PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1924

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AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
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1925.

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 1924 is herewith respectfully submitted.

A. M. MANSON,

Minister of Labour.

Office of the Minister of Labour,

June, 1925.

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

SIR,—I have the honour to submit herewith my seventh Annual Report on the work of the Department of Labour up to December 31st, 1924.

I have the honour to be,

Sir,

Your obedient servant,

J. D. McNIVEN.
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., June 1925.

SUMMARY OF CONTENTS.

	Page.
Report of the Deputy Minister	7
Unemployment Conference	7
The "Hours of Work Act"	8
The "Industrial Disputes Investigation Act"	8
New Legislation	9
Statistics of Trade and Industries	10
Increase in Annual Pay-roll	10
Proportionate Figures for each Area	11
Comparative Group Pay-rolls	13
Larger Percentage of White Workers	14
Lower Proportion of Orientals	14
Increase in Average Wage	15
Chart showing Fluctuation in Wages, 1918–24	16
Average Week's Wage in each Industry	17
Average Hours worked in Industry	18
Conciliation	33
Crisis in Kootenay Camps	33
Question of Carpenters' Wages	35
Labour Disputes	36
Coal-miners, Crow's Nest Area	36
Lumber-workers, Cranbrook and District	38
Summary of Labour Disputes	40
Employment Service	41
Chart showing Fluctuations during 1924	42
Business transacted during 1924	43
Harvest-labour for Prairie Provinces	43
The Service and the Fruit Industry	44
Employment of Disabled ex-Service Men	45
Co-operation with Immigration Department	46
Inspection of Factories	47
Accident Prevention	47
Elevators	47
Child-labour	48
Complaints	48
Report of Minimum Wage Board	49
Latitude allowed under the Law	49
Additional Pay secured	49
Cases taken into Court	50
The "Schools" Problem	51
Statistical Report	51
Summary of all Occupations	57
Labour Turnover in each Group	58
Summary of Orders	60
Associations of Employers	64
Union Directory	66

REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1924.

The year 1924, which is covered by the seventh annual report of the Department of Labour, was, comparatively speaking, an uneventful period. There were only two disputes in the Province which affected a large body of workers. One was the strike of coal miners in the Crow's Nest country, lasting for six months from May to the end of October, and being followed by a period of readjustment which kept matters unsettled until the end of the year. The other was the strike of lumber workers in the Southern Interior earlier in the year. This dispute was noteworthy because of the unusual issues which it raised, and which are dealt with in the Labour Disputes section of the report.

Progress of Industries.

Generally speaking, the industries of the Province witnessed satisfactory progress during the year. The chief exceptions were lumbering and coal-mining, which from different causes were less active than in the previous year. Most of our other industries enjoyed the experience of adding substantially to their annual pay-roll. Special influences were, however, at work to keep back our most important industry, that of lumbering, during the summer months, and this had the effect of bringing about a considerable amount of unemployment at a period of the year when work is usually fairly plentiful.

Provisions of Relief Work.

As the winter drew near the question of dealing with unemployment became more urgent in certain parts of the Province, and the Legislature, during the Session in November, voted a sum of $150,000 for the purpose of carrying out relief works. Up to the end of the year about $20,000 of this amount had been expended.

Unemployment Conference.

In September a conference was called by the Dominion Government at Ottawa, to discuss ways and means of dealing with the question of unemployment. The Province was represented by the Deputy Minister of Labour, who, before attending the Conference, had a careful survey made by the Employment Service officials in various centres. The information they supplied showed that we had a larger number of unemployed in the Province than was usual at that period of the year, though there was some improvement later. The Conference declared strongly against the giving of assistance in the form of money or doles, and expressed the opinion that "certain classes of work, which in the past had been discouraged during the winter season, can with perfect safety and economy be undertaken throughout the country." They therefore recommended that public work should be undertaken during the winter as far as possible, and that, in regulating such work, a short working-day with a large number of workers would be preferable to a long working-day with a small number employed. A system of emergency relief was also favoured by the Conference, and it was suggested that the matter of meeting the expenditure should be dealt with in the same manner as in previous schemes, 50 per cent. of the cost to be borne by the municipal authorities, 25 per cent. by the Dominion, and 25 per cent. by the Provincial Governments.

There were, at different times during the Conference, reminder echoes of the old controversy as to who is responsible for relieving the unemployed. For the Dominion. Mr. Murdock, Minister of Labour, disclaimed responsibility, but this opinion did not find an echo in some of the subsequent remarks of other speakers, and it seemed as if a fairly reasonable compromise was effected in the terms of the resolutions passed.

The Question of Immigration.

Some of the Eastern representatives at the Conference were in favour of making the check upon immigration more strigent than at present. The question presents a difficult problem. Every one agrees that we want the Dominion to become more of a settled country than it is, especially our great areas in the West, and that we can do with a large number of suitable people who will go on the land and develop the country. The trouble has been, however, that many immigrants who have come here to take up land or work on farms have found conditions a little different from what they had imagined, have become discouraged, and have left the land

to go into the big towns, where there are already, at certain seasons of the year, too many applicants for the work available. It is this state of things which many in the Conference wished to prevent, though there were others who, recognizing how largely the country has been built up by immigration, were very unwilling to do anything to interfere with its further development in the same way.

THE "HOURS OF WORK ACT."

One of the most far-reaching enactments on the Statute Book of the Province, so far as labour interests are concerned, is the "Hours of Work Act," which, having received the approval of the Legislature in December, 1923, comes into force on January 1st, 1925. The operation of the Act does not therefore belong to the period covered by this report, but some amount of preparatory work was done during 1924, with a view to establishing the administration of the Act upon a sound footing. An important part in the work of administration devolves upon the Board of Adjustment, consisting of three members, with the Deputy Minister of Labour as Chairman. The other members, who were appointed early in November, are Mr. T. F. Paterson, of Vancouver, and Mr. F. V. Foster, of Smithers. Mr. Paterson being especially acquainted with the employers' side and Mr. Foster with the workers' side of the question.

The members of the Board, after surveying the question in its general aspect, undertook, in the latter part of November, a tour in the outlying portions of the Province, with the object of studying the application of the Act to local industries. Public meetings were held at Nelson, Cranbrook, Golden, Kamloops, Prince George, Prince Rupert, Vancouver, and Victoria, and at each of these places representations were made by persons interested in the operation of the Act from various angles. A lengthy hearing was given to the views of both employers and employed, and a large amount of useful information was collected regarding the conditions under which the industries of the Province are carried on in the various localities. This proved of great assistance to the Board when they came later to the duty imposed upon them by the Act, of making regulations as to the manner in which regular hours may be varied, and overtime permitted or limited. The task of enforcing such regulations, however, did not come within the period covered by the present report.

THE "INDUSTRIAL DISPUTES INVESTIGATION ACT."

A decision which may have an important bearing upon the method of settling industrial disputes in this Province, as in other parts of Canada, has been given by the Privy Council, the unanimous ruling of five judges being stated, in a judgment of some length, by Lord Haldane, formerly Lord Chancellor in the Labour Government of Great Britain. The judgment was given in a case which raised directly the question of the validity of the "Industrial Disputes Investigation Act" of 1907. The terms of this measure, which had been on the Statute Books of the Dominion for nearly eighteen years, are too well known to require recapitulation. They have been the means of settling a large number of industrial disputes, and decisions of Boards appointed under the Act were always regarded as legally binding until the authority of the Act was questioned in a dispute which occurred in Ontario last year.

The effect of the Privy Council's decision is that the Act deals with matters which were reserved by the British North America Act as being within the competence of the Provincial Legislatures, as distinct from the Dominion Parliament, and that the latter exceeded its powers in passing such a measure. There is a consensus of opinion that the Act should not be allowed to fall into abeyance, and that its main provisions should, in some form or other, be re-enacted. At the time of writing an amending Bill is before the House at Ottawa, to provide legislation along the old lines within the limits of what may be enacted by the Dominion Parliament. If this is passed into law, however, there will still be left a gap, which it will be within the discretion of Provincial Legislatures to fill. The position at present is a very interesting one, which will no doubt be considered in all its bearings by all the parties affected.

EMPLOYMENT OF DISABLED WAR VETERANS.

From time to time since the conclusion of the war, the question has presented itself for consideration as to whether the matter of finding employment for disabled ex-service men should be the care of the Government Employment Service or of the Soldiers' Civil Re-establishment Board. Until recently this duty was discharged by special officials of the S.C.R., with whom the staff of the Employment Service had frequently co-operated. During the past year, however,

the Ministers of Labour of the Dominion and the Province arrived at an agreement, under which the work is now being performed by the Employment Service under the control of Provincial officials, the Dominion Government providing additions to the staff in Vancouver and Victoria, so that the new arrangement does not entail any additional expense upon the Province. The agreement came into effect on December 1st, and the results of the first month's working of it are considered encouraging.

New Legislation.

In the last session of the Provincial Legislature several new laws were passed touching upon subjects of special interest to working men and women.

The "Barbers Act" will apply to cities, towns, and villages with a population of 750 or more persons. It requires that all barbers shall be registered members of the Barbers' Association of British Columbia. There will be a Board elected by the members of the Association, which will hold examinations of persons desiring to be registered, with special reference to the applicant's ability as a barber and his knowledge of sanitary regulations in the conduct of barber-shops, the antiseptic preparation and sterilization of tools and appliances, and the protection of the public from disease. Penalties are provided for against any person not holding a certificate of registration who engages in the business of barbering.

"*Semi-monthly Payment of Wages Act Amendment Act.*"—This Act of 1924 amends the older Act by increasing the stringency of the provisions as to penalties against persons convicted of violation of the Act. The limits of the fine to be imposed are increased from "not less than twenty-five dollars nor more than one hundred dollars" to "not less than one hundred nor more than five hundred dollars."

"*Mothers' Pensions Act Amendment Act.*"—This Act amended the Act originally passed in 1920, in various particulars. Among those who had been entitled to the benefits of the Act was "a widow whose husband at the time of his death was domiciled in the Province." This was changed so as to specify "a widow whose husband was domiciled in this Province at the time of the appearance of the disability which caused his death." Another change was that, where a woman claims a pension on the ground of her husband's disability, the qualifying words are added: "and whose disability may reasonably be expected to continue for at least one year." A wife claiming a pension as one who has been deserted by her husband must now, in order to have her application granted, have been "deserted for at least two years by a husband domiciled in the Province at the time of the desertion, but who does not reside nor own property therein at the date of her application for an allowance." Under further provisions, a mother drawing a pension may be one possessing personal property not exceeding $500 in value, or real property which she uses as a home not exceeding $1,500 in assessed value over and above the encumbrances thereon. Where a mother pensioner has died leaving children under the age of 16, the proper allowance may be paid to a grandmother, aunt, or elder sister who assumes care and responsibility for them. The Board administering the Act, which has hitherto consisted of the members of the Workmen's Compensation Board, is in future to include "one other member, who shall be a woman."

"*Electrical Energy Inspection Act Amendment Act.*"—This Act, passed in the 1924 Session, added three clauses to the previous Act, the effect being to place its administration under the Workmen's Compensation Board, instead of the Minister of Public Works as heretofore. It was also provided that all inspectors, clerks, and employees engaged in the administration of the Act shall be deemed to be members of the Civil Service.

"*Boiler Inspection Act Amendment Act.*"—The work of Boiler Inspection is also placed under the supervision of the Workmen's Compensation Board, instead of the Minister of Public Works, by this Act of 1924. There is also a new provision, to the effect that no person shall paint or operate any steam-engine or fly-wheel which has been subjected to or damaged by fire, unless the same has been first inspected by an Inspector and approved by him for operation, as the case may be.

STATISTICS OF TRADE AND INDUSTRIES.

The returns received by the Department of Labour from industrial employers throughout the Province have been summarized in the tables which complete this section of the report, and, as has been the practice in former years, it is thought that a few observations may usefully be offered here in relation to them. Each employer is asked to make in his return a statement as to his total pay-roll for the year, the rates of wages paid, the nationality, hours of labour, and fluctuations of employment of those in his employ during the previous year. The publication of the information thus secured has been appreciated both by employers and employed, and has been of service to the public, forming, as it does, a record of progress of industrial development in the Province from one year to another.

A RECORD NUMBER OF RETURNS.

In the matter of promptitude in responding to the Department's request for these returns there is still much to be desired. The forms are sent out to employers at the beginning of the year, and the period of one month is given for them to be filled in and returned; but many employers do not meet the requirements of the "Department of Labour Act" in this respect until a second, or even in some cases a third, application has been forwarded to them. The Department has been reluctant to take extreme measures in such cases, but we feel that reasonable latitude has been exceeded by some, and the inevitable result has been delay in the preparation and publication of these statistics, for which there have been many requests from persons interested in the industries of the Province. With this reservation, it is a pleasure to state that employers generally have made a more complete return than in any previous year since these statistics were first collected. The number of returns received for 1924 is 3,566, which compares favourably with the total of 3,375 received for 1923. In former years the totals were: 1918, 1,047; 1919, 1,207; 1920, 1,869; 1921, 2,275; 1922, 2,809. This increase from year to year indicates, partly, the greater success of the Department in securing a more complete return, and partly, no doubt, the larger number of industrial establishments in the Province. Every effort is made by the Department to keep our industrial list up to date by the prompt removal of the names of defunct firms and the addition of new ones, and the fact that the list shows, on the balance, an increase each year gives a favourable reading of the industrial barometer.

INCREASE IN THE ANNUAL PAY-ROLL.

No change has been made in the form of the questionnaire sent out this year. Suggestions are made from time to time for enlarging its scope, and attention has been called to the fact that certain inquiries made by other Governments are more exhaustive in character than our own. It has been thought, however, that the inquiry made by this Department deals with the main essentials, and that the demands which it makes upon the clerical staff of employing firms, coming as they do only once a year, are not too heavy. The returns are again arranged under twenty-five heads, and no change in their grouping has been made from last year. It is possible, therefore, to make a very just comparison between the figures for 1924 and those for 1923.

The total amount paid out by the 3,566 firms last year in salaries and wages was $107,798,771.36. In the previous year the sum of $106,796,958.96 was paid out by 3,375 firms, and in 1922 there were 2,809 firms making returns, whose salary and wage payments amounted to $86,192,190.73. The amount paid to officers, superintendents, and managers last year was $9,749,110.17, which represents an increase, as compared with the corresponding total for 1923, of more than 10 per cent. For clerks, stenographers, and salesmen the amount paid was $8,934,730.81, which, compared with $8,329,069.21 in 1923, is an increase of over 7 per cent. However, the amount paid to wage-earners, $89,114,930.38, is $515,185.73 less than the previous year's, the decrease being equal to about ½ per cent. This is only partially explained by the fact that the two principal industries which give a lower aggregate payment for the year, lumbering and coal-mining, are those which normally make the largest proportionate payment to wage-earners. In nearly all the other classes of industry the percentage of payment for managerial and clerical help is higher than last year's.

HOW THE WAGE-LIST IS DIVIDED.

Of the total salary and wage payments for 1924, officers, superintendents, and managers received 9.04 per cent., clerks, stenographers, and salesmen 8.29 per cent., and wage-earners

received 82.67 per cent. Going back for the previous years, we find that the percentage for wage-earners in 1921 was 80 per cent., in 1922 82.75 per cent., and in 1923 it was 83.93 per cent. In considering these proportions, allowance should perhaps be made for the fact that returns are received relating to a large number of small businesses, where the payments made to the proprietors or partners are entered as being made for managerial or clerical help, although the work performed is largely that of the skilled mechanic or tradesman.

Estimating the Aggregate Figures.

In the "Summary of all Tables" given on the concluding page of this section of the report a change in the arrangement will be noted by any one making a comparison with the summaries for previous years. It will have been clear to those making an examination of our previous reports that the tables printed did not purport to give an exhaustive statement of the industrial pay-roll of the Province, but simply the pay-roll of those employers making returns to this Department. In the last year or two, however, there has become evident a desire for more complete information along this line. So far as we are aware, no authority is in a position to give exact figures as to the total of our industrial salaries and wages. Our own position is that, outside the returns which come in to this Department, any further totals must be, with ourselves as with others, largely a matter of conjecture, and that it is better to accompany our estimates by a statement of the process by which they are arrived at.

After our final tabulation of the 3,566 returns giving a total pay-roll of $107,798,771.36, a number of late returns were received before this report went to press, with an additional pay-roll of $638,544.84. In the industries coming within the scope of our inquiry there still are a number of firms who have not sent in any returns, but who are known to have been in business during the past year. In going through the list of these we have endeavoured to make a reasonable estimate of their probable pay-roll, and the figure at which we arrive by this process is, approximately, $8,000,000. This gives a total of $116,437,316.20 for salaries and wages in the purely industrial operations embraced by our inquiry.

A Grand Total of over $151,000,000.

Turning to industries outside our inquiry, we may consider, first a group of semi-industrial occupations for which the general terms of our questionnaire have not been considered suitable. These include industrial workers employed by wholesale and retail firms, and whose wages are estimated to amount to $3,000,000; delivery, cartage, teaming, and warehousing, $1,730,000; butchers, $950,000; moving-picture operators, $147,000; coal and wood yards, $604,000; and auto transportation, $169,000. The transcontinental railway systems and their industrial adjuncts, for which also our questionnaire is not suitable, have a pay-roll estimated at $20,000,000. A large amount of industrial and semi-industrial work is also done by employees of the Dominion and Provincial Governments, and for this we have allowed a sum of $5,000,000; and miscellaneous payments for industrial work, which cannot be included under any particular head, may be set down at $3,000,000. These figures bring our estimate for the total industrial pay-roll of the Province up to $151,037,316.20.

Proportionate Figures for each Area.

As the returns were received from employers this year, they were carefully segregated according to the area in which the respective firms were carrying on their operations, and we have also endeavoured to make an equitable division of the figures given in the preceding paragraphs. The result of these calculations shows that 36.05 per cent. of our industrial pay-roll is located in Greater Vancouver, which for this purpose has been taken to include the City of Vancouver, North Vancouver, South Vancouver, West Vancouver, Point Grey, and Burnaby. The rest of the Mainland, with which also we have grouped the Queen Charlottes and the Northern Islands, claims 45.02 per cent., and Vancouver Island, taking in also the Gulf Islands, has 18.93 per cent. In accordance with these divisions, the estimated industrial pay-roll of the Province is made up as follows:—

Greater Vancouver	$ 54,449,747 95
Rest of Mainland	67,992,347 26
Vancouver Island	28,595,220 99
Total	$151,037,316 20

A DECLINE IN THE LUMBERING GROUP.

Of the twenty-five groups in which the industries of the Province are divided, sixteen show an increased pay-roll as compared with 1923, and nine a decrease. Chief among the latter is the important industry of lumbering. This industry enjoyed a spell of marked prosperity in 1923 and the early part of 1924, but in the month of May it was struck by a sudden wave of depression, the results of which are only now gradually disappearing. This depression was mainly attributable to the falling-off in the demand from the Orient after the exceptional requirements caused by rebuilding in the area devastated by the earthquake in Japan had been satisfied. When this demand was in full tide, production in this Province and in the Pacific Coast States had been greatly stimulated, and had been continued at the enhanced rate for some time longer than was necessary, thus causing an accumulation of unsold lumber and a glutted market. A number of camps and mills were closed, or were operated for a time with less than a normal crew, and during the summer months the unusual condition was presented of some thousands of lumber-workers in the Province being thrown out of employment, though some who were prepared to accept other occupations did not long remain unemployed. Usually the months of June, July, and August form the busiest period in the lumber industry, but last year there was a sharp decline in employment during June and July, and though an improvement was witnessed later no complete recovery was made in the remainder of the year. According to figures presented by the 904 lumber firms sending in returns, the number of lumber-workers ranged from 19,946 in December to a maximum of 25,925 in May, whereas in 1923 there were 20,382 employed by 922 firms in January, the smallest month for employment, gradually increasing to the peak of 27,567 in June. These figures will explain why the pay-roll for the lumbering industry showed a decline of nearly $4,000,000 in 1924 as compared with 1923. In the former year over 33 per cent. of industrial wages in the Province were paid to lumber-workers, but in 1924 the proportion fell to 29 per cent.

ECONOMIC RESULT OF THE COAL STRIKE.

The reduction by nearly $2,000,000 of the pay-roll in the coal-mining industry was caused chiefly by the strike in the Crow's Nest area, the mines being virtually closed down for more than half the year. It is encouraging to hear, however, that since the final settlement of the dispute, in December last, production at the mines has been on a bigger scale than before. Coal-mining on Vancouver Island experienced rather a slackened demand for its product, and in the month of September industrial trouble was also threatened here, but the crisis was safely passed. A number of other industries show a slightly decreased return as compared with 1923, but there does not appear to be any particular reason for these decreases, except that, in the case of pulp and paper manufacturing, some financial reconstruction was understood to be going on in relation to one of the principal companies. The other industries in question were garment-making, manufacturing of jewellery, manufacturing leather and fur goods, oil-refining, paint-manufacture, and printing and publishing.

INDUSTRIES WHICH SHOW AN ADVANCE.

As previously stated, sixteen of the twenty-five industrial groups increased their pay-roll during 1924, and these increases were more than sufficient to offset the reductions recorded by the basic industries of lumbering and coal-mining. An advance of more than a million and a half was made in the metal trades, various branches of this industrial group, such as machine-shops, blacksmithing, boiler-making, and garages, all taking a step forward. Metal-mining followed up the notable gain of over two millions in 1923 by adding another million to its pay-roll in 1924, and present indications are very favourable for a further gain in the coming year. The progress made in 1924 was mainly in the Southern Interior, but more recently certain prospects in the northern part of the Province have been receiving a larger amount of attention.

INCREASE IN COAST SHIPPING.

The industry of Coast shipping moves forward from year to year with rapid strides. Last year the gain in its pay-roll was nearly a million and a half, notwithstanding the fact that longshoring and stevedoring activities fell off somewhat owing to smaller shipments of wheat and lumber. It would appear that a larger number of small craft are entering the coastal carrying trades and are finding business to be done, while important additions are shortly being made to the Coast fleets of some of the larger companies. There was also an increased amount

of building and contracting going on in the Province, as is shown by the addition of a million and a quarter to the pay-roll of the contracting group. Another good feature is that, although lumbering, as a whole, had a quieter year, the manufacture of lumber products, such as boxes, sashes and doors, and ply-wood, showed a better record than in 1923.

The smelters of the Province also paid out nearly half a million more in wages, and the public utilities group were nearly $400,000 ahead, while in the building and repairing of ships and boats our employers picked up enough additional business to call for the payment to their wage-earners of an extra quarter of a million.

