		1		
27.00 to 27.99	217		3		
28.00 to 28.99	45		1		
29.00 to 29.99	121				
30.00 to 34.99	226		3		
35.00 to 39.99	208				
40.00 to 44.99	225		2		
45.00 to 49.99	44				
50.00 and over	88				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	948	55
Great Britain and Ireland	518	16
United States of America	100	4
Australasia	6	
Belgium	2	
France	13	
Italy	167	
Germany	5	
Austria	12	
Norway, Sweden, and Denmark	56	1
Russia or other Slav country	38	
Other European country	2	
China	145	
Hindustan		
Japan	661	7
All other countries	3	
Nationality not stated	7	

Weekly Hours of Labour.

76 at 44 hours.	596 at 60 hours.
1,105 at 48 "	14 at 70 "
4 at 52 "	213 at 72 "
628 at 54 "	56 at 84 "
16 at 56 "	

TABLE No. 22.

SHIP-BUILDING.

Returns covering 30 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 95,228 02
Clerks, Stenographers, Salesmen, etc.	107,389 80
Wage-earners (including piece-workers)	974,188 43
Total	$ 1,176,806 25

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	905	2	July	612	3
February	858	2	August	622	3
March	1,018	3	September	1,023	3
April	885	3	October	1,026	3
May	640	3	November	784	2
June	637	2	December	904	2

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
7.00 to 7.99	1				
8.00 to 8.99	3				2
9.00 to 9.99	5				
10.00 to 10.99		1			
11.00 to 11.99	28	10			1
12.00 to 12.99		1	2		4
13.00 to 13.99	2	1			4
14.00 to 14.99					
15.00 to 15.99	2	1			1
16.00 to 16.99	5				
17.00 to 17.99	10		1		
18.00 to 18.99	4				
19.00 to 19.99	124	10			6
20.00 to 20.99	174				
21.00 to 21.99	55				
22.00 to 22.99	252				2
23.00 to 23.99	10				
24.00 to 24.99	90				
25.00 to 25.99	5				
26.00 to 26.99	13				
27.00 to 27.99	41				
28.00 to 28.99	16				
29.00 to 29.99	24				
30.00 to 34.99	385				
35.00 to 39.99	79				
40.00 to 44.99	14				
45.00 to 49.99					
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	458	1
Great Britain and Ireland	705	1
United States of America	80	
Australasia		
Belgium	15	
France	12	
Italy	23	
Germany	6	
Austria	2	
Norway, Sweden, and Denmark	74	
Russia or other Slav country	1	
Other European country		
China		
Hindustan		
Japan	2	1
All other countries		
Nationality not stated	2	

Weekly Hours of Labour.

1,382 at 44 hours.
11 at 48 "
8 at 50 hours.
1 at 56 "

TABLE No. 23.

SMELTING.

Returns covering 4 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 221,122 55
Clerks, Stenographers, Salesmen, etc.	284,222 53
Wage-earners (including piece-workers)	3,276,908 80
Total	$ 3,782,253 88

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,672	27	July	1,816	29
February	1,647	27	August	1,895	28
March	1,733	26	September	1,758	27
April	1,780	25	October	1,828	27
May	1,749	26	November	1,755	27
June	1,776	27	December	1,657	27

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			1		
13.00 to 13.99					
14.00 to 14.99	2		1		
15.00 to 15.99					
16.00 to 16.99	1				
17.00 to 17.99					
18.00 to 18.99					
19.00 to 19.99	14		14		
20.00 to 20.99					
21.00 to 21.99	16				
22.00 to 22.99	9		3		
23.00 to 23.99	2				
24.00 to 24.99	9				4
25.00 to 25.99	5		1		3
26.00 to 26.99	6				
27.00 to 27.99	2				
28.00 to 28.99	207		3		
29.00 to 29.99	358		2		
30.00 to 34.99	477		2		2
35.00 to 39.99	395				
40.00 to 44.99	278				1
45.00 to 49.99	55				
50.00 and over	41				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	534	17
Great Britain and Ireland	814	8
United States of America	60	2
Australasia	3	
Belgium	4	
France	8	
Italy	231	
Germany	1	
Austria	36	
Norway, Sweden, and Denmark	60	
Russia or other Slav country	43	
Other European country	51	
China	50	
Hindustan		
Japan	3	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

2 at 44 hours.
29 at 48 "
1,893 at 56 hours.

TABLE No. 24.

STREET RAILWAYS, GAS, POWER, TELEPHONE, ETC.

Returns covering 73 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 452,612 26
Clerks, Stenographers, Salesmen, etc	1,084,760 11
Wage-earners (including piece-workers)	5,868,810 83
Total	$7,406,183 20

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,844	1,061	July	3,564	1,152
February	2,829	1,046	August	3,610	1,209
March	3,065	1,042	September	3,518	1,116
April	3,392	1,049	October	3,489	1,117
May	3,490	1,065	November	3,340	1,098
June	3,519	1,116	December	3,230	1,125

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	1			
$ 6.00 to $ 6.99					
7.00 to 7.99			1		
8.00 to 8.99	1	4			
9.00 to 9.99		3			
10.00 to 10.99	3	3	1		
11.00 to 11.99	6	2	20	8	27
12.00 to 12.99	30		147	10	155
13.00 to 13.99	4		37	6	40
14.00 to 14.99	19	5	1		1
15.00 to 15.99	23	6	297	7	
16.00 to 16.99	5	4	162		1
17 00 to 17.99	115	1	15		
18.00 to 18.99	53	6	211		
19.00 to 19.99	129	1	83		6
20.00 to 20.99	35		133		
21.00 to 21.99	310	1	41		
22.00 to 22.99	170		49		12
23.00 to 23.99	107		1		
24.00 to 24.99	408	1	1		
25.00 to 25.99	71		2		
26.00 to 26.99	71				
27.00 to 27.99	162		2		
28.00 to 28.99	102				9
29.00 to 29.99	91				
30.00 to 34.99	1,252				6
35.00 to 39.99	643				3
40.00 to 44.99	164				
45.00 to 49.99	79				
50.00 and over	39				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,485	694
Great Britain and Ireland	2,259	572
United States of America	165	40
Australasia	19	7
Belgium	5	
France	7	2
Italy	117	
Germany	9	
Austria	9	
Norway, Sweden, and Denmark	86	4
Russia or other Slav country	24	
Other European country	34	1
China	21	
Hindustan	3	
Japan		
All other countries	5	3
Nationality not stated	7	

Weekly Hours of Labour.

2 at 35 hours.	74 at 45 hours.	766 at 54 hours.
5 at 36 "	140 at 46 "	20 at 55 "
3 at 38 "	1,471 at 48 "	210 at 56 "
10 at 39 "	48 at 50 "	127 at 60 "
993 at 42 "	38 at 52 "	2 at 65 "
1,276 at 44 "		

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 56 Firms.

Salary and Wage Payments, 1923.

Officers, Superintendents, and Managers	$ 195,443 36
Clerks, Stenographers, Salesmen, etc	107,297 40
Wage-earners (including piece-workers)	1,175,795 67
Total	$1,478,536 43

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,022	32	July	1,300	40
February	1,064	45	August	1,314	30
March	1,137	50	September	1,251	34
April	1,172	52	October	1,174	23
May	1,212	51	November	1,092	31
June	1,290	53	December	1,043	36

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			1
$ 6.00 to $ 6.99	1	3			2
7.00 to 7.99	3	1	1		
8.00 to 8.99	4	40			
9.00 to 9.99	9	5			
10.00 to 10.99	3	25			3
11.00 to 11.99	16	7			1
12.00 to 12.99	41	14	27	7	
13.00 to 13.99	69	16			1
14.00 to 14.99	40	1	13		1
15.00 to 15.99	74	6	1		
16.00 to 16.99	63				
17.00 to 17.99	119		5		
18.00 to 18.99	107				
19.00 to 19.99	76				
20.00 to 20.99	73				
21.00 to 21.99	47				
22.00 to 22.99	49	1			
23.00 to 23.99	64				
24.00 to 24.99	78				
25.00 to 25.99	58				
26.00 to 26.99	36				
27.00 to 27.99	38				
28.00 to 28.99	40				
29 00 to 29.99	48				
30.00 to 34.99	112				
35.00 to 39.99	57				
40.00 to 44.99	37				
45.00 to 49.99	7				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	710	40
Great Britain and Ireland	367	7
United States of America	57	1
Australasia	3	
Belgium	2	
France	9	
Italy	17	
Germany	4	
Austria	1	
Norway, Sweden, and Denmark	42	5
Russia or other Slav country	8	
Other European country		
China	164	
Hindustan	12	
Japan	95	1
All other countries	4	
Nationality not stated	14	

Weekly Hours of Labour.

447 at 44 hours.	68 at 52 hours.	44 at 60 hours.
69 at 45 "	43 at 53 "	5 at 65 "
3 at 46 "	270 at 54 "	1 at 72 "
69 at 48 "	8 at 56 "	1 at 84 "
251 at 50 "	173 at 59 "	

SUMMARY OF ALL TABLES.

Returns covering 3,375 Firms.

The statistics compiled in the twenty-five tables in the foregoing pages have been totalled and are summarized in the general table below. In the introductory part of this section of the report these tables are analysed at some length. It may be stated once more, however, that the 3,375 firms, though they include the leading industrial firms in the groups which have been dealt with, are not an exhaustive list of the industrial employers of the Province. However, the conditions here shown as the wages, working-hours, nationality, and fluctuation of employment may fairly be taken as typical.

Total Salary and Wage Payments during Twelve Months ending 31st December, 1923:—

Officers, Superintendents, and Managers	$ 8,837,773 64
Clerks, Stenographers, and Salesmen, etc.	8,329,069 21
Wage-earners (including piece-workers)	89,630,116 11
Total	$106,796,958 96

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	55,335	3,429
February	56,848	3,497
March	61,382	3,601
April	64,436	3,707
May	68,006	3,786
June	70,630	4,293
July	71,150	4,753
August	71,274	4,849
September	69,149	5,034
October	68,158	4,829
November	66,050	4,231
December	60,668	3,910

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	31,904	3,199
Great Britain and Ireland	27,974	2,468
United States of America	4,173	199
Australasia	228	16
Belgium	211	5
France	602	25
Italy	2,540	28
Germany	289	10
Austria	936	20
Norway, Sweden, and Denmark	6,990	95
Russia or other Slav country	1,533	30
Other European country	1,163	12
China	7,232	9
Hindustan	1,138	13
Japan	4,417	119
All other countries	194	4
Nationality not stated	816	66

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	35	15	22	65
$ 6.00 to $ 6.99	20	61	8	10	32
7.00 to 7.99	25	65	11	5	39
8.00 to 8.99	62	130	16	53	79
9.00 to 9.99	62	91	32	41	49
10.00 to 10.99	130	154	75	81	72
11.00 to 11.99	314	84	101	37	52
12.00 to 12.99	461	169	347	75	225
13.00 to 13.99	648	97	480	54	72
14.00 to 14.99	824	92	773	58	19
15.00 to 15.99	1,417	98	769	25	21
16.00 to 16.99	1,923	44	408	9	11
17.00 to 17.99	2,078	30	266	9	28
18.00 to 18.99	3,214	47	600	21	18
19.00 to 19.99	3,411	29	237	.....	25
20.00 to 20.99	2,767	23	320	5	7
21.00 to 21.99	5,593	27	162	4	8
22.00 to 22.99	5,220	10	127	1	22
23.00 to 23.99	2,660	.....	58	.....	3
24.00 to 24.99	8,448	9	90	.....	7
25.00 to 25.99	3,719	6	138	3	10
26.00 to 26.99	2,466	3	25	.....	3
27.00 to 27.99	4,842	.....	23	.....	.....
28.00 to 28.99	4,093	.....	39	.....	10
29.00 to 29.99	2,414	.....	11	.....	.....
30.00 to 34.99	12,673	2	29	1	10
35.00 to 39.99	9,016	3	10	.....	3
40.00 to 44.99	4,219	.....	8	.....	1
45.00 to 49.99	2,119	.....	.....	.....	.....
50.00 and over	3,278	.....	.....	.....	.....
Totals	88,139	1,309	5,178	514	891

Weekly Hours of Labour.

17 at 30 hours.	525 at 45 hours.	167 at 58 hours.	9 at 77 hours.
3 at 32 "	634 at 46 "	763 at 59 "	2 at 78 "
1 at 33 "	122 at 47 "	11,714 at 60 "	544 at 80 "
5 at 35 "	30,980 at 48 "	1 at 62 "	3 at 81 "
94 at 36 "	334 at 49 "	207 at 63 "	206 at 84 "
8 at 37 "	4,419 at 50 "	124 at 65 "	10 at 85 "
84 at 38 "	55 at 51 "	20 at 66 "	2 at 91 "
54 at 39 "	666 at 52 "	1 at 67 "	1 at 94 "
216 at 40 "	138 at 53 "	5 at 69 "	6 at 96 "
17 at 41 "	14,101 at 54 "	347 at 70 "	4 at 98 "
1,081 at 42 "	1,924 at 55 "	1,144 at 72 "	6 at 108 "
13 at 43 "	6,286 at 56 "	2 at 75 "	
13,624 at 44 "	3 at 57 "	3 at 76 "	

LABOUR DISPUTES IN 1923.

There was little serious interruption of industry in the Province during 1923 caused by strikes or lock-outs. As has been mentioned elsewhere in this report, most of our industries witnessed a small though appreciable general increase in wages. It may fairly be said that this was warranted by trade conditions during the year, and that the policy of employers in conceding such increase without any pressure greatly contributed to keep the wheels of industry running smoothly.

The Longshoring Dispute.

The most serious labour trouble reported in the Province was a very bitterly fought dispute which occurred in the last three months of the year on the water-front at Vancouver and Victoria, and which also spread for a time to some of the smaller ports in the Province.

The work of the longshoremen for some years past had been in the hands of the members of a strong Union, the International Longshoremen's Association, who had an agreement with the Shipping Federation, the most recent revision of which took place in 1921. The agreement was due to expire on October 6th, 1923.

On September 1st the International Longshoremen's Association presented to the Shipping Federation a proposed new schedule of wages and working conditions, which it was suggested should form the basis of future employment after the expiration of the existing agreement. Broadly speaking, the concessions asked for were the payment of 5 cents an hour more than the existing scale for handling lumber, the inclusion of checkers in Union agreements, 10 cents commodity on log-scaling, 10 cents commodity on wheat-trucking, the right to pick gangs for outside points, and the right to refuse to work a ship which the Union considered unfair.

Terms offered by the Federation.

The International Longshoremen's Association made it a ground of complaint against the Federation that there was considerable delay in the latter making known their attitude regarding these proposed concessions. When a reply was received, it was to the effect that the Federation were willing to grant the wheat increase, and that they would consider the granting of the lumber demands if the longshoremen, in a thirty-day period, would show increased efficiency. They contended that the average per gang loading in Vancouver was 60,000 feet per day, whereas the average at other Pacific ports was 100,000 feet. Indeed, they represented that the average cost of loading ships at British Columbia ports, including delays, was $2.30 per 1,000 feet more than at other Pacific Coast lumber ports. Claiming that the wage paid here was the same as that paid at ports on the Puget Sound, they offered to meet any increase that might be granted on the Sound on wheat and lumber loading. They would not consider the inclusion of checkers in the Union agreement, though they were willing to pay the checkers Union wages.

Opening of the Struggle.

While negotiations were in progress the strike was called at 5 p.m. on Monday, October 8th. For a time the work of loading and unloading ships was very seriously disorganized. Some ships which were already partly loaded left with only a portion of their cargo. Others were delayed, in some cases for two or three weeks beyond their scheduled time, and very soon there was considerable congestion both at the docks and in the harbour. Once the strike was called the Shipping Federation lost no time in making it clear that they would fight to a finish. They announced that the rates hitherto paid to Union men, 80 cents an hour straight time and $1.20 an hour overtime, would be paid to any suitable men who would do the work. This offer proved attractive to a large number of men, not only residents in Vancouver and Victoria, but also those from the harvest-fields and outside camps, who about this time began their annual drift into the Coast cities. The period was one of great activity in the lumber-exporting business, and when, on the top of this, there began to arrive at Vancouver a record amount of grain for shipment overseas, there was abundant work for all who cared to apply for it. In ordinary times the longshoreman's occupation is very casual, with long spells of idle time, which are supposed to have been allowed for by fixing the rates of pay at a higher figure than what is

usually paid for other labour. In the circumstances, however, the Federation were able to offer practically unbroken employment, in many cases with overtime, and there is no doubt that the wages earned by many of the non-union workers at this period were very high indeed.

SCENES OF VIOLENCE.

Some dissatisfaction was expressed by Union men in some of the smaller ports in the Province with the policy of the Union which had led to the strike, and after a week or two it was reported that the dispute was over so far as these ports were concerned, and that it was now centred in the Vancouver and Victoria areas. Here it became more and more bitter as time went on. The Union set up a rigorous system of picketing the approaches to the docks, and there were occasional scenes of violence and breaches of the peace, for which each side sought to fasten the blame upon the other. In Victoria there was a novel development in the formation, by the non-union workers, of a union of their own, and the two organizations were at enmity, a policy of reprisals being occasionally resorted to when one or the other side thought it had any special ground of complaint.

At Vancouver the Shipping Federation thought it advisable to keep their workers free from outside interference as far as possible. Accordingly they engaged and equipped the former trans-Pacific liner, the "Empress of Japan," and also the "Princess Beatrice," the "Princess Royal," the "Tilamook," and the "Cassiar," for the men's accommodation, and here a large proportion of the men working in Vancouver docks were housed and fed, without any need to go ashore, and ordinarily out of the way of pickets, though stories were occasionally told of spectacular raids on these ships by men in sympathy with the Union, who had obtained the use of smaller craft in the harbour.

REQUEST FOR AN INVESTIGATION.

On October 29th the Acting Mayor of Vancouver, who had suggested mediation in the dispute, received from the Shipping Federation a letter stating that they did not feel it necessary to accept his offer. They had now 1,000 men working on the water-front, the majority of whom were taxpayers in the city. The Federation declined to negotiate with the International Longshoremen's Association, but were willing to meet a representation of their former employees, though they had no intention of dispensing with the services of any men now in their employ. After receipt of this communication the Vancouver City Council telegraphed to the Dominion Minister of Labour, the Honourable James Murdock, asking for an immediate investigation of the dispute under the provisions of the "Industrial Disputes Act." Mr. Murdock replied that, while his Department had at all times been ready to take any action possible to bring about a settlement, it must require the co-operation of the Shipping Federation and the workers towards that end. He also said that "the Shipping Federation appeared to have been dilatory in replying to and dealing with the original demands made by the representative of the workers, and the workers' representatives appeared to have been inconsiderate in disregard of the (Industrial Disputes) Act in authorizing a strike while negotiations were in progress."

TERMS OF SETTLEMENT REJECTED.

While a dispute of this nature is, under the terms of the "Industrial Disputes Act," primarily the concern of the Dominion authorities, the Provincial Department of Labour had, from the beginning, co-operated heartily with Mr. F. E. Harrison, the local representative of the Dominion Department of Labour, in his efforts to bring the dispute to an end. As time went on it became evident that the disputants were more in a mood for mediation, particularly on the workers' side. The Vancouver Trades Council also took a hand, and induced the Shipping Federation to state the terms of a possible settlement. In these terms the Federation did not recede from the position previously taken up, but offered to re-engage their former employees as work might become available. The terms were, however, rejected by a secret ballot vote of the men on November 21st, the vote being 1,007 for rejection and 19 for acceptance.

FEDERATION PLANS FOR HIRING MEN.

A few days prior to this the Provincial Deputy Minister of Labour, Mr. J. D. McNiven, had interviewed separately the representatives of leading parties in the dispute. The Chairman of the Shipping Federation, Captain Baird, admitted to Mr. McNiven that there were many

good men in the Union, and said that if these men wished to return to work and came and made application, no discrimination would be shown against them on account of their Union affiliation. The Federation realized that their present staff was not on a permanent basis. They had some men who were not fitted for the work, and others who were not likely to remain at that employment; and before filling these places with permanent men they had been waiting to give their old longshoremen a chance to return. Mr. McNiven was given permission to convey this information to the longshoremen. He suggested to the Federation representatives that, in the conditions under which longshoring-work was done, it would scarcely be possible to carry on without some organization of the men, and the Chairman agreed. The Federation, he said, were having a hall constructed for the accommodation of their men. They also proposed that the men should have a committee of their own, who would meet and discuss matters with a committee of the Federation and draw up a scale of wages with rules and regulations governing the work.

Suggestions for a Solution.

When Mr. McNiven later met the representatives of the longshoremen their attitude towards the Shipping Federation's terms showed at once the existence of a deadlock. He then suggested that, as the Dominion Government, the Provincial Government, and the civic authorities had tried to bring about a settlement of the dispute, and had failed, they should send for a representative of the International Longshoremen's Union to come to Vancouver as soon as possible and see what he could do towards a settlement. This, he thought, might possibly lead to a solution of the difficulty. The Strike Committee promised to consider the suggestion.

On December 2nd Mr. Harrison, the Dominion Fair Wage Officer, put forward a proposal for the settlement of the dispute on lines which had been assented to by the Shipping Federation. One of the chief difficulties now remaining in the way of a settlement was the unwillingness of the Union men to present themselves for hiring at the Shipping Federation's new hall and the unwillingness of the Federation to go to the Longshoremen's Union Hall for any men they might require. To meet this difficulty it was suggested by Mr. Harrison that Union men might be hired by the Federation through the Government Employment Bureau.