COMPARATIVE GROUP 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.		1924.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	23	$ 446,424 81	26	$ 564,388 96	26	$ 574,933 86
Builders' materials	53	1,274,969 24	55	1,192,471 64	56	1,251,102 23
Cigar and tobacco manufacturing	9	94,319 78	7	61,459 91	7	65,159 24
Coal-mining	18	9,470,551 72	20	9,460,416 63	22	7,599,643 78
Coast shipping	80	4,068,735 63	102	5,079,427 44	131	6,480,990 92
Contracting	716	9,783,516 69	797	11,000,574 14	855	12,270,425 17
Explosives and chemicals	20	484,335 84	22	481,796 19	24	790,926 46
Food products	255	6,584,844 60	309	7,141,380 55	331	7,760,664 62
Garment-making	55	765,692 63	70	753,114 63	62	692,802 47
House-furnishing	30	397,416 30	38	479,463 89	40	503,972 11
Manufacturing jewellery	15	246,179 10	14	263,878 84	13	254,729 38
Laundries, cleaning and dyeing	51	1,022,161 39	61	1,117,436 19	64	1,154,546 69
Manufacturing leather and fur goods	44	412,798 23	46	430,515 84	46	420,517 74
Lumber industries	667	23,827,204 89	922	35,268,880 16	904	31,339,445 11
Metal trades	333	3,634,162 75	378	3,970,987 58	465	5,646,298 18
Metal-mining	126	3,700,007 59	161	6,173,426 26	162	7,102,374 33
Miscellaneous	55	1,262,027 58	54	1,217,799 49	72	1,463,132 65
Oil-refining	5	542,267 58	7	558,634 77	5	492,761 90
Paint-manufacture	9	184,969 28	13	226,589 17	11	226,368 42
Printing and publishing	89	2,375,803 98	99	2,690,755 12	96	2,636,049 66
Pulp and paper mills	9	3,639,680 95	11	4,819,791 77	10	3,981,623 11
Ship-building	31	946,530 73	30	1,176,806 25	30	1,436,102 46
Smelting	3	2,932,768 19	4	3,782,253 88	3	4,213,469 30
Street-railways, etc.	62	7,048,906 65	73	7,406,183 20	69	7,794,865 55
Manufacturing wood (N.E.S.)	51	1,045,914 69	56	1,478,536 43	59	1,645,866 82
Totals	2,809	$86,192,190 73	3,375	$106,796,958 96	3,566	$107,798,771 36

LESS FLUCTUATION OF EMPLOYMENT.

The tables which give the average number of wage-earners for each month afford a good indication of the amount of fluctuation in employment during the year. With many of the most important industrial undertakings in the Province it is impossible, or very difficult, to continue their operations steadily all the year round, and every year our figures show a larger volume of employment in the summer than in the winter months. From the worker's point of view this is an undesirable feature of our industrial organization, and it is one also which in some years has caused much anxiety from a general social and economic view-point. Last year, however, the degree of fluctuation was less than usual. In the month of January the 3,566 firms sending in returns had 58,677 men in their employ, and four months later, in May, the number had increased to 68,443. For the next five months there was little change, and then came a sharp decline from 67,967 in October to 60,232 in December. These figures present a contrast with those for 1923, when the numbers varied from 55,335 in January to 71,274 in August, the variation between high and low being reduced from 16,000 in 1923 to 10,000 in 1924. This result, however, was due not so much to any constructive change in the organization of industry as to the abnormal conditions already noted, which prevailed in the lumbering and coal-mining industries during the summer of 1924.

LARGER PERCENTAGE OF WHITE WORKERS.

The countries of origin of our industrial workers are shown in the tables headed "Nationality of Employees." From the figures here given the relative percentages of the different races have been carefully worked out. The results show that the slight changes from year to year, which have been commented upon in our annual reports for several years past, were continued and even accentuated during 1924. In other words, the proportion of natives of Canada and Great Britain engaged in our various industries was higher in 1924 than in any previous year since we first began the compilation of these figures, and the proportions, not only of natives of Asiatic countries but also of Continental Europe, were correspondingly reduced. Last year 36.42 per cent. of our industrial workers were native Canadians, and 31.42 per cent. were of British birth, which figures compare with 34.55 per cent. of Canadians and 30.29 per cent. of British in 1923. If we add to these the relatively small number of natives of the United States and Australia, we find that 72.33 per cent. of our workers were natives of English-speaking countries, compared with 69.61 per cent. in 1923. Grouping together the Chinese, Hindus, and Japanese, we arrive at a proportion of 11.97 per cent. of the total who are natives of Asiatic countries, as against 13.85 per cent. in the previous year.

LOWER PROPORTION OF ORIENTALS.

This percentage of 11.97 of Oriental workers is decidedly the smallest for any recent year. In 1918 20.37 per cent. of our industrial workers were of Asiatic origin. In the following year they fell to 18.35 per cent., and in later years the percentage was 16.64 in 1920, 14.45 in 1921, 14.61 in 1922, 13.85 in 1923, and now 11.97. In regard to the fall between the last two years, it is again to be observed that lumbering, which employs a larger number of Orientals than any other industry, had fewer employees in 1924 than in 1923.

The balance of our workers are mostly from Continental Europe, their percentage being 14.56, compared with 15.45 in 1923. This percentage may also have been affected by the condition of the lumbering industry, which draws largely upon the Scandinavian immigrant for its labour. However, the fact that immigration generally has been at a very much reduced rate in recent years as compared with the years before the war will no doubt make it increasingly necessary for employers to utilize the services of native Canadians as they arrive at the industrial age, and of natives of Great Britain who came out with their parents and have grown up in this country. So far as these comparisons throw a light upon the probable course of racial development in this Province, they do not afford much scope for the arguments of the pessimist.

Dividing our industrial workers into groups as above referred to, the proportions for the last two years are as follows:—

	1923. Per Cent.	1924. Per Cent.
Natives of English-speaking countries	69.61	72.33
Natives of Continental Europe	15.45	14.56
Natives of Asiatic countries	13.85	11.97
From other countries, or nationality not stated	1.09	1.14
Totals	100.00	100.00

Taking each of the industrial groups, our returns show more workers of Canadian than of British birth in lumbering, breweries, explosives and chemicals, manufacture of food products, manufacturing jewellery, metal trades, metal-mining, paint-manufacturing, printing and publishing, pulp and paper mills, and manufacture of wood (N.E.S.). The industries in which natives of Great Britain outnumber the native Canadians are builders' materials, etc., coal-mining, Coast shipping, contracting, garment-making, house-furnishing, laundries, cleaning and dyeing, manufacturing leather and fur goods, oil-refining, ship-building, smelting, the public utilities, and the miscellaneous group.

WHERE ASIATICS ARE EMPLOYED.

More than half of our industrial workers of the Oriental races are engaged in the lumbering industry, but, as compared with 1923, there was a lower percentage of Asiatics employed in this group. Thus in the logging camps 6.70 per cent. of the workers employed were Orientals, compared with 7.96 per cent. in the previous year. On logging-railways the percentage fell from 14.95 in 1923 to 14.12 in 1924; in planing-mills from 38.04 to 37.89; in sawmills from 33.95 to 33.53; and in shingle-mills from 56.13 to 51.66. Taking the general totals for the whole of the

lumbering industry, the percentage for the two years showed a fall from 22.34 to 21.78. In other industries which employ an appreciable number of Orientals the proportion showed a decline, as in coal-mining from 11.79 to 10.75 per cent., in fish-canneries from 43.83 to 31.38 per cent., and in pulp and paper mills from 30.14 to 22.32 per cent.

Increase in the Average Wage.

The tables relating to the classified weekly wage-rates of our industrial workers do not call for lengthy comment. On the whole, the wages paid during 1924 were slightly higher than those in 1923, an average increase being shown in fourteen groups and an average decrease in eleven. 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 this report. This is the second successive year in which the average wages paid have shown an increase. From the high-water mark of 1920 there was a steep fall in 1921, a further slight decline in 1922, but the next year witnessed a rise, and now we have another increase, the average industrial wage in the Province having been $1.10 a week higher in 1924 than in 1922.

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

Increase.		*Decrease.*	
Cigar and tobacco manufacturing	$0.75	Breweries	$0.04
Coast shipping	1.23	Builders' materials	.73
Explosives, chemicals, etc.	.23	Coal-mining	1.23
Food products, manufacture of	.33	Contracting	.33
House-furnishing	.79	Garment-making	1.47
Laundries, cleaning and dyeing	.63	Manufacturing jewellery	1.39
Lumber industries	.23	Manufacturing leather and fur goods	.29
Miscellaneous trades and industries	.02	Metal trades	1.67
Oil-refining	.35	Metal-mining	.37
Paint-manufacturing	1.56	Pulp and paper manufacturing	.21
Printing and publishing	1.43	Manufacturing of wood (N.E.S.)	.78
Ship-building	.91		
Smelting	.98		
Street-railways, gas, water, power, etc.	.42		

Better Demand for the Highly Skilled.

The year 1924 did not witness any prominent changes in wage-rates, and the difference between the average pay in particular industries in the last two years is comparatively small, with a bias in the direction of higher remuneration. There is, however, one interesting feature brought out by a comparison between the tables of classified weekly wage-rates for the two years. In the low-paid classes of adult male labour, the men receiving less than $18 a week, the total is 1,073 more than in 1923. In the classes receiving what might be called medium rates of pay, between $18 and $30 a week, the total is 3,654 lower, but there was again an increase of 2,954 in the classes of highly-paid labour with weekly wages of $30 and upwards. The lessened activity in the lumbering industries would partly account for the decreases in the middle class, while the increased pay-roll in such industries as Coast shipping, smelting, and the building trades would bring in more employees of the highly-paid class. The general conclusion to be drawn from these figures is that there was less demand last year for the common labourer or semi-skilled worker receiving from $3 to $5 a day and a better field for the highly-qualified skilled worker receiving upwards of $5 a day. At the opposite end of the scale, however, we have a movement, quite perceptible though not so marked as the other two, to increase the proportion of unskilled workers receiving less than $3 a day.

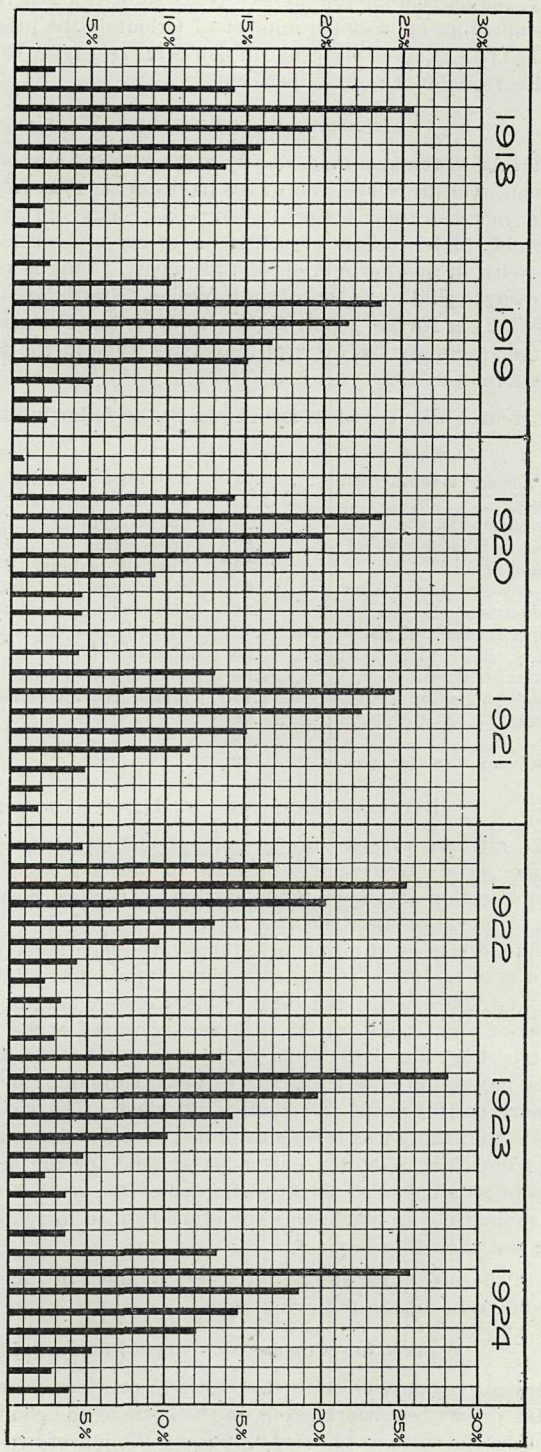
The changes in the prevailing industrial wages in the Province during the past seven years are shown in the diagram on the following page.

Wage-rates Comparison with Previous Years.

For the purpose of comparison with the wages in previous years, the average wage of adult males in each industry has been worked out on the basis of the classified weekly wage-rate. The plan adopted has been the same as in previous years. Employers were asked in our questionnaire to give the number of wage-earners within specified limits, but were not asked to give exact figures; thus the 6,912 wage-earners receiving "$24 to $24.99 weekly" would no doubt include some receiving $24, some $24.25, some $24.50, some $24.75, etc.; while the 12,988 workers receiving

CHART SHOWING FLUCTUATION IN WAGES, 1918 TO 1924.

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.



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 00	4.64%
$15 to 19 99	16.94%
20 to 24 99	25.48%
25 to 29 99	20.15%
30 to 34 99	13.20%
35 to 39 99	9.69%
40 to 44 99	4.37%
45 to 49 99	2.24%
50 and over	3.29%
1923	
Under $15 00	2.91%
$15 to 19 99	13.66%
20 to 24 99	28.01%
25 to 29 99	19.90%
30 to 34 99	14.38%
35 to 39 99	10.23%
40 to 44 99	4.79%
45 to 49 99	2.40%
50 and over	3.72%
1924	
Under $15 00	3.65%
$15 to 19 99	13.38%
20 to 24 99	25.64%
25 to 29 99	18.63%
30 to 34 99	14.67%
35 to 39 99	12.02%
40 to 44 99	5.33%
45 to 49 99	2.72%
50 and over	3.96%

$30 to $34.99 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 are given in our table, that "$24 to $24.99," for example, meant 24.50; and, where steps of $5 are given, that "$30 to $34.99," for example, meant $32. Lest these assumptions should be thought to err on the side of generosity, "$50 and over" was taken in all cases to mean $50 only.

As the same method of computation has been adopted for each of the past 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.	1924.
Breweries	$28 27	$28 67	$26 62	$26 55	$26 51
Builders' Materials	31 65	28 82	25 61	26 83	26 10
Cigar and tobacco manufacture	32 48	23 97	25 30	23 32	24 07
Coal-mining	37 64	32 83	35 96	36 96	35 73
Coast shipping	26 81	28 45	25 43	28 36	29 59
Contracting	31 61	28 82	28 06	28 31	27 98
Explosives, chemicals, etc.	31 53	26 34	26 13	26 63	26 86
Food products, manufacture of	29 72	25 67	27 39	25 61	25 94
Garment-making	36 14	29 38	27 28	29 85	28 38
House-furnishing	28 79	26 00	24 23	24 74	25 53
Manufacturing jewellery	34 20	33 54	30 90	32 65	31 26
Laundries, cleaning and dyeing	28 42	27 32	26 11	25 07	25 70
Manufacturing leather and fur goods	28 81	29 85	26 67	26 73	26 44
Lumber industries	32 47	24 70	25 29	25 92	26 15
Metal trades	31 14	30 33	27 73	28 04	26 37
Metal-mining	35 96	32 00	30 97	32 21	31 84
Miscellaneous trades and industries	28 24	28 40	25 91	25 83	25 85
Oil-refining	28 52	35 73	32 63	32 71	33 06
Paint-manufacture	27 23	24 14	21 79	23 13	24 69
Printing and publishing	35 97	36 30	36 23	38 09	39 52
Pulp and paper manufacturing	35 18	25 41	25 88	27 90	27 69
Ship-building	28 11	29 87	25 55	25 88	26 79
Smelting	36 44	31 98	29 91	34 16	35 14
Street-railways, gas, water, power, telephones, etc.	32 81	29 55	30 41	29 42	29 84
Manufacture of wood (N.E.S.)	27 46	23 48	23 12	23 33	22 55

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 in 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 of 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
1924	28 39

A REDUCTION IN WORKING-HOURS.

An average of 50.59 working-hours a week is shown by our statistics relating to hours of work, the hours in various industries ranging from 43.65 in the manufacture of jewellery to 56.76 in Coast shipping. As to the latter, it should be said that it is not always easy to apply a standard for estimating the hours of work, as there are often times when a man is not actually engaged in the duties of his occupation, though liable to be called upon for service. As compared

with the previous year's general average, the working-week for 1924 shows a reduction of some 52 minutes. This, it may be mentioned, was before the coming into operation of the "Hours of Work Act," but very probably there was a desire on the part of many employers to bring their working-hours into harmony with the spirit of the Act before it came into force.

The following table shows the hours of work prevailing in the various industries:—

Average Weekly Working-hours in each Industry.

Industry.	1923.	1924.
Breweries	49.16	49.04
Builders' materials	53.22	51.51
Cigar and tobacco manufacturing	44.32	44.26
Coal-mining	47.84	47.95
Coast shipping	57.35	56.76
Contracting	48.98	47.72
Explosives, chemicals, etc.	49.88	52.44
Food products, manufacture of	53.90	53.67
Garment-making	45.34	45.12
House-furnishings, manufacture of	45.52	46.01
Jewellery, manufacture of	44.51	43.65
Laundries, cleaning and dyeing	48.29	46.66
Leather and fur goods, manufacture of	48.19	47.88
Lumbering—		
Logging	50.86	50.79
Logging-railways	53.77	52.01
Mixed plants	55.07	54.01
Lumber-dealers	53.76	52.29
Planing-mills	55.10	55.58
Saw-mills	55.46	54.05
Shingle-mills	55.49	55.44
Metal trades	46.23	44.36
Metal-mining	53.92	53.12
Miscellaneous trades and industries	49.38	48.79
Oil-refining	48.69	47.97
Paint-manufacturing	44.43	44.63
Printing and publishing	45.30	45.90
Pulp and paper manufacturing	54.72	53.24
Ship-building	44.07	44.73
Smelting	55.86	55.95
Street-railways, gas, water, power, etc.	47.31	46.12
Wood, manufacture of (N.E.S.)	50.46	48.90

FIRMS WITH OVER $100,000 PAY-ROLL.

For the first time in 1921 we counted the number of industrial firms in the Province whose returns to this Department showed a pay-roll of more than $100,000. In that year there were 118 such firms. In the following year the number had increased to 164, and for 1923 there were exactly 200. For the year 1924, now under review, there is a slight drop to 196, the lumbering industry, which in 1923 had 100 such firms and in 1924 only 92, accounting for this set-back. Twelve of these large firms had a pay-roll of over $1,000,000, two of them being over $2,000,000 and one over $3,000,000. No account has been taken in this list of any public authorities, Dominion, Provincial, or municipal, or of the transcontinental railways, wholesale and retail merchants, and deep-sea shipping. The list of 196 includes, in addition to the 92 lumbering firms, 14 engaged in manufacture of food products; 13 in Coast shipping; 11 in coal-mining; 9 in metal-mining; 8 each in the metal trades and public utilities groups; 5 in ship-building; 4 each in the production of builders' materials, printing and publishing, and pulp and paper manufacturing; 2 each in explosives and chemicals, laundries, cleaning and dyeing, miscellaneous trades and industries, smelting, and the manufacture of wood (N.E.S.); and 1 each in breweries, house-furnishing, manufacture of jewellery, oil-refining, and paint-manufacture. This list indicates that the Province is firmly establishing its position in the industrial world.

CONTENTS OF TABLES.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TABLE No. 1.

BREWERIES.

Returns covering 26 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$127,913 74
Clerks, Stenographers, Salesmen, etc.	87,200 18
Wage-earners (including piece-workers)	359,819 94
Total	$574,933 86

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	276	5	July	364	4
February	249	6	August	354	4
March	261	6	September	318	4
April	400	6	October	282	4
May	326	5	November	255	5
June	344	4	December	266	5

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			
7.00 to 7.99		2			
8.00 to 8.99		1			1
9.00 to 9.99		1			
10.00 to 10.99			1		4
11.00 to 11.99					
12.00 to 12.99	6				1
13.00 to 13.99	5				
14.00 to 14.99	1				
15.00 to 15.99	8	3			4
16.00 to 16.99			1		
17.00 to 17.99			1		
18.00 to 18.99	14	2	1		
19.00 to 19.99	1				
20.00 to 20.99	12		1		
21.00 to 21.99	3				
22.00 to 22.99	10				
23.00 to 23.99	27				
24.00 to 24.99	39				
25.00 to 25.99	87		1		
26.00 to 26.99	7				
27.00 to 27.99	51				
28.00 to 28.99	6				
29.00 to 29.99					
30.00 to 34.99	45				
35.00 to 39.99	14				
40.00 to 44.99	8				
45.00 to 49.99	1				
50.00 and over	6				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	199	5
Great Britain and Ireland	119	1
United States of America	17	
Australasia	1	
Belgium	1	
France	1	
Italy	11	
Germany	4	
Austria	1	
Norway, Sweden, and Denmark	8	
Russia or other Slav country	1	
Other European country	1	
China		
Hindustan		
Japan	3	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

1 at 40 hours.	99 at 50 hours.
10 at 44 "	9 at 51 "
11 at 45 "	3 at 52 "
178 at 48 "	3 at 54 "
14 at 49 "	22 at 56 "

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 56 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 168,313 97
Clerks, Stenographers, Salesmen, etc.	59,023 60
Wage-earners (including piece-workers)	1,023,764 66
Total	$1,251,102 23

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	708	5	July	906	7
February	727	6	August	882	7
March	792	6	September	867	7
April	806	6	October	876	7
May	874	5	November	850	6
June	941	7	December	779	6

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$6.00 to $ 6.99					
7.00 to 7.99		1			
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99		1			
11.00 to 11.99	3				
12.00 to 12.99	1				
13.00 to 13.99	1				
14.00 to 14.99	17				
15.00 to 15.99	128				
16.00 to 16.99	55		1		
17.00 to 17.99	6				
18.00 to 18.99	33		3		
19.00 to 19.99	8				
20.00 to 20.99	25				
21.00 to 21.99	131		1		
22.00 to 22.99	91				
23.00 to 23.99	27				
24.00 to 24.99	90				
25.00 to 25.99	70		1		
26.00 to 26.99	30				
27.00 to 27.99	97				
28.00 to 28.99	25				
29.00 to 29.99	45				
30.00 to 34.99	115				
35.00 to 39.99	75				
40.00 to 44.99	77				
45.00 to 49.99	22				
50.00 and over	16				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	277	5
Great Britain and Ireland	378	
United States of America	25	1
Australasia		
Belgium	1	
France	1	
Italy	84	
Germany	8	
Austria	1	
Norway, Sweden, and Denmark	47	
Russia or other Slav country	40	
Other European country	1	
China	324	
Hindustan	1	
Japan	2	
All other countries	1	
Nationality not stated	1	

Weekly Hours of Labour.

1 at 30 hours.	271 at 48 hours.	97 at 60 hours.
1 at 38 "	104 at 50 "	29 at 63 "
46 at 40 "	395 at 54 "	1 at 65 "
107 at 44 "	14 at 56 "	4 at 84 "
2 at 46 "	38 at 59 "	

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 7 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 21,131 12
Clerks, Stenographers, Salesmen, etc.	9,655 17
Wage-earners (including piece-workers)	34,372 95
Total	$ 65,159 24

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	15	17	July	14	32
February	14	27	August	14	38
March	12	41	September	14	41
April	13	41	October	15	42
May	13	37	November	15	44
June	13	31	December	17	41

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	7	16
Great Britain and Ireland	5	18
United States of America	3	2
Australasia		
Belgium		
France		5
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	1	2
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

4 at 40 hours.	4 at 45 hours.
45 at 44 "	7 at 48 "

TABLE NO. 4.

COAL-MINING.

Returns covering 22 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 206,963 96
Clerks, Stenographers, Salesmen, etc.	188,376 16
Wages-earners (including piece-workers)	7,204,303 66
Total	$ 7,599,643 78

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,843	4	July	4,281	3
February	5,831	4	August	4,313	3
March	5,539	4	September	4,262	3
April	4,255	3	October	5,002	4
May	4,188	3	November	4,931	6
June	4,219	3	December	5,287	6

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					3
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99		18			
11.00 to 11.99		1			
12.00 to 12.99	191	8			1
13.00 to 13.99	17	13			
14.00 to 14.99	62	35			2
15.00 to 15.99	38	25	1		
16.00 to 16.99	57	3			
17.00 to 17.99	41	14			
18.00 to 18.99	98	11	4		
19.00 to 19.99	117	1			5
20.00 to 20.99	26	12			
21.00 to 21.99	32	4			1
22.00 to 22.99	34				
23.00 to 23.99	58	1			
24.00 to 24.99	106				
25.00 to 25.99	91				
26.00 to 26.99	154				
27.00 to 27.99	269				
28.00 to 28.99	306		1		
29.00 to 29.99	205				
30.00 to 34.99	873				
35.00 to 39.99	829	3			
40.00 to 44.99	762				
45.00 to 49.99	340				
50.00 and over	1,273				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,089	3
Great Britain and Ireland	2,856	3
United States of America	75	
Australasia	4	
Belgium	47	
France	27	
Italy	531	
Germany	19	
Austria	176	
Norway, Sweden, and Denmark	121	
Russia or other Slav country	304	
Other European country	53	
China	574	
Hindustan		
Japan	66	
All other countries	2	
Nationality not stated		

Weekly Hours of Labour.

141 at 40 hours.	41 at 54 hours.
5,725 at 48 "	43 at 56 "
69 at 53 "	

TABLE NO. 5.

COAST SHIPPING.

Returns covering 131 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 519,591 31
Clerks, Stenographers, Salesmen, etc.	420,902 78
Wage-earners (including piece-workers)	5,540,496 83
Total	$ 6,480,990 92

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,785	20	July	5,267	26
February	5,349	20	August	5,285	26
March	5,620	21	September	5,275	27
April	5,428	23	October	5,302	24
May	5,641	25	November	5,081	23
June	5,040	27	December	4,907	21

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	29	2			
$ 6.00 to $ 6.99	6	4			
7.00 to 7.99	5	1			
8.00 to 8.99	115				
9.00 to 9.99	47				
10.00 to 10.99	28				
11.00 to 11.99	50		3		
12.00 to 12.99	247		9		
13.00 to 13.99	40	2			
14.00 to 14.99	23	1			
15.00 to 15.99	103		3		
16.00 to 16.99	289		2		
17.00 to 17.99	286				
18.00 to 18.99	216		3		
19.00 to 19.99	118				
20.00 to 20.99	67				
21.00 to 21.99	88		5		
22.00 to 22.99	96				
23.00 to 23.99	59		1		
24.00 to 24.99	356				
25.00 to 25.99	152		2		
26.00 to 26.99	63				
27.00 to 27.99	101				
28.00 to 28.99	407				
29.00 to 29.99	28				
30.00 to 34.99	768				
35.00 to 39.99	1,760				
40.00 to 44.99	579				
45.00 to 49.99	126				
50.00 and over	230				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,643	13
Great Britain and Ireland	3,831	14
United States of America	153	
Australasia	21	
Belgium	4	
France	24	
Italy	39	
Germany	12	
Austria	2	
Norway, Sweden, and Denmark	238	1
Russia or other Slav country	15	
Other European country	45	
China	336	
Hindustan		
Japan	58	
All other countries	6	
Nationality not stated	106	1

Weekly Hours of Labour.

2 at 38 hours.	1 at 46 hours.	197 at 60 hours.
6 at 39 "	1,585 at 48 "	6 at 65 "
1 at 40 "	26 at 50 "	3 at 70 "
108 at 42 "	1 at 52 "	1,006 at 72 "
177 at 44 "	35 at 54 "	210 at 84 "
272 at 45 "	519 at 56 "	

TABLE No. 6.

CONTRACTING.

Returns covering 855 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 1,256,639 48
Clerks, Stenographers, Salesmen, etc	1,250,182 63
Wage-earners (including piece-workers)	9,763,603 06
Total	$12,270,425 17

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females
January	5,232	52	July	9,159	84
February	5,245	61	August	9,670	88
March	6,160	68	September	9,009	91
April	7,014	86	October	9,028	80
May	8,069	82	November	8,102	69
June	8,661	85	December	7,144	65

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		1	11
$ 6.00 to $ 6.99	16	14			12
7.00 to 7.99	8	5			10
8.00 to 8.99	4	11			7
9.00 to 9.99	4	17			4
10.00 to 10.99	16	38	2		14
11.00 to 11.99	9	8			4
12.00 to 12.99	31	88	3		10
13.00 to 13.99	55	24			2
14.00 to 14.99	47	18		1	6
15.00 to 15.99	52	6			3
16.00 to 16.99	104	9	5		2
17.00 to 17.99	176	14	12		7
18.00 to 18.99	125	4	7		
19.00 to 19.99	558	1	2		
20.00 to 20.99	342	1	1		1
21.00 to 21.99	1,176		2		1
22.00 to 22.99	1,398	1	1		1
23.00 to 23.99	481				
24.00 to 24.99	1,569				1
25.00 to 25.99	332		1		
26.00 to 26.99	406				
27.00 to 27.99	657	1	1		
28.00 to 28 99	187				
29.00 to 29.99	116				
30.00 to 34.99	1,489				
35.00 to 39.99	1,991				
40.00 to 44.99	684				
45.00 to 49.99	320				
50.00 and over	393				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	5,634	50
Great Britain and Ireland	5,824	40
United States of America	379	
Australasia	19	
Belgium	23	
France	60	
Italy	304	2
Germany	19	
Austria	75	
Norway, Sweden, and Denmark	776	2
Russia or other Slav country	176	
Other European country	41	5
China	39	1
Hindustan	10	
Japan	30	
All other countries	34	
Nationality not stated	97	

Weekly Hours of Labour.

17 at 30 hours.	10 at 47 hours.	133 at 56 hours.
8 at 36 "	4,292 at 48 "	12 at 59 "
140 at 40 "	16 at 49 "	198 at 60 "
27 at 41 "	206 at 50 "	24 at 63 "
4 at 42 "	13 at 51 "	2 at 66 "
5,906 at 44 "	74 at 52 "	13 at 70 "
33 at 45 "	1,757 at 54 "	2 at 75 "
37 at 46 "	1 at 55 "	

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 24 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$102,490 03
Clerks, Stenographers, Salesmen, etc	175,072 30
Wage-earners (including piece-workers)	513,364 13
Total	$790,926 46

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	222	3	July	555	3
February	240	3	August	592	3
March	275	5	September	557	3
April	299	6	October	449	6
May	526	6	November	353	3
June	561	5	December	268	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					
$ 6.00 to $ 6.99		1			
7.00 to 7.99	1				
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99	1				
12.00 to 12.99					
13.00 to 13.99	4		1		
14.00 to 14.99		1	1		
15.00 to 15.99	7		2		
16.00 to 16.99	8				
17.00 to 17.99	17				
18.00 to 18.99	12		1		
19.00 to 19.99	3				
20.00 to 20.99	175				
21.00 to 21.99	30		1		
22.00 to 22.99	46				
23.00 to 23.99	14				
24.00 to 24.99	12				
25.00 to 25.99	47				
26.00 to 26.99	16				
27.00 to 27.99	37				
28.00 to 28.99	59				
29.00 to 29.99	11				
30.00 to 34.99	53				
35.00 to 39.99	51				
40.00 to 44.99	33				
45.00 to 49.99	10				
50.00 and over	22				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	185	5
Great Britain and Ireland	162	
United States of America	10	1
Australasia	1	
Belgium		
France		
Italy	5	
Germany		
Austria	1	
Norway, Sweden, and Denmark	71	
Russia or other Slav country	7	
Other European country	2	
China	117	
Hindustan		
Japan	99	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

2 at 36 hours.	74 at 54 hours.	1 at 63 hours.
51 at 44 "	16 at 56 "	18 at 70 "
31 at 48 "	18 at 60 "	3 at 84 "
53 at 50 "		

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 331 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 1,065,015 65
Clerks, Stenographers, Salesmen, etc.	890,868 42
Wage-earners (including piece-workers)	5,804,780 55
Total	$ 7,760,664 62

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,024	620	July	5,080	1,648
February	3,045	637	August	5,208	1,739
March	2,788	642	September	4,959	1,899
April	3,224	617	October	4,765	943
May	3,509	673	November	3,846	914
June	4,695	1,131	December	3,349	723

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	14	4	5	3	1
$ 6.00 to $ 6.99	11	4	1	2	3
7.00 to 7.99	3	5	3	.....	5
8.00 to 8.99	6	16	9	20	6
9.00 to 9.99	9	12	22	5	1
10.00 to 10.99	11	14	60	30	2
11.00 to 11.99	9	9	28	12	.....
12.00 to 12.99	37	32	193	46	1
13.00 to 13.99	71	11	131	19	2
14.00 to 14.99	84	16	316	21	.....
15.00 to 15.99	213	25	466	23	.....
16.00 to 16.99	196	3	137	9	.....
17.00 to 17.99	139	2	129	6	1
18.00 to 18.99	416	5	214	11	.....
19.00 to 19.99	162	1	57	4	.....
20.00 to 20.99	392	.....	71	1	.....
21.00 to 21.99	315	2	46	2	.....
22.00 to 22.99	424	.....	43	.....	.....
23.00 to 23.99	261	2	24	1	.....
24.00 to 24.99	269	.....	25	1	.....
25.00 to 25.99	424	.....	32	.....	.....
26.00 to 26.99	250	.....	12	2	.....
27.00 to 27.99	323	.....	19	1	.....
28.00 to 28.99	177	.....	21	1	.....
29.00 to 29.99	157	.....	25	1	.....
30.00 to 34.99	640	.....	31	2	.....
35.00 to 39.99	356	.....	6	.....	.....
40.00 to 44.99	246	.....	3	.....	.....
45.00 to 49.99	102	.....	.....	.....	.....
50.00 and over	397	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,548	1,530
Great Britain and Ireland	2,143	692
United States of America	170	82
Australasia	17	.....
Belgium	11	1
France	23	3
Italy	40	32
Germany	14	12
Austria	21	8
Norway, Sweden, and Denmark	312	32
Russia or other Slav country	30	7
Other European country	30	.....
China	816	18
Hindustan	61	.....
Japan	490	63
All other countries	129	56
Nationality not stated	11	4

Weekly Hours of Labour.

30 at 30 hrs.	883 at 44 hrs.	40 at 52 hrs.	19 at 65 hrs.
6 at 35 "	35 at 45 "	111 at 53 "	25 at 66 "
7 at 36 "	27 at 46 "	1,070 at 54 "	31 at 70 "
49 at 37 "	61 at 47 "	45 at 55 "	20 at 72 "
5 at 38 "	2,441 at 48 "	84 at 56 "	704 at 80 "
5 at 39 "	246 at 49 "	7 at 58 "	4 at 84 "
61 at 40 "	680 at 50 "	1,345 at 60 "	
3 at 42 "	105 at 51 "	5 at 63 "	

TABLE No. 9.

GARMENT-MAKING.

Returns covering 62 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$102,624 80
Clerks, Stenographers, Salesmen, etc.	91,998 10
Wage-earners (including piece-workers)	498,179 57
Total	$692,802 47

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	180	333	July	193	347
February	181	369	August	190	337
March	187	364	September	188	344
April	190	378	October	191	353
May	187	363	November	183	347
June	188	338	December	187	284

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	1	.....	1	1	3
7.00 to 7.99	1	.....	.....	2	4
8.00 to 8.99	1	.....	.....	7	3
9.00 to 9.99	2	.....	1	5	1
10.00 to 10.99	10	.....	11	1	5
11.00 to 11.99	6	.....	3	1	.....
12.00 to 12.99	2	.....	16	6	.....
13.00 to 13.99	2	.....	40	4	3
14.00 to 14.99	7	.....	69	3	1
15.00 to 15.99	4	.....	45	.....	.....
16.00 to 16.99	1	.....	29	1	.....
17.00 to 17.99	5	.....	24	3	.....
18.00 to 18.99	12	1	37	.....	.....
19.00 to 19.99	4	.....	12	10	.....
20.00 to 20.99	6	.....	15	8	.....
21.00 to 21.99	4	.....	6	.....	.....
22.00 to 22.99	3	.....	7	.....	.....
23.00 to 23.99	5	.....	4	.....	.....
24.00 to 24.99	2	.....	4	.....	.....
25.00 to 25.99	10	.....	33	.....	.....
26.00 to 26.99	2	.....	1	.....	.....
27.00 to 27.99	8	.....	2	.....	.....
28.00 to 28.99	.....	.....	2	.....	.....
29.00 to 29.99	1	.....	.....	.....	.....
30.00 to 34.99	16	.....	2	.....	.....
35.00 to 39.99	43	.....	6	.....	.....
40.00 to 44.99	12	.....	.....	.....	.....
45.00 to 49.99	2	.....	.....	.....	.....
50.00 and over	16	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	59	186
Great Britain and Ireland	99	195
United States of America	5	.....
Australasia	.....	3
Belgium	.....	1
France	.....	1
Italy	1	.....
Germany	1	.....
Austria	2	.....
Norway, Sweden, and Denmark	8	4
Russia or other Slav country	14	6
Other European country	5	2
China	28	.....
Hindustan	1	.....
Japan	10	1
All other countries	.....	1
Nationality not stated	.....	.....

Weekly Hours of Labour.

1 at 36 hours.	52 at 47 hours.
14 at 40 "	68 at 48 "
1 at 43 "	2 at 49 "
346 at 44 "	10 at 51 "
3 at 45 "	2 at 60 "
93 at 46 "	

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 40 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 88,041 51
Clerks, Stenographers, Salesmen, etc.	46,721 75
Wage-earners (including piece-workers)	369,208 85
Total	$503,972 11

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	298	23	July	307	29
February	304	26	August	318	26
March	300	27	September	317	29
April	309	28	October	314	28
May	313	29	November	314	28
June	318	26	December	308	29

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		4			1
7.00 to 7.99	1	4		2	
8.00 to 8.99		4	1		1
9.00 to 9.99	1	2			
10.00 to 10.99	1	3			
11.00 to 11.99	1	8		1	
12.00 to 12.99	3		2		
13.00 to 13.99	8	3			
14.00 to 14.99	4		7		2
15.00 to 15.99	12	1	3		2
16.00 to 16.99	14		1		
17.00 to 17.99	16		3		
18.00 to 18.99	13		1		
19.00 to 19.99	17		3		
20.00 to 20.99	5		6		
21.00 to 21.99	3		1		
22.00 to 22.99	23		1		
23.00 to 23.99	3				
24.00 to 24.99	18		1		
25.00 to 25.99	24				
26.00 to 26.99	26				
27.00 to 27.99	7				
28.00 to 28.99	18				
29.00 to 29.99	10				
30.00 to 34.99	54				
35.00 to 39.99	24				
40.00 to 44.99	6				
45.00 to 49.99	3				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	117	16
Great Britain and Ireland	208	15
United States of America	3	1
Australasia	1	
Belgium		
France	1	1
Italy	2	
Germany		
Austria		
Norway, Sweden, and Denmark	4	
Russia or other Slav country	1	
Other European country		
China	5	
Hindustan		
Japan		
All other countries		
Nationality not stated	1	1

Weekly Hours of Labour.

4 at 30 hours.	23 at 48 hours.
1 at 40 "	10 at 49 "
186 at 44 "	116 at 50 "
12 at 45 "	2 at 55 "
1 at 47 "	

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 13 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 32,484 83
Clerks, Stenographers, Salesmen, etc.	110,707 20
Wage-earners (including piece-workers)	111,537 35
Total	$254,729 38

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	81	7	July	84	7
February	81	7	August	85	7
March	83	7	September	85	7
April	81	8	October	86	7
May	83	8	November	86	7
June	85	7	December	74	6

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			4
7.00 to 7.99		2			4
8.00 to 8.99					1
9.00 to 9.99					
10.00 to 10.99	1				4
11.00 to 11.99			1		
12.00 to 12.99		1			
13.00 to 13.99			1		
14.00 to 14.99					1
15.00 to 15.99			2		
16.00 to 16.99	1		1		1
17.00 to 17.99	2				
18.00 to 18.99	1				
19.00 to 19.99	4				
20.00 to 20.99	3				
21.00 to 21.99	2		1		
22.00 to 22.99	1				
23.00 to 23.99	2				
24.00 to 24.99	4				
25.00 to 25.99	4				
26.00 to 26.99					
27.00 to 27.99	1				
28.00 to 28.99	1				
29.00 to 29.99	3				
30.00 to 34.99	14				
35.00 to 39.99	7				
40.00 to 44.99	12				
45.00 to 49.99	4				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	50	3
Great Britain and Ireland	46	2
United States of America	2	2
Australasia	2	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country		
Other European country		
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

11 at 38 hours.	7 at 45 hours.
2 at 42 "	5 at 50 "
71 at 44 "	

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 64 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$100,263 81
Clerks, Stenographers, Salesmen, etc	153,756 19
Wage-earners (including piece-workers)	900,526 69
Total	$1,154,546 69

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	383	724	July	422	780
February	387	711	August	407	783
March	389	713	September	415	768
April	394	714	October	414	723
May	414	714	November	406	714
June	409	770	December	401	720

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00					
$ 6.00 to $ 6.99	2	3	2		
7.00 to 7.99	3	1	1		
8.00 to 8.99					3
9.00 to 9.99			2		7
10.00 to 10.99	9	1	1		6
11.00 to 11.99		1	4		3
12.00 to 12.99	7	7	21		15
13.00 to 13.99	2	5	149		2
14.00 to 14.99			117		
15.00 to 15.99	7	8	116		
16.00 to 16.99	14	1	48		
17.00 to 17.99	2		22		
18.00 to 18.99	18		41		
19.00 to 19.99	7		5		
20.00 to 20.99	44		11		
21.00 to 21.99	14		2		1
22.00 to 22.99	9		1		
23.00 to 23.99	9		1		
24.00 to 24.99	38				
25.00 to 25.99	57		5		
26.00 to 26.99	23				
27.00 to 27.99	36				
28.00 to 28.99	20				
29.00 to 29.99	4				
30.00 to 34.99	50				
35.00 to 39.99	27				
40.00 to 44.99	10				
45.00 to 49.99	2				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	147	302
Great Britain and Ireland	236	404
United States of America	8	22
Australasia		2
Belgium	1	1
France	5	13
Italy		12
Germany	1	2
Austria		
Norway, Sweden, and Denmark	2	23
Russia or other Slav country	3	8
Other European country	1	
China	39	
Hindustan	1	
Japan	7	3
All other countries		
Nationality not stated		

Weekly Hours of Labour.

3 at 30 hours.	161 at 44 hours.	1 at 51 hours.
2 at 32 "	12 at 45 "	1 at 52 "
4 at 35 "	407 at 46 "	2 at 54 "
6 at 36 "	12 at 47 "	2 at 55 "
14 at 40 "	569 at 48 "	1 at 60 "
9 at 43 "	3 at 50 "	

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 46 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers,	$ 47,522 48
Clerks, Stenographers, Salesmen, etc	55,736 22
Wage-earners (including piece-workers)	317,259 04
Total	$420,517 74

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	247	70	July	231	66
February	245	62	August	219	69
March	242	66	September	200	73
April	242	67	October	228	74
May	240	66	November	251	72
June	238	66	December	247	72

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00					1
$ 6.00 to $ 6.99		1			
7.00 to 7.99	2				5
8.00 to 8.99	1	1			4
9.00 to 9.99	2	4		3	1
10.00 to 10.99	2	2		3	1
11.00 to 11.99	2	1		3	
12.00 to 12.99	4	4	1		
13.00 to 13.99	2	1			
14.00 to 14.99	5	1	9		
15.00 to 15.99	6		8		
16.00 to 16.99	3	2	2		
17.00 to 17.99	1		3		
18.00 to 18.99	4		13		
19.00 to 19.99	6		3		
20.00 to 20.99	15		5		
21.00 to 21.99	4		3		
22.00 to 22.99	15		6		
23.00 to 23.99	10		1		
24.00 to 24.99	20		2		
25.00 to 25.99	36				
26.00 to 26.99	14		1		
27.00 to 27.99	8		4		
28.00 to 28.99	23				
29.00 to 29.99	2				
30.00 to 34.99	51		1		
35.00 to 39.99	17				
40.00 to 44.99	2				
45.00 to 49.99	1				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	104	35
Great Britain and Ireland	148	39
United States of America	12	2
Australasia	1	
Belgium		
France	10	
Italy	10	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	5	1
Russia or other Slav country	6	
Other European country		
China	1	
Hindustan		
Japan	3	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

51 at 44 hours.	101 at 48 hours.	4 at 54 hours.
3 at 45 "	9 at 49 "	3 at 55 "
3 at 46 "	68 at 50 "	
5 at 47 "	1 at 52 "	

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 904 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 2,019,432 01
Clerks, Stenographers, Salesmen, etc.	1,096,323 50
Wage-earners (including piece-workers)	28,223,689 60
Total	$31,339,445 11

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	19,978	67	July	21,755	86
February	22,440	70	August	22,034	90
March	24,713	83	September	22,414	88
April	25,574	100	October	22,504	89
May	25,925	98	November	22,092	102
June	23,843	93	December	19,946	88

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	6		1		
8.00 to 8.99	2		2		1
9.00 to 9.99	11	9			
10.00 to 10.99	54	1			
11.00 to 11.99	124	9	1		
12.00 to 12.99	279	7	4		1
13.00 to 13.99	422	2	4		1
14.00 to 14.99	451	2	7		1
15.00 to 15.99	919	8	11		
16.00 to 16.99	1,067	2	5	1	1
17.00 to 17.99	1,033	14	5		
18.00 to 18.99	1,890	4	17		
19.00 to 19.99	1,437	4	3		
20.00 to 20.99	1,595	10	11		
21.00 to 21.99	2,641	1	8		
22.00 to 22.99	1,909	3	8		
23.00 to 23.99	632		3		
24.00 to 24.99	2,819	3	12		
25.00 to 25.99	1,434		11		
26.00 to 26.99	1,012		2		
27.00 to 27.99	2,075				
28.00 to 28.99	1,022		3		
29.00 to 29.99	979		1		
30.00 to 34.99	3,580		7		
35.00 to 39.99	2,509		4		
40.00 to 44.99	922		3		
45.00 to 49.99	695		1		
50.00 and over	775				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	12,717	62
Great Britain and Ireland	4,617	38
United States of America	1,891	10
Australasia	38	
Belgium	83	1
France	338	1
Italy	518	1
Germany	139	1
Austria	332	
Norway, Sweden, and Denmark	3,654	11
Russia or other Slav country	742	1
Other European country	364	1
China	3,778	
Hindustan	900	
Japan	2,290	1
All other countries	141	
Nationality not stated	462	

Weekly Hours of Labour.

18 at 30 hours.	2,403 at 50 hours.	3 at 62 hours.
3 at 32 "	481 at 52 "	8 at 65 "
21 at 36 "	17 at 53 "	41 at 66 "
145 at 40 "	7,605 at 54 "	4 at 67 "
9 at 42 "	659 at 55 "	6 at 68 "
124 at 44 "	468 at 56 "	69 at 70 "
28 at 45 "	469 at 58 "	41 at 72 "
209 at 46 "	175 at 59 "	5 at 77 "
13,243 at 48 "	6,318 at 60 "	20 at 84 "
198 at 49 "	1 at 62 "	3 at 91 "

TABLE No. 15.

METAL TRADES.