Employment Service Co-operation.

Mr. McNiven again met representatives of the Shipping Federation with reference to this aspect of the matter. He informed them that the Government Employment Service would be glad to receive and fill any orders for labour required at the docks, dealing with such business in the ordinary way. In view, however, of the fact that labour at the docks is liable to be required at short notice, and at hours when the Government employment offices are not ordinarily open for the transaction of business, he stated that, if an amicable settlement of the dispute were arrived at, he would arrange to have the Powell Street office at Vancouver open continuously from 6 a.m. to 10 p.m. for this class of business.

In reply the Federation representatives stated very explicitly that they intended to retain in employment all suitable men who had entered their service since the dispute began, and that these men would be hired at the Federation's Hall as circumstances required. At such times as an extra supply of labour might be needed they would be willing to obtain it through the Government Employment Service, but not at the Longshoremen's Union Hall; and Union men would have the same opportunity as others of being taken on. If the Union men would agree to call off the strike on the terms offered, the Federation at the moment would be able to offer employment to 500 of them.

The settlement terms offered by the Federation contained the following proposals:—

(1.) No further negotiations or agreements with the International Longshoremen's Association.

(2.) On application former employees to be given such work as is available, married men being given the preference, under the wages and conditions of work as contained in schedule dated April 7th, 1923.

(3.) Former foremen who may desire to return to work to make application to the stevedoring contractors.

(4.) Checkers to be appointed as heretofore by the employers.

(5.) Coastal steamship lines which are not members of the Shipping Federation are not to be included in this arrangement.

(6.) Men at present employed on the water-front to be retained as far as suitable.

(7.) Shipping Federation to agree to discuss with committee of their employees any grievances that may arise or any change in conditions which the latter may desire to present.

(8.) Notice of work available to be given to the Powell Street office of the Employment Service of Canada, and men to be sent from there to the ship's side or dock, where they will be picked.

(9.) It is understood that during the period of readjustment following the re-engagement of former employees a committee of the Trades and Labour Council will be available for consultation should any unforeseen difficulty arise in connection with this scheme of re-employment.

CLOSING STAGES OF THE DISPUTE.

The situation was explained on December 3rd to a sub-committee of the Longshoremen's Union. They in turn submitted it to their full Strike Committee of forty-two members, and some time afterwards made a verbal communication to Mr. McNiven to the effect that the proposal could not be entertained. However, it was afterwards decided to submit the matter to the general body of members of the Union for their decision.

A mass meeting was held in the Dominion Hall on Friday afternoon, December 7th. A vote was taken by ballot, when 584 voted in favour of going back to work and 327 for continuing the strike.

The strike was accordingly called off. The pickets were removed, and on Monday morning, December 10th, the ex-strikers began to register at the Powell Street Bureau for employment. This arrangement was continued for a few months, after which the entire work of registration was taken over by officials of the Shipping Federation.

A STRIKE IN EAST KOOTENAY.

Only one dispute occurred during the year in the lumbering group of industries, which in previous years have witnessed many disturbances. Towards the end of April and early in May a strong movement was set on foot among the lumber-workers in the East Kootenay District for better wages and conditions, and strikes were called at several mills and camps by the I.W.W. The chief demands made were for a minimum wage of $4 for an eight-hour working-day, the charge for board to be limited to $1 a day, this to include the supply of sheets and blankets by the employers. A considerable amount of picketing was done by the strikers, whose activities were directed by a central committee at Cranbrook. On May 21st the committee announced that the strike had been called off and that the men would go back to work, but would use "job-action tactics," such as the intermittent strike, etc., against individual companies according to conditions existing on the respective jobs. Altogether about 800 men were affected by the strike.

DRY-DOCK CONSTRUCTION DISPUTE.

The work on the construction of the new Dominion Government Dry-dock at Esquimalt had been suspended for a period of five months owing to a break in the coffer-dam. This break having been repaired, former employees were notified that work would be resumed on the morning of June 11th. Eight of their number, however, refused to commence work until the company agreed to pay them an advance of $1 a day over what they had previously been receiving. They were the men who had been engaged in operating small locomotives and others engaged as hoisting engineers. On their demand being rejected they refused to recommence work, and three hoisting engineers who were already employed ceased operations. This had the effect of preventing other work from going forward which would have employed about 150 men, with a prospect of this number being increased to 300 at an early date. The men presented their demands as follows:—

(1.) That the hoisting engineers and derrick-men engaged upon the dry-dock contract should be paid $1 per diem above the present wage scale, which is $6 per day.

(2.) That the men operating the small locomotives (donkey-engines) should also receive an advance of $1 per day above the present scale of $6.

(3.) That the firemen employed upon hoist-engines should be paid 57½ cents per hour instead of 56¼ as at present.

It was suggested by the Dominion Government Fair Wages Officer that the employees involved should resume work immediately and that any grievances they might have would be investigated by him; but the men did not fall in with this suggestion and the work remained in abeyance. In the course of negotiations the employers expressed their willingness to concede an advance of pay to 80 cents an hour for hoisting engineers, donkey-locomotive engineers, and derrick-men, and to 57½ cents per hour for firemen. These terms proved acceptable to the men, but the dispute was further complicated by a demand that the business agent of the men should be admitted to the plant at all reasonable hours; and work was not resumed until June 21st.

Better Conditions demanded on Ships.

A strike was declared on June 29th by sailors and ship's firemen working on the ships of the Canadian Government Merchant Marine operating out of Vancouver. Some weeks before this the Federated Sea-farers' Union had made a request for an increase of wages and better food and conditions, and this not having been complied with, a referendum ballot was taken by members of the Union, resulting in the decision to strike. As the ships came into port the men were called out, something like a dozen ships being affected. In some cases they were tied up in harbour for a time. Other ships were able to obtain new crews and to leave according to schedule. The concessions which were being demanded were an increase of 33⅓ per cent. in wages, shorter hours on duty, an increased personnel in crew, and an increase in the food scale. In a reply to a request for mediation the management expressed their willingness to discuss all the demands except those relating to wages, on condition that active picketing was stopped during the negotiations, but this was not agreed to. Altogether the dispute lasted for twelve weeks and affected probably about 150 men. On September 19th the men took a vote on the question of resuming work on the old conditions, and agreed to do so, the Union being informed that there would be no discrimination against the strikers.

A Protracted Strike ended.

The strike of printers in Vancouver, which commenced on May 1st, 1921, was called off on November 10th, 1923. Many individual employers had conceded the 44-hour week, and in the latter part of the strike period there were only four firms affected.

Street-railway Crisis averted.

The upward trend of wages was shown by the outcome of a dispute affecting the street-railway workers in Vancouver, Victoria, and New Westminster, which had threatened during the months of August and September to develop into a serious strike. The origin of the dispute went back for a number of years. In the period during and immediately after the war, when the cost of living was steadily mounting, the men's rate of pay was advanced. At the end of 1921, the price of most commodities having fallen materially, the company appealed for a downward revision of wages, and a Conciliation Board decided for a reduction of 10 per cent. On this basis work was continued for a period of twenty months, until in August last the men requested that the 10 per cent. should be restored. Another Board of Conciliation, consisting of Mr. A. M. Pound, Chairman; Mr. A. G. McCandless, representing the B.C. Electric Company; and Mr. R. P. Pettipiece, representing the men, held numerous sittings during August and September, and heard a large amount of evidence relating to the cost of living, comparisons with the wages of other workers, and the nature of the duties required. They eventually recommended the Dominion Department of Labour to register an award which, broadly speaking, met the demands of the men half-way, conceding to the main body of workers an advance of from 58½ to 62 cents an hour. The figure prior to December, 1921, which the men had asked to have restored, was 65 cents an hour. It was recommended that the new rate of pay should be in operation for one year, to August 31st, 1924. Before the Board had made its report there was a move on the part of a section of the men in Vancouver to force a stoppage of work unless the 10 per cent. increase were granted immediately. It was feared that a complete stoppage of the street-car service in Vancouver and vicinity might result from this action, but the threatened strike was abandoned on receipt of a written and signed assurance from the members of the Conciliation Board that a 62-cent rate would be the basis of the settlement.

SUMMARY OF LABOUR DISPUTES FOR 1923.

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Coal-miners— Michel	Commenced January 3rd. Dispute arose over working conditions and men were out four days. Referred to joint committee under existing agreement. Work resumed January 8th	670	2,680
Printers— Vancouver	Commenced May, 1921. Men sought to establish a working-week of 44 instead of 48 hours without change in weekly wage. The shorter working-week was conceded by many employers, and in later stages of dispute only four firms were affected. Strike called off November 10th, 1923	11	2,700
Lumber-workers— East Kootenay	Commenced about end of April. Strike called by I.W.W. and affected several mills and camps. Strikers' demands were for a $4 daily minimum wage, with charge for board, including sheets and blankets, limited to $1 per day. Strike committee, which met at Cranbrook, called the strike off on May 21st	460	8,280
Pile-drivers— Vancouver	Commenced May 1st. Men demanded increased wages and working expenses, such as overtime, travelling expenses, and fare to and from outside jobs. Work resumed on 10th, with conditions not substantially altered	60	720
Engineers— Esquimalt	Commenced June 11th. Men operating small locomotives and hoisting engineers demanded an advance of $1 a day and firemen from 56¼ to 57½ cents an hour. Increase requested for firemen was conceded and the pay of others was advanced 5 cents an hour. Work resumed June 21st	12	108
Sailors and Ships' Firemen— Vancouver	Commenced June 29th. Men working on Canadian Government Merchant Marine ships operating out of Vancouver requested an increase in wages and better conditions. These were not granted and men were called out from the ships as they came into port. An offer by the management to discuss terms of settlement on condition picketing was stopped was not agreed to. On September 4th the men by vote agreed to resume work on the old conditions	170	2,500
Longshoremen— Vancouver, Victoria, etc.	Commenced October 8th. The existing agreement between the Shipping Federation and the Longshoremen's Association being about to expire, the men asked for an increase in pay for handling lumber or wheat cargoes, the right to pick gangs for outside points, and the right to refuse to work on ships which the International Longshoremen's Association considered unfair. The Federation were willing to grant the increase on wheat and to negotiate on some of the other demands. The men were called out and the Federation at once began to engage outsiders for the work, for which there were a large number of applicants. At first many ships were delayed, but work went on in spite of picketing by the strikers. A number of cases of violence were reported. Attempts at mediation, in which the Deputy Minister of Labour, Mr. J. D. McNiven, took a prominent part, were unavailing for a time, but on December 7th the men by a majority vote agreed to return to work	1,500	50,000

GOVERNMENT EMPLOYMENT SERVICE.

General Superintendent.....Jas. H. McVety, 714 Richards Street, Vancouver.

Branch Offices.

Vancouver, 714 Richards Street	W. S. Dickson, Superintendent.
Vancouver, 53 Powell Street	
Vancouver (Women's Branch), 714 Richards Street	
Victoria, Langley and Broughton Streets	H. Crisford, Superintendent.
Victoria (Women's Branch), Langley and Broughton Sts.	
New Westminster	M. Standbridge, Superintendent.
Nanaimo	J. T. Carrigan, Superintendent.
Kamloops	J. H. How, Superintendent.
Vernon	G. E. Street, Superintendent.
Penticton	A. Gilley, Superintendent.
Nelson	G. Anderson, Superintendent.
Cranbrook	J. E. Kennedy, Superintendent.
Fernie	J. L. McIntyre, Superintendent.
Revelstoke	H. N. Coursier, Superintendent.
Prince Rupert	J. M. Campbell, Superintendent.
Prince George	G. C. Sinclair, Superintendent.

The period dealt with in this statement, which represents the fifth annual report of the British Columbia branch of the Employment Service of Canada, is the year ended December 31st, 1923. The Service is both Federal and Provincial in character, the Dominion Government contributing a proportion not exceeding one-half of the operating expenses, the administration within the Province being carried on as a branch of the Department of Labour.

There are sixteen offices operating in this Province, the number remaining the same as during the preceding year. The Kelowna office was closed at the end of February and an office opened in Penticton during the month of July, as it was considered that the Vernon office, situated only 34 miles from Kelowna, could very easily handle the business offering in the northern end of the valley, the Penticton office supplying the labour requirements not only of the fruit-growers in the South Okanagan, but all of the southern portion of the Province served by the railway and steamboat services which radiate from that point. The offices are located as follows: Vancouver (3), Victoria (2), Nanaimo, Prince Rupert, Prince George, Fernie, Cranbrook, Nelson, Revelstoke, Kamloops, Vernon, Penticton, and New Westminster. In Vancouver and Victoria separate offices are provided for the employment of women.

UNEMPLOYMENT.

During the early part of the year there was a considerable amount of unemployment in the Cities of Vancouver and Victoria and the surrounding municipalities. To relieve this, the Provincial Government carried on land-clearing operations on the University tract at Point Grey and provided other work in the vicinity of Victoria for residents of that district. The work was restricted to married men or those with others dependent on them for support, and greatly relieved the distress which existed in the community as a result of unemployment. As the spring work opened up the unemployed were gradually absorbed by the industries of the Province, and only 500 were sent to the Prairie Provinces for spring ploughing and seeding, as compared with 1,600 sent at the same season the previous year.

During the summer months, owing to a surplus of logs and fire hazard, a great many of the logging camps in the Coast area were closed, but the shortage of employment from this cause was taken care of by the opportunity of engaging in harvest labour in the Provinces of Alberta and Saskatchewan, approximately 5,000 men being sent from this Province for this work. The greater opportunities for employment during the summer months enabled practically every physically able man who desired work to obtain it, with the result that the closing-down of seasonal industries, while it threw the usual number out of employment, did not occasion the immediate distress which has prevailed during the fall and winter for several years past.

BUSINESS TRANSACTED DURING THE YEAR.

The volume of business transacted by the Employment Service in British Columbia is very comprehensively outlined in the tables appearing on another page, showing the transactions both

by offices and months. Although the Fernie, Kamloops, and Victoria offices show a small contraction in the volume of business as compared with the preceding year, the aggregate number of placements for the year under review shows an increase of 25 per cent. Part of this increase is due to the increasing popularity of the Service with power yarding and skidding logging operators in the Coast area, who until this year obtained their labour-supply from other sources. Two of the largest of the latter type of operator, together with a number of the smaller ones, are now securing all their men through the Employment Service, and as the employers become aware that competent men can be obtained from the Government Service, the demand from this industry is likely to increase. The increase in the volume of business noted is also due to improved industrial conditions and to a more general recognition that the Employment Service is being operated on business lines.

The chart shows graphically the rise and fall of applications for employment, employers' orders, and placement of applicants, by weeks. A steady but gradual increase in the number of employers' orders and placements is somewhat disturbed during the month of February owing to the number of men employed on the land-clearing relief-work carried on by the Provincial Government.

The seasonal occupations in connection with various branches of agriculture are responsible for the somewhat erratic movement during June, July, and August, the rapid rise in the latter month being accounted for by the sending of harvest-labourers to the Prairie Provinces.

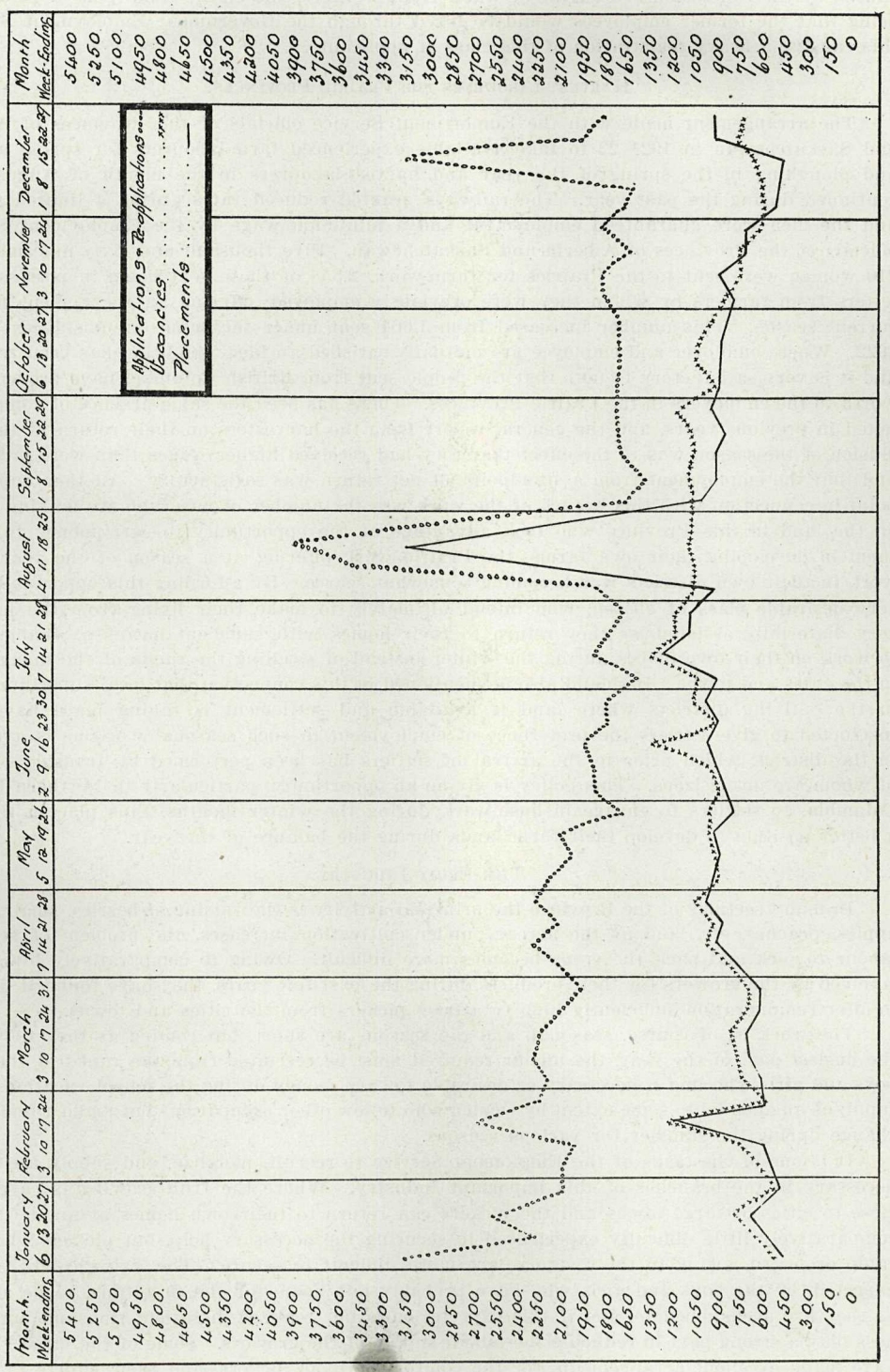
Business transacted by Months for Year 1923.

Month.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out B.C.
January	10,280	2,448	2,312	92	.....
February	9,211	3,213	3,007	72	1
March	10,797	3,850	3,532	169	77
April	8,934	4,157	3,798	189	181
May	10,177	5,084	4,765	247	84
June	7,568	4,763	4,179	129	70
July	7,225	5,090	4,573	161	85
August	14,447	5,495	4,821	318	4,824
September	6,795	4,796	4,038	317	49
October	6,934	3,986	3,749	288	6
November	7,186	3,228	3,283	262	1
December	10,700	3,906	3,768	175	1
Totals	110,254	50,016	45,825	2,419	5,379

Business transacted by Offices during 1923.

Office.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out B.C.
Cranbrook	3,944	4,037	3,511	262	24
Fernie	479	446	777	2	39
Kamloops	2,947	1,697	1,237	17	33
Kelowna (office closed February 28th)	60	7	6	.....	.....
Nanaimo	1,810	672	652	.....	.....
Nelson	4,653	2,223	1,883	90	99
New Westminster	4,694	1,865	1,659	4	471
Penticton (office opened July 14th)	1,414	858	667	1	.....
Prince George	1,496	2,342	1,995	105	30
Prince Rupert	6,011	2,280	2,007	29	1
Revelstoke	917	974	941	15	19
Vancouver (Richards Street)	22,338	4,486	4,210	452	2,817
Vancouver (Powell Street)	29,114	15,108	14,721	1,248	1,272
Vancouver (Women)	12,230	5,618	5,245	152	157
Vernon	3,673	1,689	1,223	14	65
Victoria (Men)	10,071	3,164	3,119	10	320
Victoria (Women)	4,403	2,550	1,972	18	32
Totals	110,254	50,016	45,825	2,419	5,379

CHART SHOWING APPLICATIONS, VACANCIES, AND PLACEMENTS WEEK BY WEEK DURING 1923.



The number of applicants shows a very rapid increase during the month of December, caused by the conclusion of a strike of water-front workers, one of the conditions of settlement being that the former employees would be hired through the Government Employment Service, this causing a heavy registration of this class of applicant.

HARVEST-LABOURERS FOR PRAIRIE PROVINCES.