Returns covering 465 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$1,437,123 79
Clerks, Stenographers, Salesmen, etc.	962,249 37
Wage-earners (including piece-workers)	3,246,925 02
Total	$ 5,646,298 18

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,418	31	July	2,707	36
February	2,549	33	August	2,732	35
March	2,648	33	September	2,704	36
April	4,607	35	October	2,985	36
May	2,760	35	November	2,596	37
June	2,760	35	December	2,698	25

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	7	8		2	18
$ 6.00 to $ 6.99	3	9		1	28
7.00 to 7.99	10	11	1		10
8.00 to 8.99	4	14			24
9.00 to 9.99	9	11		1	12
10.00 to 10.99	31	26	4		16
11.00 to 11.99	15	9	1		14
12.00 to 12.99	25	16	1		13
13.00 to 13.99	10	9	1		10
14.00 to 14.99	19	1	6		6
15.00 to 15.99	66	8			15
16.00 to 16.99	31	1			7
17.00 to 17.99	65		4		4
18.00 to 18.99	59		10		3
19.00 to 19.99	68		3		1
20.00 to 20.99	127				2
21.00 to 21.99	81	1			1
22.00 to 22.99	280		1		3
23.00 to 23.99	86		2		1
24.00 to 24.99	157				
25.00 to 25.99	144		1		1
26.00 to 26.99	75				
27.00 to 27.99	113				
28.00 to 28.99	105				
29.00 to 29.99	100				
30.00 to 34.99	806				1
35.00 to 39.99	302				
40.00 to 44.99	131				
45.00 to 49.99	36				
50.00 and over	46				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,664	37
Great Britain and Ireland	1,549	12
United States of America	157	
Australasia	8	
Belgium	3	
France	6	
Italy	16	
Germany	4	
Austria	4	
Norway, Sweden, and Denmark	53	
Russia or other Slav country	37	
Other European country	11	
China	4	
Hindustan		
Japan	19	
All other countries		
Nationality not stated	25	

Weekly Hours of Labour.

2 at 30 hours.	14 at 47 hours.	27 at 56 hours.
1 at 35 "	746 at 48 "	24 at 60 "
1 at 36 "	62 at 49 "	5 at 63 "
72 at 40 "	83 at 50 "	4 at 66 "
1 at 41 "	3 at 51 "	1 at 72 "
10 at 42 "	116 at 52 "	1 at 77 "
2,440 at 44 "	6 at 53 "	1 at 84 "
28 at 45 "	182 at 54 "	
14 at 46 "	3 at 55 "	

TABLE NO. 16.

METAL-MINING.

Returns covering 165 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 354,476 40
Clerks, Stenographers, Salesmen, etc	231,061 56
Wage-earners (including piece-workers)	6,516,836 37
Total	$7,102,374 33

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,470	27	July	4,052	39
February	3,446	29	August	4,139	38
March	3,626	29	September	4,195	39
April	3,732	35	October	4,267	40
May	4,056	36	November	4,017	36
June	4,136	37	December	3,484	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					
$ 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	3				
11.00 to 11.99			12		
12.00 to 12.99		1			
13.00 to 13.99					
14.00 to 14.99	4				
15.00 to 15.99	11	1	1		1
16.00 to 16.99	3		1		
17.00 to 17.99	54		2		
18.00 to 18.99	7	1	2		
19.00 to 19.99	39		1		
20.00 to 20.99	17		2		
21.00 to 21.99	15		5		
22.00 to 22.99	22		5	1	
23.00 to 23.99	140				
24.00 to 24.99	417				1
25.00 to 25.99	241				
26.00 to 26.99	255				
27.00 to 27.99	78				
28.00 to 28.99	626		1		
29.00 to 29.99	305				
30.00 to 34.99	1,236		1		
35.00 to 39.99	935		1		
40.00 to 44.99	347				
45.00 to 49.99	157		1		
50.00 and over	88				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,784	14
Great Britain and Ireland	1,341	17
United States of America	283	5
Australasia	15	
Belgium	8	
France	11	
Italy	296	
Germany	20	
Austria	118	
Norway, Sweden, and Denmark	777	3
Russia or other Slav country	299	
Other European country	99	
China	47	
Hindustan		
Japan	63	2
All other countries	1	
Nationality not stated	7	

Weekly Hours of Labour.

4 at 36	hours.	39 at 60	hours.
1 at 44	"	2 at 63	"
1,480 at 48	"	8 at 64	"
6 at 50	"	1 at 65	"
390 at 52	"	21 at 70	"
163 at 54	"	1 at 72	"
7 at 55	"	1 at 76	"
2,498 at 56	"		

TABLE NO. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 72 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 246,105 85
Clerks, Stenographers, Salesmen, etc	253,644 07
Wage-earners (including piece-workers)	963,382 73
Total	$1,463,132 65

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	632	150	July	701	159
February	717	160	August	677	156
March	661	165	September	676	169
April	650	163	October	659	168
May	693	166	November	641	165
June	715	164	December	610	162

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1	2			1
$ 6.00 to $ 6.99		1			
7.00 to 7.99		3			
8.00 to 8.99	2	1		1	3
9.00 to 9.99	2		1		2
10.00 to 10.99	10	24	5	3	2
11.00 to 11.99	9	7	3		
12.00 to 12.99	9	7	6	3	
13.00 to 13.99	9		4	2	
14.00 to 14.99	6		100	6	
15.00 to 15.99	12	1	8		
16.00 to 16.99	9	1	1		
17.00 to 17.99	7		7		
18.00 to 18.99	5	1	4	1	
19.00 to 19.99	13	1	6		
20.00 to 20.99	75		4		
21.00 to 21.99	11		1		
22.00 to 22.99	24				
23.00 to 23.99	139				
24.00 to 24.99	48		1		
25.00 to 25.99	32		1	1	
26.00 to 26.99	28		1		
27.00 to 27.99	36				
28.00 to 28.99	31		1		
29.00 to 29.99	18		1		
30.00 to 34.99	121				
35.00 to 39.99	62				
40.00 to 44.99	11				
45.00 to 49.99	3				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	353	74
Great Britain and Ireland	481	89
United States of America	23	4
Australasia	2	2
Belgium	1	
France	4	
Italy	7	8
Germany		
Austria		
Norway, Sweden, and Denmark	25	2
Russia or other Slav country	1	5
Other European country		6
China	3	
Hindustan		
Japan	2	
All other countries		
Nationality not stated	4	

Weekly Hours of Labour.

1 at 30	hours.	316 at 48	hours.	3 at 58	hours.
1 at 41	"	2 at 49	"	5 at 60	"
4 at 42	"	506 at 50	"	1 at 61	"
255 at 44	"	2 at 52	"	24 at 63	"
9 at 45	"	9 at 53	"	6 at 78	"
6 at 46	"	42 at 54	"	2 at 84	"
31 at 47	"	10 at 56	"		

TABLE No. 18.

OIL-REFINING.

Returns covering 5 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 21,960 00
Clerks, Stenographers, Salesmen, etc.	117,916 68
Wage-earners (including piece-workers)	352,885 22
Total	$492,761 90

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	234		July	221	
February	199		August	215	
March	201		September	207	
April	205		October	206	
May	210		November	201	
June	214		December	204	

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99					
16.00 to 16.99					
17.00 to 17.99					
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					
23.00 to 23.99					
24.00 to 24.99	9				
25.00 to 25.99	3				
26.00 to 26.99					
27.00 to 27.99	3				
28.00 to 28.99	2				
29.00 to 29.99	68				
30.00 to 34.99	47				
35.00 to 39.99	85				
40.00 to 44.99	4				
45.00 to 49.99	6				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	73	
Great Britain and Ireland	123	
United States of America	12	
Australasia	3	
Belgium		
France		
Italy	1	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	2	
Russia or other Slav country	1	
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

4 at 44 hours. 223 at 48 hours.

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 11 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 65,759 85
Clerks, Stenographers, Salesmen, etc.	61,039 09
Wage-earners (including piece-workers)	99,569 48
Total	$226,368 42

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	77	9	July	114	11
February	91	10	August	98	10
March	105	14	September	86	10
April	114	14	October	86	10
May	113	12	November	80	10
June	112	12	December	79	10

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	61	12
Great Britain and Ireland	59	2
United States of America	2	
Australasia		
Belgium	1	
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.

7 at 41 hours. 2 at 47 hours.
101 at 44 " 25 at 48 "
1 at 46 "

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 96 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 375,834 89
Clerks, Stenographers, Salesmen, etc.	794,634 92
Wage-earners (including piece-workers)	1,465,579 85
Total	$2,636,049 66

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	757	106	July	866	115
February	765	112	August	867	121
March	789	113	September	871	117
April	816	110	October	868	118
May	842	134	November	864	119
June	900	111	December	895	117

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			2
$ 6.00 to $ 6.99		13			3
7.00 to 7.99	1	4			6
8.00 to 8.99	1	11	1	5	6
9.00 to 9.99	1	5		1	12
10.00 to 10.99	7	7	4	12	11
11.00 to 11.99	7	1	1		3
12.00 to 12.99	6	15	3	2	14
13.00 to 13.99	13		4		7
14.00 to 14.99	6	3	25	1	1
15.00 to 15.99	1	4	13	2	8
16.00 to 16.99	5		14		4
17.00 to 17.99	5	2	7		1
18.00 to 18.99	11		8		3
19.00 to 19.99	7		1		1
20.00 to 20.99	17		9	3	3
21.00 to 21.99	8		14		
22.00 to 22.99	10	2			7
23.00 to 23.99	7	1	1		1
24.00 to 24.99	10	2	3		
25.00 to 25.99	23		1		3
26.00 to 26.99			1		2
27.00 to 27.99	7				3
28.00 to 28.99	6		1		1
29.00 to 29.99	5				
30.00 to 34.99	35		2		4
35.00 to 39.99	28				
40.00 to 44.99	127				
45.00 to 49.99	309				
50.00 and over	91				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	540	105
Great Britain and Ireland	356	93
United States of America	41	9
Australasia	5	
Belgium		
France		
Italy	3	
Germany		
Austria	1	1
Norway, Sweden, and Denmark	1	
Russia or other Slav country	2	
Other European country		
China	13	1
Hindustan		1
Japan	30	
All other countries	1	
Nationality not stated	2	2

Weekly Hours of Labour.

1 at 33 hours.	6 at 42 hours.	3 at 47 hours.
1 at 36 "	7 at 43 "	478 at 48 "
5 at 38 "	308 at 44 "	5 at 50 "
1 at 39 "	312 at 45 "	1 at 60 "
4 at 40 "	13 at 46 "	

TABLE No. 21.

PULP AND PAPER—MANUFACTURE OF.

Returns covering 10 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 402,838 63
Clerks, Stenographers, Salesmen, etc.	199,003 92
Wage-earners (including piece-workers)	3,379,780 56
Total	$3,981,623 11

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,013	56	July	2,136	56
February	2,127	53	August	1,973	56
March	2,140	55	September	2,112	58
April	1,950	54	October	2,109	57
May	1,993	54	November	2,050	55
June	2,042	56	December	1,972	55

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	1				
11.00 to 11.99	3	1	3	3	
12.00 to 12.99		2	3		
13.00 to 13.99	3		2		
14.00 to 14.99	5		6		
15.00 to 15.99	23				
16.00 to 16.99	11		2		
17.00 to 17.99	165		3		
18.00 to 18.99	14		6		
19.00 to 19.99	69		15		
20.00 to 20.99	77		2		
21.00 to 21.99	46		2		3
22.00 to 22.99	82		2		
23.00 to 23.99	228		1		
24.00 to 24.99	313		3		
25.00 to 25.99	121		1		
26.00 to 26.99	87				
27.00 to 27.99	187		2		
28.00 to 28.99	53		1		
29.00 to 29.99	169				
30.00 to 34.99	211		2		
35.00 to 39.99	133		1		
40.00 to 44.99	172		2		
45.00 to 49.99	44				
50.00 and over	62				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	811	29
Great Britain and Ireland	560	17
United States of America	89	4
Australasia	8	
Belgium	2	
France	12	
Italy	269	
Germany	4	1
Austria	13	
Norway, Sweden, and Denmark	66	
Russia or other Slav country	34	
Other European country	1	
China	70	
Hindustan		
Japan	467	6
All other countries		
Nationality not stated		

Weekly Hours of Labour.

62 at 44 hours.	404 at 60 hours.
1,117 at 48 "	7 at 64 "
11 at 49 "	169 at 72 "
543 at 54 "	3 at 84 "
12 at 56 "	

TABLE No. 22.

SHIP-BUILDING.

Returns covering 30 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 103,882 20
Clerks, Stenographers, Salesmen, etc.	99,954 96
Wage-earners (including piece-workers)	1,232,265 30
Total	$ 1,436,102 46

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	998	.....	July	763	1
February	800	.....	August	752	1
March	805	.....	September	854	1
April	943	.....	October	762	1
May	813	.....	November	1,034	1
June	678	1	December	991	.....

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	.....	.....	.....	.....
7.00 to 7.99	1	2	.....	.....	1
8.00 to 8.99	.....	1	.....	.....	10
9.00 to 9.99	.....	.....	.....	.....	1
10.00 to 10.99	.....	5	.....	.....	.....
11.00 to 11.99	1	16	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....	.....
14.00 to 14.99	.....	.....	.....	.....	5
15.00 to 15.99	1	6	.....	.....	3
16.00 to 16.99	7	.....	.....	.....	.....
17.00 to 17.99	8	.....	.....	.....	.....
18.00 to 18.99	2	.....	1	.....	.....
19.00 to 19.99	81	.....	.....	.....	2
20.00 to 20.99	241	.....	.....	.....	.....
21.00 to 21.99	86	.....	.....	.....	.....
22.00 to 22.99	232	.....	.....	.....	.....
23.00 to 23.99	178	.....	.....	.....	.....
24.00 to 24.99	40	3	.....	.....	1
25.00 to 25.99	43	.....	.....	.....	.....
26.00 to 26.99	28	.....	.....	.....	.....
27.00 to 27.99	87	.....	.....	.....	.....
28.00 to 28.99	38	.....	.....	.....	.....
29.00 to 29.99	93	.....	.....	.....	.....
30.00 to 34.99	427	.....	.....	.....	.....
35.00 to 39.99	136	.....	.....	.....	.....
40.00 to 44.99	26	.....	.....	.....	.....
45.00 to 49.99	19	.....	.....	.....	.....
50.00 and over	2	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	770	1
Great Britain and Ireland	851	.....
United States of America	77	.....
Australasia	6	.....
Belgium	1	.....
France	10	.....
Italy	19	.....
Germany	3	.....
Austria	2	.....
Norway, Sweden, and Denmark	70	.....
Russia or other Slav country	5	.....
Other European country	.....	.....
China	.....	.....
Hindustan	.....	.....
Japan	6	.....
All other countries	2	.....
Nationality not stated	.....	.....

Weekly Hours of Labour.

1,668 at 44 hours.
49 at 48 "
6 at 50 "
4 at 56 hours.
1 at 60 "
40 at 69 "

TABLE No. 23.

SMELTING.

Returns covering 3 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 227,636 60
Clerks, Stenographers, Salesmen, etc.	284,673 16
Wage-earners (including piece-workers)	3,701,159 54
Total	$ 4,213,469 30

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,697	20	July	2,115	20
February	1,740	20	August	2,155	20
March	1,777	19	September	2,111	20
April	1,807	20	October	2,158	20
May	1,859	19	November	2,243	20
June	2,008	19	December	2,092	20

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	.....	.....	.....	.....
$ 6.00 to $ 6.99	.....	.....	.....	.....	.....
7.00 to 7.99	.....	.....	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....	.....
10.00 to 10.99	.....	.....	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....	.....
14.00 to 14.99	2	.....	.....	.....	.....
15.00 to 15.99	.....	.....	.....	.....	.....
16.00 to 16.99	.....	.....	.....	.....	.....
17.00 to 17.99	.....	.....	.....	.....	.....
18.00 to 18.99	.....	.....	.....	.....	.....
19.00 to 19.99	12	.....	10	.....	.....
20.00 to 20.99	.....	.....	.....	.....	.....
21.00 to 21.99	19	1	.....	.....	.....
22.00 to 22.99	9	.....	2	.....	.....
23.00 to 23.99	5	.....	.....	.....	.....
24.00 to 24.99	2	.....	.....	.....	.....
25.00 to 25.99	1	.....	1	.....	.....
26.00 to 26.99	4	.....	.....	.....	.....
27.00 to 27.99	.....	.....	.....	.....	.....
28.00 to 28.99	91	.....	3	.....	.....
29.00 to 29.99	90	.....	2	.....	.....
30.00 to 34.99	1,049	.....	2	.....	.....
35.00 to 39.99	592	.....	.....	.....	.....
40.00 to 44.99	303	.....	.....	.....	.....
45.00 to 49.99	108	.....	.....	.....	.....
50.00 and over	45	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	578	13
Great Britain and Ireland	995	5
United States of America	94	2
Australasia	6	.....
Belgium	1	.....
France	9	.....
Italy	300	.....
Germany	5	.....
Austria	64	.....
Norway, Sweden, and Denmark	117	.....
Russia or other Slav country	69	.....
Other European country	70	.....
China	50	.....
Hindustan	.....	.....
Japan	.....	.....
All other countries	.....	.....
Nationality not stated	.....	.....

Weekly Hours of Labour.

3 at 44 hours.
20 at 48 "
2,354 at 56 hours.

TABLE No. 24.

STREET RAILWAYS, GAS, POWER, TELEPHONE, ETC.

Returns covering 69 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 460,227 13
Clerks, Stenographers, Salesmen, etc	1,161,278 76
Wage-earners (including piece-workers)	6,173,359 86
Total	$7,794,865 75

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,056	1,117	July	3,465	1,242
February	3,033	1,126	August	3,364	1,254
March	3,197	1,141	September	3,359	1,225
April	3,343	1,161	October	3,370	1,227
May	3,427	1,182	November	3,476	1,131
June	3,473	1,222	December	3,215	1,232

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				
7.00 to 7.99	1				
8.00 to 8.99	1				
9.00 to 9.99					
10.00 to 10.99	1				
11.00 to 11.99		5	33	1	33
12.00 to 12.99	6	2	142	6	147
13.00 to 13.99		1	73	7	79
14.00 to 14.99	26	1	1		
15.00 to 15.99	4	1	349	13	
16.00 to 16.99	2		99		
17 00 to 17.99	101		21		
18.00 to 18.99	44		127		2
19.00 to 19.99	109		99		4
20.00 to 20.99	9		176	1	
21.00 to 21.99	224		57		3
22.00 to 22.99	227	1	41		9
23.00 to 23.99	49		1		
24.00 to 24.99	503		1		5
25.00 to 25.99	61		2		4
26.00 to 26.99	50				
27.00 to 27.99	133				
28.00 to 28.99	171				6
29.00 to 29.99	146				
30.00 to 34.99	1,227				12
35.00 to 39.99	608		1		10
40.00 to 44.99	207				
45.00 to 49.99	67				
50.00 and over	26				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,623	731
Great Britain and Ireland	2,243	574
United States of America	159	47
Australasia	18	
Belgium	5	
France	6	3
Italy	169	
Germany	7	
Austria	18	
Norway, Sweden, and Denmark	108	7
Russia or other Slav country	33	
Other European country	11	1
China	14	
Hindustan	3	
Japan	4	
All other countries	5	4
Nationality not stated		

Weekly Hours of Labour.

3 at 39 hours.	1,023 at 52 hours.
1,014 at 42 "	826 at 54 "
1,333 at 44 "	96 at 56 "
51 at 45 "	77 at 60 "
539 at 48 "	3 at 63 "
2 at 50 "	1 at 80 "

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 59 Firms.

Salary and Wage Payments, 1924.

Officers, Superintendents, and Managers	$ 194,837 13
Clerks, Stenographers, Salesmen, etc	132,750 12
Wage-earners (including piece-workers)	1,318,279 57
Total	$1,645,866 82

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,053	40	July	1,295	38
February	1,058	42	August	1,311	25
March	1,163	49	September	1,211	21
April	1,267	55	October	1,041	21
May	1,369	54	November	956	23
June	1,334	51	December	912	23

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	3				
$ 6.00 to $ 6.99	1	8			1
7.00 to 7.99	1				
8.00 to 8.99	9	32			2
9.00 to 9.99	8	21			4
10.00 to 10.99	10	15	1	4	
11.00 to 11.99	18	29	1		3
12.00 to 12.99	15	26	2	8	3
13.00 to 13.99	69	12	3		1
14.00 to 14.99	11	8	17		1
15.00 to 15.99	61	2	11		
16.00 to 16.99	63	5	5		
17.00 to 17.99	79	1			
18.00 to 18.99	84				
19.00 to 19.99	90				
20.00 to 20.99	61				
21.00 to 21.99	57				
22.00 to 22.99	35				
23.00 to 23.99	42				
24.00 to 24.99	69				
25.00 to 25.99	40				
26.00 to 26.99	50				
27.00 to 27.99	54				
28.00 to 28.99	51				
29 00 to 29.99	46				
30.00 to 34.99	67				
35.00 to 39.99	52				
40.00 to 44.99	20				
45.00 to 49.99	9				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	646	35
Great Britain and Ireland	399	13
United States of America	62	3
Australasia	3	
Belgium		
France	7	
Italy	9	
Germany	3	
Austria	1	
Norway, Sweden, and Denmark	53	4
Russia or other Slav country	6	
Other European country	7	
China	112	
Hindustan	2	
Japan	75	1
All other countries	4	
Nationality not stated		

Weekly Hours of Labour.

430 at 44 hours.	440 at 50 hours.	3 at 56 hours.
52 at 45 "	2 at 52 "	9 at 60 "
10 at 46 "	4 at 53 "	1 at 78 "
131 at 48 "	226 at 54 "	1 at 96 "
10 at 49 "	100 at 55 "	

SUMMARY OF ALL TABLES.

Returns covering 3,566 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1924:—

Officers, Superintendents, and Managers	$ 9,749,110 17	
Clerks, Stenographers, and Salesmen	8,934,730 81	
Wage-earners (including piece-workers)	89,114,930 38	
		$107,798,771 36

SUPPLEMENTARY PAY-ROLL.

In estimating the total industrial pay-roll of the Province, account might be taken of the following items not included in the above totals:—

35 returns received too late to be included in above Summary	$ 638,544 84	
Estimated pay-roll of employers in occupations covered by Department's inquiry, and from whom returns were not received	8,000,000 00	
Transcontinental Railways	20,000,000 00	
Workers employed by Dominion and Provincial Governments	5,000,000 00	
Workers employed by Wholesale and Retail Firms	3,000,000 00	
Delivery, Cartage and Teaming, Warehousing, Butchers, Moving-picture Operators, Coal and Wood Yards, and Auto Transportation	3,600,000 00	
Miscellaneous	3,000,000 00	
		43,238,544 84
		$151,037,316 20

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	58,677	3,486
February	60,843	3,574
March	64,476	3,650
April	65,663	3,707
May	68,443	3,781
June	67,927	4,274
July	67,053	4,813
August	67,854	5,125
September	67,266	5,053
October	67,967	4,058
November	65,023	3,914
December	60,232	3,725

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	33,688	3,245
Great Britain and Ireland	29,269	2,258
United States of America	3,752	197
Australasia	204	7
Belgium	193	4
France	555	27
Italy	2,633	53
Germany	265	16
Austria	834	9
Norway, Sweden, and Denmark	6,421	91
Russia or other Slav country	1,826	28
Other European country	741	10
China	6,371	20
Hindustan	979	1
Japan	3,724	77
All other countries	336	61
Nationality not stated	716	8

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	60	27	8	7	36
$ 6.00 to $ 6.99	31	66	4	4	55
7.00 to 7.99	44	61	6	4	48
8.00 to 8.99	147	102	14	33	72
9.00 to 9.99	96	89	26	16	46
10.00 to 10.99	196	161	88	56	65
11.00 to 11.99	262	105	95	22	60
12.00 to 12.99	872	216	410	72	207
13.00 to 13.99	735	83	420	33	107
14.00 to 14.99	786	87	697	32	26
15.00 to 15.99	1,678	100	1,047	38	36
16.00 to 16.99	1,941	27	357	12	15
17.00 to 17.99	2,212	47	243	9	14
18.00 to 18.99	3,082	8	496	12	6
19.00 to 19.99	2,931	8	227	14	13
20.00 to 20.99	3,340	23	317	13	6
21.00 to 21.99	4,996	10	155	2	10
22.00 to 22.99	4,982	8	117	1	20
23.00 to 23.99	2,463	5	38	1	2
24.00 to 24.99	6,912	8	54	1	9
25.00 to 25.99	3,475	.....	92	1	7
26.00 to 26.99	2,594	.....	19	2	2
27.00 to 27.99	4,368	1	27	1	3
28.00 to 28.99	3,449	.....	34	1	7
29.00 to 29.99	2,601	.....	29	1	....
30.00 to 34.99	12,988	.....	48	2	16
35.00 to 39.99	10,638	3	19	.....	10
40.00 to 44.99	4,720	.....	8	.....	.....
45.00 to 49.99	2,408	.....	2	.....	.....
50.00 and over	3,505	.....	.....	.....	.....
Totals	88,512	1,245	5,097	390	898

Weekly Hours of Labour.