The arrangement made with the Employment Service officials of the Provinces of Alberta and Saskatchewan in 1921–22 to take available experienced farm-labourers for spring seeding and ploughing in the spring of the year and harvest-labourers in the month of August was continued during the past year. The railways granted reduced rates during a limited period, and the men were guaranteed employment and a minimum wage by the Employment Service officials of the Provinces of Alberta and Saskatchewan. Five thousand and sixty-nine men and 210 women were sent to the Prairies for farm-work, 2,358 of those sent being in possession of letters from farmers by whom they were previously employed, offering an engagement for the current season. This number increased from 1,004 sent under the same circumstances during 1922. Where employer and employee are mutually satisfied an ideal condition has been reached, and it is very satisfactory to note that the people sent from British Columbia have proven their worth to the employers in the Prairie Provinces. There has been the same absence of complaints noted in previous years, and the general report from the harvesters on their return at the conclusion of the season was to the effect that they had received higher wages than were promised, and that the employment from a standpoint of net return was satisfactory. Another important point in connection with this branch of the work was the number of men who are making homes on the land in this Province who took advantage of the opportunity to earn money to assist them in developing their own farms, the Prairie work offering at a season of the year when work in their own districts was becoming somewhat scarce. By affording this opportunity this very desirable class of citizen, who intend ultimately to make their living from the land, is very materially assisted, as they return to their homes with sufficient means to enable them to work on their own places during the winter instead of swelling the ranks of the unemployed in the cities and towns. It should also be mentioned in this connection that local superintendents in the outlying districts where land is available and settlement is taking place have been instructed to give settlers the preference of employment in such seasonal work as is available in the district, which prior to the arrival of settlers has been performed by transients, many of whom are not citizens. This policy is giving an opportunity, particularly in Northern British Columbia, to settlers to engage in bush-work during the winter months, thus placing them in a better position to develop their farm lands during the balance of the year.

THE FRUIT INDUSTRY.

In many sections of the Province the principal activity is the raising of berries, small fruits, apples, peaches, etc., and as the acreage under cultivation increases, the problem of securing labour to pick and pack the crops becomes more difficult. Owing to comparatively low prices received by the growers for their products during the past few years, they have found it difficult to offer remuneration sufficiently high to attract pickers from the cities and towns.

The work is, of course, seasonal, and the seasons are short, but coming as they do during the busiest part of the year, the labour required must be recruited from the ranks of the older boys and girls who find it necessary or desirable to earn money during the school vacation. This supply is augmented to some extent by women who follow other occupations but make a temporary change during the summer for various reasons.

It is one of the tasks of the Emploment Service to recruit, mobilize, and supply the labour necessary in the branches of this important industry. Where the fruit-growing is carried on close to cities or large towns and the pickers can return to their own homes at night, there is comparatively little difficulty experienced in securing the necessary help, but pickers who must camp or board, owing to the distance, are more difficult to secure. The living conditions are expected, by the boys and girls who have probably left home for the first time, to be as good as they are accustomed to, and if this expectation is not realized dissatisfaction and homesickness play a strong part in reducing the labour-supply of the growers. Some of the large growers have made excellent arrangements for the comfort of their pickers, and their efforts to secure help usually meet with greater success than those who provide poor accommodation and have

a bad reputation among the pickers. Even those growers who provide the most ideal conditions are unable to secure the return of more than 10 per cent. of the pickers employed during the previous season, which shows that, particularly in the berry-growing districts, practically an entire new force must be recruited each year.

How the Service assists the Growers.

During the seasons under review the offices of the Employment Service supplied approximately 1,200 pickers, and it was found necessary to advertise extensively and to open special offices in order to secure this number. In the Okanagan Valley an office was opened in Penticton to serve better the industry in that end of the valley, and the local superintendent at Vernon was placed in the field for a period of three months in order to give the maximum service to those engaged in this more or less financially hazardous industry. Officers have also attended meetings of the growers in various parts of the Province for the purpose of discussing the many angles of the situation, and these meetings are usually followed by a mutual understanding that results in better service to the growers, and through them to the community. As they come to realize that living conditions and remuneration are the principal factors in recruiting the help required and meet the demands to the best of their ability, it will be found that this policy will be the greatest safeguard against the labour shortages of several seasons past. Some of the growers have relied on the hope of securing the necessary help from the United States or the Prairie Provinces, but it has been found impossible during the past three years to induce pickers to come from Washington, as the supply is fully employed in taking care of the crops in that State. Distance, expense, and the short duration of employment make the employment an unprofitable venture for young women from the Prairie Provinces, and the permanence and success of the industry, in so far as labour is concerned, depends on the ability of the growers to attract the necessary help from within a radius of 50 to 100 miles from the districts where the pickers are required.

Placement of Disabled ex-Soldiers.

By the special direction of the Honourable Minister of Labour, the officials of the Employment Service, in the early part of the year, gave much attention to the question of placing in employment ex-service men who had received injuries while overseas. Steps were taken to follow up the letter of appeal which the Honourable Minister addressed to employers of labour. As four-fifths of the male members of the Employment Service staff are ex-service men, and three-fifths of this number are suffering in varying degrees from disabilities received overseas, the cause of the ex-service man requires no special pleading in order to secure for them the maximum results. The majority of the disabled ex-service men have settled in the Coast cities, and this has occurred to such a degree that there is practically no unemployment among handicapped ex-service men in other portions of the Province. Local Employment Service superintendents, elsewhere than in Vancouver and Victoria, have more than once been asked to report specially on this matter, and their reports show that they have very few handicapped ex-soldiers to deal with. In the two cities mentioned, however, the situation is very different.

During the year approximately 350 handicapped men were placed in positions of various kinds, without taking into account the large number of men suffering from minor injuries who feel that they get along better by concealing the fact that they received injuries overseas, and who are placed by our offices in the ordinary course of business. The duration of the employment ranged from a few hours' work to permanent positions, many of the men because of their physical condition being extremely difficult to place at all. In so far as the Employment Service is concerned, there will be no relaxation in the effort to place the physically handicapped in suitable employment.

Government and Private Employment Offices.

The practice of charging workmen for directing them to employment has, owing to the legislation in force in this Province which makes it an offence to receive a "fee or compensation," practically ceased. A number of private agencies, however, still continue to operate in the City of Vancouver, confining their work almost exclusively to the supply of labour for the logging companies operating in the Coast area. These agencies are maintained by individual employers or employers' associations, those in charge receiving a salary for their service. Two offices are operated by individuals who at the beginning of the year charged the employers for whom they

acted either on a *per capita* basis for the men supplied or on a monthly rate based on the amount of business transacted.

Early in the year informations were laid against a number of private employment agents, charging that they "did unlawfully receive compensation, directly or indirectly, for sending persons seeking employment to apply for employment." The charges were heard by the Police Magistrate of the City of Vancouver and dismissed by him for the reason that the Statutes "did not prohibit the collection and receipt by an employment agent of a fee or compensation from an employer for sending a person seeking employment from the said City of Vancouver or elsewhere to such employer at Chemainus aforesaid, or elsewhere, for employment by him, but that the Act is designed to protect the employee and is intended to prohibit the collection of such fee or compensation from an employee only." An appeal was taken to the Supreme Court from the decision of the Magistrate by way of a stated case, which was heard before Mr. Justice Murphy on May 3rd, the decision of the Magistrate being reversed. At the request of counsel the Court gave reasons for judgment, in which, after quoting the section of the Statute, it is stated: "There is nothing in this language confining the operation of the section to collecting or receiving money from the employee. The prohibition is without qualification." In the concluding paragraph, however, he expresses the opinion that employers are not prevented from keeping up employment agencies provided the payment of such agencies is not made contingent on the relationship of employer and employee being established. In other words, if the employment agent receives a monthly allowance instead of being paid on a *per capita* basis for the men supplied, this method, in the opinion of the Judge, is lawful.

A SECOND CASE DISMISSED.

For the purpose of obtaining a conclusive decision regarding the interpretation to be placed upon the Statute, another information was laid against a private agent whose remuneration was fixed on a monthly basis. The Magistrate dismissed the information and held that he was bound by the opinion expressed by Mr. Justice Murphy, that to receive payment on a monthly basis is not an offence under the Act. An appeal was taken from the Magistrate's decision to the County Court, the effect being that a new trial was held before Judge Cayley on June 29th. Decision was reserved, and on October 15th the decision of the Magistrate was reversed, the appeal allowed, and the employment agent fined $10.

In oral reasons for judgment the Judge stated: "In McVety *vs.* Joy (the case decided by Mr. Justice Murphy) the Judge held that there is nothing in the language of the Statutes confining the operation of the section to collecting or receiving money from the employee. In this matter the company hired the defendant at a monthly rate, irrespective of whether he sent up a sufficient number of workmen or not. In other words, the employer did not pay the agent per head. I do not known that this makes any difference. His business was to send up employees; that was what he was paid for, and whether they were paid for in a lump sum or monthly salary to the agent, or whether the agent got so much per head, seems to me to make no difference. I do not interpret McVety *vs.* Joy as suggesting that employers and the employees may keep up employment agencies without contravening the Statutes. There is something in the judgment relating to a state of affairs which does not exist in this case, this case resembling more nearly the ordinary case of agent acting for pay in a manner now forbidden."

CO-OPERATION AND INFLUENCE OF THE SERVICE.

The close co-operation which has existed between the Employment Service and the Pacific District of the Department of Immigration has been continued during the period under review. As a result, the immigration officials have at their disposal first-hand and reliable information regarding industrial conditions, which is of considerable assistance in dealing with applications for the admission of aliens. The Commissioner for the Pacific District refers to this co-operation in the Annual Report of the Department of Immigration and Colonization for the year ended March 31st, 1923, as follows:—

"During the year 72 applications were filed from employers in this district for the admission of labour, which it was claimed could not be procured in Canada to fill vacancies occurring. These applications covered 451 positions; as the result of investigation by the Employment Service 310 were refused and the positions filled by persons resident in Canada; admission was approved of in 141 cases. It will thus be seen that the close co-operation between the Employ-

ment Service and this Department has produced excellent results, particularly in view of the industrial conditions which existed during a considerable part of the period under review."

ASSISTANCE TO FEMALE IMMIGRANTS.

The facilities offered by the Employment Service have also been widely used by the Women's Division of the Department of Immigration in assisting women who have come to this country under the auspices of that Department. Before women engaged for domestic service are permitted to go forward to employers in the more isolated portions of the Province, a report is usually requested from the nearest Employment Service superintendent regarding the conditions the household worker may expect to find, and this information frequently saves a long journey and considerable expenditure of money.

An increasing number of Dominion and Provincial Government departments are using the Employment Offices to secure the labour necessary to carry on their work, and branches of Government, semi-public bodies, banks, employers, and citizens generally, now accept the Employment Service as an industrial barometer and consult its officers frequently regarding this important phase in the life of the Province. Practically every organization in receipt of letters of inquiry where the prospect of employment is one of the subjects on which information is requested refer these applications to the Employment Service, and these are received from practically every part of the British Empire in addition to the United States and other foreign countries farther afield. As much depends on the accuracy of information supplied in response to these requests, an effort is made to supply definite, accurate, and up-to-date information regarding the industry and the portion of the Province in which the applicant is interested. That this policy is appreciated is shown by the large number of letters received from those who have benefited by it.

The Employment Service, as a branch of the Department of Labour, has passed through all of the experimental stages and is now recognized as an essential unit in the growth and development of the industrial life of the Province.

INSPECTION OF FACTORIES.

Chief Factories Inspector ..... R. J. Stewart.
Inspector ..... H. Douglas.
Inspector ..... Miss J. Dickinson.
Inspector ..... Miss Violet Smart.
(Succeeding the late Mrs. Winifred Mahon.)
Office ..... Court-house, Vancouver.

The following report was submitted by the Chief Inspector of Factories:—

I am pleased to be able to report more activity in practically all lines of industry with which we come in contact. Our inspection-work affords us an opportunity to note the signs of returning prosperity to the Province. Particularly has this been noticed in the lumber-mills, a number of which have been employing regular night shifts during the winter months in order to cope with the demand for the products of our forests. Our duties also afford us an opportunity to note the expansion of some of our smaller industries. Quite a number of instances could be cited where small manufacturing plants employing five or six persons, in order to supply the increasing demand for their products, have either moved or are in the course of moving to larger and more commodious quarters. Before securing larger premises, however, the proprietors of these industries have, in most cases, consulted us in regard to the requirements of the "Factories Act."

ACCIDENT-PREVENTION.

As in previous years, particular attention has been given to seeing that the machinery in the manufacturing plants coming under our notice is as safe for the workers employed therein as is possible to make it, and, judging by the decreasing number of accidents to be investigated and Coroners' inquests to be attended, we assume that each succeeding year is one of advanced progress in the campaign for accident-prevention. The only possible way to guage the success of efforts expended in the preservation of life and limb is by the accident frequency in any given industry. Frequent accidental injuries to employees in a plant almost invariably indicate that proper protective measures are not being taken.

The general conditions in a plant soon indicate the attitude of the management, and a management which is indifferent to the adoption of safety measures and the promotion of accident-prevention may expect a smaller production per man, due to a certain extent to a general lack of confidence in the plant.

In justice to the executives of the majority of our industrial plants, I would state that they are interested in conserving the safety, health, and comfort of their employees, realizing that their obligations to them do not end with the weekly pay envelope.

Before concluding the subject of accident-prevention, I desire to pay tribute to the efforts of the superintendents, foremen, and workmen for the co-operation we have received in our efforts to improve the working conditions in this Province.

LIGHTING.

Continuous attention has been given the subject of proper lighting in factories. In some instances we have found that the managements' energies have been expended along the line of proper illumination, largely for the sole purpose of enabling the employees to increase their production. While this is desirable, it is also necessary that dark passage-ways, landings of stairways, and other dangerous places be provided with proper illumination. In fact, it seems proper to include illumination in the list of mechanical safeguards, as a light points out the hazards just as effectively as a railing points out the danger of revolving shafting or pulleys.

It is also very important that the lighting system be installed in such a manner as to avoid glare, as this is one of the most common and serious faults of lighting installations. We have in mind one particular case where the femaie employees were troubled with severe headaches, and considerable time was lost on this account. The proprietor had a complete new lighting system installed, and the lamps provided with reflectors which eliminated all glare to the operators' eyes. After the installation had been completed and in operation for a time we visited the plant, and were informed by the proprietor that the employees did not complain of headaches, and production had increased to a considerable extent.

Elevator Risks.

Vertical transportation as exemplified by the passenger-elevator of to-day is used by all classes, perhaps more than any other form of conveyance, but the hazards in connection with its operation differ materially from those of any other mode of transportation. While rails (guide-rails) are a requisite of all elevator installations, there is practically no possibility of the cars leaving the rails and injuring the occupants of the elevator. Nor is there any possibility of an accident through collision of one elevator with another, as frequently happens with a train, street-car, or automobile.

Statistics prove that once the passenger has safely entered or left the elevator, he has succeeded in overcoming the contributing factors of 85 per cent. of the elevator accidents of to-day, as it is while entering or leaving the car that the more serious and frequent accidents occur.

As stated in previous reports on this subject, the only effective way to eliminate accidents of this nature is to have either electrical or mechanical equipment installed which will prevent the movement of the car until the doors are closed and locked. During the past year, upon completion of our elevator inspections, we have explained to several owners of buildings the advantages of this equipment, with the result that a number have had these safety devices installed on their elevators, while others are at present negotiating with the supply-houses for details, prices, etc. We hope that the day is not far distant when all passenger-elevator installations throughout the Province will be equipped with some form of interlock, a number of which have passed the experimental stage and are now on the market.

A Regrettable Fatality.

I regret to have to record a fatal accident which occurred in Vancouver to a young girl 14 years of age. During the investigation of this fatality and attendance at the Coroner's inquest the following facts were brought out:—

The father of the girl was the caretaker of the building, assuming these duties a short time before the accident occurred. His sworn testimony was to the effect that on the night of the accident he was answering a telephone call in the office when the elevator-bell rang. His daughter, who was in the office at the time, disregarding previous warnings from her father, the proprietor, and Inspectors, ran past him and took the elevator to the upper floor before he had a chance to stop her. When the car arrived at the top floor a short circuit caused it to reverse, and she, not knowing what to do in an emergency of this kind, tried to get out of the car, and in doing so received injuries which later proved fatal.

Prosecutions.

Informations were laid and convictions secured against thirteen Oriental laundries in Vancouver for infraction of the law, and fines totaling $800 were imposed. We found it necessary to prosecute the same offenders a number of times before observance of the law respecting the operation of laundries was obtained.

Hours of Labour.

The enforcement of the 48-hour week for female employees in factories has been steadily maintained, though some of the smaller employers seem to be of the opinion that the hours of labour should be determined by the state of trade. During the year a number of requests have been made for overtime permits. These have been granted in cases where the conditions were found to warrant the request. Several requests have also been made for permission to work employees on statutory holidays. Requests of this nature have not been readily acceded to, as we believe that a large majority of the employees are averse to being compelled to work on holidays.

REPORT OF THE MINIMUM WAGE BOARD.

Officials of the Board:
Miss Mabel A. Cameron, Secretary .....Parliament Buildings, Victoria.
Miss Violet Smart, Inspector .....Court-house, Vancouver.
(Succeeding the late Mrs. Winifred Mahon.)

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

SIR,—We have the honour to present the sixth annual report of the Minimum Wage Board of British Columbia, dealing with the activities of the Board for the year ended December 31st, 1923.

During that period sixteen meetings were held, some in Victoria and the remainder in Vancouver. The year under review was a busy period.

CONFERENCE ON MANUFACTURING INDUSTRY.

The most important event of the year was the Conference held in July on the manufacturing industry. Since September, 1919, an Order had been in effect prescribing a weekly minimum wage of $14 for experienced workers in all classes of the industry. Availing themselves of the right granted under section 9 of the "Minimum Wage Act," employers classed under the manufacturing group petitioned for a re-opening of the Order. The Board acceded to their request and convened a Conference in accordance with the Act. To represent the employers the Board appointed Mr. J. H. McDonald, of the B.C. Manufacturing Company, Ltd., New Westminster; Mr. George A. Campbell, of Campbell's, Ltd., Vancouver; and Mr. William Ramsay, of Ramsay Bros., Ltd., Vancouver.

The case for the employees was ably upheld by Mrs. F. Dolk, tailoress; Mrs. Louise Westerman, garment-worker; and Miss Elizabeth McCartney, boot and shoe worker, all of Vancouver.

The third group of conferees, representing the public, was composed of Mrs. H. P. Hodges, Victoria; Mrs. Amy Ward, North Vancouver; and Rev. J. Richmond Craig, Vancouver.

Three public sessions were held in Vancouver on July 17th, that in the evening being arranged especially for the benefit of employees who desired to submit evidence or listen to the proceedings. It was most gratifying to the Board to have such an enthusiastic and wholehearted response to the invitation to be present, the large room in which the meeting was held being crowded to capacity with eager workers ready to impart much valuable information.

During the day sessions the employers turned out in goodly numbers and many women's organizations evinced their hearty interest by sending representatives to take part in the discussion. Delegates from the Vancouver Trades and Labour Council were also in attendance and contributed freely to the evidence brought before the Conference.

Mr. J. D. McNiven, Chairman of the Board, presided at the meetings, and in his opening remarks explained the objects of the Conference, and that it had been called at the request of the employers.

Considerable data on the cost of living had been gathered by the Board in advance of the meeting, and further evidence on this question was taken at the public hearings.

A MEMORANDUM BY EMPLOYERS.

At the opening session Mr. George D. Moir read a lengthy memorandum setting forth the views of the employers, and particularly stressing their desire for a reduction of the existing weekly wage of $14. Contending that the manufacturers of British Columbia were suffering from unfair competition with Eastern Provinces, where in some instances no minimum-wage law was in effect and in others a much lower rate existed, therefore the employers believed a fair minimum would be $12.50, and recommended the adoption of that figure.

The memorandum referred to minimum-wage rates hitherto set by the Board as having been fixed upon the basis of self-supporting women—living away from home—and voiced the conviction of employers that most British Columbia workers lived with their parents. Under these circumstances they urged the women are not under as heavy expense as those working in large centres of population like Toronto, where many girls employed in factories come from homes outside the city. The memorandum further referred to the method adopted by the Ontario Wage Board of setting rates graduated according to the population of the various

centres, towns, etc., the highest amount—$12.50—being prescribed for workers in Toronto, decreasing to $10 for the smaller towns and villages. It was contended that much manufacturing was done in Ontario centres, where the rate was $11.50, or $1 per week less than was suggested in the memorandum for British Columbia. It was further stated that while the time had perhaps not yet arrived in this Province to justify a graduated scale based on population, these points were emphasized in order to bring out the difficulties of the employers in meeting competition.

The memorandum then dealt with the matter of hours, and while the manufacturers admitted that 48 hours was a reasonable maximum working period, they asked that discretionary power be granted to the Factory Inspector to allow in exceptional cases a longer working period than 52 hours.

Dealing with the apprenticeship rates, the employers recommended that all learners coming within the scope of the Order, irrespective of age, be placed on an equal footing, that the learning periods be fixed at 6, 12, and 18 months, and that the rates of pay for these learning periods be respectively $7, $8.50, and $10.50 weekly, after which the employee would be entitled to the full minimum.

A $14 Weekly Minimum retained.

Lengthy discussion on the various phases of the employers' memorandum followed. During the evening session much valuable information was submitted by employees in different branches of the industry. They were unanimous in opposing the cut in wages proposed by the employers, and many advocated an advance over the $14 rate then in effect.

The public hearing was terminated at a late hour in the evening, and the following morning the conferees met to consider the evidence and make their recommendations to the Board. At the outset the views of the various groups appeared to be rather divergent, but an amicable spirit of mutual consideration was displayed, and the final result was a unanimous recommendation to retain the $14 weekly minimum for a working period of 48 hours. The conferees decided to leave the adjustment of the learners' wages to the Board.

These recommendations were accepted by the Board and terms for the inexperienced were set in the various divisions of the manufacturing industry. The new Orders for experienced and inexperienced workers came into force on November 20th, 1923. A résumé of these is included in this report, together with the other Orders now in effect.

Appointment of an Inspector.

An important change in the work of administering the Act was made in February last. With a view of securing a more complete observance of the Orders of the Board, the decision to appoint a woman Inspector to visit factories and places of business where women are employed was approved by the Honourable the Minister of Labour, on the recommendation of the Deputy Minister, and Mrs. Winifred Mahon, of Vancouver, was duly appointed to this position. As the duties involved some amount of co-operation with the Factory Inspection Branch of the Department, the Vancouver office of the Minimum Wage Board was moved from the Vancouver Block to the Court-house, with Mrs. Mahon in charge.

Since entering upon her duties the Inspector has paid a large number of visits to industrial and other establishments, and has made effective representations to the parties concerned where undesirable conditions were found to exist.

Cases taken into Court.

As it is now felt that the conditions of employment laid down by the "Minimum Wage Act" should be familiar to employers, there has been less reluctance than formerly in pressing for the legal penalty when it was found that there had been infractions of the Act. In several instances informations have resulted in cases being taken into Court. In the first of these, which was taken against a hotelkeeper under the Telephone Order and heard in April, three breaches of the Act and Order were proved—failure to post the Order, working an employee seven days in the week, and failure to pay the minimum wage—and for each offence a fine of $25 was imposed. A case of working excessive hours was taken into Court in June and the offender fined $25. In September two employers who were charged with failure to post Orders and with requiring employees to work excessive hours were both fined $25 in each case, and in December a charge of supplying false information to an official of the Board and permitting employees to work excessive hours resulted in two fines of $25 each being imposed on another

employer. In two other instances in which informations had been laid the cases were withdrawn without being taken into Court. Of these seven cases, five were under the Public Housekeeping Order, one under the Telephone Order, and one under the Office Order. The defendants in these actions were mostly of foreign birth.

REVISION OF WAGE RATES.

The returns which employers of women and girls are asked to make to the Board once a year have afforded another means of checking the amount of wages paid. In some cases where employers have evidently been under the impression that they were entitled to some degree of exemption from the operation of the Act, investigation has led to a revision of the wages paid, and increases of pay which were made in this and other ways, after checking up the returns of last December, have amounted to $169.48 a week. While it is possible that in some of these cases there may have been sufficient evidence to sustain a prosecution, the Board felt that the situation would be fittingly dealt with by the restitution of back pay. Other employees who had been underpaid have received during the year various amounts aggregating $1,154.76. The Board, however, wishes it to be understood that the friendly settlement of these cases out of Court should not be taken as precedents to be followed in future actions.

CONNIVING AT VIOLATIONS OF THE LAW.

In a number of cases which have come before the Board, where the wage paid has been found to be less than the legal minimum, it has transpired that girls have accepted positions at a low wage, and have continued to work for some time under such conditions, even after they were fully aware that they were conniving at a violation of the law. Only after this has been going on for some time, and possibly then after they have had a disagreement with their employer, or been laid off, have they reported the circumstances to the Board and asked for redress to be obtained. Sometimes the delay or the circumstances of the case have complicated the issue, but usually the position is perfectly clear; the employer is liable both to prosecution and for the difference between the legal minimum and the amount actually paid from the time the employee entered his service. It is singular that any employer is willing to run these risks, when experience shows that, by paying the full legal wage from the commencement, he would probably obtain help of a more efficient kind.

Women and girls who, knowing the minimum wage, agree to accept less are themselves conniving at a violation of the law beside injuring their fellow-workers. It is essential to the successful administration of the Act that both employers and employees abide by the law.

SUMMARY OF ORDERS.

For convenient reference a summary of the Orders now in force is herewith appended:—

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.

Weekly Minimum Wage.

EXPERIENCED WORKERS.	INEXPERIENCED WORKERS.	
	Under 18 Years of Age.	18 Years of Age or over.
$12.75. Hourly rate, 26 9/16 cents.	$ 7 50 for 1st 3 months. 8 00 ,, 2nd 3 ,, 8 50 ,, 3rd 3 ,, 9 00 ,, 4th 3 ,, 9 50 ,, 5th 3 ,, 10 00 ,, 6th 3 ,, 10 50 ,, 7th 3 ,, 11 50 ,, 8th 3 ,,	$ 9 00 for 1st 3 months. 10 00 ,, 2nd 3 ,, 11 00 ,, 3rd 3 ,, 12 00 ,, 4th 3 ,, Licences required in this class.

Above rates are for a 48-hour week. Time worked in excess of 48 hours must be paid for at the hourly rate.

Order has been in force since February 24th, 1919.

LAUNDRY, CLEANING, AND DYEING INDUSTRIES.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.	
	Under 18 Years of Age.	18 Years of Age or over.
$13.50. Hourly rate, 28⅓ cents.	$ 8 00 for 1st 4 months. 8 50 „ 2nd 4 „ 9 00 „ 3rd 4 „ 10 00 „ 4th 4 „ 11 00 „ 5th 4 „ 12 00 „ 6th 4 „	$ 9 00 for 1st 4 months. 10 50 „ 2nd 4 „ 12 00 „ 3rd 4 „ Licences required in this class.

Above rates are based on a 48-hour week. Maximum working period 48 hours, governed by "Factories Act."

Order has been in force since March 31st, 1919.

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.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.	
	Under 18 Years of Age.	18 Years of Age or over.
$14. Hourly rate, 29⅙ cents.	$12 00	$12 00

Above rates are for a 48-hour week. In emergency cases 52 hours 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 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.

Order has been in force since August 16th, 1919.

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.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.	
	Under 18 Years of Age.	18 Years of Age or over.
$15. Monthly rate, $65. Hourly rate, 31¼ cents.	$11 00 for 1st 6 months. 12 00 „ 2nd 6 „ 13 00 „ 3rd 6 „ 14 00 „ 4th 6 „	$11 00 for 1st 3 months. 12 00 „ 2nd 3 „ 13 00 „ 3rd 3 „ 14 00 „ 4th 3 „ Licences required in this class.

Above rates are for a 48-hour week. Maximum weekly working period prescribed by Order, 48 hours.

Order has been in force since August 16th, 1919.

PERSONAL SERVICE OCCUPATION.

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

Weekly Minimum Wage.

EXPERIENCED WORKERS.	INEXPERIENCED WORKERS.	
	Under 18 Years of Age.	18 Years of Age or over.
$14.25. Hourly rate 29 11/16 cents.	$10 00 for 1st 6 months. 11 00 „ 2nd 6 „ 12 00 „ 3rd 6 „ 13 00 „ 4th 6 „	*$10 00 for 1st 3 months. 11 00 „ 2nd 3 „ 12 00 „ 3rd 3 „ 13 00 „ 4th 3 „ Licences required in this class.

* These rates for learners do not apply to attendants at shooting-galleries and other public places of amusement, garages, and gasolene service stations, or to drivers of motor-cars or other vehicles, for whom no apprenticeship is deemed necessary.

Above rates are for 48 hour week, which is maximum permitted.

Wages for Ushers.

Ushers in theatres, music-halls, concert-rooms, or the like, engaged after 6 p.m., on legal holidays, and for special matinees, are entitled to 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, are entitled to not less than $10.80 a week. (Ushers in this category may be employed only between 1.30 p.m. and 11 p.m.)

Ushers working in excess of 36 hours a week up to 48 hours are entitled to not less than $14.25. No distinction is made for ushers under 18 and over 18 years of age. No apprenticeship considered necessary for ushers.

Order has been in force since September 15th, 1919.

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.

Weekly Minimum Wage.

EXPERIENCED WORKERS.	INEXPERIENCED WORKERS.
$15.50. Hourly rate, 32 7/24 cents.	$12 75 for 1st 4 months. 13 75 „ 2nd 4 „ 14 75 „ 3rd 4 „ Licences required for inexperienced employees 18 years of age or over.

Order has been in force since February 28th, 1920.

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 telephone or telegraph systems who are not governed by any other Order of the Board.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.
$15. Hourly rate, 31¼ cents.	$11 00 for 1st 3 months. 12 00 „ 2nd 3 „ 13 00 „ 3rd 3 „ Licences required for inexperienced employees 18 years of age or over.

Above rates are for a 48-hour week. Maximum hours permitted are 8 per day and 48 per week, except in cases of emergency, when 56 hours may be worked. Time and one-half is payable for hours in excess of 48. Every employee must 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.

Order has been in force since April 5th, 1920.

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.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.
$14. Hourly rate, 29⅙ cents.	$10 for 1st month. 11 „ 2nd „ 12 „ 3rd „ Licences required for inexperienced employees 18 years of age or over.

Above rates are for a 48-hour week. For work over 48 hours, but not in excess of 60 hours, wages shall be not less than 30 cents an hour for experienced workers, and for work in excess of 60 hours the rate shall be not less than 45 cents an hour.

Overtime work for inexperienced workers must be paid in the same proportion to their wages as overtime for experienced employees.

Work in excess of 48 hours a week is permitted only during an emergency period of 90 days in any 12 months, unless the Board finds unusual conditions necessitate a longer period, and it may then, in its discretion, extend such emergency period.

Order has been in force since September 3rd, 1922.

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.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.		
	Schedule 1.	Schedule 2.	Schedule 3.
$14. Hourly rate, 29⅙ cents.	$ 8 00 for 1st 2 mos. 10 00 „ 2nd 2 „ 12 00 „ 3rd 2 „	$ 8 00 for 1st 4 mos. 10 00 „ 2nd 4 „ 12 00 „ 3rd 4 „	$ 7 00 for 1st 6 mos. 10 00 „ 2nd 6 „ 13 00 „ 3rd 6 „

Licences required for inexperienced workers 18 years of age or over.

Schedule 1 applies to establishments in which any of the following products are manufactured or adapted for use or sale: Tea, coffee, spices, essences, sauces, jelly-powders, baking-powders, molasses, sugar, syrups, honey, peanut butter, cream and milk products, butter, candy, confectionery, biscuits, macaroni, vermicelli, meats, soft drinks, yeast, cans, buttons, soap, paint, varnish, drug and toilet preparations, photographs, ink, seeds, brooms, whisks, pails, wash-boards, wooden boxes, clothes-pins, matches, explosives, munitions, gas-mantles, and window-shades.

Schedule 2 applies to establishments in which any of the following products are manufactured or adapted for use or sale: Cotton bags, envelopes, overalls, shirts, ladies' and children's wear, gloves, hats, caps, men's neckwear, water-proof clothing, tents, awnings, regalia, carpets, furniture, bedding, pillow-covers, loose covers, mattress-covers, draperies, casket furnishings, factory-made millinery, knitted goods, blankets, brushes, machine-made cigars, and dipped chocolates.

Schedule 3 applies to the following occupations, or to establishments in which any of the following products are manufactured or adapted for use or sale: Bookbinding, embossing, engraving, printing, dressmaking, men's and women's tailoring, ready-to-wear suits, paper boxes, jewellery, furs, leather goods, hand-made cigars, boots, shoes, and hand-made millinery.

Schedule 3 does not apply to regularly indentured apprentices whose indentures have been approved by the Minimum Wage Board.

The above rates are for a 48-hour week. No employee shall be employed more than 8 hours a day, nor more than 48 hours a week, except when permission has been granted under the provisions of the "Factories Act."

Order has been in force since November 20th, 1923.

STATISTICAL REPORT.

Towards the end of the year the Board sent blank pay-roll forms to employers throughout the Province for particulars regarding wages, working-hours, length of service, etc., of their women and girl employees. Except in the seasonal occupations, such as the fishing industry and the fruit and vegetable industry, the information was asked for the week ending December 1st, 1923. In the other cases employers were requested to report for the week of greatest employment during the 1923 season.

The statistics have been compiled in groups corresponding to the nine Orders of the Board and separate tables have been prepared for each industry. In five classifications comparisons may be made for the years 1919–23, inclusive, while in the remaining divisions the figures were not available until 1920, when the Orders governing these industries came into force.

The total number of returns received in 1923 is 2,195, being a gain of 60 over the 1922 figure, when 2,135 employers reported. An increase of 632 female employees is noted this year, 10,863 having been recorded, as against 10,231 the previous year.

The tables for the various groups are herewith appended, with a brief analysis in each case:—

MERCANTILE INDUSTRY.

	1923.	1922.	1921.	1920.	1919.
Number of firms reporting	325	320	278	317	121
Number of employees—					
Over 18 years	2,000	1,828	1,788	1,685	1,428
Under 18 years	364	283	256	369	323
Total weekly wages—					
Employees over 18 years	$30,520.25	$27,577.19	$28,601.35	$26,852.90	$20,951.25
Employees under 18 years	$3,321.00	$2,682.00	$2,389.50	$3,528.00	$3,144.25
Average weekly wages—					
Employees over 18 years	$15.26	$15.09	$15.99	$15.94	$14.67
Employees under 18 years	$9.12	$9.48	$9.33	$9.56	$9.73
Percentage of employees under 18 years	15.4%	13.4%	12.52%	17.96%	18.5%
Average hours worked per week	42.95	43.7	44.17	43.7	46.1

While the minimum wage set in this industry is $12.75 for a week of 48 hours, it will be noted the weekly average for employees over 18 years of age is $15.26, an advance of 17 cents over the 1922 figure and $2.51 higher than the legal minimum. In the case of girls under 18 there has been a slight drop—from $9.48 to $9.12.

Three hundred and twenty-five firms reported 2,364 employees, 2,000 over 18 years of age and 364 under that age. This means an increase of 253 women workers over last year's total, although returns were received from only 5 more firms. An increase of 2 per cent. occurs in

the employment of girls under 18 years of age. The average hours worked per week have dropped from 43.7 in 1922 to 42.95 in 1923.

In this occupation 562 employees, of whom 45 are under 18, are reported as receiving between $12 and $13 weekly. The next largest group, 321, receive between $15 and $16. In the class of $25 or over 104 employees are shown. The 44-hour week accounts for 843 employees, 392 work 44½ hours, and 297 put in 47 hours a week.

LAUNDRY INDUSTRY.

	1923.	1922.	1921.	1920.	1919.
Number of firms reporting	53	46	33	35	23
Number of employees—					
Over 18 years	558	474	449	486	361
Under 18 years	60	101	70	84	75
Total weekly wages—					
Employees over 18 years	$8,026.50	$6,880.00	$6,478.50	$7,332.00	$5,229.50
Employees under 18 years	$667.00	$1,215.50	$837.00	$1,004.00	$839.50
Average weekly wages—					
Employees over 18 years	$14.38	$14.51	$14.43	$15.08	$14.48
Employees under 18 years	$11.12	$12.03	$11.96	$11.95	$11.19
Percentage of employees under 18 years	9.71%	17.57%	13.49%	14.74%	17.00%
Average hours worked per week	44.33	44.73	44.74	45.72	45.1

For 1923 returns were received from 53 employers, being 7 more than made reports for 1922. This year's figures include 618 employees, an advance of 43 over the previous year. Besides laundries, this classification covers establishments where dyeing and dry-cleaning are carried on. The minimum wage for experienced workers is set at $13.50, but the average wage works out at $14.38 for employees over 18 and $11.12 for the younger workers. In both divisions there is a slight decrease since last year, when the averages stood at $14.51 and $12.03 respectively. After perusal of all the tables it will be noted this is the only industry in which the average wage has declined since 1922. There has been an appreciable drop in the percentage of employees under 18 years of age. In 1922 this stood at 17.57 per cent., while for 1923 the figure is 9.71 per cent. The average working-week is 44.33 hours, slightly less than the 1922 average, which was 44.73 hours.

The largest group receiving the same wage is in the $13–$14 class, where 192 employees are found. The next most prevalent wage is $15–$16, and 92 workers are accounted for in this class. About one-third of the employees reported are working a 48-hour week, the figures being 210 out of a total of 618. The 44-hour week prevails for 76 employees.

PUBLIC HOUSEKEEPING OCCUPATION.

	1923.	1922.	1921.	1920.	1919.
Number of firms reporting	287	287	242	244	97
Number of employees—					
Over 18 years	1,174	1,171	994	1,184	652
Under 18 years	47	44	26	58	43
Total weekly wages—					
Employees over 18 years	$19,164.50	$18,718.25	$15,774.06	$19,625.44	$10,568.00
Employees under 18 years	$686.50	$658.00	$373.00	$913.50	$612.50
Average weekly wages—					
Employees over 18 years	$16.32	$15.98	$15.87	$16.58	$16.20
Employees under 18 years	$14.61	$14.95	$14.35	$15.75	$14.24
Percentage of employees under 18 years	3.85%	3.62%	2.55%	4.67%	6.00%
Average hours worked per week	45.42	46.23	45.26	46.51	48.95

Returns were received from 287 employers, being the same figure as last year. While 1,215 employees were covered in 1922, an increase of 6 is shown for the current year, bringing the

total to 1,221. The legal minimum wage in this line of work is $14 per week, but the average wage for employees over 18 works out at $16.32, a margin of $2.32 to the good. This is an advance of 34 cents over last year's average. A slight decrease occurs in the average for the younger workers. In 1922 this appeared at $14.95, whereas it is now shown at $14.61. This occupation absorbs a very small percentage of the girls under 18, 3.85 per cent. being employed this year, as against 3.62 per cent. in 1922.

The peak in numbers receiving a certain wage is reached in the division between $14 and $15, where 276 are reported, 16 of whom are under 18 years of age. The second largest group, consisting of 221 workers, is recorded as being in receipt of from $15 to $16 weekly. More than one-half, or 618 out of 1,221 employees, work a 48-hour week, while 93 are on duty for 44 hours and 84 for 42 hours.

OFFICE OCCUPATION.

	1923.	1922.	1921.	1920.	1919.
Number of firms reporting	1,133	1,097	1,043	1,019	220
Number of employees—					
Over 18 years	2,595	2,502	2,434	2,467	750
Under 18 years	93	91	50	155	60
Total weekly wages—					
Employees over 18 years	$50,285.00	$48,341.00	$47,155.97	$47,941.00	$13,683.00
Employees under 18 years	$1,155.50	$1,110.50	$577.00	$2,110.00	$804.00
Average weekly wages—					
Employees over 18 years	$19.38	$19.32	$19.37	$19.43	$18.24
Employees under 18 years	$12.42	$12.20	$11.54	$13.61	$13.40
Percentage of employees under 18 years	3.5%	3.5%	2.01%	5.9%	7.00%
Average hours worked per week	41.90	41.93	40.89	41.5	43.6

Table showing Number of Employees receiving Wages of $25 or more per Week.

Weekly Wages.	No. of Employees.	Weekly Wages.	No. of Employees.
$25 00 to $25 99	99	$36 00 to $36 99	2
26 00 ,, 26 99	26	37 00 ,, 37 99	1
27 00 ,, 27 99	28	38 00 ,, 38 99	3
28 00 ,, 28 99	40	40 00 ,, 40 99	7
29 00 ,, 29 99	9	43 00 ,, 43 99	2
30 00 ,, 30 99	14	44 00 ,, 44 99	1
31 00 ,, 31 99	13	46 00 ,, 46 99	3
32 00 ,, 32 99	14	50 00 ,, 50 99	2
33 00 ,, 33 99	4	57 00 ,, 57 99	1
34 00 ,, 34 99	18		
35 00 ,, 35 99	8	Total	295

The number of firms reporting in this occupation rose from 1,097 in 1922 to 1,133 for the present year, with 95 more employees on the list. Altogether 2,688 office-workers were recorded. A slight upward tendency is noticed in the average wages for both workers over 18 and those under that age. The 1923 figures are $19.38 for the experienced workers and $12.42 for the younger class. The previous year the averages were $19.32 and $12.20 respectively. No change occurs in the percentage of young workers employed, nor has the average working-week altered.

The average wage in this occupation is $4.38 in excess of the legal minimum of $15 per week, and is the highest of any group covered by Orders of the Board. The second table under this heading affords considerable interest, setting out an analysis of the wages in advance of $25 weekly. The peak in numbers receiving a certain wage is reached in the division between $15 and $16, 409 employees appearing in this class, 7 of whom are under 18 years of age. Other large groups are as follows: 331 between $17 and $18, 307 between $18 and $19.

The working-week which claims the greatest number is found to be 44 hours, with 692 employees recorded. Next in order is the 39-hour week, which accounts for 430.

PERSONAL SERVICE OCCUPATION.

	1923.	1922.	1921.	1920.
Number of firms reporting	34	32	22	37
Number of employees—				
Over 18 years	91	78	69	144
Under 18 years	18	19	18	17
Total weekly wages—				
Employees over 18 years	$1,534.68	$1,196.00	$1,077.50	$2,403.25
Employees under 18 years	$208.00	$214.00	$203.00	$246.00
Average weekly wages—				
Employees over 18 years	$16.87	$15.33	$15.62	$16.69
Employees under 18 years	$11.56	$11.26	$11.28	$14.47
Percentage of employees under 18 years	16.51%	19.59%	20.06%	10.56%
Average hours worked per week	40.07	38.03	38.52	35.7

Returns were received from 34 firms in place of 32 for 1922. These embraced 109 employees for 1923, an advance of 12 over the previous year. The minimum wage in this occupation is set at $14.25, while the weekly average for adult workers is $16.87, which is $1.54 more than last year's average. The average wage for the younger workers is $11.56, as against $11.26 for 1922. A decrease of 3 per cent. in the employment of workers under 18 years of age is recorded, but the average hours have risen from 38.03 to 40.07. Much broken time is noted in this work, as ushers are included and their work is far from continuous.