76 at 30 hours.	872 at 45 hours.	225 at 59 hours.	2 at 75 hours.
5 at 32 "	882 at 46 "	8,758 at 60 "	1 at 76 "
1 at 33 "	191 at 47 "	1 at 61 "	6 at 77 "
11 at 35 "	33,585 at 48 "	1 at 62 "	3 at 78 "
43 at 36 "	580 at 49 "	96 at 63 "	705 at 80 "
49 at 37 "	4,811 at 50 "	15 at 64 "	247 at 84 "
34 at 38 "	223 at 51 "	39 at 65 "	2 at 91 "
15 at 39 "	2,134 at 52 "	68 at 66 "	1 at 96 "
644 at 40 "	216 at 53 "	4 at 67 "	
36 at 41 "	12,868 at 54 "	7 at 68 "	
1,160 at 42 "	842 at 55 "	40 at 69 "	
17 at 43 "	6,281 at 56 "	168 at 70 "	
14,416 at 44 "	479 at 58 "	1,240 at 72 "	

CONCILIATION.

Important work of conciliation was carried on by the Department of Labour during the past year, in cases where events appeared to be tending towards a rupture of peaceful relations between employers and employed. In this way some useful results were brought about in the preservation of industrial peace. No particular purpose would be served by referring in detail, in a record of this kind, to a large number of slight differences which have been brought to the notice of the Department and satisfactorily adjusted, but reference may be made to a few cases in which larger issues were involved.

A Crisis in Kootenay Camps.

Early in the year a serious situation developed in the lumber camps of the South-East Kootenay District, and alarming representations were received by the Department with regard to a strike which had been called by the Industrial Workers of the World. On January 23rd the Deputy Minister of Labour, Mr. J. D. McNiven, left for Cranbrook to endeavour to bring about a cessation of extreme propaganda and a settlement of the dispute. On arriving in Cranbrook Mr. McNiven immediately got in touch with the strike leaders, and also with as many of the lumbermen as were in the neighbourhood; but, as the latter were emphatic in stating that they would have no dealings with the I.W.W., and the strikers had the camps pretty well tied up, there was little chance at the moment of any conciliatory measures being successful.

The strike had been in progress since January 2nd, having originated in a demand by the I.W.W., for the reinstatement of one of their number who had been discharged. Other demands were very soon added, these comprising an eight-hour day, a minimum wage of $4 a day, the release of all class war prisoners, no discrimination against members of the I.W.W., and that their literature be allowed in the camps. The demands were refused, and within a few days the camps at Lumberton, where the trouble began, were almost deserted. The strike soon spread to nearly all the other camps in the neighbourhood, the principal exceptions being those of the Canadian Pacific Railway at Yahk and Bull River.

Reason for "War Prisoners" Demand.

On questioning the members of the strike committee as to the reason for placing before Canadian employers such a demand as the release of class war prisoners, Mr. McNiven was informed that it was because of the large percentage of American-owned camps in that district, and with a view of influencing the American Government in favour of a release of their fellow-workers.

The strike committee were feeding and housing about 200 men in Cranbrook. Vacant houses were rented and used as cook-house, dining-room, and sleeping-quarters, and there appeared to be no lack of funds, which were coming mainly from across the Border. For a strike of this kind the proceedings were very peaceful; the strikers were informed by their leaders that drunkenness and unlawfulness would not be tolerated, and that any of them found under the influence of liquor would be expelled from the organization and ejected from the camp. The employers were having men recruited in the Prairie cities, and a large number arrived in Cranbrook, but most of them joined the strikers, declaring that the situation had been misrepresentated to them.

The circumstances in which the strike terminated are dealt with in the section on "Labour Disputes."

A Wage Reduction partly Restored.

The white workers at a sawmill in Victoria appealed to Mr. McNiven to intervene in a dispute which occurred early in July, the proprietors of the mill having announced a reduction in wages of 2½ cents an hour. The Deputy Minister had several interviews with the management of the mill and the strikers, the result of which was a settlement restoring part of the reduction in wages.

Coal-miners' Lapsed Agreement.

An agreement under which the coal-miners of Nanaimo were working was due to expire on September 30th, 1924, and the operators and men were unable to decide upon the basis of an agreement as to the conditions under which work should be continued after that date. Mes-

sages were received in Victoria urgently requesting the Deputy Minister of Labour to visit Nanaimo, and in response Mr. McNiven went to that city and saw the Pit Committee, from whom he was able to get a clear understanding of the difficulty.

The agreement under which the men had been working provided for a conference thirty days before its termination if either party to the agreement should request a change. A portion of the men's remuneration was in the form of a bonus of $1 a day, subject to fluctuation according to competitive conditions, and some months earlier the Company had requested that the bonus be reduced by 14 cents a day, but the men refused to agree. Early in September the men wrote to the Company requesting an advance of 25 cents per day on the bonus. The Company made a counter-proposal for a reduction by a similar amount and a modification of certain contract conditions.

APPLICATION FOR A BOARD.

Mr. McNiven was in Nanaimo from Friday, the 26th, to Sunday, the 28th of September; but beyond getting a clear insight in the difficulty little progress was made at the moment towards a settlement. The officials of the operating company were inclined to stand pat on the offer they had made, and were not inclined to arbitrate the difference. Mr. McNiven advised the men to make application for a Board under the "Industrial Disputes Act," and assisted them in the preparation of the necessary forms. The application was wired to the Hon. James Murdock, Dominion Minister of Labour at Ottawa, and a reply was received from him granting a Board forthwith. A pit-head vote was ordered to be taken on the question: "Shall we accept the terms proposed by the Company?" which resulted as follows: For 187; against 630; spoilt ballots 10; total 827 votes.

A mass meeting of the men was called for Wednesday morning, October 1st, to hear the result of the ballot and to consider what further action should be taken. Mr. McNiven, who had returned to Nanaimo the previous day, was invited to be present, and during the course of the proceedings took occasion to point out that, while a Board of Investigation and Conciliation had been granted, yet the findings of such a Board might not necessarily be accepted by either party. He advised that the Pit Committee should proceed to the office of the Company and endeavour to arrive at an amicable settlement, and offered to accompany them there. This was agreed to, and an interview took place with the Company's Superintendent.

TERMS OF AGREEMENT ACCEPTED.

The position at first was that the men were not insisting on their demand for a 25-cent increase in the bonus, but that the Company stood firm for a decrease of 25 cents. After discussion the Company agreed to accept a reduction of 12½ cents a day in the bonus, making it 87½ cents instead of $1, and some of the differences as to mining conditions were satisfactorily adjusted and others partially so.

A mass meeting of the men was held in the afternoon, at which the Pit Committee gave their report. The bonus of 87½ cents a day was not considered satisfactory, and some of the adjustments on "dead work" were accepted and others rejected. The committee was again instructed to return and endeavour to make more satisfactory arrangements and report to the same meeting at eight o'clock in the evening. This was done. After much discussion the Company agreed to a 10-cent cut in the bonus instead of 12½ cents, but stood firm in regard to the other adjustments. When these terms were reported back to the men's meeting later in the evening they were unanimously accepted.

OVER 1,300 MEN AFFECTED.

Mr. McNiven, who had been present and had taken part in the whole proceedings of the day, was accorded a hearty vote of thanks by the men at the conclusion of the evening meeting. At each of the mass meetings there were about 800 miners present. The reduction of 10 cents a day in the bonus affected between 1,300 and 1,400 men, and the differences made in working conditions, which were slight, would affect probably about 300 men. The agreement was drawn up and signed by the committee and the Company late the same evening. While the men left their work on October 1st, it was understood both by the Company and themselves that this one-day stoppage should not be considered as a strike.

A Question of Carpenters' Wages.

A dispute arose in September between the carpenters and contractors of Vancouver as to wages, a portion of the work being on contracts for the Provincial and Dominion Governments, and therefore affected by the fair-wage clause. Mr. McNiven, who at the time was returning from an official visit to Ottawa, received a telegram while en route, from the acting-secretary of the Contractors' Association, asking him to meet the contractors. He at once wired his acceptance of the invitation, and met a number of the leading contractors of Vancouver shortly after arriving in that city.

The point of view put forth by the contractors was that the current wage of carpenters was $6.50 a day, instead of $7 as provided for in an agreement entered into by the Association and the joint carpenters' organizations, which stipulated that "the minimum rate of wage from June 1st, 1924, shall not be less than 87½ cents per hour and shall hold good without change until May 31st, 1925." Mr. McNiven inquired why this agreement was not being observed, and was told that, as the carpenters had violated the agreement, it was null and void. He reminded the contractors that on August 15th the Dominion Government Fair Wage Officer had made an investigation and found that $7 per day prevailed at that time, and should apply to all work carried on by the Dominion Government in Vancouver and the surrounding district. This was approved by the Federal Minister of Labour, and contractors were ordered to observe the ruling and pay carpenters $7 per day. However, if the contractors desired another investigation Mr. McNiven offered to have one made, the result of such inquiry to determine the wages to be paid on Provincial Government work.

The Men and their Agreement.

Representatives of the Carpenters' Union, who were also interviewed, declared that they had carried out the agreement to the letter, and that to the best of their knowledge and belief no members of their organization were working for less than $7 per day. An official of the Department was directed to make a survey of all firms in Vancouver, and to ascertain the number of carpenters employed by each and the rate of wages paid.

Action by Department of Public Works.

In the meantime a notice was posted by a firm of contractors engaged on Government work, to the effect that, on and after September 27th, the carpenters' rate would be $6.50 instead of $7 per day. Mr. McNiven took up the question with the Hon. Dr. Sutherland, Minister of Public Works, and Mr. Philip, Chief Engineer of the Department of Public Works. After an explanation of the action of the Company in question, Mr. Philip forwarded to them the following telegram:—

"Understand you intend to reduce wages for carpenters on Government buildings. Take no action in this connection, but continue to pay the rate you have heretofore paid, namely $7, until such time as it has been conclusively proved that a lower rate prevails, and in this event not until you receive the sanction of the Department."

Seventy-two firms or persons employing carpenters were interviewed by the Department's representative. Four of them were engaged in Provincial Government work, under contract, and two were performing work for the Dominion Government. The former had 79 carpenters in their employ, whose rate of pay had been reduced from $7 to $6.50. The two Federal Government contractors employed 275 carpenters. There were 68 independent contractors, who where not bound by the terms of a contract to pay any stipulated wage, and employing 407 carpenters. Of the latter, 120 were paid $6.50 per day or less, and 287 received $7 or more per day.

Result of Inquiry.

The investigations led to the conclusion that the prevailing rate of wages for carpenters was $7 per day. A report to this effect was made to the Department of Public Works, and contractors doing work for the Government were directed to govern themselves accordingly and to pay their carpenters $7 per day.

LABOUR DISPUTES IN 1924.

The labour disputes which occurred in this Province during the past year were again comparatively few in number, and most of them were only of minor importance. The principal area of disturbance was the South-eastern Interior, where the two most serious disputes were witnessed, both of them presenting certain unusual features. One was caused by the calling out of the men of the logging camps by the I.W.W. early in the year, and the other was the dispute which led to the coal-miners, in common with those of Alberta, giving up their employment for several months in defence of a wage-list which was, in a sense, a survival of conditions brought about by the settlement of war-time disputes.

COAL-MINERS, CROW'S NEST AREA.

The strike referred to, which brought a whole district industrially to a standstill for several months in the middle of the year, was that of the coal-miners in what is known as District 18, of the United Mine Workers of America. The main portion of this district was in the Province of Alberta, but it also took in the important coal-bearing area of Fernie, Michel, and Corbin in the Crow's Nest country of British Columbia.

THE "COST-OF-LIVING" BONUS.

For an understanding of the causes of the strike it is necessary to refer to the cost-of-living bonus, which during the war became a factor in the calculation of miners' wages. Bonuses were first given in July and November, 1916. In April of the following year a new wage scale was adopted which absorbed these bonuses, establishing a wage scale approximately 25 per cent. higher than one which had been set up in 1911. The 1917 agreement also provided that every four months the increases in the cost of living should be ascertained and a bonus given. Shortly after the Armistice the bonuses amounted to 92 cents a day, and from the end of 1918 no further bonus inquiries were made. However, bituminous coal-miners in the United States received a wage increase in 1919 and another in 1920, and in District 18 the operators and miners agreed to adopt this as the basis of increase in Canada. To carry out this agreement the bonus of 92 cents a day was increased to $1.17 a day, and added to the schedule for the men on day wages. For contract miners the cost-of-living bonus was not absorbed into the wage rates, but it was provided that the piece-work rates should be increased by 27 per cent., and that the cost-of-living bonus of $1.17 a day should be paid in addition. In October, 1920, men on day wages were given another increase, amounting to $1.15 per day and upwards.

In 1922 this agreement expired, and as the operators were insisting on a reduction in wages a strike occurred, lasting from April to August. Work was resumed at a reduction of 15 per cent. in wages, this to continue until a settlement should have been made in the United States affecting not less than 75 per cent. of the Union miners in the central competitive field. The 15-per-cent. reduction was operative only for a very short period, however. By September 1st a settlement had been made in the United States providing for the same wages as from 1920 to 1922, and the 1920 scale for Alberta and Eastern British Columbia was therefore restored.

A COMPARISON WITH THE U.S.A.

This was the scale which, by means of renewals, continued to be operative until March, 1924. At this time another revision or renewal was due in District 18, although the agreements in the United States had been renewed until 1927. In District 18 the operators proposed a reduction of $1.17 per day, the amount of the cost-of-living bonus. They submitted that the cost of living had fallen, and that the wages in District 18 were as high as in the United States, though the hours per day were eight "at the face" in the United States, and only eight hours "bank to bank" in District 18. This, they argued, meant that the miners in District 18 had a working-day one hour less on the average than those in the United States. They also stated that United States coal was competing against the product of District 18 in markets which ought to be supplied by the latter, and that the higher rate they were paying for labour told against them in the competition. This, they said, had made it necessary to close mines extensively in 1923 and 1924.

In reply the miners pointed out that the demand for coal was intermittent, that work was irregular, and that their average earnings, spread over the year, were too small to admit of a reduction in wages.

Strike Negotiations.

The old agreement expired on March 31st, and as no basis for a new agreement could be arrived at, a strike was begun on April 1st. It was provided, however, that the maintenance-men should continue at work at the rate of pay prior to the strike, and that the operators should continue to carry on development-work as long as no coal was produced for sale.

Negotiations were carried on during the early summer without changing the aspect of affairs. In August the Minister of Labour for the Dominion visited Calgary and interviewed parties in the dispute. He proposed that the two parties should consider a settlement on the basis of a reduction in wages of one-eighth, to meet the difference in hours in District 18 and in the United States. As this meant an amount very similar to the $1.17 which had been proposed by the operators, it proved acceptable to them; but the miners contended that there was no actual difference of one hour as beween the working-time in District 18 and in the United States. They therefore declined to agree to the proposal, or to submit it to their membership by referendum, on the ground that their instructions did not allow of their submitting any proposal for a decrease.

A number of the miners' locals called for a special District Convention, which was held early in September. The Convention approved the action of the committee, but gave it a free hand in further negotiations. Thereupon the resident officer of the Dominion Department of Labour arranged for another joint conference of operators and miners, and this was held on September 25th, Mr. J. D. McNiven, the Provincial Deputy Minister of Labour, being present in addition to representatives of the Dominion Government.

Several meetings were held, and then a proposal was made from the miners' side for a settlement under which a decrease would be accepted of $1 a day for contract miners and one-eighth for men on day wages. Later they agreed to a reduction of $1.17 for the contract miners and one-eighth for men on day wages. For the moment a final agreement was not reached, as the operators objected to the length of contract desired by the miners. The Conference accordingly adjourned until the second week in October. On the 10th of that month it was announced that a settlement had been affected.

Terms of Settlement.

The terms of settlement were a reduction in wages of $1.17 a day in the case of contract miners and of 12½ per cent. for those on day wages. Contract miners' wages had averaged $9.50 per day, so that the $1.17 was approximately one-eighth in their case also. Day wages had ranged from $6.58 a day for surface labourers to $7.50 a day for hand-pick miners and other similar classes, so that the average decrease for these was estimated to be about 90 cents per day. The agreement was voted on by members of the Union on October 16th and approved by a small majority, the miners in British Columbia, however, giving it more decided support than those in Alberta. One explanation suggested for this was that during the period of a prolonged stoppage of work in the mines, especially in summer, the workers in Alberta are better able to find alternative employment on farms and elsewhere than are those of British Columbia, and that the privations caused by the dispute were more pronounced here than in the neighbouring Province. The demand for Alberta coal is also more of a seasonal affair, as the Crow's Nest mines have a fairly steady market for their high-grade bituminous coal with the railroads and for coke-making for the smelters.

It was provided that the settlement made should run until March, 1927, subject to six months' notice after March 31st, 1925. Work was resumed on October 20th. The number of miners affected by the dispute in British Columbia was about 1,200.

Closing-down of the Mines.

At the time the agreement was arrived at, the representative of the principal company affected in the Province expressed a doubt as to whether his company would be able to operate their mines and pay even the reduced scale of wages which had been accepted, and which, he pointed out, would still leave the rate of pay very much higher than was in vogue before the war. For a few weeks work was done with a partial crew. Then, on November 13th the following notice was issued:—

"The Crow's Nest Pass Coal Company, through its failure to retrieve sufficient business to operate Coal Creek Mines, regret the necessity for their having to inform employees of said mines that Coal Creek Mines will be closed down indefinitely.

"Under the circumstances we would advise the employees of the company to try and secure employment elsewhere.

"Company officials will bring all the miners' tools out of the mines to a surface building at Coal Creek where the men owning the tools will be able to get them."

"THE CROW'S NEST PASS COAL COMPANY, LTD."

The closing-down of the mines brought about a new crisis of a disturbing character, and arrangements were made by the Provincial Government to put relief-work in hand in order to cope with the unemployment situation.

THE WAGE-LIST AGAIN REVISED.

In the meantime negotiations were opened up unofficially to ascertain the conditions as to wages under which the company would feel warranted in resuming operation of the mines. A scale of wages was drawn up which it was understood the company would be prepared to accept, and which was lower than the scale agreed upon in October. On December 6th a meeting of miners was held, and was addressed by Mr. W. R. Wilson, President of the Crow's Nest Pass Coal Company. The following resolution was then put:—

"That we, the miners of Fernie and Coal Creek, break away our association with the United Mine Workers of America and form a Canadian organization of our own, and that we appoint a committee to negotiate an agreement with the Crow's Nest Pass Coal Company."

This resolution was voted on by printed ballot, with the result: "Yes," 290; "No," 15; spoiled, 12.

A committee of five was appointed to act in accordance with the terms of the resolution. Subsequently the terms which the company were willing to agree to were submitted to another vote of the miners, and were accepted by 385 to 21. Under these conditions a partial resumption of work was made on December 22nd, and additional men were taken on later as circumstances required. It was agreed that the new scale of wages should be operative for a period of three years and three months.

LUMBER-WORKERS, CRANBROOK AND DISTRICT.

A serious dispute was reported from Cranbrook and district at the beginning of the year. On January 2nd the men employed at a large number of logging camps left work at the call of the I.W.W. The latter demanded official recognition of their organization by the employers, a minimum wage of $4 for an eight-hour day, and the release of all "class war prisoners" in the United States. The putting forward of this latter demand was a remarkable feature of the dispute, and the I.W.W., in support of their action, contended that the majority of the lumber concerns in the Interior were owned by Americans, whose Government they held responsible for what they regarded as a grievance. The large camps operated by the Canadian Pacific Railway at Yahk and Bull River were the only important lumber concerns in the district not affected by the strike.

In the Interior country it is important that logging should be done in the winter, when the snow facilitates the movement of the logs. The sawmills, which cannot be operated while the country is in the grasp of frost, are dependent for their summer working upon a sufficient accumulation of logs at the end of the winter season. With the object of averting serious loss to the industry, and bringing about a settlement of the dispute, Mr. J. D. McNiven, Deputy Minister of Labour, visited the district during the last week of January and interviewed the various parties affected. His efforts at conciliation did not bring immediate results, but on March 3rd the strike was called off by the I.W.W. In all there had been something like 1,000 men affected. Before the end of the strike the employers in a number of camps had been able to replace the strikers with other workers. In calling off the strike the I.W.W. notified employers that they had "transferred the strike to the job," and employers announced that no man would be employed if he were known to belong to their Union. One result of the strike was the extension of the "gyppo" system, under which a small group of men contract to carry out certain work on a plan which provides for payment by results.

Shipwrights and Carpenters, Vancouver.

About 200 shipwrights and carpenters, working for several firms on the water-front in Vancouver, left work on June 2nd, claiming an advance in pay from $6 to $7 a day for carpenters and joiners and from $6.75 to $8 for caulkers, and also a stricter adherence by employers to rules requiring overtime to be paid after a certain number of hours had been worked. Some of the men were taken back to work at a higher rate of pay but the balance, when the dispute was finally settled on July 14th, were taken on again at the original rate.

Japanese Fishermen, Skeena River.

A number of cannery operators and packers on the Skeena River reduced the price for sockeye salmon from 30 cents to 22½ cents, fishing with cannery gear, and from 45 cents to 37½ cents for men fishing with own gear. This occupation was largely in the hands of Japanese fishermen who had an organization controlling the workers from Port Essington. To the number of 573 they left work on June 15th, but went back on the 25th agreeing to accept the operators' prices.

Sawmill-workers, New Westminster.

A cut in wages, which the management stated to be necessary owing to the state of trade, was made at a sawmill in New Westminster on July 5th and about fifty of the employees left work. However, a number of them returned the following day and the movement to cause a general strike collapsed.

Sawmill-workers, Victoria.

The employees at a large sawmill in Victoria, numbering about 350, left work on July 5th on receiving an intimation from their employers that wages were to be reduced by 2½ cents an hour. About half of the strikers were Orientals. The smallest wage paid at the mill to white workers was 35 cents an hour, which it was proposed by the management should be cut to 32½ cents, though an offer was afterwards made to compromise on a reduction of 1½ cents an hour. It was proposed to cut the wages of Orientals from 25 cents to 22½ cents an hour. The white workers sought the intervention of Mr. J. D. McNiven, Deputy Minister of Labour, who had a series of interviews with the manager of the mill. These resulted in a settlement under which the lowest rates of pay were to be 34 cents an hour for white labour and 23½ cents an hour for Orientals. Those receiving over 40 cents an hour were to have their pay reduced on a sliding scale.