In this occupation more employees are receiving between $15 and $16 weekly than any other wage. There are 22 workers whose wages are set at this figure. The returns show that 44 employees work a 44-hour week, 15 work 48 hours, and 13 have 41 hours on duty each week.

FISHING INDUSTRY.

	1923.	1922.	1921.	1920.
Number of firms reporting	7	9	12	9
Number of employees—				
Experienced	31	50	36	24
Inexperienced	1	15	12	1
Total weekly wages—				
Experienced employees	$489.50	$778.00	$534.00	$433.19
Inexperienced employees	$13.50	$181.50	$143.50	$9.50
Average weekly wages—				
Experienced employees	$15.79	$15.56	$14.81	$18.05
Inexperienced employees	$13.50	$12.10	$11.96	$9.50
Percentage of inexperienced employees	3.12%	23.08%	25.00%	4.00%
Average hours worked per week	49.12	46.08	41.5	49.36

In studying the above table it must be borne in mind that the Order of the Board does not include work on canned fish, and for this reason the returns are few. It covers establishments where fish are smoked, salted, or cured in other ways. Most of the employees came originally from Scotland and were skilled workers. The returns this year cover 32 employees in 7 establishments, a slight falling-off from 1922. The minimum wage is $15.50, the highest of any Order at present in force. For the experienced workers the weekly average is $15.79, showing a lead over the 1922 figure by 23 cents. The unskilled employees record a gain of $1.40 weekly since last year, the figures being $13.50 and $12.10. The percentage of inexperienced employees diminished by almost 20 per cent. The average hours worked per week are shown at 49.12.

Twelve employees are reported as receiving wages between $16 and $17 and 26 worked the 48-hour week.

TELEPHONE AND TELEGRAPH OCCUPATION.

	1923.	1922.	1921.	1920.
Number of firms reporting	94	83	69	71
Number of employees—				
Experienced	1,089	1,084	988	848
Inexperienced	204	142	158	379
Total weekly wages—				
Experienced employees	$19,426.18	$18,698.50	$15,986.37	$14,528.00
Inexperienced employees	$2,289.50	$1,550.00	$2,113.50	$4,778.50
Average weekly wages—				
Experienced employees	$17,84	$17.25	$16.18	$17.13
Inexperienced employees	$11.22	$10.92	$13.38	$13.90
Percentage of inexperienced employees	15.78%	11.58%	13.8%	30.88%
Average hours worked per week	41.34	41.53	41.7	42

In this occupation 67 more employees are reported than in 1922, the figures being 1,293 for the current year and 1,226 for the year previous. While returns were received from 83 firms in 1922, 94 responded this year. An upward tendency is shown in the average weekly wages for both experienced and inexperienced workers. The minimum wage set in the Order for the former class is $15, but the average stands at $17.84, being $2.84 above the minimum, and higher than last year's figure by 59 cents. The average for the inexperienced workers rose from $10.92 to $11.22. The average hours worked per week remain practically the same as last year, but 4 per cent. more inexperienced operators were employed in 1923 than in 1922.

The wage-group accounting for the most employees is that from $15 to $16 and this takes in 308 workers. One hundred and ninety-seven appear in the class from $18 to $19 and 121 are reported between $16 and $17.

FRUIT AND VEGETABLE INDUSTRY.

	1923.		1922.		1921.		1920.
Number of firms reporting	28		30		25		26
	Time.	Piece.	Time.	Piece.	Time.	Piece.	
Number of employees—							
Experienced	669	298	574	135	509	180	654
Inexperienced	93	122	242	102	145	97	64
Total weekly wages—							
Experienced employees	$11,302.50	$5,256.00	$10,598.00	$2,619.00	$8,841.69	$4,311.82	$11,676.27
Inexperienced employees	$931.50	$744.50	$1,967.50	$817.00	$1,234.60	$861.00	$762.00
Average weekly wages—							
Experienced employees	$16.89	$17.64	$18.46	$19.40	$17.37	$23.95	$17.85
Inexperienced employees	$10.02	$6.10	$8.13	$8.01	$8.51	$8.87	$11.90
Percentage of inexperienced employees	18.19%		32.67%		25.9%		8.91%
Average hours worked per week (time-workers)	47.77		43.07		46.75		48.45

Taking time-workers and piece-workers together, 1,182 employees were reported for 1923, which is 129 more than the year before, although 2 less firms sent in returns. The average weekly wage for experienced time-workers fell from $18.46 in 1922 to $16.89, but for the inexperienced employees the figures climbed from $8.13 to $10.02. The same tendency is apparent in the averages for the piece-workers. For the experienced employees in 1922 the average was $19.40, but this fell to $17.64 for 1923. The average for the inexperienced workers also experienced a drop from $8.01 to $6.10. A considerable falling-off in the percentage of inexperienced employees is noted, the 1923 figure being 18.19 per cent., against 32.67 per cent. for the previous year. In calculating the average hours worked per week time-workers only are included, as actual hours are not often kept for piece-workers. This average is 47.77 hours per week.

In this industry the returns show more employees earning $25 or more per week than are recorded in any other wage division, 92 being credited with this high amount and 83 appearing in the $21–$22 class. The legal minimum is $14 per week.

MANUFACTURING INDUSTRY.

	1923.	1922.	1921.	1920.	1919.
Number of firms reporting	234	231	199	181	127
Number of employees—					
Experienced	1,107	1,093	1,145	989	837
Inexperienced	249	203	298	201	264
Total weekly wages—					
Experienced employees	$18,707.46	$17,485.00	$18,323.42	$16,454.96	$12,694.00
Inexperienced employees	$2,494.50	$2,150.50	$2,939.00	$2,087.00	$2,939.00
Average weekly wages—					
Experienced employees	$16.90	$16.00	$16.00	$16.64	$15.13
Inexperienced employees	$10.02	$10.59	$9.86	$10.38	$11.13
Percentage of inexperienced employees	18.36%	15.66%	20.65%	16.89%	23.93%
Average hours worked per week	43.82	43.92	42.63	43.8	45.9

The number of employees reported in this industry has risen from 1,296 in 1922 to 1,356 in 1923, while returns were received from 3 more firms, 234 having complied with the Board's request this year. Fourteen dollars is the minimum wage for experienced workers in the manufacturing industry, but it is very gratifying to perceive that the average weekly wage for these employees works out at $16.90, being $2.90 in advance of the minimum and 90 cents in excess of the 1922 figure. The weekly average for the inexperienced is $10.02 for 1923, as against $10.59 for the previous year. The percentage of inexperienced employees has risen slightly, from 15.66 per cent. to 18.36 per cent. The working-week remains practically the same as in 1922.

The wage classification covering the most employees is from $14 to $15. There are 282 workers in this group and 125 receiving between $15 and $16. As in 1922 the 44-hour week was prevalent for most employees, so it is in 1923, when 558 workers are employed for this length of time and 249 for a 48-hour period.

SUMMARY OF ALL OCCUPATIONS.

	1923.	1922.	1921.	1920.
Number of firms reporting	2,195	2,135	1,923	1,939
Number of employees—				
Over 18 years, or experienced	9,612	8,989	8,592	8,481
Under 18 years, or inexperienced	1,251	1,242	1,130	1,328
Total weekly wages—				
Employees over 18 years, or experienced	$164,712.57	$152,890.94	$147,084.68	$147,247.01
Employees under 18 years, or inexperienced	$12,511.50	$12,546.50	$11,671.10	$15,439.50
Average weekly wages—				
Employees over 18 years, or experienced	$17.14	$17.00	$17.12	$17.36
Employees under 18 years, or inexperienced	$10.00	$10.10	$10.33	$11.62
Percentage of employees under 18 years, or inexperienced	11.52%	12.14%	11.63%	13.54%
Average hours worked per week	43.31	43.28	42.96	43.62

This table presents a comparison of the aggregate figures for four years—1920–23, inclusive. The total number of firms reporting has increased steadily since 1921. Although some employers who had women workers in 1922 were not employing them in 1923, new firms added to the list overcame this loss, and, moreover, allowed the total to surpass the former figure by 60. Women and girl workers protected by the "Minimum Wage Act" actually numbered 10,863, employed by 2,195 firms or employers.

It must be remembered domestic servants, fruit-pickers, and farm-labourers do not come within its scope.

The general average for 9,612 experienced workers was $17.14, which is the highest since 1920, when wages were at the peak. The average for the inexperienced workers suffered a slight decline, from $10.10 to $10, but the percentage of younger employees also dropped, the 1923 figure of 11.52 per cent. being the lowest since statistics have been compiled. The Act permits 35 per cent. of inexperienced workers being employed. Very little change is revealed in the average working-hours.

LENGTH OF SERVICE.

The appended table shows the labour turnover in each of the nine occupations. In the fruit and vegetable industry, which lasts from three to four months each year, most employers have either not specified the length of service or else have recorded their workers as being with them less than one year, whereas many may have worked during previous seasons, but have not been credited with this time.

The record of office-workers shows more continuous service than other lines, and wages are also higher for this class of work. These employees have had considerable preliminary training, and promotion is the inducement to remain with their firms. Attention is drawn to the fact that 143 have been with their present employers 10 years or over.

Table showing Labour Turnover in each Group—Number of Employees in Continuous Service of Employer reporting.

Name of Industry.	Not specified.	Under 1 Year.	1 to 2 Years.	2 to 3 Years.	3 to 4 Years.	4 to 5 Years.	5 to 6 Years.	6 to 7 Years.	7 to 8 Years.	8 to 9 Years.	9 to 10 Years.	10 Yrs. or over.	Number of Employees reported.	Number of Firms reporting.
Mercantile	6	1,084	388	279	216	139	91	52	36	6	16	51	2,364	325
Laundry	1	266	111	78	71	38	20	9	4	5	3	12	618	53
Public housekeeping	9	622	220	125	102	63	30	18	8	6	6	12	1,221	287
Office	39	763	399	323	357	225	192	104	86	32	25	143	2,688	1,133
Manufacturing	5	525	268	148	123	102	67	36	18	10	11	43	1,356	234
Personal service	....	50	14	11	8	13	5	3	2	....	....	3	109	34
Telephone and telegraph	2	354	176	135	259	130	64	55	34	9	9	66	1,293	94
Fishing	....	31	.....	.....	1	.....	.....	....	....	....	....	....	32	7
Fruit and vegetable	630	484	7	29	10	10	6	3	1	1	....	1	1,182	28
Totals	692	4,179	1,583	1,128	1,147	720	475	280	189	69	70	331	10,863	2,195

HIGHEST WAGES AND LONGEST SERVICE.

In tabulating the statistics on the employers' returns particular notice was taken of the highest wage and the longest term of service in each occupation. In the mercantile industry the best wage reported was $67.30 a week, which is in fact the highest individual wage recorded. A Vancouver firm earns the distinction of employing the best-paid wage-earner, while a Victoria establishment breaks the record for continuous service in having had one employee in its service for 35 years.

In the laundry, cleaning and dyeing industry the peak wage is $30 weekly, paid by a Vancouver cleaning and dyeing firm. The record for long employment goes to a New Westminster employee with 15 years to her credit.

The employee who has earned the highest wage in the public housekeeping occupation has been in her present position for the record time, 20 years, and the remuneration she receives is $32.50 weekly. It does not always follow that the most faithful worker is the best paid, but in this instance it is pleasing to note the reward goes to the deserving.

Two Vancouver firms stand at the head of the list in the office occupation, in one case the highest wage being $57.70 and in the other the longest continuous period of employment being 30 years.

In analysing the manufacturing figures both these records are held in Victoria, but not in the same establishment. The highest wage is $50 weekly and a 21-year term outclasses all others.

The personal service occupation is another example of the highest wage being paid to the employee who has served the longest term, a period of 10 years' service bringing a wage of $35 per week.

The same commendable condition occurs in the fishing industry, and although the term of employment is not nearly as long, nor the wage as high as appears in other occupations, they are still at the top in this particular work. A weekly wage of $18.50 is paid to an employee who has been with her present employer for 3 years.

The telegraph and telephone occupation records a $36 weekly wage and a term of employment extending over 20 years, the former in Vancouver and the latter in Victoria.

In the fruit and vegetable industry a piece-worker at Kelowna who earned $42 in one week carried off the honours, while the record for long service went to an employee at Nelson who has worked for 10 years with the same firm.

CONCLUSION.

The following interesting testimony to the value of the "Minimum Wage Act" comes from the manager of an important section in one of the large departmental stores in the Province. Before the Act was passed girls were appointed by the management of the store at a low wage, without much reference to their ability to do the work required, with the result that there was always a surplus of inefficient help in each department, causing considerable confusion and many mistakes and proving in various ways that cheap help is often the most expensive. Since the Act came into force, however, and only a certain proportion of the girls may be inexperienced, he states, the selection is made more carefully by the departmental managers themselves; consequently a much higher degree of efficiency has been obtained and the departments are running more smoothly. The departmental heads state they are unanimously of opinion that the Act has been a benefit to them from a business point of view.

In conclusion, sir, we beg to recall that with the raising of the age at which boys and girls may enter industry to 15 years to correspond with the compulsory school age, the protection of the prospective mother from dismissal for six weeks before and six weeks after confinement (with provision for nursing period), and the "Women's Protection Act," designated to safeguard the moral well-being and prevent the exploitation of women and girls, British Columbia is well in the forefront in labour legislation for the benefit of women and children.

We have the honour to be,

Sir,

Your obedient servants,

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

ASSOCIATIONS OF EMPLOYERS.

The organizations included in the following list are those which have direct connection with the employment of labour.

The list contains rather fewer associations than that of last year, as there were two or three which had ceased to function in the meantime. The list has been carefully corrected at the last possible moment before going to press.

Box Manufacturers' Section, B.C. Division, Canadian Manufacturers' Association—Chairman, A. M. Sharpe, B.C. Box Co., Ltd., Vancouver; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

Canadian Jewellers' Association (B.C. Section) —Hon. Presidents, O. B. Allan and G. E. Trorey; President, T. A. Lyttleton; Vice-President, W. M. Gow; Secretary-Treasurer, A. Fraser-Reid, 1635 Napier Street, Vancouver. Executive (District): J. Little, Victoria; R. Kaplansky, Nanaimo; C. J. Whiten, Vernon; W. J. Kerr, Kamloops; J. W. Duncan, Victoria; A. Clausen, New Westminster; J. Bulger, Prince Rupert.

B.C. Loggers' Association—President, F. S. Buck, Deep Cove Logging Co., Ltd., Vancouver; Secretary, G. W. Muddiman, Metropolitan Building, Vancouver. Officers elected annually on January 15th.

B.C. Lumber & Shingle Manufacturers' Association—President, J. D. McCormack, Canadian Western Lumber Company, Fraser Mills; Secretary, R. H. H. Alexander, 917 Metropolitan Building, Vancouver. Officers elected annually on third Thursday in January.

B.C. Tow Boat Owners' Association—President, C. S. Thicke, B.W.B. Navigation Co., foot of Burrard Street, Vancouver; Secretary, Capt. J. R. Stewart, 837 Hastings Street West, Vancouver; Vice-President, Capt. Geo. McGregor, Victoria Tug Company, Victoria. Election of officers in September each year.

B.C. Wood-Workers' Section (affiliated with C.M.A.)—President, W. H. McLeod, McLeod Sash and Door Co.; Secretary, G. Dearing, 706 Board of Trade Building, Vancouver.

Canadian Manufacturers' Association (B.C. Division); Provincial Headquarters, 701–3 Board of Trade Building, Vancouver—Chairman, F. E. Burke, Wallace Fisheries, Ltd.; Secretary, Hugh Dalton, Vancouver.

Canadian Manufacturers' Association (Victoria Branch), 1008 Broad Street, Victoria—Chairman, H. A. Leigh (Brackman-Ker Co.), 1420 Broad Street, Victoria; Secretary, T. J. Goodlake, 1008 Broad Street, Victoria.

Canadian Storage & Transfermen's Association—President, J. B. Baillargeon, Express, Ltd., Montreal; Secretary, E. A. Quigley, Suite 10, 423 Hamilton Street, Vancouver. This Association has Board of Directors of each Province.

Canned Salmon Section, B.C. Division, Canadian Manufacturers' Association—Chairman, J. M. Whitehead, B.C. Fishing & Packing Co., Ltd., Vancouver; Vice-Chairman, H. B. Bell-Irving, Anglo-B.C. Packing Co., Ltd., Vancouver; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver; Assistant Secretary of Section, R. E. Lanning, 705 Board of Trade Building, Vancouver.

Clay Products Section, B.C. Division, Canadian Manufacturers' Association—Chairman, James Parfitt, Victoria Brick Company, Victoria; Secretary, T. J. Goodlake, 1008 Broad Street. Victoria.

Drug Extract & Vinegar Manufacturers' Section, Canadian Manufacturers' Association—Chairman, D. Hockin, National Drug and Chemical Company, Ltd.; Vice-Chairman, W. A. Hunter.

Fishing Vessel Owners' Association, Inc.—President, Capt. Martin Johnson, Pier 8, Seattle, Wash.; Secretary, L. A. Sandstrom, Pier 8, Seattle, Wash.

General Cartage & Storage Association of B.C.—President, F. D. Gross (Mainland Transfer Co.); Secretary, E. A. Quigley, Suite 10, 423 Hamilton Street, Vancouver.

General Contractors' Association—President, J. P. Hodgson, Vancouver; Secretary, W. G. Welsford, 300 Pender Street West, Vancouver.

Jam Manufacturers' Section, B.C. Division, Canadian Manufacturers' Association—Chairman, F. G. Evans, Dominion Canners B.C., Ltd., Vancouver; Vice-Chairman, C. D. Hunter, Empress Manufacturing Company, Vancouver; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

Metal Trades Employers' Section, C.M.A. (B.C. Division)—Chairman, E. Davies, Vancouver Engineering Works, 519 Sixth Avenue West, Vancouver; 1st Vice-Chairman, W. J. Reid, Westminster Iron Works, New Westminster; 2nd Vice-Chairman, G. D. Whittaker, Vulcan Iron Works, Vancouver; Treasurer, J. Latta, Murray-Latta Machine Works, Vancouver; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

Metal Trades Section, Victoria Branch, Canadian Manufacturers' Association—Chairman, E. W. Izard, Yarrows, Ltd., Esquimalt; Secretary, T. J. Goodlake, 1008 Broad Street, Victoria.

Mining Association of Interior British Columbia —President, R. R. Bruce, Invermere; Secretary, W. H. Burgess, Kaslo.

Mining Association of British Columbia—President, T. N. Graham, Cumberland; Secretary, H. Mortimer Lamb, 908 Vancouver Block, Vancouver.

Mountain Lumber Manufacturers' Association—President, C. Howarth, Hutton; Secretary, I. R. Poole, Nelson. Officers elected at annual meeting held in January.

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

Printers' Section, B.C. Division, Canadian Manufacturers' Association—Chairman, J. G. Todhunter (Clarke & Stuart Co., Ltd.), Vancouver; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

Retail Merchants' Association of Canada, Inc., B.C. Board—President, Daryl H. Kent, Vancouver; Vice-President, R. J. Gordon, Kelowna; 2nd Vice-President, H. S. Stephenson, Victoria; 3rd Vice-President, J. H. Ashwell, Chilliwack; Treasurer, J. H. Malpass, Nanaimo; Secretary, Walter F. Ing, Vancouver, Head Provincial Office at 420 Pacific Building, Vancouver. Branches are established at Agassiz, Armstrong, Chilliwack, Cranbrook, Duncan, Kamloops, Kelowna, Ladner, Lytton, Merritt, Mission, Nanaimo, Nelson, New Westminster, Revelstoke, Vancouver, Vernon, Victoria. At New Westminster there is a District Branch serving the principal towns of the Lower Fraser Valley.

Shingle Manufacturers' Association of B.C.—President, Robert McNair, Robert McNair Shingle Co.; Vice-President, C. J. Culter, Westminster Mills, Ltd.; Secretary, F. H. Lamar, 905 Metropolitan Building, Vancouver. Meets for election of officers in January each year.

Shipping Federation of B.C.—Manager and Secretary, Major W. C. D. Crombie, Pier H., C.P.R. Docks, Vancouver. Meets for election of officers in December each year.

Vancouver Association of Electragists — President, S. Darnborough, 431 Seymour Street; Secretary, J. Hart, Room 323, B.C. Electric Building, Vancouver; Office, 425 Pacific Building. Officers elected annually in September.

Vancouver Association of Sanitary & Heating Engineers—President, W. Moscrop, 861 Seymour Street, Vancouver; Secretary, Robert G. Hargreaves, 425 Pacific Building, Vancouver. Officers elected annually in June.

B.C. Hotels' Association—President, W. K. Clark; 1st Vice-President, H. Cameron; 2nd Vice-President, S. Rossi; Treasurer, D. A. Ford; Secretary, G. A. Laidlaw, 210 North-West Building, 509 Richards Street, Vancouver.

Timber Industries Council of B.C.—President, E. W. Hamber, B.C. Mills Timber and Trading Company; Managing Director, W. MacNeill, 911 Metropolitan Building, Vancouver.

Victoria Bread & Cake Manufacturers' Association—President, D. W. Hanbury, Golden West Bakery; Secretary, H. Amphlett, 212 Union Bank Building. Election of officers annually in January.

Victoria Builders' Exchange—President, William Luney, 508 Sayward Building; Secretary J. W. Bolden, 2509 Prior Street, Officers elected annually in January.

Western Canada Coal Operators' Association—President, John Shanks, Nordegg, Alta.; Secretary, R. M. Young, Calgary, Alta. Officers elected on second Friday in January each year.

UNION DIRECTORY.

The number of trade-union organizations in the Province is about the same as in 1922. In checking up the returns for this year we found that a few had passed out of existence, but that others had been inaugurated. Every endeavour has been made to obtain reliable and recent particulars, and we are greatly obliged to the trade-union secretaries and others who have kindly supplied the required information. The Department will appreciate any intimation of changes in the list which may be made from time to time.

TRADES AND LABOUR CONGRESS OF CANADA.

President, Thomas Moore, Ottawa. Vice-Presidents, J. T. Foster, Montreal; R. P. Pettipiece, Vancouver; A. J. Crawford, Vancouver. Secretary-Treasurer, P. M. Draper, Hope Building, Ottawa.

B.C. EXECUTIVE OF TRADES & LABOUR CONGRESS.

Chairman, W. H. Cottrell, 166 Seventeenth Avenue East, Vancouver. Members, P. R. Bengough, 803, 16 Hastings Street East, Vancouver; M. Sorley, 1418 Seventh Avenue, New Westminster; and P. R. Smith, Lower Yates Street, Victoria. Meets at call of Chairman.

NATIONAL ORGANIZATIONS.

Canadian Merchants' Service Guild.

Vancouver—President, Capt. C. C. Sainty, c/o C.P.R., Vancouver; Secretary, A. Goodlad, 505 Hastings Street West, Vancouver. Meets at 505 Hastings Street West twice a month.

Victoria—Secretary, Capt. T. H. Brown, 408 Union Bank Building.

National Association of Marine Engineers.

Vancouver Council No. 7—President, W. G. Wooster, 1848 Commercial Drive, Vancouver; Secretary, E. Read, 232 Thirteenth Street West, North Vancouver. Meets at 319 Pender Street on Fridays in winter months and on second and fourth Fridays in summer months at 8 p.m.

Victoria Council No. 6—President, W. C. Jordan, 2929 Queen's Avenue; Secretary, G. Brown, Box 299, Victoria. Meets at 401 Union Bank Building at 8 p.m. on first and third Mondays of month.

TRADES AND LABOUR COUNCILS.

Prince Rupert—President, S. D. McDonald, Empire Office, Prince Rupert; Secretary, F. Derry, Box 498, Prince Rupert. Meets at Carpenters' Hall on second and fourth Tuesdays of each month.

Vancouver, New Westminster and District—President, R. H. Neelands, M.P.P., 804 Holden Building, Vancouver; Secretary, P. R. Bengough, 803 Holden Building, Vancouver. Meets first and third Tuesdays of each month on second floor, Holden Building, at 8 p.m.

Vancouver Trades Council, Metal Trades Department—*See* P. R. Bengough, 803 Holden Building, Vancouver.

Victoria—President, C. E. Copeland, 1330 Minto Street, Victoria; Corresponding Secretary, E. Woodward, 1253 Carlin Street; Financial Secretary, R. W. Nunn, 738 Queen's Avenue, Victoria. 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. Philbrook, 637 King's Road, Victoria; Secretary, J. Booth, Victoria. Meets in Room 4, Green Block, Victoria, at 7.30 p.m., on first Monday in month.

DISTRICT LODGES AND COUNCILS.

United Brotherhood of Carpenters and Joiners of America.

Victoria District Council—President, R. McLeod, 1239 Seaview Avenue; Secretary, J. Ley, Box 770. Meets first and third Tuesdays in month in Trades Hall at 8 p.m.

International Association of Machinists.

Vancouver District Lodge No. 78—President, John T. Brooks, 807, 16 Hastings Street East, Vancouver; Secretary, A. W. Tait, 1865 Tenth Avenue West. Meets on first Monday of each month at 807 Holden Building, Vancouver, at 8 p.m.

District No. 2 (all Railroads in Canada)—President, D. S. Lyons, 331 Edmonton Street, Winnipeg; Secretary, H. Kemster, 14 Labour Temple, Winnipeg.

Allied Printing Trades Council.

Vancouver—President, Frank Milne, Box 66, Vancouver; Secretary, R. H. Neelands, Box 66, Vancouver. Meets at 804 Holden Building, Vancouver, at 8 p.m. on second Monday in month.

Victoria—President (temporarily vacant); Secretary, T. A. Burgess, 2094 Byron Street, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on second Friday in month.

Theatrical Federation of Vancouver.

President—H. Pearson, 4251 Union Street, Vancouver; Secretary, E. A. Jamieson, 991 Nelson Street. Meets at 991 Nelson Street at 11 a.m. on Tuesday before first Sunday in month.

Civil Servants' Council.

Vancouver—President, D. J. McCarthy, P.O. Box 322, Vancouver; Secretary, B. de Wiele, P.O. Box 322, Vancouver. Meets in Eagles' Hall on third Tuesday of each month at 8 p.m.

TRADE UNIONS.

Boulder.

Maintenance-of-way Employees & Railway Shop Labourers, No. 15—President, E. Murphy, Barriere; Secretary, A. Taylor, Mount Olie.

Burnaby.

Civic Employees' Union, No. 23—Secretary, F. A. Browne, 1575 Inverness Street, Edmonds.

Central Park.

Carpenters & Joiners (Amalgamated), No. 2605—President, F. Williams, 2469 Twenty-ninth Avenue East, Vancouver; Secretary, J. Muirhead, 2572 Monmouth Avenue, South Vancouver.

Copper Mountain.

Mine, Mill & Smelter Workers, International, No. 160—Secretary, J. Cuthbertson, Copper Mountain.

Chilliwack.

Maintenance-of-way Employees & Railway Shop Employees, United Brotherhood of, Local No. 31—President, E. Hall, Rosedale; Secretary, T. J. Blackadder, Box 134, Matsqui. Meets at 1.30 p.m. on first Sunday in March, June, September, and December at C.N.R. Freight Office Building, Vancouver.

Cranbrook.

Barbers' International Union, Journeymen, Local No. 632—President, A. R. Webster, Baker Street, Cranbrook; Secretary, A. H. Bullock, Cranbrook Street, Cranbrook. Meets at 8.30 p.m. on last Monday in month at A. H. Bullock's Barber Shop, Cranbrook.

Brewery, Flour, Cereal & Soft Drink Workers, No. 308—Secretary, A. Mueller, c/o Cranbrook Brewing Company, Cranbrook.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 559—President, R. Bartholomew, Cranbrook; Secretary, M. H. Johns, Box 214, Cranbrook. Meets at 2.30 p.m. on first and third Sundays in month at Cranbrook.

Locomotive Engineers, Brotherhood of, Local No. 563—President, Hugh J. Brook, Box 551, Cranbrook; Secretary, G. L. Ingram, P.O. Box 1, Cranbrook. Meets at 8 p.m. on alternate Mondays in Maple Hall.

Machinists, International, No. 588—President, W. Henderson, P.O. Box 827, Cranbrook; Secretary, R. J. Lawrie, Box 291, Cranbrook. Meets at residence of Secretary on first Sunday each month at 4.30 p.m.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 229—President, Geo. C. Brown, Box 739, Cranbrook. Meets at Oddfellows' Hall, Cranbrook.

Railway Conductors of America, Order of, Local No. 407—President, R. T. Tiffin, Cranbrook; Secretary, W. A. Wilson, Box 843, Cranbrook. Meets at K. of P. Hall, Cranbrook, on second Sunday in month at 2.30 p.m.

Railway Carmen of America, Brotherhood of, Local No. 173—President, J. L. Martin, Slaterville, Cranbrook; Secretary, J. F. Lunn, 20 Durick Avenue, Cranbrook. Meets at 8 p.m. at Maple Hall on fourth Wednesday in month.

Railway Trainmen, Brotherhood of, Local No. 585—President, F. Doodson, Cranbrook; Secretary, P. C. Hartnell, Box 865, Cranbrook. Meets at Maple Hall every Sunday at 7.30 p.m.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, No. 1292—President, G. Harper, Cranbrook; Secretary, E. G. Dingley, Box 728, Cranbrook. Meets in Auditorium, Cranbrook, on second and fourth Thursdays in month at 3 p.m.

Corbin.

United Mine Workers of America, Local No. 2877—President, J. Williams, Corbin; Secretary, J. R. MacDonald, Box 273, Corbin. Meets at Union Hall, Corbin, every second Sunday at 2 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, Box 356, Duncan.

Essondale.

Mental Hospital Attendants' Union, No. 35 (T. & L.C.)—President, Kenneth C. Story; Secretary, J. McD. Nicholson.

Fernie.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 308—President, J. W. McGladrey, McPherson Avenue; Secretary, J. E. Robson, Box 1071, Fernie. Meets at Howland Avenue, Fernie, on first Monday of each month at 7.30 p.m.

United Mine Workers of America, Local No. 2314—President, Wm. Hunter, Box 829, Fernie; Secretary, T. Whitehouse, Box 33, Fernie. Meets at Grand Theatre on Fridays at 7.30 p.m.

Field.

Railway Carmen of America, No. 1454—Secretary, T. Barlow, Field.

Golden.

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

Kamloops.

Brewery, Flour, Cereal & Soft Drink Workers, No. 276—Secretary, De Lance Green, 307 Main Street, Kamloops. Meets first Tuesday in month.

Locomotive Engineers, Brotherhood of, Division No. 821—President C. G. Sutherland, Kamloops; Secretary, T. J. O'Neill, Box 753, Kamloops. Meets at Orange Hall on first and third Thursdays in month at 2.30 p.m.

Locomotive Engineers, Brotherhood of, Division No. 855—President, L. L. Ross, Kamloops; Secretary, J. Patterson, Kamloops. Meets first and third Sundays at Orange Hall, Kamloops, at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 258—President, Howard Embley, Kamloops; Secretary, R. Eccles; Recording Secretary, Frank Vereker, Box 315, Kamloops. Meets at L.O.O. Hall, Kamloops, at 2.30 p.m. on second and fourth Wednesdays in month.

Railroad Employees, No. 161—President, J. E. Fitzwater, Kamloops; Secretary, N. Papworth, Kamloops.

Railway Carmen, Brotherhood of, Local No. 148—President, O. E. Klemmer, North Kamloops; Secretary, J. Clarke, Box 776, Kamloops. Meets on first Thursday and fourth Friday in month at 7.30 p.m.

Railway conductors of America, Order of, Division No. 611—President, J. Herchimer, Kamloops; Secretary, W. Bailey, Box 798, Kamloops. Meets at Orange Hall, Kamloops, on second and fourth Sundays in month at 2 p.m.

Railway Enginemen, Canadian Association of—Secretary, W. Dohm, Kamloops.

Railway Trainmen, Brotherhood of, Local No. 519—President, N. A. McGill, Kamloops; Secretary, V. A. Mott, Kamloops. Meets at Orange Hall, Kamloops, on second Sundays and fourth Tuesdays in month at 7 p.m.

Kitchener.

Maintenance-of-way Employees & Railway Shop Labourers, No. 229—President, G. C. Brown, Box 739, Cranbrook; Secretary, C. A. Fransen.

Lucerne.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1874—Secretary, A. Grieve, Lucerne Station.

Locomotive Engineers, No. 898—Chief Engineer, C. E. Barrett; Secretary, S. F. Hickingbottom.

Locomotive Firemen & Enginemen, No. 904—President, P. Sorenson, Lucerne; Secretary, O. E. Jacobson, Lucerne. Meets at schoolhouse, Lucerne, on first and third Sundays in month at 3 p.m.

Railroad Trainmen, Brotherhood of, No. 727—President, C. Cameron, Lucerne; Secretary, A. McEachren, Lucerne.

Railway Conductors, No. 674—Chief Conductor, M. J. Williams, Lucerne; Secretary, H. Squarebriggs. Meets at Lucerne every Sunday at 3 p.m.

Lytton.

Maintenance-of-way Employees & Railway Shop Labourers, No. 210—President, J. D. Nicol, Spatsum via Spences Bridge; Secretary, R. Halliday, Box 8, Spences Bridge.

Matsqui.

Maintenance-of-way Employees & Railway Shop Labourers, No. 31—President, P. E. Creek, Box 803, Kamloops; Secretary, T. J. Blackadder, Box 134, Matsqui. Meets at C.N.R. Freight Office Building, Vancouver, at 11 a.m. on first Sunday in March, June, September, and December.

Mission City.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 168—President, F. W. Brunton, Hatzic Postoffice; Secretary, H. Anderson, Box 10, Harrison Mills. Meets at North Bend on third Sunday in January, April, July, and October.

Michel.

United Mine Workers of America, Local No. 2334—President, A. Causey, Natal; Secretary, S. Lazaruk. Meets in Natal Club Hall, Natal, at 2.30 p.m. on Sundays.

Nanaimo.

Letter Carriers, Federated Association of, No. 54—President, W. J. Ince, 321 Prideaux Street, Nanaimo; Secretary, W. H. McMillan, 410 Bruce Avenue, Nanaimo. Meets at 7.30 p.m. on first Tuesday of month.

Typographical Union, International, Local No. 337—President, James J. Begg, c/o Free Press Block, Nanaimo; Secretary, L. C. Gilbert, Box 476, Nanaimo. Meets at call of President.

Nelson.

Barbers' International Union, Journeymen, Local No. 196—President, A. E. Alloway, Nelson; Secretary, H. Hughes, P.O. Box 465, Nelson. Meets at 417½ Hall Street, Nelson, at 8 p.m. on last Thursday in month.

Building Trades Association of Nelson—President, J. Notman, Nelson; Secretary-Treasurer, G. Williams, Nelson. Meets at Labour Temple on first and third Wednesdays in month at 8 p.m.

Locomotive Engineers, Brotherhood of, Division No. 579—President, J. Simons, Nelson; Secretary, E. Jeffcott, 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, G. Turner, Box 1084, Nelson; Secretary, Stanley Smith, Box 1084, Nelson. Meets second and fourth Sundays at 1.30 p.m. in I.O.O.F. 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, Midway; Secretary, F. Gustafson, Box 265, Nelson. Meets last Sunday in January, April, July, and October at 2 p.m. at Nelson.

Mine, Mill & Smelter Workers, Local No. 95—Secretary, Marcus Martin, Nelson.

Railway Carmen of America, Brotherhood of, Local No. 98—President, R. Cook, Nelson; Secretary, J. Shardelow, Box 765, Nelson. Meets in Maglio Hall, Nelson, at 8 p.m. on fourth Thursday 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 1.30 p.m. on second Sunday in month.

Railway Trainmen, Brotherhood of, Local No. 558—President, C. H. Sewell, Victoria Street, Nelson; Secretary, A. Kirby, 820 Carbonate Street, Nelson. Meets at Community Building, cor. Stanley and Victoria Streets, at 2 p.m. on second Sunday in month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, No. 1291—President, James Kay, Box 924, Nelson; Secretary, A. T. Richards, Box 701, Nelson. Meets in Magleo Block, Nelson, on last Monday of each month at 8 p.m.

Typographical Union, International, Local No. 340—President, D. C. McMorris, "Daily News," Nelson; Secretary, J. C. Wilson, "News," Nelson. Meets in Daily News Office, Nelson, at 5.10 p.m. on last Wednesday in month.

New Denver.

Mine, Mill & Smelter Workers, No. 98—Secretary, A. Shilland, New Denver.

New Westminster.

Barbers' International Union, Journeymen, Local No. 573—President, C. Moir, New Westminster; Secretary, Geo. Yorkstown, 35 Eighth Street, New Westminster. Meets at 35 Eighth Street on fourth Tuesday in month at 7 p.m.

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

Carpenters & Joiners of America, United Brotherhood of, Local No. 1251—President, W. Moody, Twentieth Street, Edmonds; Secretary, T. Blackledge, 824 Fifth Avenue, New Westminster. Meets at Labour Temple on first Thursday in month at 7.30 p.m.

Civic Employees of New Westminster, Union of—President, Richard Reid, 525 Ninth Street, New Westminster; Secretary, Rees Morgan, 313 Regina Street, New Westminster. Meets in Labour Temple at 8 p.m. on first Thursday in month.

Civil Servants of Canada (Amalgamated)—President, D. K. Chester, New Westminster; Secretary, H. G. Cox, New Westminster. Meets at Labour Temple on third Friday in month at 8 p.m.

Fire Fighters, International Association of, No. 256—Secretary, T. A. Briggs, 1123 Eighth Avenue, New Westminster.

Fishermen's Protective Association of B.C.—President, L. Patterson, Annieville; Secretary, W. E. Maiden, P.O. Box 257, New Westminster.

Machinists, International Association of, Local No. 151—President, H. Bailey, 221 Third Street, New Westminster; Secretary, D. MacDonald, 360 Sherbrooke Street, New Westminster. Meets in Labour Temple on first and third Fridays in each month at 8 p.m.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 654—President, F. Staton, 926 Tenth Street, New Westminster; Secretary, F. C. Bass, 61 Sixth Street, New Westminster. Meets in Labour Temple at 2.30 p.m. on fourth Sunday in month.

Railway Carmen of American Brotherhood of, Local No. 280—President, G. H. Cameron, 418 Third Street, New Westminster; Secretary, A. H. Muttitt, 212 Fifth Avenue, New Westminster. Meets at Labour Temple on third Friday in month at 8 p.m.

Retail Clerks' International Protective Association, No. 1306—Secretary, J. Ellis, 719 Thirteenth Street, New Westminster.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 134—President, R. C. Higgins, Fifth Avenue, New Westminster; Secretary, A. J. Bond, 519 Fourteenth Street, New Westminster. Meets in Labour Temple at 8 p.m. on second and fourth Tuesdays 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.

Notch Hill.

Maintenance-of-way Employees & Railway Shop Labourers, No. 193—President M. Kubin, Sicamous; Secretary, W. Loftus, Notch Hill.

Penticton.

Locomotive Engineers, No. 866—President, F. McA. Stocker, Penticton; Secretary, C. J. Craney, Penticton. Meets at Burtch's Hall, Penticton, on second and fourth Sundays of each month at 3 p.m.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1023—President, James Slatter, General Delivery, Penticton; Secretary, E. H. Croucher, Penticton. Meets in Penticton at 1 p.m. on second Sunday of every second month.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 884—President, C. A. Tupper, Penticton; Secretary, R. O. Blackstock, Box 385, Penticton. Meets at Penticton on Sundays twice a month at 7 p.m.

Railroad Trainmen, Brotherhood of, Local No. 914—President, R. S. Fraser, Box 43, Penticton; Secretary, Angus Campbell, P.O. Box 389, Penticton. Meets at Burtch's Hall, Penticton, on first and third Sundays of each month at 9.30 a.m. and 2.30 p.m.

Typographical Union, International, Local No. 541—President, H. de Pencier, Penticton; Secretary, W. B. Hilliard, Enderby. General meetings, Kelowna; monthly meetings, Penticton, at 8.30 p.m. on fourth Saturday of month. Area comprises Vernon, Armstrong, Kelowna, Penticton, and Princeton.

Railway Carmen of America, Brotherhood of, No. 1426—President, H. Suckling, Box 322, Penticton; Secretary, W. G. Archard, General Delivery, Penticton. Meets on first Monday in month at 8 p.m.

Point Grey.

Fire Fighters' International Association, No. 260—Secretary, S. Wooders, No. 1 Fire Hall, Kerrisdale.

Port Alberni.

Longshoremen's Association, International, No. 38-22—President, T. Patterson, Alberni; Secretary, W. G. Bigmore, Port Alberni. Meets at Bird Block, Port Alberni, at 8 p.m. on first and third Tuesdays of month.

Powell River.

Pulp, Sulphite & Paper Mill Workers of United States and Canada, International Brotherhood of, Local No. 76—President, George P. O'Malley, Powell River; Secretary, J. A. Goddard, 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, J. A. McMillan, Prince George. Meets in Odd Fellows' Hall on second and fourth Mondays of each month at 2 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Mount Robson Lodge, No. 827—President, F. Armstrong, Box 187, Prince George; Secretary, M. Whitford, Box 324, Prince George. Meets in I.O.O.F. Hall at 7.30 p.m. on first and third Sundays in the month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Nechako Lodge, No. 1870—President, W. Cullen, Box 289, Prince George; Secretary, T. Nielsen, Box 162, Prince George. Meets alternately at Endako and Prince George about once in six weeks.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 202—President, A. Peterson, Newlands; Secretary, W. Sims, McBride. Meets at McBride and Prince George about end of each quarter.

Railway Conductors of America, Order of, Local No. 620—President, Bert Gogna, Prince George; Secretary, J. E. Paschall, Box 305, Prince George. Meets in Odd Fellows' Hall on second and fourth Sundays in month at 8 p.m.

Railroad Employees, Local No. 28—President, F. C. Saunders, Prince George; Secretary, H. A. MacLeod, Prince George. Meets in Odd Fellows' Hall at call of President.

Prince Rupert.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1735—President J. McKechnie, Prince Rupert; Secretary, A. McLeod, Prince Rupert; Financial Secretary, T. Ross Mackay, Box 1573, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first and third Wednesdays of each month.

Commercial Telegraphers' Union of America, Canadian Radio Division No. 65—Chairman, Gifford Gray, Dead Tree Point Radio, Skidegate; Secretary, W. T. Burford, Digby Island Radio, Prince Rupert. Time and place of meetings variable.