Musicians (Moving-picture Theatres), Vancouver.

An agreement which the Musicians' Union had with the proprietors of two Vancouver picture theatres expired on August 31st, and the musicians sought to have a new agreement drawn up. They asked for a day of five and a half working hours instead of six, but the employers wished to retain the six-hour day. Thirty-five men left work on Saturday night, August 30th. Negotiations followed, and a compromise was reached by which, while the six-hour day was nominally retained, rest periods were agreed to, thus bringing down the actual working-time. After a stoppage of four working days the men returned to their places on the afternoon of Friday, September 5th.

Packing-house Workers, Kelowna.

The men and boys engaged by the Growers' Exchange at Kelowna were working under an agreement, but the question was raised of increased pay and fourteen of their number left work on September 15th. Their places were filled the same day and later those who had gone out returned to work.

Fish Packers, Prince Rupert.

The workers employed in a cold-storage plant at Prince Rupert were organized as a Union, but three of the packers refused to contribute any Union dues. The other packers, to the number of forty-eight, left work on September 27th. Mediation was resorted to in which two members of the Steam and Operating Engineers' local Union and representatives of the Fish Packers' local (O.B.U.) took part. The employees concerned agreed to pay Union dues, and a new clause was inserted in the agreement with the employers whereby thirty days' notice must be given to employers before the calling of a strike. The Fish Packers decided to apply to the Dominion Trades and Labour Congress for a new charter, which virtually meant a change in their Union affiliations. Work was resumed on October 3rd.

SUMMARY OF LABOUR DISPUTES FOR 1924.

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Lumber-workers— Cranbrook and District	Commenced January 2nd. Workers in logging-camps were called out by the I.W.W., who demanded official recognition, a minimum wage of $4 daily, and release of "war prisoners" in the United States. The Deputy Minister of Labour visited district and interviewed parties in the dispute. On March 5th the I.W.W. called off the strike, announcing that they had "transferred the strike to the job"	1,000	30,000
Shipwrights and Carpenters— Vancouver	Commenced June 2nd. The men claimed an advance from $6 to $7 a day for carpenters and joiners and from $6.75 to $8 for caulkers. Advance conceded to a number of men; remainder resumed work on July 14th at original rate	200	7,000
Coal-miners— Fernie and Crow's Nest	Commenced April 1st. On expiry of previous agreement, employers sought to have wages reduced by approximately 12½ per cent., the equivalent of an advance which had originally been granted during the war as a cost-of-living bonus. They complained that competing mine-owners in the United States were paying lower wages than they, but this was disputed. For some months mediation was not effective, but in October, after a series of conferences, the miners by referendum vote agreed to accept a reduction of $1.17 a day in the case of contract miners and 12½ per cent. for those on day wages. Work was resumed on October 20th	1,200	180,000
Japanese Fishermen— Skeena River	Price for sockeye salmon having been reduced the men left work June 15th, but resumed at operators' prices on the 25th	573	4,284
Sawmill-workers— New Westminster	Commenced July 5th, owing to a cut in wages. Only one mill affected. Men returned to work next day on employers' terms	50	50
Sawmill-workers— Victoria	Commenced July 5th, at one mill. Men left work to resist a reduction of 2½ cents an hour in wages. Deputy Minister of Labour was invited by white workers to mediate, and after several conferences arrangement was arrived at which was in the nature of a compromise	350	2,100
Musicians— Vancouver	Commenced August 31st, employees requesting a new agreement under which hours of duty would be reduced from six to five and a half hours a day. Management agreed to recognize certain rest periods, while retaining six-hour day. Work resumed September 5th	35	140
Packing-house Workers— Kelowna	Commenced September 15th. For increased pay. Places of strikers were filled and work resumed at old rate the following day	14	14
Fish-packers— Prince Rupert	Commenced September 27th. Strikers refused to work with three men who would not contribute to their Union. Strike settled by mediation, the men agreeing to pay Union dues and the Union to make a change in its affiliations. Work resumed October 3rd	48	288
		3,470	223,876

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	W. S. Dickson, Superintendent.
Vancouver (Women's Branch), 714 Richards Street	W. S. Dickson, Superintendent.
Victoria, Langley and Broughton Streets	H. Crisford, Superintendent.
Victoria (Women's Branch), Langley and Broughton Streets	H. Crisford, Superintendent.
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.
Revelstoke	H. N. Coursier, Superintendent.
Prince Rupert	J. M. Campbell, Superintendent.
Prince George	G. C. Sinclair, Superintendent.

The following report is submitted by the General Superintendent of the Employment Service:—

This statement covering the work of the British Columbia branch of the Employment Service of Canada for the year 1924 is the sixth annual report of this section of the Department of Labour.

There are sixteen offices in operation in the Province, the number remaining the same as during the preceding year. 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. Owing to a reduction in the volume of business, the office at Fernie was discontinued at the end of March, and an arrangement made to handle the work at that point on a part-time basis. In Vancouver and Victoria separate offices are provided for securing the employment of women.

UNEMPLOYMENT.

Unemployment was not so prevalent during the early part of the period under review as during the corresponding months in preceding years. A large number of unemployed men congregated in the cities of Vancouver, Victoria, and New Westminster and the surrounding municipalities, owing to the attraction of the milder climate of the Coast area and the closing of seasonal industries. The condition was further accentuated by a continued depression in the lumber industry, resulting in many of the companies reducing their staff, and by a large flow to the Pacific Coast of new arrivals. While there was some distress as a result of unemployment, conditions were not such as to necessitate any extensive relief measures. In March and April approximately 500 men were sent to the Prairie Provinces for spring ploughing and seeding, and the reopening of seasonal industries absorbed many of the unemployed.

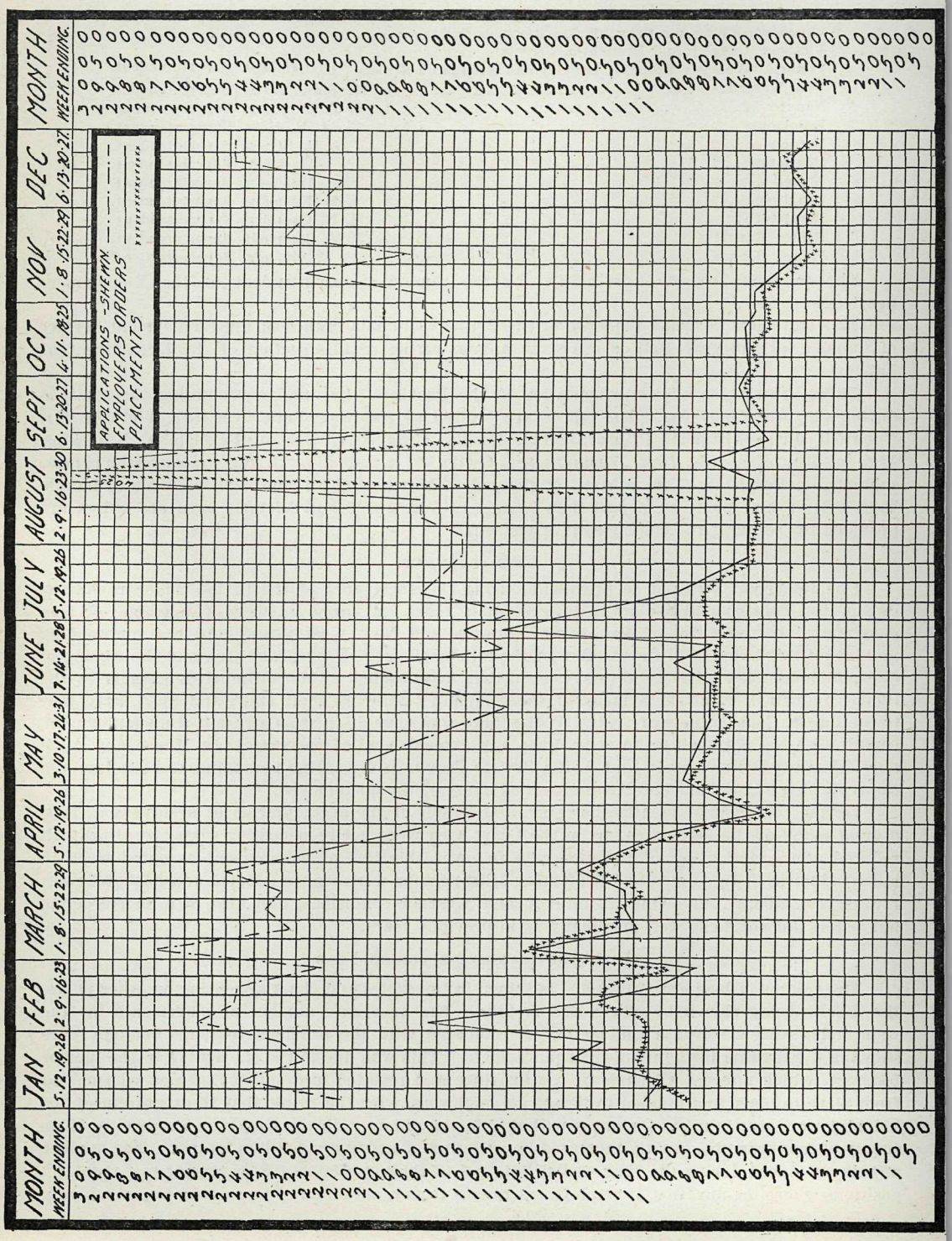
During the summer months, however, as a result of the accumulation of a surplus of logs, a great many of the logging camps in the Coast area were not reopened, or were operating with reduced crews, and many of the men who followed this line of employment accepted work in other industries. In August and September 5,380 persons were sent to Alberta and Saskatchewan for harvest labour, but owing to unfavourable weather conditions, and also to a shorter crop, harvesters did not do so well financially as in previous years.

BUSINESS TRANSACTED DURING YEAR.

The volume of business transacted is shown in the tables and chart appearing on other pages, the details being shown by offices and months. The aggregate number of placements for the year under review shows a contraction as compared with the previous year, all but one office showing a reduction in the number of placements. This was due to the slackening in the lumber industry, which affected all parts of the Province and resulted in a surplus of men who moved from place to place and applied in person to employers, with the result that the requirements of industry were met in many instances without placing orders with the Employment Service. The supply of men was also greatly increased by an influx of newly-arrived immigrants. The number of persons placed during the year was 45,061, and of this number 26,498 were sent to "regular" positions where the duration of employment ranges from a minimum of two weeks to permanence.

The balance, 18,560, filled "casual" vacancies where the period of employment did not exceed two weeks. The number of women placed was 7,805, of which number approximately 4,000 were for casual employment.

CHART SHOWING APPLICATIONS, VACANCIES, AND PLACEMENTS WEEK BY WEEK DURING 1924.



The chart shows the rise and fall of applications for employment, employers' orders, and placement of applicants, by weeks. The sharp rise in the line showing employers' orders in February was caused by a strike in the lumber industry in the Crow's Nest Pass by the I.W.W. The fall in this line at the end of March was due to a transfer of longshore orders which had been given to our offices as one of the conditions of settlement of a longshoremen's strike on the Vancouver water-front. The sharp rise in June marks the demand for pickers of small fruits, which the Service finds greater difficulty each year in supplying. In August the annual movement of harvest labourers to the Prairie Provinces occurred, which accounts for the rapid rise in the number of applicants and placements during that month, the employers' orders not being affected, however, as the orders are shown on the reports of the Provinces to which the men were sent.

Business transacted Monthly, 1924.

Month.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers to other Provinces.
January	11,612	6,149	4,840	131	1
February	9,856	4,318	4,521	50	3
March	9,436	4,316	4,137	93	69
April	9,637	4,120	3,769	139	225
May	7,280	3,202	3,024	104	126
June	6,925	3,994	3,201	159	15
July	8,317	4,245	3,585	99	27
August	10,915	2,759	2,628	98	4,128
September	7,213	2,854	2,596	144	1,176
October	8,836	3,207	3,039	125	1
November	8,588	1,977	1,926	47	1
December	9,238	2,063	2,023	38	.....
Totals	107,853	43,204	39,289	1,227	5,772

Business transacted by Offices, 1924.

Office.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers to other Provinces.
Cranbrook	2,635	2,940	2,317	113	40
Fernie	190	425	282	26	.....
Kamloops	3,264	1,368	1,099	2	121
Nanaimo	1,724	438	412	.....	.....
Nelson	3,746	1,742	1,481	12	53
New Westminster	4,557	1,331	1,281	11	427
Penticton	2,874	920	842	4	88
Prince Georg	1,312	1,423	1,317	3	176
Prince Rupert	10,472	1,521	1,511	22	231
Revelstoke	713	606	514	5	16
Vancouver (Richards Street)	21,466	3,655	3,180	424	2,869
Vancouver (Powell Street)	27,282	15,354	14,928	473	808
Vancouver (Women)	11,804	6,343	5,444	92	224
Vernon	3,600	689	553	3	180
Victoria	8,314	2,397	2,390	8	492
Victoria (Women)	3,900	2,052	1,738	29	47
Totals	107,853	43,204	39,289	1,227	5,772

Harvest-labour for Prairie Provinces.

The arrangement made with the Employment Service officials of the Provinces of Alberta and Saskatchewan in 1921 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 is still in effect, and has worked out to the advantage of the unemployed in this Province and the employers who required labour on Prairie farms. The railways grant reduced rates for the return journey,

and the men are guaranteed employment and a minimum wage by the Employment Service officials of the Provinces of Alberta and Saskatchewan.

The arrangement for the transfer of harvesters in previous years applied only to Vancouver, Victoria, and New Westminster and the territory adjacent to these cities. In 1924 the rates were made applicable to Prince Rupert, Prince George, and intermediate points, and Kamloops, Vernon, and Penticton. This change was made as a result of the large number of settlers on the land who took advantage of the opportunity to engage in harvest labour during the previous year, the view being that a similar opportunity should be given to settlers in the more remote parts of the Province. The result was an unqualified success, 1,063 settlers from 193 different rural communities taking advantage of the reduced rates and the opportunity to secure funds to permit them to devote the time when work could be carried on to the best advantage to improving their own places instead of being forced to seek employment in the over-supplied market of the cities and towns.

Five thousand and sixty-seven men and 313 women were sent to the Prairies for farm-work, 3,913 of this number being in possession of letters from farmers by whom they were previously employed offering an engagement for the current season. This number increased from 2,358 sent under the same circumstances in 1923, and 1,004 in 1922. The number of employers who are satisfied to re-engage workers from this Province year after year is a tribute to the ability of the help sent through the Employment Service during the initial period. That the workers are willing to return to the same employers year after year is a fair indication that they were well treated and satisfied with the conditions of employment. No more satisfactory results could be desired than the bringing together of so many employers and workmen to their mutual satisfaction and advantage. Measured by this standard alone, the harvest-labour movement under the auspices of the Employment Service can be said to have been successful.

Inclement and uncertain weather conditions resulted in the harvesters losing considerable time with a consequent reduction of earnings and increase of expenses, but this is one of the hazards of outdoor employment which cannot be left out of account. There has been the same absence of complaints noted in previous reports, the Employment Service officials in the Prairie Provinces having carried out the conditions of employment offered to the men when they were recruited.

In addition to giving settlers an opportunity in other Provinces, local superintendents in the districts where settlers are taking up land have standing instructions to give preference of employment in industries in their districts to this class of resident, which would in the ordinary course of events go to migratory workers, many of whom are not citizens either by birth or naturalization.

THE SERVICE AND THE FRUIT INDUSTRY.

Many parts of this Province are particularly suitable for the growth of such fruits as berries, plums, cherries, peaches, and apples, and where the acreage under cultivation increases faster than the population in the several districts the task of securing the necessary labour to handle the crops becomes a serious problem. The demand comes, of course, at the busiest season of the year, and the period of employment is short, with the result that the field from which this labour must be recruited is limited to the older boys and girls attending schools and higher branches of learning. The low prices obtained by the growers for their products has compelled a corresponding low rate for fruit-pickers, and this has discouraged those who require to earn money rather than embark on a holiday venture. Where the work is located close to centres of population and the pickers can return to their homes at night the problem has not been so great, but pickers who must camp or board expect a much greater return than the industry has been able to pay.

The Employment Service is confronted annually with the labour problems of this very important industry, and does its best to recruit the necessary labour. Dependent on weather conditions, the growers invariably place their orders early and for a date usually in advance of when the help is required, with the result that the labour recruited frequently vanishes by the time it is actually needed, the youthful recruits having been hired by some other employer who, because of location, has his crop ready for picking, or else having accepted an invitation to go camping.

In the district adjacent to Victoria the Service has been very successful in meeting the needs of the growers, but in this area the pickers, if they desire to do so, can return to their city homes

each night for a nominal transportation charge. In the Fraser Valley the situation is entirely different. There the fields are situated 30 to 50 miles from Vancouver and New Westminster, and in addition to the initial fare the pickers must pay varying amounts for board and lodging, some of which is well worth the amount charged. The number of girls who are prepared to accept this work is diminishing yearly, owing to their inability to earn what they consider an adequate return for the work required, though no difficulty is experienced in securing women for cannery work, where the remuneration is fixed under orders passed by the Minimum Wage Board. Newspaper advertisements by individual growers and by the Service failed during the past season to attract the help necessary, and had it not been for men and boys who were sent out by the Employment offices, many of the growers would have suffered heavy loss through their crops rotting on the bushes. Efforts to secure pickers from the adjoining State of Washington proved unsuccessful, and the Employment Service cannot lend itself to the efforts made by growers to induce pickers to come from the Prairie Provinces, as the railway fare is greatly out of proportion to any possible return the pickers can expect from their labour.

In this industry labour must be available when the fruit is ready to be picked, or the crop, a perishable one, becomes a total loss. Conditions must therefore be made sufficiently attractive to induce workers to accept employment, and if this is not done an impasse is reached that is disastrous to the industry, the workers, and the country generally. The workers expect to sell their commodity in the best possible market, and in this policy they are following the example of the growers in disposing of their crops to the highest bidder. The Service can bring the employers and the workers together, but has no control over either. The employer, in this case the grower, must therefore adjust conditions in such a way that the workers will be justified in accepting employment in the industry.

The labour requirements for the tree-fruit crop in the Okanagan Valley are much more easily met. A large percentage of the help required is resident in the Valley, and unless the crop is above the average in quantity very little outside assistance is necessary. This is easily obtained in other parts of the Interior and in the Coast area, as many young women spend their holidays in this outdoor employment.

Employment for Disabled ex-Service Men.

Although the official responsibility for providing facilities for the placing in employment of handicapped ex-service men has rested with the Dominion Government Department of Soldiers' Civil Re-establishment, the Employment Service has always played a strong part in this work. As four-fifths of the male members of the staff were overseas and three-fifths of this number are handicapped as a result of war service, the unemployed ex-service men, and particularly those suffering from infirmities, are assured of most sympathetic consideration and assistance. In addition to this favourable background, the Hon. Minister of Labour has always taken a keen interest in this branch of the work and has repeatedly required surveys to be made showing the degree of unemployment existing among this section of the population and the steps taken by Departmental officers to effect an improved condition of affairs.

The problem has become localized in the Coast cities of Vancouver and Victoria, where, in addition to the men who went overseas from these cities and the surrounding districts, all the unplaced handicapped ex-service men from other parts of the Province have congregated. This number has been heavily increased by men from other parts of Canada who, because of climatic advantages, have taken up residence in the Coast cities.

A better appreciation of the difficulties of finding employment for these men is secured when the nature of our industries is considered, lumbering, mining, and fishing are our principal sources of employment, and the first two are highly hazardous, resulting in the disablement of many men who cannot, in the case of major injuries, be again employed in the industry in which they were injured. A comparatively small amount of light manufacturing, where men of impaired efficiency can be employed, is carried on in the Province, and the result is that the field available for handicapped workers is extremely limited.

For some time past it has been the view of the Dominion Government officials that better results could be obtained if the employment of handicapped men was placed exclusively in the control of the Employment Service. Following negotiations between the Dominion and Provincial Ministers of Labour, an agreement was finally signed whereby the employment-work would be handled by the Employment Service under the control of Provincial officials, the Dominion

Government providing some additional staff in Vancouver and Victoria to permit of an extension without additional expense to the Province of the work already being carried on by the Employment Service officials under the direction of the Minister of Labour. This agreement came into effect on December 1st, 1924, and although industrial conditions were naturally at their worst during the winter months, the members of the staff assigned to the work of canvassing employers carried on an active campaign. As a result of this work, in the month of December 115 handicapped men were placed in employment, some of it being of a casual nature, but all of assistance to the handicapped ex-service men. Everything considered, the initial efforts along the new lines have been very encouraging, and an improvement in industrial conditions and the reopening of seasonal industries will undoubtedly result in a material reduction in the number of these men. Although started to assist ex-service men, industrial handicaps are also being taken care of in the new branch and many men who heretofore have not utilized the services of the staff are now registering and securing employment as handicap cases. Many of these men are veterans of earlier wars, or were injured in industry prior to the enactment of the present "Workmen's Compensation Act." In consequence, they are dependent on their earnings, and their cases will receive the sympathetic assistance of those entrusted with this work.

CO-OPERATION WITH IMMIGRATION DEPARTMENT.

In addition to actual employment-work, the Service is in close touch with and co-operating with the Department of Immigration, and as a result the Immigration officials have constantly 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, and directing the flow of immigration to parts of Canada where the immigrants can be absorbed into the life of the community. This policy also has the effect of discouraging newcomers from going to districts where there is already a surplus of workers.

The same facilities are also at the disposal of and 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. This arrangement has the effect of encouraging women who are experienced in lines in which employment is available, and discouraging those who would find on arrival that there is no work available for them. Investigations are also made of living and working conditions in the more isolated parts of the Province from which applications have been received for women workers.

The weekly reports of labour conditions throughout the country which are available in all of our offices are widely used by workmen in search of employment, and as a result there is a reduction in the number of men aimlessly wandering from place to place in search of work.

The majority of the employees of the Employment Service, a branch of the Department of Labour, have been with the organization since its beginning in 1919, and have acquired a wealth of knowledge of our industries that is extremely valuable to employers and workmen. The Service is now accepted as, and recognized, as an integral part of the industrial life of the Province.

INSPECTION OF FACTORIES.

Chief Inspector.....R. J. Stewart.
Assistant Inspector.....H. Douglas.
Assistant Inspector.....Miss A. C. McMullin.
Assistant Inspector.....Miss Violet Smart.
(Office.....Court-house, Vancouver.)

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

I have the honour of submitting herewith the annual report of the work of Factory Inspection in the Province for the fiscal year ending December 31st, 1925.

Personal observation and reports reaching this office indicate that some of the manufacturing plants of the Province have not been working to capacity throughout the past year. Various reasons are given for this condition, and various proposals are made by those affected with a view of preventing these periodical times of depression.

As our duties require us to make inspections during good times and bad, our insistence upon improvements in the working conditions, where necessary, are not always welcomed by the employer, whose plant we may be visiting during one of these periods. Generally speaking, the circumstances existing throughout the year were such as to discourage any large outlays for plant extensions or improvements.

Accident Prevention.

Accident prevention has become a definitely organized objective in practically all large industrial plants throughout the Province, with the result that records concerning preventable accidents show a gratifying reduction.

A different procedure is now being followed when new machinery is being installed or plants rebuilt. In the past the dominating objective appeared to be to get the machinery in operation and then wait until the Inspector made an inspection of the plant before any serious attempt was made to provide safe working conditions for the employees. The general practice at the present time, however, is to have all safe-guards installed before the machinery or plant is placed in operation, and then to notify us that the plant is ready for inspection. Although standards governing the operation of power-driven machinery have been issued by the Workmen's Compensation Board, there are certain existing conditions in some plants which make strict adherence to these standards a difficult matter at times. In cases of this nature the Inspector is very often called upon to devise other ways and means of removing the hazard, which is not always easy of accomplishment. As in previous years much time is necessarily devoted to this portion of our duties, which, while they are to a certain extent of a routine nature, require in some instances a good deal of time and study before a solution satisfactory to all concerned is decided upon.

Elevators.

During the past year we have devoted a large portion of our time to the inspection of passenger elevators. The great majority of the elevators installed throughout the Province are what is known as the "drum type," which is being rapidly superseded by the later and more modern type known as the "traction machine." While the hazards in connection with their operation do not differ to a very great extent, the traction type has certain safety features not possessed by the drum machine.

We find in subjecting the safety devices on some of the older machines to a test that they do not meet requirements, and in view of these defects have found it necessary to have equipment of a more efficient type installed. Such installation takes considerable time, and entails, in some instances, quite an expenditure. We have in mind one installation, the car-holding safety devices of which had been rendered absolutely useless through the ignorance of either the engineer or some other person who was not conversant with the operation of this device. At the time these conditions were noted, it was also found that one of the hoisting cables had broken just outside the socket. What would have happened to the occupants of this elevator if the remaining cable had broken can only be surmised.

While no fatalities occurred on passenger elevators throughout the Province during the past year, I have to report injuries being received by several occupants of an elevator in one

of the large office buildings in Vancouver, owing to the breaking of the hoisting-cables inside the socket. Inspection of this elevator just prior to the failure of the cables would not have disclosed the defects in the cable fastening, as they are applied to the car in such a manner as to be inaccessible for inspection. This accident occurred when the car was being stopped at the ground floor. Owing to the short distance from the ground floor to the pit, the governor and safety devices could not function, although the car was equipped with modern safety devices, which upon examination afterwards were found to be acting properly. If the distance of fall had been four feet farther, the car would have stopped as easily as it does at any floor during regular operation.

Since the occurrence of this accident we are ordering all elevators that are equipped with this type of fastening to have at least ten (10) inches cut off the cables at the sockets and these cables refastened every two years.

CHILD-LABOUR.

The law prohibiting employment of boys and girls under the age of 15 has in most cases been complied with, although in several instances, during school holidays, we found that children were holding positions through false representation regarding their age being made by themselves and their parents.

PROSECUTIONS.

The observance of the hours governing the operations of laundries has shown a marked improvement over previous years. One prosecution for an infraction of this portion of the Act resulted in a fine of $100 being imposed on a proprietor of one of the Oriental laundries in Vancouver.

With regard to sanitation, ventilation, and lighting, these important matters have been given our constant surveillance, and, where alterations and improvements were found necessary, instructions regarding same had been issued.

COMPLAINTS.

Most complaints are received at this office by telephone, some through the mail, while many are made in person. In the majority of cases the informant does not care to reveal his or her name, fearing possible exposure and dismissal. It has been the policy of the inspectorate immediately to follow up all complaints, and encouragement has been given to employees to report any violation of the Act. At the same time the assurance is given that any information received will be treated strictly confidential.

In conclusion, I wish to remark that the work of enforcing the laws relating to factory inspection has been carried on with only one motive in mind—that of carrying out the intentions of each law impartially. In many cases where some of the orders issued may have appeared stringent, and exception was taken by the recipients of such orders, they have been invited to meet in conference to discuss all alleged grievances. In every case the matter in question was the subject of argument, which invariably resulted in a better understanding between the Department and the owner of the business, and in more cordial co-operation towards securing the desired results.

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.

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

Sir,—We have the honour to submit the seventh annual report of the Minimum Wage Board of British Columbia, covering the work of the Board for the year ended December 31st, 1924.

The late Mrs. Winifred Mahon.

It is with very deep regret that the Board records the death of the Minimum Wage Inspector, Mrs. Winifred Mahon, which occurred in July, 1924. The late Mrs. Mahon was appointed in February, 1923, and had proved herself a most capable official, at all times assiduous in carrying out the duties of her position. The public service of the Province is the poorer by her untimely death, and the women and girl workers of British Columbia have lost a true friend.

Work of Minimum Wage Inspection.

Her successor in the inspectorate is Miss Violet Smart, who had been engaged in other branches of the Provincial Civil Service for several years. Since taking over her present duties Miss Smart has made tours of inspection in various parts of the Province, visiting working establishments where women and girls are employed. These visits have led in a number of instances to changes for the better in the conditions under which employees were working, and to the making-up of the amounts due where they had been underpaid. Some of the offending firms have been prosecuted, and in cases where minor irregularities were found to exist a warning was given and a further call paid at a later date to ascertain that the cause of complaint had been removed.

Latitude allowed under the Law.

It has happened frequently that the attention of the Board and its officials has been directed to cases where an infraction of the law was supposed to have occurred, but after investigation it has been found that everything was in order. Such misunderstandings may be avoided if those making complaint bear in mind that a girl under eighteen years of age is permitted to be employed at a salary less than the full legal minimum for older experienced girls, and also that persons over the age of eighteen may be employed for a certain stated period, which varies in different industries, on a reduced scale of pay while learning the trade.

Other cases producing a crop of unfounded complaints are those in which women and girls at work for less than the full legal number of hours weekly are paid on a *pro rata* basis, their weekly pay being thus less than would be required if the full number of working-hours were put in. The number of communications received by the Board relating to cases coming under these heads leads us to believe that the degree of flexibility authorized by the law as to these matters is not fully understood.

Additional Pay secured.

In checking up the returns received by the Board from employers, a number of cases came to light in which girls were being paid less than the minimum wage required by the Board's orders. Steps have at once been taken to recover for the girls affected the full legal minimum wage, and representations made to employers have in all cases been effective. In this way female employees in the Province have received additions to their pay amounting in the aggregate to $89.75 a week, as the direct result of the intervention of the Board. In some of these cases the circumstances were not such as seemed to justify prosecution, or the offence has been within only a short period and without deliberate intention to violate the law. Some of the most flagrant cases have been taken into Court.

Compensation for Underpayment.

Experience has again proved the value of the provision of the Act which entitles a woman or girl to receive compensation from her employer for past underpayment for her services. Cases coming under this head have been brought to the notice of the Board, and where the

facts were clearly established we have insisted that employers should make up the amounts by which their employees have been underpaid during varying periods. The total arrears received by employees thereby amounted to $2,107.44, the individual payments ranging from as low as 7 cents to as much as $250. The girl in the latter case had worked a considerable amount of overtime, and payment at a higher rate was demanded and secured. Towards the end of the year a case was dealt with in which eight girls working for the same employer had been underpaid, and the total amount received from the employer in arrears was over $700.

The girls benefiting by the action of the Board in collecting arrears during the year included workers in restaurants, hotels, millinery, tailoring and dressmaking establishments, dentists' offices, glove factories, laundries, fruit canneries, garment factories, retail stores, commercial offices, and paper-box factories. The principal delinquents were found in Vancouver, Victoria, New Westminster, Chilliwack, and Penticton, although readjustments were necessary in other centres.

CASES TAKEN INTO COURT.

Where it appeared that an offence could be clearly established by evidence and there were no mitigating circumstances, the Board proceeded against the offenders in Court. Twelve such cases were taken during the year, of which the following is a brief résumé:—

1. Information was laid against the proprietor of a restaurant for not paying the legal minimum wage. The case was called and adjourned for a week. Defendant did not appear. The Magistrate issued a warrant and defendant was arrested. He was allowed out on bail after promising to pay $22.50 arrears next day to the employee. He paid $12.50 only and was given one more day's grace. The following day he paid $5 and was remanded for a week when he paid the balance. The Magistrate dismissed the case, as he was reluctant to imprison the man and the employee had received all arrears due.

2. Two charges were laid against the proprietress of a restaurant, one for allowing an employee to work excessive hours and the second for failing to post the Board's Order. Defendant was convicted on the first charge and fined $25. The second case was dismissed as it was proved that the Order had been posted and subsequently taken down. The Magistrate declared that there was nothing in the Act to stipulate that the Order should be kept posted.

3. An employer was fined $25 under the Mercantile Order for paying wages below the prescribed minimum.

4. An employee worked excessive hours as waitress in an ice-cream parlour. Two charges were laid against the proprietor, for allowing her to work longer than the Order permitted and for making a false return to the Board. It was calculated the sum of $250 was due to the employee. This was paid in cash and the cases were withdrawn.

5. A restaurant proprietor was fined $25 for permitting his employee to work longer hours than the law allowed.

6. In a case in which the telephone operator at a hotel worked excessive hours the employer was fined $25 for violation of the Order governing the Telephone Occupation.

7. Information was laid against the proprietor of an ice-cream parlour and confectionery business for failing to pay the minimum wage. The place was suddenly closed and the employer could not be located, presumably having left town.

8. A $25 fine was imposed for allowing a hotel employee to work excessive hours. The Magistrate of his own accord and without an additional information being laid imposed a further fine of $10 because the defendant dismissed the employee after she gave information to the Board's officials.

9. A fine of $25 was imposed for causing an employee in a café to work longer hours than was permitted by the Public Housekeeping Order.

10 and 11. Two restaurant proprietors were fined $25 for causing their employees to work long hours.

12. The proprietor of a hotel was fined $25 for paying less than the minimum wage to a chambermaid.

The defendants in most of the above-mentioned cases were either foreigners or persons who had recently gone into business. It is noticed that, as experience of the Act becomes more general,

there is less reticence on the part of girls who have been unfairly treated in making complaint or in coming forward to testify against the offenders. Their unwillingness to do so in former years was one of the chief difficulties confronting the Board, and the changed attitude of female employees will tend toward more effective administration of the provisions of the Act.

THE "SCHOOLS" PROBLEM.

One of the most embarrassing problems which the Board encounters are the pseudo "schools" which profess to teach some industry or occupation and pay no wages but frequently charge for what they designate as a "course" of instruction.

If wage-earners are paid lower sums than the legal minimum to which they are entitled the Board may proceed against the offending employers in the Police Courts, and the employees themselves may recover in the Civil Courts the difference between what they were paid and what they should have received. But when girls are induced to pay fees, in some cases amounting to $75 or $100 for the privilege of learning some occupation, even though the instruction is indifferent or worthless, and the employers are being paid by their customers for the services of the "pupils," the Board is helpless. The Courts having decided that such girls are not employees in the legal sense, since they are not in receipt of wages and are therefore not technically employed, the Board has no power to obtain redress for them.

STATISTICAL REPORT.

The figures compiled from the annual returns furnished by employers of female help in the Province for week ending November 29th, 1924 (or for the week of greatest employment in the seasonal occupations), are arranged in tables covering nine occupations or industries for which Orders are in effect. These are listed in such a way that comparison may be made with those of former years.

In addition to presenting statistics relating to women and girl employees for the whole Province the forms were divided into four geographical groups, according to the location of the business. Returns from employers in the Cities of Vancouver and Victoria have been classified in two separate divisions, while the figures relating to the firms on the Mainland (exclusive of Vancouver), and those on Vancouver Island (other than Victoria), make up the remaining two classes. For convenience these groups are referred to in the text as Vancouver, Victoria, Mainland, and Island.

Returns for 1924 were received from 2,287 firms, being 92 in advance of the 1923 total. A gain is also recorded in the number of employees reported. Last year's figures accounted for 10,863, while this year the total stands at 11,597, an increase of 734. It must be remembered that the "Minimum Wage Act" does not apply to domestic servants, fruit-pickers, and farm-labourers. If these classes came under the jurisdiction of the Minimum Wage Board our total of women gainfully employed would be considerably higher.

The following tables, with accompanying comment, are presented by the Board with the sincere hope that the data contained therein will be of interest and value to the readers of the Report.

MERCANTILE INDUSTRY.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	335	325	320	278	317
Number of employees—					
Over 18 years	2,124	2,000	1,828	1,788	1,685
Under 18 years	341	364	283	256	369
Total weekly wages—					
Employees over 18 years	$32,203.49	$30,520.25	$27,577.19	$28,601.35	$26,852.90
Employees under 18 years	$3,028.00	$3,321.00	$2,682.00	$2,389.50	$3,528.00
Average weekly wages—					
Employees over 18 years	$15.16	$15.26	$15.09	$15.99	$15.94
Employees under 18 years	$8.88	$9.12	$9.48	$9.33	$9.56
Percentage of employees under 18 years	13.83%	15.4%	13.4%	12.52%	17.96%
Average hours worked per week	42.95	42.95	43.7	44.17	43.7

Returns were received from 335 firms employing 2,465 female employees, of which number 132 establishments were located in Vancouver, with 1,613 employees on the pay-roll; 58 in Victoria accounting for 511 women and girls, 109 on the Mainland with 250 employees, and 36 on the Island with the balance of 91 workers.

The total pay-roll for the women and girls for the one week reported amounted to $35,231.49, which was apportioned as follows: Vancouver, $23,251.53; Victoria, $7,022; Mainland, $3,775.96; Island, $1,182.

In computing the average weekly wage for employees over 18 years of age the Provincial figure proved to be $15.16, which is $2.41 in excess of the prescribed minimum of $12.75. Following are the averages for the four localities: $15.40 in Vancouver, $14.32 in Victoria, the Mainland standing high at $15.88, the Island recording $14.57.

For the girls under 18 the average weekly wage for the whole of British Columbia was $8.88. Vancouver's and Victoria's figures are almost identical in this grading, the former standing at $8.75 and the latter at $8.76. The Mainland average is $10.84, and that of the Island $8.33.

The percentage of employees under 18 years of age for the entire Province has dropped since 1923 from 15.4 per cent. to 13.83 per cent. In Vancouver this percentage is 14.88, in Victoria 10.37, on the Mainland 10, and the Islands run up to 25.28 per cent.

The average weekly working-hours for British Columbia are 42.95, no change having occurred since 1923. In calculating the average working-week for Vancouver it is found to be 42.59 hours, in Victoria it is 42.77 hours, on the Mainland the workers are employed on an average of 46.13 hours, while the Island average is 42.52.

Out of the 2,465 employees in this occupation there are 930 working a 44-hour week, or slightly over 37 per cent. This is the most general weekly working-period.

More employees are in receipt of wages ranging between $12 and $13 than any other amount, there being 568 in this division, 25 of whom are under 18 years of age. Another large group, comprising 346 employees (341 adults and 5 girls), is recorded as receiving between $15 and $16.

LAUNDRY INDUSTRY.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	53	53	46	33	35
Number of employees—					
Over 18 years	625	558	474	449	486
Under 18 years	84	60	101	70	84
Total weekly wages—					
Employees over 18 years	$8,859.00	$8,026.50	$6,880.00	$6,478.50	$7,332.00
Employees under 18 years	$889.00	$667.00	$1,215.50	$837.00	$1,004.00
Average weekly wages—					
Employees over 18 years	$14.17	$14.38	$14.51	$14.43	$15.08
Employees under 18 years	$10.58	$11.12	$12.03	$11.96	$11.95
Percentage of employees under 18 years	11.85%	9.71%	17.57%	13.49%	14.74%
Average hours worked per week	43.69	44.33	44.73	44.74	45.72

Although the number of firms sending in returns for 1924 is exactly the same as the preceding year—namely, 53, the staffs employed show an upward tendency in numbers. In 1923 the pay-rolls contained 618 names, but the following year there were 709 listed. Vancouver's 25 firms contributed 475 employees; Victoria's 112 workers were found in 9 establishments; the Mainland quota of 103 was gathered from 17 plants; while the Island made up the balance of 19 in 2 different firms.

The week's pay-roll in Vancouver reached the sum of $6,678.50; Victoria's share was $1,488; the Mainland and Island wages for the week were $1,365.50 and $216, respectively, making up the total for the Province of $9,748.

Coming to the average weekly wages we find that for the whole of British Columbia the adult women workers averaged $14.17 weekly, and the girls $10.58. The minimum wage for experienced workers over 18 years of age in this line of work is $13.50 per week. In Vancouver

the average for employees over 18 is $14.50; for the younger workers it is $10.86 weekly. The averages in the other sections of the Province adhere more closely to the legal minimum.

The Province's percentage of employees under 18 years of age is 11.85. The Mainland firms employ the most limited number of girl workers, or 5.83 per cent. The Island ranks next with 10.52 per cent. Vancouver has 12.21 per cent., while Victoria's percentage is 16.07.

Whereas it is permissible to work a 48-hour week, yet the average hours for British Columbia are 43.69. The average week in Vancouver consists of 44.06 hours; in Victoria it is 46. Shorter working periods prevail on the Mainland and Island, where 40.51 and 38.11 hours are the respective averages.

A 46-hour week is actually worked by 208 employees. This is the most usual working-period. The peak in numbers receiving the same wage occurs between $13 and $14, there being 196 workers at this rating, of whom 14 are under 18 years of age. There are 112 adults and 3 girls listed at $14–$15.

Public Housekeeping Occupation.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	314	287	287	242	244
Number of employees—					
Over 18 years	1,316	1,174	1,171	994	1,184
Under 18 years	49	47	44	26	58
Total weekly wages—					
Employees over 18 years	$21,493.42	$19,164.50	$18,718.25	$15,774.06	$19,625.44
Employees under 18 years	$730.00	$686.50	$658.00	$373.00	$913.50
Average weekly wages—					
Employees over 18 years	$16.33	$16.32	$15.98	$15.87	$16.58
Employees under 18 years	$14.90	$14.61	$14.95	$14.35	$15.75
Percentage of employees under 18 years	3.59%	3.85%	3.62%	2.55%	4.67%
Average hours worked per week	45.97	45.42	46.23	45.26	46.51

An appreciable gain over 1923 is recorded in the number of employees in this calling. For 1924 it is pleasing to report that 27 extra firms added 144 names to the pay-rolls, thus bringing the total employed to 1,365, spread over 314 establishments.

These places of business are situated as follows: Vancouver has 137 with 789 workers; Victoria, 36 with 182 employees; Mainland, 341 women and girls with 117 different business addresses; Island, 53 employees in 24 work-places.

The Provincial pay-roll for the week is quoted at $22,223.42, distributed in the following manner: Vancouver, $12,764.60; Victoria, $2,629.50; Mainland, $5,949.82; Island, $879.50.

The legal minimum in this line of work is $14 weekly for workers over 18, and $12 for the younger girls. The averages for British Columbia in the two classes are $16.33 and $14.90, respectively. In the four localities of the Province there is considerable variation in the averages. For the adult employees an ascending scale of averages is: Victoria, $14.45; Vancouver, $16.21; Island, $16.96; and Mainland, $17.51. The order for girls' averages is: Island, $13.10; Victoria, $14.42; Vancouver, $14.63; and Mainland again in top place with $16.09.

This is one of the occupations in which the percentage of employees under 18 is always very low. The Provincial figure is but 3.59 per cent. The following are the percentages for the four parts of the Province: Vancouver, 1.9; Mainland, 4.69; Victoria, 7.14; and Island, 9.43.

Turning to the working-week it is perceived that the average for 1924 stands at 45.97 hours weekly. The lawful working-week may run up to 48 hours with an extra four hours in emergency cases. These additional hours carry with them the right of the employee to be paid at the rate of time and one-half. In the cities of Victoria and Vancouver the average hours worked per week are somewhat lower than on the Mainland and Island.

Barring highly seasonal occupations this is the one in which the temptation to require employees to work long hours seems to be strongest. The Board has had to institute Police Court proceedings in some instances to check this tendency.

OFFICE OCCUPATION.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	1,171	1,133	1,097	1,043	1,019
Number of employees—					
Over 18 years	2,799	2,595	2,502	2,434	2,467
Under 18 years	92	93	91	50	155
Total weekly wages—					
Employees over 18 years	$54,758.49	$50,285.00	$48,341.00	$47,155.97	$47,941.00
Employees under 18 years	$1,113.50	$1,155.50	$1,110.50	$577.00	$2,110.00
Average weekly wages—					
Employees over 18 years	$19.56	$19.38	$19.32	$19.37	$19.43
Employees under 18 years	$12.10	$12.42	$12.20	$11.54	$13.61
Percentage of employees under 18 years	3.18%	3.5%	3.5%	2.01%	5.9%
Average hours worked per week	41.9	41.90	41.93	40.89	41.5

From the returns received for 1924 it is worthy of observation that there are more employees engaged in clerical work than in any other calling over which the Minimum Wage Board has jurisdiction.

The 1,171 firms reporting supplied information concerning 2,891 office employees, 2,123 of whom were in Vancouver, 361 in Victoria, 349 on the Mainland, and 58 on the Island. The week's pay-roll reached a total of $55,871.99. Employees of Vancouver firms draw $41,586.50 of this amount; Victoria is credited with $6,522.06. The Mainland figure is $6,723.40, and $1,040.03 are earned on the Island.

The weekly average for workers over 18 years of age is much higher than in any of the other all-the-year-round occupations, and, standing as it does at $19.56, has even surpassed the 1923 figure. The minimum prescribed by the Board's Order is $15. Dealing with the Vancouver firms alone the average for employees over 18 is $19.82 weekly. For the younger girls it is $12.15. The Victoria calculations resulted in $18.16 and $14.56 for these respective averages. From the Mainland forms the weekly averages were reckoned at $19.57 for the over-18 workers; the Island average proved to be $18.76.

While this occupation has the high record for averages it also has a lower percentage of young workers than any of the other groups. The Provincial figure is 3.18 per cent. In Victoria this percentage is very low—namely, 2.49. Vancouver offices absorb 3.06 per cent. of girls under 18, and the other divisions of the Province have a slightly higher percentage.

There is very little variation in the average weekly hours for the four parts of the Province. The Mainland ranks low with 40.52 hours; the Island shows 41.76; the average for the entire Province is 41.9. Next in order is Vancouver with 42.09 hours. Victoria's office-workers average 42.13 hours weekly.

Three hundred and forty-five, or 11.93 per cent. of the employees in this classification draw wages in the sum of $25 a week or more, the highest actual weekly earnings being $62.50.

PERSONAL SERVICE OCCUPATION.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	34	34	32	22	37
Number of employees—					
Over 18 years	126	91	78	69	144
Under 18 years	22	18	19	18	17
Total weekly wages—					
Employees over 18 years	$2,009.79	$1,534.68	$1,196.00	$1,077.50	$2,403.25
Employees under 18 years	$239.50	$208.00	$214.00	$203.00	$246.00
Average weekly wages—					
Employees over 18 years	$15.95	$16.87	$15.33	$15.62	$16.69
Employees under 18 years	$10.89	$11.56	$11.26	$11.28	$14.47
Percentage of employees under 18 years	14.86%	16.51%	19.59%	20.06%	10.56%
Average hours worked per week	38.14	40.07	38.03	38.52	35.7

Out of the 34 firms employing 148 women and girls 22 are located in Vancouver, with 113 names on the pay-rolls. The 28 employees in Victoria are found in 7 establishments. The Mainland and Island figures are low, there being but 3 employers with 4 workers on the Mainland, and 2 firms on the Island with 3 employees.

The weekly pay-roll for the entire Province was $2,249.29, of which amount $1,819.29 was allotted to the Vancouver wage-earners and $389.50 to those in Victoria. On the Mainland and Island the working-week was very short, and in consequence the earnings of the employees were low.