Deep Sea Fishermen's Union of the Pacific—Secretary-Treasurer, P. B. Gill, Box 65, Seattle. Meets at Seattle, Prince Rupert, and Ketchican on Tuesdays at 7.30 p.m.

Electrical Workers, International Brotherhood of, Local No. 344—President, A. McRae, Box 457, Prince Rupert; Secretary, S. Massey, Box 457, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first Monday of each month.

Longshoremen's Association, International, Local No. 38-41—President, G. Mathers, Box 531, Prince Rupert; Secretary, F. W. Reich, 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, W. Horrobin, General Delivery, Prince Rupert; Secretary, J. Campbell, Box 469, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on second Wednesday in month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 335—President, J. E. McDonald, Caspaco; Secretary, T. G. McManamon, c/o C.N. Railway, Kwinitsa. Meets alternately at Usk and Prince Rupert at call of President and Secretary.

Metal Workers' International Alliance, No. 672—Secretary, N. C. Robinson, Box 820.

Plumbers & Steamfitters of the United States and Canada, United Association of, Local No. 495—President, R. Wilson, P.O. Box 209, Prince Rupert; Secretary, W. M. Brown, Box 209, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first Monday in the month.

Railway Carmen of America, Brotherhood of, Local No. 426—President, H. Leaper, Box 465, 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, H. R. Hill, 1446 Second Avenue West, Prince Rupert; Secretary, R. E. James, Box 270, Prince Rupert. Meets on Wednesdays at 8 p.m.

Sheet Metal Workers, International Alliance, Local No. 672—President, G. Dobb; Secretary, A. Hudena, Box 820, Prince Rupert. Meets in Trades and Labour Council Hall at 8 p.m. on fourth Friday in the month.

Steam & Operating Engineers, Local No. 510—President, J. E. Boddie, Box 398, Prince Rupert; Secretary, A. A. McEwan, Box 720, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first Friday of each month.

Typographical Union, International, Local No. 413—President, S. D. MacDonald, Box 689, Prince Rupert; Secretary, J. M. Campbell, Box 689, Prince Rupert. Meets in Carpenters' Hall at 3 p.m. on last Sunday of each month.

Revelstoke.

Blacksmiths, Drop Forgers & Helpers, International Brotherhood of, Local No. 407—Presi-

dent, 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 and Acting-Secretary, Thomas McMillan, Revelstoke. Meets in Selkirk Hall, Revelstoke, at 3.15 p.m. on third Sunday of each month.

Locomotive Engineers, Brotherhood of, Division 657—President, H. Carpenter, Box 5, Revelstoke; Secretary, J. P. Purvis, Box 27, Revelstoke. Meets in Selkirk Hall on first and third Tuesdays of each month at 2 p.m.

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

Machinists, International Association of, Local No. 258—President, A. W. Bell, Box 234, Revelstoke; Secretary, Dugald Bell, Box 234, Revelstoke. Meets in Smyth's Hall at 8 p.m. on first Monday of month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 208—President, A. L. Anderson, Revelstoke; Secretary, A. Blackberg, Revelstoke. Meets in Revelstoke at 2 p.m. on first Sunday in February, May, August, and November.

Railway Carmen of America, Brotherhood of, Local No. 481—President, W. Singer, Revelstoke; Secretary, H. Parsons, Box 42, Revelstoke. Meets in Symth's Hall at 7.30 p.m. on third Tuesday of each month.

Railway Conductors of America, Order of, Mount Stephen Division, Local No. 487—President, J. Knox, Revelstoke; Secretary, R. M. McDonald, Box 25, Revelstoke. Meets in Selkirk Hall on second Monday and fourth Thursday of each month at 2.30 and 7.30 p.m.

Railway Trainmen, Brotherhood of, Local No. 51—President, F. W. Westaway, Revelstoke; Secretary, W. Maxwell, Box 44, Revelstoke. Meets at Revelstoke at 2 p.m. on first Sunday and at 8 p.m. on third Monday of each month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, No. 1257—Secretary, R. Hodson, Box 254, Revelstoke.

Salmon Arm.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 193—President, M. Kubin, Sicamous; Secretary, W. Loftus, Notch Hill. Meets at Salmon Arm at 1 p.m. on third Sunday in March, June, September, and December.

Salvas.

Maintenance-of-way Employees and Railway Shop Labourers, No. 335—President, J. E. McDonald, Sockeye; Secretary, G. McManamon, Telegraph Point.

Smithers.

Commercial Telegraphers' Union of America, No. 53—Chairman and Secretary, W. Mitchell, Smithers.

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

Locomotive Firemen & Enginemen, Brotherhood of, No. 902—President, B. Ross, Smithers; Secretary, T. L. Stafford, Smithers.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 340—President, J. McKenzie, Moricetown; Secretary, E. Gunderson, Smithers. Meets at Smithers every three months.

Railroad Employees, Canadian Brotherhood of, No. 157—Secretary, Hugh Forrest, Smithers.

Railway Trainmen, Brotherhood of, Farthest North Lodge, No. 869—President, A. Greenhalgh, Box 180, Smithers; Secretary, H. H. Oleson, Box 89, Smithers. Meets at Railwaymen's Hall, Smithers, on first and third Thursdays of each month at 8.30 p.m.

Railway Carmen of America, Brotherhood of, No. 1415—President, G. W. Smith, Smithers; Secretary, F. E. Page, Box 124, Smithers. Meets at Social Hall, Smithers, on first Thursday in month at 7.30 p.m.

South Vancouver.

Civic Employees' Union—President, A. W. Richardson, Municipal Hall, South Vancouver; Secretary, W. S. Welton, Municipal Hall, South Vancouver. Meets at Municipal Hall, South Vancouver, on second Tuesday in month at 8 p.m.

Fire Fighters, International Association of, No. 259—Secretary, L. B. Taylor, No. 3 Fire Hall.

Squamish.

Railway Carmen of America, Brotherhood of, No. 1419—Secretary, W. F. Ogilvie, Squamish; President, T. Smith.

Steveston.

Fishermen's Benevolent Society (Japanese Independent)—President, K. Oda; Secretary, T. Takahashi.

Stewart.

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

Trail.

Machinists, International Association of, Local No. 763—President, A. Balfour, Box 114, Trail; Secretary, T. Meachem, Box 74, Trail. Meets in Miners' Hall at call of Chair.

Musicians, American Federation of, No. 685—President, J. Pasta; Secretary, W. L. Dunning, Box 627, Trail.

Vancouver.

Bakery Salesmen's International Union of America, Local No. 371—President, J. Brightwell, 2020 Quebec Street; Secretary, H. A. Bowron, 2849 Burns Street. Meets at Holden Building on second Thursday of each month at 8 p.m.

Barbers' International Union, Journeymen, Local No. 120—President, C. E. Herrett, 71 Hastings Street East; Secretary, A. R. Jennie, 728 Hastings Street West. Meets at 810 Holden Building 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, 1154 Howe Street; Secretary, A. Arman, 2048 Second Avenue West, Vancouver. Meets at 16 Hastings Street East at 8 p.m. on fourth Friday of each month.

Boilermakers, Iron Shipbuilders & Helpers, International Brotherhood of, Local No. 194—President, J. Wright, 3368 Twenty-seventh Avenue East, Vancouver; Secretary, A. Fraser, 5079 Ross Street, South Vancouver. Meets at 16 Hastings Street East at 8 p.m. on first and third Mondays of each month.

Bookbinders, International Brotherhood of, Local No. 105—President, F. J. Milne, 536 Drake Street, Vancouver; Secretary, A. H. Hoskin, 118 Fifty-second Avenue West, Vancouver. Meets at Holden Building, Hastings Street, Vancouver, on second Tuesday of each month at 8 p.m.

Boot & Shoe Workers' Union, Local No. 505—President, T. M. Spence, 1812 Forty-seventh Avenue East, Vancouver; Secretary, T. G. Griffiths, 3622 McGill Street, Vancouver. Meets at 804 Holden Building at 8 p.m. on first Wednesday in month.

Bricklayers, Masons & Plasterers' International Union of America, Local Union No. 1, B.C.—President, G. E. Halliday, 2867 Albert Street, Vancouver; Secretary, W. S. Dagnall, Box 53, Vancouver. Meets at 808 Holden Building, Vancouver, on second and fourth Wednesdays in month at 8 p.m.

Bridge & Structural Iron Workers, International Association of, Local No. 97—President, W. Findlay, Box 1196, Vancouver; Secretary, J. Brown, Box 1196, Vancouver. Meets at Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. each Monday.

Carpenters & Joiners, Amalgamated Society of, Branch No. 1—President, G. Richardson, Flack Block; Secretary, F. Prosser, 2083 Forty-third Avenue West, Kerrisdale. Meets at 163 Hastings Street West at 8 p.m. on second and fourth Tuesdays of each month.

Carpenters & Joiners, Amalgamated Society of, Branch No. 2—President, G. Finlay, 454 Twentieth Avenue East, Vancouver; Secretary, W. Bray, 72 Sixteenth Avenue West, Vancouver. Meets at Flack Building, 163 Hastings Street West, on first and third Tuesdays of month at 8 p.m.

Carpenters & Joiners, United Brotherhood of, Local No. 452—President, R. W. Hatley, 551 Twenty-seventh Avenue East, Vancouver; Secretary, W. Page, 809 Holden Building, Vancouver; Business Agent, W. Dunn, 1510 Eleventh Avenue East, Vancouver. Meets at 213 Holden Building, Vancouver, at 8 p.m. on second and fourth Mondays in month.

Cigarmakers, International Union of America, Local No. 357—President, G. Thomas, 1199 Bidwell Street, Vancouver; Secretary, R. A. Shaw, 1022 Seymour Street, Vancouver. Meets at 804 Holden Building, Vancouver, at 8 p.m. on first Tuesday in month.

City Hall Employees' Association—President, F. N. Bentley; Secretary, D. Robson, c/o 1006 Pendrell Street, Vancouver. Meets at 445 Richards Street, 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, D. Cuthell, 2852 Albert Street, Vancouver; Secretary, G. Harrison, 1182 Parker Street, Vancouver. Meets at 445 Richards Street, Vancouver, at 8 p.m. on first and third Fridays in month.

Civil Servants of Canada, Amalgamated—President, D. J. Murphy, Post Office Staff, Vancouver; Secretary, J. Linsen, Post Office Staff, Vancouver. Meets at Eagle Hall, Homer Street, on second Thursday in month at 8 p.m.

Commercial Telegraphers' Union of America, C.P.R. System, Division No. 1—Chairman, W. D. Brine, Box 432, Vancouver; Secretary, H. S. Cunningham, Box 432, Vancouver. Meets at Holden Building, no regular time set.

Commercial Telegraphers' Union of America, Local 52—Chairman, J. Clark, 738 Sherburn Street, Winnipeg; Secretary, J. A. McDougall, 1633 Twelfth Avenue East, Vancouver.

Dominion Express Employees, Brotherhood of, Local No. 15—President, E. Ensor, 315 Eighth Avenue East, Vancouver; Secretary, G. Murray, 4330 Dumphries Street, South Vancouver. Meets at Belvedere Court, Tenth Avenue and Main Street, on first Tuesday and third Friday of each month at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 213—President, D. W. McDougall, 910 Hastings Street East, Vancouver; Secretary, D. S. Pallen, 1811 Trafalgar Street; Financial Secretary and Business Agent, E. H. Morrison, Room 111, 319 Pender Street West, Vancouver. Meets at 148 Cordova Street West on Monday at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 310—President, F. Buckle, 2525 Wellington Street, South Vancouver; Recording Secretary, Lloyd Purdy, 3754 Inverness Street, Vancouver; Financial Secretary, W. E. Buntin, 2200 Cambie Street, Vancouver. Meets at 310 Holden Building, Vancouver, at 8 p.m. every Monday.

Fire Fighters, International Association of, Local No. 18—President, Neil McDonald, No. 1 Fire Hall, Vancouver; Secretary, C. A. Watson, No. 3 Fire Hall, Vancouver.

General Labourers' Union—President, J. R. Hawthorne; Financial Secretary, A. Padgham, Joyce Road P.O.; Recording Secretary, G. Tether, 2249 Forty-fifth Avenue East, Vancouver. Meets in Holden Building on first and third Mondays in month.

Granite Cutters, International Association of—President, G. Fordyce, 533 Fifty-third Avenue East, Vancouver; Secretary, John Philip, 2537 Trinity Street. Meets on third Friday of month at Holden Building, 16 Hastings Street East, at 7.30 p.m.

Hod Carriers, Building and Common Labourers' Union of America, No. 792—President, J. R. Hawthorn, 4796 Drummond Drive; Secretary, A. Padgham, Joyce P.O., South Vancouver.

Hotel & Restaurant Employees, International Alliance, Local No. 28—President, W. Colmar, 441 Seymour Street, Vancouver; Secretary, A. Graham, 441 Seymour Street, Vancouver. Meets at 441 Seymour Street every Wednesday.

Jewellery Workers, International Union of, Local No. 42—President, A. Bergman, 2030 Venables Street, Vancouver; Secretary, T. Howell, Birks' Factory, Vancouver. Meets on second and fourth Tuesdays in month.

Lathers, Wood, Wire & Metal, International Union, Local No. 207—President, S. White, 2754 Sixth Avenue East, Vancouver; Secretary, J. G. Finlayson, 2635 Twelfth Avenue West, Vancouver. Meets at Room 312, 319 Pender Street West, Vancouver, at 8 p.m. on first Friday in month.

Lithographers of America, Amalgamated, Local No. 44—President, H. J. Rhodes; Secretary, T. Thompson, P.O. Box 71, Vancouver. Meets at Room 804, Holden Building, Vancouver, at 8 p.m. on third Wednesday in month.

Locomotive Engineers, Brotherhood of, Division No. 320—President, G. P. Boxton, 1741 Third Avenue West, Vancouver; Secretary, H. O. B. McDonald, 1222 Pendrell Street, Vancouver. Meets at I.O.O.F. Hall on second Tuesday in month at 8 p.m. and on fourth Tuesday in month at 2 p.m.

Locomotive Firemen & Enginemen, Local No. 656—President, T. McEwen, 364 Eighth Avenue West, Vancouver; Secretary, S. H. Waterhouse, 1603 Grant Street, Vancouver. Meets at I.O.O.F. Hall on first Thursday of each month at 8 p.m.

Lumber Workers' Industrial Union of Canada, Coast Branch—Secretary, J. M. Clarke, 814-5 Holden Building, Vancouver. Meets on second and fourth Sundays of each month at 1 p.m.

Lumber Workers' Industrial Union, No. 120 (I.W.W.)—Secretary, E. Youngberg, 157 Cordova Street West, Vancouver.

Machinists, International Association of, Local No. 182—President, E. B. McLean, 453 Sixth Avenue West, Vancouver; Secretary, S. A. Boardman, 3388 Parker Street, Vancouver. Meets at Holden Building, Vancouver, at 8 p.m. on second and fourth Fridays.

Machinists, International Association of, Local No. 692—President, T. Sills, 1352 Burrard Street, Vancouver; Secretary, P. R. Bengough, 807 Holden Building, Vancouver. Meets at 807 Holden Building, Vancouver, at 8 p.m. on second and fourth Tuesdays.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 167—President, C. J. Beck, 1612 Eighth Avenue West, Vancouver; Secretary, A. D. Mcdonald, Box 115, Vancouver. Meets at 804 Holden Building, Vancouver, at 11 a.m. on third Sunday in month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1734—President, A. Shann, 5827 Lancaster Street, South Vancouver; Secretary, J. Roscoe, 22 Fourteenth Avenue West, Vancouver. Meets at Eagle Hall at 3 p.m. last Sunday in month.

Marine Transport Workers' Union, No. 510 (I.W.W.)—Secretary, S. H. Dixon, 157 Cordova Street West, Vancouver.

Milk Wagon Drivers & Dairy Employees, Local No. 464—President, R. C. Bowhey, 16 Hastings Street East, Vancouver; Secretary, B. Showler, 1115 Robson Street, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on second and fourth Fridays in month.

Moulders of North America, International Union of, Local No. 281—President, D. McCormack, 611 Blackford Street, New Westminster; Secretary, J. W. Wilson, 2523 Price Street, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on first and third Fridays in month.

Moving Picture Machine Operators, Local No. 348—President, J. R. Foster, 1161 Granville Street, Vancouver; Secretary, G. Gerrard, P.O. Box 345, Vancouver. Meets on first Sunday in month at 991 Nelson Street at 7.30 p.m.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 145—President, E. C. Miller, Gresham Rooms, Smythe Street; Secretary, Edward A. Jamieson, 991 Nelson Street, 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—President, R. S. Stevenson, 319 Pender Street West, Vancouver; Secretary, T. H. Grand, 5737 Carlton Street, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on Thursdays.

Pile Drivers, Bridge, Wharf & Dock Builders, Local No. 2404—President, Gordon Campbell, Box 320, Vancouver; Secretary, J. Thompson, Box 320, Vancouver. Meets at 112 Hastings Street West, Vancouver, at 8 p.m. each Friday.

Photo Engravers' International Union of North America, Local No. 54—President, G. L. Edwards, 2723 Fifth Avenue West, Vancouver; Secretary, J. H. Wolverson, Cleland-Bell Engraving Co., Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on first Wednesday in month.

Plasterers & Cement Finishers, International Association of the United States and Canada, Local No. 89—President, W. R. Strickland, 289 Forty-sixth Avenue East, South Vancouver; Secretary, A. Hurry, 861 Thirty-fourth Avenue East, Vancouver. Meets at Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. on first Wednesday in month.

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 170—President, B. Stinchcombe, 1759 Thirty-fourth Avenue East, Vancouver; Secretary, A. Jane, 2158 Sixth Avenue West, Vancouver; Business Agent and Financial Secretary, J. Hey, 645 Main Street, Vancouver. Meets at Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. on second and fourth Fridays.

Policemen's Federation (Chartered by Trades & Labour Congress of Canada), Local No. 12—President, R. A. Perry, 1843 William Street, Vancouver; Secretary, W. M. Thompson, 1362 Seventeenth Avenue East, Vancouver. Meets at 16 Hastings Street East, Vancouver, no time fixed.

Postal Workers, Amalgamated—President, D. J. McCarthy, 2325 Maple Street, Vancouver; Secretary, J. Linsen, 1728 Yew Street, Vancouver. Meets at 535 Homer Street at 8 p.m. on second Thursday of month.

Printing Pressmen & Assistants, International Union of North America, Local No. 69—President, H. F. Longley, North Shore Press, North Vancouver; Secretary, F. H. Humphrey, Box 894. Meets at 213 Holden Building, Vancouver, at 8 p.m. on second Tuesday in month.

Railway 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 fourth Wednesday in month.

Railroad Trainmen, Brotherhood of, No. 144—President, G. H. Patterson, 1776 Thirty-ninth Avenue East, Vancouver; Secretary, D. A. Munro, 70 Seventh Avenue West, Vancouver. Meets at I.O.O.F. Hall, Hamilton Street, on first Tuesday at 8 p.m. and third Sunday at 2 p.m.

Railway Carmen of America, Brotherhood of, Local No. 58—President, H. A. Benbow, 549 Eleventh Avenue East, Vancouver; Secretary, J. D. Vulliamy, 2215 Fifteenth Avenue West, Vancouver. Meets at Cotillion Hall, Davie and Granville Streets, on first and third Fridays in month at 8 p.m.

Railway Conductors of America, Order of, Division No. 267—President, J. R. Burton, 1324 First Avenue East, Vancouver; Secretary, J. B. Physick, 1156 Thurlow Street, Vancouver. Meets at I.O.O.F. Hall on first Sunday and third Thursday at 8 p.m.

Railway Mail Clerks' Association—President, H. F. Hatt, 3184 Fifth Avenue West, Vancouver; Secretary, S. C. Bate, 2172 Seventh Avenue West, Vancouver. Meets in Room 18, Post Office Building, Vancouver, at 2.30 p.m. on last Tuesday of month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, No. 630—President, J. Brodie, 1064 Thirteenth Avenue East, Vancouver; Secretary, J. W. Hope, 1014 Hornby Street, Vancouver. Meets at Sprott's College, corner of Tenth and Main Streets, at 8 p.m. on first and third Mondays in month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, Local No. 46—President, G. S. Hodgson, 5615 Commercial Street, South Vancouver; Secretary, H. Glover, 1725 Third Avenue West, Vancouver.

Railway Trainmen, Brotherhood of, Local No. 144—President, G. H. Patterson, 3840 Knight Road, 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 Sunday.

Sawmill Filers & Sawyers' Association—President, J. O. Brown, 1848 Fifty-second Avenue East, South Vancouver; Secretary, H. Isherwood, 858 Sixty-sixth Street East, South Vancouver. Meets at 163 Hastings Street West, Vancouver, at 8 p.m. on second and fourth Mondays in month.

Seafarers' Union of B.C., The Federated—President, R. Thom, 565 Howe Street; Vice-President, D. Gillespie, 318 Cordova Street West, Vancouver; Secretary, W. Donaldson, 318 Cordova Street West, Vancouver. Meets at 318 Cordova Street West at 8 p.m. on first Tuesday and third Friday of month.

Seamen's Union of the Pacific—President, Andrew Furuseth, Room 409-10, A.F. of L. Building, Washington, D.C.; Secretary, G. Larsen, 59 Clay Street, San Francisco, Cal.; Business Agent, G. Campbell, 305 Cambie Street, Vancouver. Meets at Room 103, 305 Cambie Street, Vancouver, at 7.30 p.m. every Monday.

Sheet Metal Workers, Local No. 280—President, T. Burke, 2731 Twenty-fourth Avenue East, Vancouver; Secretary, E. W. Crawford, 719 Eighth Avenue West, Vancouver. Meets at Holden Building, 16 Hastings Street East, at 8 p.m. on second and fourth Thursdays.

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 319 Pender Street West, Vancouver, at 2.30 p.m. on first Sunday in month.

Steam Engineers, Sawyers, Filers & Mill Mechanics, Canadian Society of Certified, Headquarters No. 1—President, J. O. Brown, 1848 Fifty-second Avenue East, South Vancouver; Secretary, H. Isherwood, 858 Sixty-sixth Avenue East, South Vancouver. Meets on second and fourth Mondays in month at 163 Hastings Street West, Vancouver, at 8 p.m.

Steam & Operating Engineers, International Union of, Local No. 844—President, J. Flynn, 800 Helmcken Street, Vancouver; Secretary, F. L. Hunt, 778 Burrard Street, Vancouver. Meets at 806 Holden Building, Vancouver, at 8 p.m. every Thursday.

Steam & Operating Engineers, Industrial Union of, No. 882—President, Charles Price; Business Agent and Financial Secretary, F. L. Hunt; Recording Secretary, J. T. Venn. Meets every Wednesday at 8 p.m., Room 806 Holden Building.

Railway & Steamship Clerks, Freight Handlers & Station Employees, No. 626—President, H. P. Wilson, 1758 Thirty-third Avenue East, Vancouver; Secretary, E. Baldock, 6433 Argyle Street, Vancouver. Meets at C.P.R. Storeroom, Drake Street, Vancouver, on last Friday of month at 5 p.m.

Steam Shovel & Dredgermen, International Brotherhood of, Local No. 62—President, D. Clark, Aldergrove; Secretary, G. D. Lamont, 223 Carrall Street, Vancouver.

Stenographers, Association of—President, Miss C. V. Rogers, 507 Metropolitan Building.

Stereotypers & Electrotypers, International Union of, Local No. 88—President, H. G. Woodbury, 180 Gothard Street, Vancouver; Secretary, J. McKinnon, 1614 Keefer Street, Vancouver.

Meets at 310 Holden Building at 4 p.m. on second Monday in month.

Stone-cutters' Association of North America—President, J. Pennock, 2227 Eighth Avenue West, Vancouver; Secretary, F. Lowe, 3225 Twenty-sixth Avenue East, Vancouver. Meets at 810 Holden Building on second Tuesday in month at 8 p.m.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 101—President, F. A. Hoover, 1209 Clark Drive; Secretary, W. H. Cottrill, 166 Seventeenth Avenue West, Vancouver. Meets at K. of P. Hall, Eighth Avenue and Kingsway, Vancouver, at 10 a.m. on first Monday and 7 p.m. on third Monday.

Switchmen's Union of North America, Local No. 111—President, J. D. Murray, 1161 Comox Street, Vancouver; Secretary, A. S. Crosson, 1228 Howe Street. Meets at 209 Holden Building on first Sunday in month.

Tailors' Union of America, Journeymen, Local No. 178—President, A. R. Gatenby, 1721 Cotton Drive, Vancouver; Secretary, C. McDonald, P.O. Box 503, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on first Thursday in month.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 464 (Milk Wagon Drivers and Dairy Employees)—President, E. Wood, 714 Sixth Avenue West, Vancouver; Secretary, B. Showler, 1115 Robson Street, Vancouver. Meets at 213 Holden Building on second and fourth Fridays in month at 8 p.m.

Telegraphers' Union of America, No. 52, Commercial (Canadian Press Division)—Secretary, J. A. McDougall, 1633 Twelfth Avenue East, Vancouver.

Telegraphers' Union of America, Division 65, Commercial (Canadian Government Radio Division)—Secretary, W. D. Burford, Wireless Station, Point Grey.

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. Martin, P.O. Box 711, 1740 Victoria Drive, Vancouver. Meets at 991 Nelson Street, Vancouver, at 9.30 a.m. on second Friday in month.

Typographical Union, International, Local No. 226—President, R. P. Pettipiece, P.O. Box 66, Vancouver; Secretary, R. H. Neelands, P.O. Box 66, Vancouver. Meets at Room 13, 16 Hastings Street East, Vancouver, at 2 p.m. on last Sunday in month.

Upholsterers' International Union No. 26—Secretary, A. Burman, 125 West Sixth Street.

Waterfront Freight Handlers' Association—President, N. E. Wright, 528 Robson Street; Secretary, A. Rawden, 233 Main Street (rear). Meets in rear of 233 Main Street on first and third Wednesdays in month at 8 p.m.

Wood-workers, Amalgamated Society of—President, G. Richardson, 2856 Oxford Street, Vancouver; Secretary, C. E. Ellis, 1657 Thirty-sixth Avenue East, South Vancouver. Meets at Flack Building, 163 Hastings Street West, Vancouver, at 8 p.m. second and fourth Tuesdays of each month.

Vernon.

Typographical Union, No. 541—President, H. G. Bartholmew, Box 643, Kelowna; Secretary, W. B. Hilliard, R.R. No. 1, Enderby. Meetings held at Vernon on last Sunday in month.

Victoria.

Barbers, Journeymen, International Union of, Local No. 372—President, J. A. Shanks, 1281 Fairfield Road, Victoria; Secretary, J. Langlois, Sayward Block, Douglas Street. Meets at 1305 Government Street on fourth Monday in month at 8 p.m.

Bridge, Dock & Wharf Builders, No. 2415—President, J. McLeod, 7 Boyd Street, Victoria; Secretary, E. E. Goldsmith, 2565 Grahame Street, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. first and third Mondays of each 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 Trades 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, G. Penketh, 2517 Blanshard Street, Victoria; Secretary, J. Roe, 2257 Foul Bay Road, Victoria. Meets at Foresters' Hall at 8 p.m. on second and fourth Tuesdays.

Bookbinders, International Brotherhood of, Local No. 147—President, A. J. Wiley, 141 Clarence Street, Victoria; Secretary, W. W. Laing, 125 Linden Avenue, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on fourth Friday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of United, Local No. 280—President, G. W. Brewer, Crease Avenue, Saanich; Secretary, Ernest Orr, 58 Sims Avenue, Saanich. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m., on second Tuesday in month.

Bricklayers, Masons & Plasters of America, International Union of, Local No. 2—President, E. W. Mertton, 1039 Hillside Avenue, Victoria; Secretary, J. H. Owen, 541 Toronto Street, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on first Monday in month.

Carpenters & Joiners of America, United Brotherhood of, Local No. 2651—President, A. Smith, Cornwall Street, Victoria; Secretary, J. Townsend, Kingsley Street, Saanich (Box 26, Victoria). Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on second and fourth Tuesdays.

Carpenters & Joiners (Shipwrights), United Brotherhood of, Local No. 1598—President, W. Farquhar; Recording Secretary, R. S. Stott, 1191 St. Patrick Street; Financial Secretary, P. Packford, Shelbourne Street. Meets at Trades Hall, Broad Street, at 8 p.m. on first and third Mondays in month.

Carpenters & Joiners (Bridge Workers), United Brotherhood of, Local No. 2415—Secretary, E. E. Goldsmith, 2565 Grahame Street, Victoria.

Civic Employees, Local No. 50.—President, A. E. Fraser, 824 Pembroke Street, Victoria; Secretary, J. J. Whitecomb, 1458 Taunton Street, Victoria. Meets at 842 North Park Street, Victoria, at 8 p.m. on second Wednesday.

Cooks, Waiters & Waitresses, Local No. 459—President, M. C. V. Moir; Secretary, F. Dovey, P.O. Box 233, Victoria. Meets at 1305 Government Street on first and third Tuesdays in month.

Dominion Express Employees, Brotherhood of, No. 20—President, T. C. John; Secretary, F. E. Dutot, c/o Dominion Express, Victoria. Meets at 200 Belmont Building on first Monday in month at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 230—President, A. Harper, 3500 Doncaster Drive, Victoria; Secretary, W. Reid, 2736 Asquith Street, Victoria. Meets at Labour Hall, Broad Street, at 8 p.m. every Monday.

Granite Cutters' International Association of America—President, J. Eva, Orillia Street, Saanich; Secretary, J. Barlow, P.O. Box 392. Meets at K. of P. Hall at 8 p.m. on third Friday of each month.

Steam & Operating Engineers, International Union, Local No. 446—President, C. MacLean; Secretary, H. Geake, 114 Howe Street, Victoria. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

Federated Seafarers' Union of B.C.—Branch Agent, W. Morgan, Green Block, Broad Street. Meets at Green Block on first Tuesday and third Friday in month at 8.30 p.m.

Firefighters, City Union No. 258—President, J. E. Roberts, Headquarters Fire Hall, Victoria; Secretary, T. A. Heaslip, Headquarters Fire Hall, Victoria. Meets at Headquarters Fire Hall, Cormorant Street, at 8 p.m. on or about first of each month.

Letter Carriers, Federated Association of, No. 11—President, J. W. Pitney, 2012 Blanshard Street, Victoria; Secretary, W. C. Cave, 1619 Oakland Avenue, Victoria. Meets in Surrey Block, Yates Street, at 7.30 p.m. on third Thursday in month.

Locomotive Firemen & Engineers, Brotherhood of, Local No. 690—President, Harry Richmond, 414 Russell Street, Victoria; Secretary, H. J. Brown, 405 John Street, Victoria. Meets at A.O.F. Hall, Broad Street, at 8 p.m. on first Wednesday and third Thursday in month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 2824—President, J. Reece, 2602 Work Street, Victoria; Secretary, G. E. Wilkinson, 50 Sims Avenue, Victoria. Meets at C.N.R. Saanich Lodge Room on third Sundays of March, June, September, and December at 2 p.m.

Meat Cutters & Butchers, International Union of, Local No. 485—President, W. J. O'Connor, c/o Hollywood Meat Market, Foul Bay; Secretary R. Elliott, 2519 Government Street, Victoria. Meets at Labour Hall, Broad Street, Victoria, at 8 p.m. on second Monday in month.

Moulders, International Union of North America, Local No. 144—President, G. Stancombe; Financial Secretary, G. Smethurst, 549 Niagara Street, Victoria; Corresponding Secretary, W. Kaye, 421 Vincent Street, Saanich. 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, 1210 McKenzie Street, Victoria; Secretary, W. H. Press, 1060 Burdette Avenue, Victoria. Meets at K. of P. Hall at 2 p.m. on second Sunday in month.

Painters, Decorators & Paper-Hangers, Brotherhood of, Local 119—President, E. Impett, 2009 Oak Bay Avenue; Financial Secretary, J. Aspenwall, 746 King's Road; Corresponding Secretary, F. Harman, 568 Vincent Street. Meets at Trades Hall, Broad Street, on first and third Thursdays in month at 8 p.m.

Pattern Makers' League of North America—President, John L. Parkinson, 1235 Lyall Street, Esquimalt; Secretary, J. A. McCahill, P.O. Box 851, Victoria. Meets on second Monday each month at 326 John Street.

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, E. E. Goldsmith, 2565 Grahame Street, Victoria. Meets at Trades Hall at 8 p.m. on first and third Mondays.

Plasterers & Cement Finishers, International, Local No. 450—Financial and Corresponding Secretary, F. Agnew, Gorge Park. Meets in Green Block on second Thursday of month.

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 324—President, J. Fox, 2858 Austin Avenue; Secretary, H. Johnson, 3261 Harriet Road. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

Policemen's Federal Union, Local No. 24—President, H. Raines, 1614 Haultain Street; Secretary, A. H. Bishop, 316 Skinner Street, Victoria. Meets at Police Headquarters at 3.15 p.m. on second Tuesday in month.

Postal Clerks Association (Dominion)—President, H. W. Adams, 2571 Blackwood Street; Secretary, J. White, 2237 Bowker Avenue.

Printing Pressmen & Assistants, International Union of North America, Local No. 79—President, Thomas Nute, 534 Michigan Street, Victoria; Secretary, F. H. Larssen, 1236 McKenzie Street, Victoria. Meets at Labour 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, 1221 Whittaker Street, Victoria; Secretary, V. I. Duncan, 832 Tolmie Avenue, Victoria. Meets at Trades Hall at 8 p.m. on first Thursday in month.

Railway Conductors, No. 289—Chief Conductor, J. W. Thompson, 556 McPherson Avenue; Secretary, J. Martin, 2109 Vancouver Street.

Railway Trainmen, Brotherhood of, Local No. 613—President, J. S. Menzies; Secretary, W. M. Parlby, 780 Dominion Road, Esquimalt. 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 Bank Street, Victoria; Secretary, H. H. Hollins, Trades Hall, Broad Street. Meets at Trades Hall, Broad Street, at 8 p.m. on first Tuesday in month.

Sheet Metal Workers, Amalgamated, International Alliance of, Local No. 134—President, J. J. Bell, P.O. Box 5, Victoria; Secretary, T. Brooke, P.O. Box 5, Victoria. Meets at K. of P. Hall, 842 North Park Street, at 8 p.m. on first Thursday.

Steam Engineers, Sawyers, Filers & Mill Mechanics, No. 3—President, J. McKenzie; Secretary, B. Burton, Sidney. Meets at Trades Hall at 8 p.m. on first Monday in month.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 109—President, E. F. Fox, 1219 Basil Avenue, Victoria; Secretary, R. A. C. Dewar, 1218 Johnson 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, W. Mackay, Box 853, Victoria; Secretary, J. Barlow, Box 853, Victoria. Meets at 8 p.m. on second Thursday in Labour Hall, Broad Street.

Tailors' Journeymen Union of America, Local No. 142—President, M. Mobray; Vice-President, C. Tripp; Financial Secretary, H. D. Reid; Recording Secretary, B. Stringer, Box 1031, Victoria. Meets at 8 p.m. on first Monday in month.

Teamsters & Chauffeurs, General, International Brotherhood of, Local No. 365—President, W. Rose, 1216 Princess Avenue, Victoria; Secretary, John Scouland, 350 Robertson Street, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on first Tuesday.

Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 168—President, S. Evans, Fairfield Hotel, Victoria; Secretary, C. More, 949 Balmoral Road, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 11.15 p.m. on first Thursday in month.

Typographical Union, International, Local No. 201—President, R. G. Marshall, Ritz Hotel, Victoria; Secretary, T. A. Burgess, 2094 Byron Street, Victoria. Meets at Campbell Building (6th floor), Victoria, at 2 p.m. on last Sunday in month.

Upholsterers & Trimmers, No. 5—Secretary, F. Jenkins, Colville Road, Victoria. Meets in Campbell Building 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.

Willow River.

Maintenance-of-way Employees, Railway & Shop Labourers, No. 202—President, A. Petersen, Newlands; Secretary, W. Sims, McBride.

CHAPTER 22.

AN ACT LIMITING THE HOURS OF WORK IN INDUSTRIAL UNDERTAKINGS.

[*Assented to 21st December, 1923.*]

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 "Hours of Work Act, 1923."

Interpretation.

2. In this Act, unless the context otherwise requires:—

"Employed" means in receipt of a wage or salary as compensation for work performed for an employer:

"Employer" means a person directly or indirectly responsible for the payment of the wage or salary of a person employed in any industrial undertaking:

"Industrial undertaking" includes:—

(*a.*) Mines, quarries, and other works for the extraction of minerals from the earth:

(*b.*) Industries in which articles are manufactured, altered, cleaned, repaired, ornamented, finished, adapted for sale, broken up or demolished, or in which materials are transformed; including ship-building and the generation, transformation, and transmission of electricity or motive power of any kind and logging operations:

(*c.*) Construction, reconstruction, maintenance, repair, alteration, or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical undertaking, gaswork, waterwork, or other work of construction, as well as the preparation for or laying the foundations of any such work or structure;

but the term "industrial undertaking" shall not include any branch of the agricultural, horticultural, or dairying industry:

"Regulations" means regulations made by the Board of Adjustment under this Act.

Limitation of hours of work.

3. The working-hours of persons employed in any public or private industrial undertaking or in any branch thereof, other than an undertaking in which only members of the same family are employed, shall not exceed eight in the day and forty-eight in the week, with the exceptions provided for by or under this Act.

Application to certain persons.

4. The provisions of section 3 shall not apply to persons holding positions of supervision or management, nor to persons employed in a confidential capacity.

Provision for exceeding the limit in certain cases.

5. Where by custom or agreement between employers' and workers' organizations, or, where no such organizations exist, between employers' and workers' representatives, the hours of work on one or more days of the week are less than eight, the limit of eight hours may be exceeded on the remaining days of the week by agreement between such organizations or representatives; but in no case under the provisions of this section shall the daily limit of eight hours be exceeded by more than one hour, nor shall the weekly limit of forty-eight hours be exceeded.

Exception in the case of accidents.

6. The limit of hours of work prescribed in section 3 may be exceeded in case of accident, actual or threatened, or in case of urgent work to be done to machinery or plant, or in case of force majeure, or so far as may be necessary to avoid serious interference with the ordinary working of the undertaking.

7. The limit of hours of work prescribed in section 3 may also be exceeded in those processes which are required by reason of the nature of the process to be carried on continuously by a succession of shifts, subject to the condition that the working-hours shall not exceed fifty-six in the week on the average. Exception as to continuous processes.

8. (1.) For the purpose of the administration of this Act, there shall be a Board known as the "Board of Adjustment," which shall consist of three members, one of whom shall be the Deputy Minister of Labour, who shall be the Chairman of the Board, and the other members shall be appointed by and hold office during the pleasure of the Lieutenant-Governor in Council. Two members of the Board shall constitute a quorum. Board of Adjustment.

(2.) For the purpose of obtaining information, the Board shall have all the powers and authorities conferred by the "Public Inquiries Act" upon Commissioners appointed under that Act, and the provisions of that Act shall extend and apply, mutatis mutandis, to every 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. Power to hold inquiries.

9. (1.) For the purpose of carrying into effect the provisions of this Act according to their true intent, the Board of Adjustment, subject to the approval of the Lieutenant-Governor in Council, may make such regulations as are considered necessary or advisable. Regulations.

(2.) The regulations shall determine:— Exceptions.

(*a.*) The permanent exceptions that may be allowed in preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of an industrial undertaking, or for certain classes of workers whose work is essentially seasonal or intermittent; and all permanent exceptions made by the Board shall forthwith be published in the Gazette, and thereupon shall have the same force and effect as if incorporated in this Act:

(*b.*) The temporary exceptions that may be allowed so that industrial undertakings may deal with exceptional cases of pressure of work; but regulations under this subsection shall be made only after inquiry, and the Board shall fix the maximum of additional hours in each instance.

(3.) In exceptional cases where it is recognized that the provisions of section 3 cannot be applied, but only in such cases, agreements between workers' and employers' organizations, or between workers' and employers' representatives, concerning the daily limit of work over a longer period of time may be given the force of regulations if confirmed by the Board of Adjustment. The average number of hours' work per week over the number of weeks covered by any such agreement shall not exceed forty-eight. Confirmation of agreements.

(4.) The regulations shall:— Regulations as to notices and records.

(*a.*) Require every employer to notify, by means of the posting of notices in conspicuous places in the works or other suitable place, or by such other method as may be approved by the regulations, the hours at which work begins and ends, and where work is carried on by shifts, the hours at which each shift begins and ends. These hours shall be so fixed that the duration of the work shall not exceed the limits prescribed by this Act, and when so notified they shall not be changed except with such notice and in such manner as may be approved by the regulations:

(*b.*) Require every employer to notify in the same way such rest intervals accorded during the period of work as are not reckoned as part of the working-hours:

(*c.*) Require every employer to keep a record in the form prescribed by the regulations of all additional hours worked in pursuance of section 6 or in pursuance of any regulations made under subsection (2) of this section.

Offences.

(5.) Every employer who employs any person outside the hours fixed in accordance with clause (*a*) of subsection (4), or during the intervals fixed in accordance with clause (*b*) of that subsection, shall be guilty of an offence against this Act.

Exemption of industries from Act.

10. The Board of Adjustment, after inquiry held pursuant to section 8, and subject to the approval of the Lieutenant-Governor in Council, may from time to time exempt any industrial undertaking or class of industrial undertakings in whole or in part from the operation of this Act, or for such seasons or portions of the year as it may consider necessary or expedient having regard to the nature and conditions of the industrial undertaking, the conditions of employment, and the welfare of the employees.

Violation of Act or regulations an offence.

11. Every person who violates any provision of this Act or of the regulations shall be guilty of an offence against this Act, whether otherwise so declared or not.

Penalties.

12. Every person guilty of an offence against this Act shall be liable, on summary conviction, to a penalty not exceeding one thousand dollars.

Acts not affected.

13. The provisions of this Act shall not in any way limit or affect the provisions of the "Coal-mines Regulation Act," or the "Metalliferous Mines Inspection Act," or the "Labour Regulation Act."

Expense of administration for year ending March 31st, 1925.

14. In the absence of any special vote of the Legislative Assembly for the purpose of this Act, all expenses incurred in the administration of this Act for the fiscal year ending the thirty-first day of March, 1925, shall be fixed by the Lieutenant-Governor in Council, and shall be payable out of the Consolidated Revenue Fund.

Commencement.

15. This Act shall come into operation on the first day of January, 1925.

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1924.