British Columbia women workers over 18 years of age averaged $15.95 weekly, while the figure for the girls worked out at $10.89. The result of computing the weekly averages for the older workers in Vancouver and Victoria revealed $16.73 for the former and $14.76 for the latter. The legal minimum for adult workers is $14.25 weekly.

The percentage of girls under 18 years of age in this occupation is 14.86 for the whole Province. Victoria firms employ 17.86 per cent. of girls under 18. In Vancouver the figure is lower, there being but 13.27 per cent. of the younger workers.

Ushers are included in this category, and as their hours are very broken the average working-week in this occupation is shorter than in any other group. For the Province it is 38.14 hours, in Vancouver it is 38.71 hours, and in Victoria 42.5 hours constitute the average working-week.

Fishing Industry.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	4	7	9	12	9
Number of employees—					
Experienced	34	31	50	36	24
Inexperienced	5	1	15	12	1
Total weekly wages—					
Experienced employees	$601.44	$489.50	$778.00	$534.00	$433.19
Inexperienced employees	$55.00	$13.50	$181.50	$143.50	$9.50
Average weekly wages—					
Experienced employees	$17.69	$15.79	$15.56	$14.81	$18.05
Inexperienced employees	$11.00	$13.50	$12.10	$11.96	$9.50
Percentage of inexperienced employees	12.82%	3.12%	23.08%	25.00%	4.00%
Average hours worked per week	50.59	49.12	46.08	41.5	49.36

The minimum wage in this industry is $15.50 for experienced workers—the highest rate in effect in British Columbia at the present time. As the Order does not apply to canning its scope is limited to other branches of the industry, such as salting, smoking, etc.

Only 4 returns, covering 39 employees, were received for 1924. Three of these, with 11 workers, were located in Vancouver. The other firm with the balance of employees on its pay-roll was found on the Island.

The total wages for the week reported amounted to $656.44. The weekly average for experienced workers, $17.69, exceeded last year's figure by $1.90.

Telephone and Telegraph Occupation.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	97	94	83	69	71
Number of employees—					
Experienced	1,192	1,089	1,084	988	848
Inexperienced	218	204	142	158	379
Total weekly wages—					
Experienced employees	$21,256.75	$19,426.18	$18,698.50	$15,986.37	$14,528.00
Inexperienced employees	$2,555.50	$2,289.50	$1,550.00	$2,113.50	$4.778.50
Average weekly wages—					
Experienced employees	$17.83	$17.84	$17.25	$16.18	$17.13
Inexperienced employees	$11.72	$11.22	$10.92	$13.38	$13.90
Percentage of inexperienced employees	15.46%	15.78%	11.58%	13.8%	30.88%
Average hours worked per week	42.29	41.34	41.53	41.7	42

Ninety-seven firms in British Columbia were responsible for the wages of 1,410 telephone or telegraph operators during 1924. These businesses were found to be situated as follows: 57 in Vancouver with 929 operators; 5 in Victoria with 134 employees; 32 on the Mainland with 257 operators, and 3 on the Island with 90 employees.

The Provincial pay-roll for the week amounted to $23,812.25, made up in the following manner: Vancouver, $16,190.95; Victoria, $2,369.58; Mainland, $4,005.22; Island, $1,246.50.

The minimum wage for experienced workers in this occupation is $15 for a 48-hour week, with a lower scale for the inexperienced operators. The Provincial average is $17.83 for experienced employees, and $11.72 for those who have not had sufficient training to entitle them to the higher rate. In Vancouver the two averages are $18.46 and $12.34, respectively. The average in Victoria for the experienced workers in still higher, being $18.70, while the unskilled workers average $12.19. On the Mainland and Island the averages are somewhat lower.

The percentage of inexperienced employees for British Columbia is 15.46, which is just a trifle below the 1923 figure. The lowest percentage, 10.89, occurs on the Mainland. There are 14.44 per cent. of inexperienced workers on the Island, 15.67 in Victoria, and 16.79 in Vancouver.

The average weekly hours for British Columbia are 42.29, and range from 40.81 on the Island, 41.94 in Victoria, 42.32 in Vancouver, to 42.86 on the Mainland.

A 44-hour week is actually worked by 447 operators, while 345 are busy 42 hours weekly.

FRUIT AND VEGETABLE INDUSTRY.

	1924.		1923.		1922.	
Number of firms reporting	39		28		30	
	Time.	Piece.	Time.	Piece.	Time.	Piece.
Number of employees—						
Experienced	625	252	669	298	574	135
Inexperienced	148	65	93	122	242	102
Total weekly wages—						
Experienced employees	$9,849.70	$4,975.19	$11,302.50	$5,256.00	$10,598.00	$2,619.00
Inexperienced employees	$1,225.50	$573.50	$931.50	$744.50	$1,967.50	$817.00
Average weekly wages—						
Experienced employees	$15.76	$19.74	$16.89	$17.64	$18.46	$19.40
Inexperienced employees	$8.28	$8.82	$10.02	$6.10	$8.13	$8.01
Percentage of inexperienced employees	19.54%		18.19%		32.67%	
Average hours worked per week (time-workers)	43.29		47.77		43.07	

The fruit and vegetable industry is largely centred around the Okanagan Valley. The actual pickers of fruit are not included in the figures herewith presented, as they and their employers are specifically exempted from the provisions of the "Minimum Wage Act." Most of the girls are engaged in work in and around the packing-houses and canneries.

In many branches of this industry piece-work is customary, and in some establishments no record is kept of actual hours worked by each piece-worker. However, when hours were reported for employees they were included amongst the time-workers, so that calculations to obtain the average working-week would cover the greatest number.

Thirty-nine firms sent in returns covering 1,090 employees. The 29 Mainland establishments contributed the major portion of the workers, accounting for 792. Vancouver, with 7 plants and 263 workers, ranked next. Victoria's 3 firms employed 35 women and girls. There were no returns from the Island in this industry.

The total weekly wages for the Province reached the sum of $16,623.89, of which the Mainland's share was $12,205.66. Vancouver employees earned $3,989.73, and the Victoria workers were paid $428.50.

For a 48-hour week the minimum wage is $14 for experienced workers, with slightly advanced rates when additional hours must be put in to take care of the fruit which cannot be handled in a normal working-day. Experienced time-workers and piece-workers for the entire Province averaged $15.76 and $19.74 a week respectively. On the Mainland the piece-workers' average was $21.50 and the time-workers' $15.72. In Vancouver $16.39 was the average for the time-workers and $17.12 for those on a piece-rate basis.

The percentage of inexperienced workers was found to be 19.54 for British Columbia. The Vancouver firms employed 18.25 per cent. of this class of help, Mainland 19.44 per cent., and Victoria 31.43 per cent.

The average working-week consisted of 43.29 hours for employees in the Province.

Manufacturing Industry.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	240	234	231	199	181
Number of employees—					
Experienced	1,262	1,107	1,093	1,145	989
Inexperienced	218	249	203	298	201
Total weekly wages—					
Experienced employees	$20,510.60	$18,707.46	$17,485.00	$18,323.42	$16,454.96
Inexperienced employees	$2,235.00	$2,494.50	$2,150.50	$2,939.00	$2,087.00
Average weekly wages—					
Experienced employees	$16.25	$16.90	$16.00	$16.00	$16.64
Inexperienced employees	$10.25	$10.02	$10.59	$9.86	$10.38
Percentage of inexperienced employees	14.73%	18.36%	15.66%	20.65%	16.89%
Average hours worked per week	43.65	43.82	43.92	42.63	43.8

Returns were received from 240 firms employing 1,480 employees. The Vancouver concerns number 184, with staffs totalling 1,280. In Victoria 30 firms employed 136 workers, whose duties were classified in the manufacturing industry. The Mainland recorded 22 establishments with 59 employees, the other 4 firms being located on the Island and employing 5.

The Provincial pay-roll for the week was $22,745.60, towards which Vancouver contributed $19,624.10. Victoria's share was $2,139, the Mainland's $913, and the Island's $69.50.

Piece-work prevails in some branches of this industry, but the minimum wage for experienced employees, whether on a time-rate or piece-rate basis, is $14 for a week of 48 hours. The average for skilled workers for the Province is $16.25 weekly. A rising scale of averages for the four divisions would read as follows: Island, $15.50; Vancouver, $16.18; Victoria, $16.72; Mainland, $16.88.

The percentage of inexperienced employees in British Columbia has dropped from 18.36 in 1923 to 14.73 in 1924. In the two cities of Vancouver and Victoria these percentages are 14.37 and 14.71 respectively. On the Mainland and Island there is a higher percentage of inexperienced help employed, the figure for the former being 22.03 per cent. and for the latter 20 per cent.

The working-week averaged 43.65 hours for the Province. On the Island the employees average the shortest week, or 41.6 hours. Vancouver's average is 43.51 hours; Victoria's, 44.45. The employees on the Mainland work an average of 44.86 hours. Out of 1,480 employees 462 are actually on duty for 44 hours.

Summary of all Occupations.

	1924.	1923.	1922.	1921.	1920.
Number of firms reporting	2,287	2,195	2,135	1,923	1,939
Number of employees—					
Over 18 years, or experienced	10,355	9,612	8,989	8,592	8,481
Under 18 years, or inexperienced	1,242	1,251	1,242	1,130	1,328
Total weekly wages—					
Employees over 18 years, or experienced	$176,517.87	$164,712.57	$152,890.94	$147,084.68	$147,247.01
Employees under 18 years, or inexperienced	$12,644.50	$12,511.50	$12,546.50	$11,671.10	$15,439.50
Average weekly wages—					
Employees over 18 years, or experienced	$17.05	$17.14	$17.00	$17.12	$17.36
Employees under 18 years, or inexperienced	$10.18	$10.00	$10.10	$10.33	$11.62
Percentage of employees under 18 years, or inexperienced	10.71%	11.52%	12.14%	11.63%	13.54%
Average hours worked per week	43.09	43.31	43.28	42.96	43.62

For the past four years co-operation of employers in furnishing reports has been more pronounced each year. While it is frankly admitted that our figures for 1924 are not absolutely complete, effort was made to secure as many returns as possible, with the result that the statistics cover 92 more firms than in 1923. There is an increase, too, in the number of experienced employees or those over 18 years of age. In 1923 records concerning 9,612 such workers were received, but the 1924 total stood at 10,355. Since last year a slight decrease of 0.51 per cent. is noticeable in the employment of young girls or unskilled workers.

The total weekly pay-roll amounted to $189,162.37, as against $177,224.07 the previous year. The weekly average of $17.05 for the adult workers registered a decrease of 9 cents from the 1923 figure, but the average for young girls rose from $10 to $10.18.

The average hours worked per week for the total number of women and girl workers are 43.09.

LENGTH OF SERVICE.

The following table shows the length of time the employees served with the firms for whom they were working at the time the returns were sent in to the Board. A study of the table discloses that office-workers remain with their respective employers longer than those in other callings. In marked contrast those engaged in public housekeeping occupations are apt to change positions most frequently. Practically one-half the women in this group had been with their employers less than a year.

The fact that the fruit and vegetable season lasts but a few months each year accounts for employers reporting 706 out of 1,090 workers having served them for less than twelve months.

As a general rule it is noticed that the length of training required for a particular line of work has a distinct bearing on the time the employee will hold her position. An occupation that requires little or no time in which to acquire proficiency usually carries with it a frequent labour turnover. Where long intensive preparation is necessary to qualify for a position the changes do not occur nearly so often.

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	109	987	497	241	211	141	103	56	44	24	5	47	2,465	335
Laundry	16	220	172	101	68	53	32	20	7	4	2	14	709	53
Public housekeeping	28	655	252	135	96	70	43	32	12	8	8	26	1,365	314
Office	31	683	515	354	259	317	192	177	84	72	33	174	2,891	1,171
Manufacturing	28	493	299	210	145	98	73	53	28	10	9	34	1,480	240
Personal service	5	70	21	19	4	10	6	6	4	2	....	1	148	34
Telephone and telegraph	1	399	279	147	103	195	94	47	50	24	10	61	1,410	97
Fishing	1	27	5	3	1	1	.....	....	1	....	....	....	39	4
Fruit and vegetable	237	706	37	65	20	13	6	6	....	....	....	....	1,090	39
Totals	456	4,240	2,077	1,275	907	898	549	397	230	144	67	357	11,597	2,287

PEAK WAGE AND RECORD SERVICE.

As the returns for each industry were dealt with note was made of the highest wage and longest term of service with the same employer in each group. In the mercantile industry $67.27 was the highest weekly wage. Two employees in one Vancouver store are receiving this amount for their services. A Victoria worker with 20 years' continuous service to her credit holds the record for the Province.

In the laundry and dry-cleaning industry honours for the peak wage must be divided. Four employees were in receipt of $25 a week, this being the top wage in this line of work. Two of these young ladies were employed in dry-cleaning industries in Vancouver and a third in Victoria. The fourth person in receipt of this amount was working in a laundry in Victoria. The City of New Westminster is the home of the employee who has been longest in this line of work, her record being 16 years with the same laundry.

The highest wage in the public housekeeping occupation is $43.04, which is paid weekly to an employee of one of the company towns on the Coast. The honours for the longest service go to an employee in a Vancouver hotel who has been working there for 21 years.

A weekly wage of $62.50, paid by a Vancouver firm is the highest in the Province for the office occupation. With 31 years' service to her credit an employee of another terminal city firm takes the premier place for continuous employment.

In the personal service occupation a $30 weekly wage and a service of 11 years and 10 months outclass all others. Two Vancouver firms share honours for these records.

Turning to the fishing industry we find that $28.15 a week is the highest wage. This is paid by a firm on Vancouver Island. Four years constitutes the longest service reported in this line of work. This occurred in Vancouver.

The employee in Vancouver who earns $38.08 weekly should have the satisfaction of knowing she is the highest paid worker in the telephone and telegraph occupation of which the Board has record. A Victoria employee gets credit for having served the longest term with one employer—namely, 21 years.

The highest wage paid in the fruit and vegetable industry was $44.38 for a week reported by a Kelowna firm. A 6-year term with a Vancouver establishment is the longest continuous period of employment in this calling.

An analysis of the forms received in the manufacturing industry reveals the fact that a $40 weekly wage was the highest paid. Three employees in different Vancouver firms received this amount. Thirty-seven years in one Victoria firm easily outclasses all other records.

Conclusion.

Before concluding we desire to thank employers and employees who have co-operated with the Board and its officials in the administration of the Act. May we specialy urge on the women and girl workers of the Province the desirability of reporting any fancied or real violation of any of the Minimum Wage Orders. Information thus given is held in strict confidence by the Board, and the employee is always protected as fully as possible. It is inadvisable for a girl to wait until after she has left her position or been discharged before registering a complaint or reporting an infraction of the law.

For convenient reference a summary of the nine Orders of the Board is contained in the Appendix to this Report. They were framed for the benefit of the working women of the Province and have been in force for several years. The Order dealing with the mercantile industry was the first to be promulgated, and is probably in need of revision. A reopening of an Order is made possible only by petition to the Board of employers or employees in the industry.

During the past year the Board has felt that the regulations are becoming better known to the general public, and the workers themselves are more familiar with the legislation that has already proved its practical worth. For the future it is hoped that the girls will derive even greater benefit than they have so far experienced.

We have the honour to be,
Sir,
Your obedient servants,

J. D. McNiven, *Chairman.*
Helen Gregory MacGill.
Thomas Mathews.

APPENDIX.

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, 28 1/8 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, 29 1/6 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 adopting for sale or use, any kind of fruit or vegetable.

Weekly Minimum Wage.

EXPERIENCED WORKERS.	INEXPERIENCED WORKERS.
$14. Hourly rate, 29⅙ cents.	$10 00 for 1st month. 11 00 „ 2nd „ 12 00 „ 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.

ASSOCIATIONS OF EMPLOYERS.

In the preparation of the following list the intention has been to confine it to organizations which have direct connection with the employment of labour, and not to include any which are established purely for other business or social purposes. The list, which is numerically about equal to that of last year, 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, P. A. Wilson, McCoy-Wilson, Ltd., Vancouver; Secretary, L. R. Andrews, 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, V. Winkle, Eburne Sash and Door Co., Marpole; Secretary, J. W. Curran, 796 Board of Trade Building, Vancouver.

Canadian Manufacturers' Association (B.C. Division); Provincial Headquarters, 701–7 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, J. L. Beckwith, 110 Belmont House, Victoria; Secretary, T. J. Goodlake, 1008 Broad Street, Victoria.

Canadian Storage & Transfermen's Association—President, F. D. Gross, 94 Pender Street West, Vancouver; 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, H. O. Bell-Irving, Anglo-B.C. Packing Co., Ltd., Vancouver; Vice-Chairman, R. C. Gosse, Gosse-Millerd, 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; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

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

General Cartage & Storage Association of B.C.—President, Frank D. Gross, Mainland Transfer Co., Ltd., 94 West Pender Street; Secretary, E. A. Quigley, Suite 10, Canadian Bank of Commerce Chambers, 423 Hamilton Street, Vancouver.

General Contractors' Association—President, J. F. Keen, 1st Vice-President, J. Tucker; Secretary, W. G. Welsford, 300 Pender Street West, Vancouver.

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

Metal Trades Employers' Section, C.M.A. (B.C. Division)—Chairman, A. McKelvie, Canadian Sumner Iron Works, Vancouver; 1st Vice-Chairman, W. J. Reid, Westminster Iron Works, New Westminster; 2nd Vice-Chairman, T. M. Martin, Hall Machine 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, C. P. Browning, Britannia Beach; Secretary, H. Mortimer Lamb, 902 Tower Building, Vancouver.

Mountain Lumber Manufacturers' Association—President, C. M. Pennock, Wardner; 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, H. L. Graves, G. A. Roedde Co., Ltd., Vancouver; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver; Manager, R. L. Norman, 701 Board of Trade Building, Vancouver.

Retail Merchants' Association of Canada, Inc., B.C. Board—President, Daryl H. Kent, Vancouver; Vice-President, H. S. Stevenson, Victoria; 2nd Vice-President, T. J. Wilcox, Kamloops; 3rd Vice-President, E. R. McTaggart, Vancouver; Treasurer, J. M. Hyslop, New Westminster; Dominion Representative, Joseph T. Crowden, Vancouver; Secretary, Walter F. Ing, Vancouver, Head Provincial Office at 420 Pacific Building, Vancouver. Branches are established at Armstrong, Chilliwack, Cranbrook, Duncan, Kamloops, Kelowna, Lytton, Mission, Nanaimo, Nelson, Prince Rupert, Revelstoke, Vancouver. 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-Manager, E. Bevan, 102 Yorkshire Building, Vancouver. Meets for election of officers in January each year.

Shipping Federation of B.C.—Manager and Secretary, Major W. C. D. Crombie, Orange Hall, 341 Gore Avenue, Vancouver. Meets for election of officers in January each year.

Vancouver Association of Electragists—President, P. F. Letts, 3044 Granville Street, Vancouver; 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, D. A. Ford; 2nd Vice-President, D. Bowes; Secretary, B. G. Frazer-Crierie, 514 Richards Street, Vancouver; Treasurer, A. Austin.

Timber Industries Council of B.C.—President, J. D. McCormack, Canadian Western Lumber Co., Ltd.; 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.

In our endeavour to present an up-to-date directory of trade-union organizations and their officials we have been greatly assisted by union secretaries and others, to whom our grateful acknowledgments are tendered. The number of such organizations in the Province does not show any material difference as compared with last year's, a few local organizations having gone out of existence and others having been initiated. 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; Jas. Simpson, Toronto; Bert. Nelson, Toronto; Secretary-Treasurer, P. M. Draper, Hope Building, Ottawa.

B.C. EXECUTIVE OF TRADES & LABOUR CONGRESS.

Chairman, Percy R. Bengough, Room 803, 16 Hastings Street East, Vancouver. Members, W. H. Cottrell, 166 Seventeenth Avenue East, Vancouver; E. S. Woodward, Labour Temple, Victoria; S. D. McDonald, P.O. Box 268, Prince Rupert.

NATIONAL ORGANIZATIONS.

Canadian Merchant Service Guild.

Vancouver—President, Capt. W. S. Morehouse, c/o Independent Pilots, Ltd., 510 Hastings Street West, 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, H. J. Hutchinson, 1936 First Avenue West, 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 Carpenter's 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—Corresponding Secretary, E. S. Woodward, 1325 Carlin Street. Meets at 8 p.m. on first and third Wednesdays in month at Trades Hall, Broad Street.

Federated Trades Councils (Railroads).

Victoria (Esquimalt & Nanaimo Railway Employees' Federation)—President, Geo. 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.

International Association of Machinists.

Vancouver District Lodge No. 78—President, Bert. Oliver, 807 Holden Building, Vancouver; Secretary, A. W. Tait, 1865 Tenth Avenue West. Meets on first Wednesday 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. Time and place of meeting decided by referendum of members.

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—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—E. A. Jamieson, 991 Nelson Street, Vancouver; Secretary, G. W. Allin, 2835 Stephens Street. Meets at 991 Nelson Street at 10 a.m. on Tuesday before first Sunday in month.

Civil Servants' Council.

Vancouver—President, R. D. E. McMahon, North Lonsdale P.O.; Secretary, J. Linsen, 2334 Second Avenue West, Vancouver. Meets in Eagles' Hall on third Tuesday of each month at 8 p.m.

TRADE UNIONS.

Ashcroft.

Maintenance-of-way Employees & Railway Shop Labourers, No. 210—President, J. D. Nicol, Savona; Secretary, R. Halliday, Box 8, Spences Bridge. Meets at Ashcroft at 7.30 p.m. on third Saturday of March, June, September, and December.

Boulder.

Maintenance-of-way Employees & Railway Shop Labourers, No. 15—President, J. H. Davies, Blackpool, B.C.; Secretary, M. Roirdan, Vavenby, B.C.

Burnaby.

Civic Employees' Union, No. 23—Secretary, Chas. B. Brown, 2195 Linden Avenue, New Westminster, B.C.

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—Secretary, T. E. Smith, Cranbrook, B.C. 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, A. H. Johnson, 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 939, Cranbrook; Secretary, Frank Romano, Kitchener. Meets at Cranbrook at call of Secretary.

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, W. Hewson, French Avenue, Cranbrook; Secretary, J. F. Lunn, 200 Durick Avenue, Cranbrook. Meets at 8 p.m. at I.O.O.F. Hall, Norbury Avenue, on first 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, L. E. W. Cox, General Delivery, Cranbrook; Secretary, E. G. Dingley, Box 728, Cranbrook. Meets in Auditorium, Cranbrook, on second and fourth Sundays 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—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, P. Robinson, 206 Howland Avenue; Secretary, J. E. Robson, Box 1071, Fernie. Meets at 96 Howland Avenue, Fernie, on first Monday of each month at 7.30 p.m.

United Mine Workers of America, Local No. 2314—Secretary, R. Derbyshire, Fernie. Meets at Grand Theatre on Fridays at 7.30 p.m.

Field.

Railway Carmen of America, No. 1454—Secretary, G. A. Wood, Field, B.C.

Golden.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 165—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—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, H. C. Embree, Kamloops; Secretary, R. Eccles, Box 380, Kamloops. Meets at Orange Hall, Kamloops, at 2.30 p.m. on first and third Tuesdays 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, 903 Battle Street, Box 776, Kamloops. Meets on first Thursday and fourth Friday in month at 8 p.m.

Railway Conductors of America, Order of, Division No. 611—President, A. G. Corry, 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—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—Secretary, Frank Romano, Wycliffe, B.C.

Lucerne.

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

Locomotive Engineers, No. 898—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.

Matsqui.

Maintenance-of-way Employees & Railway Shop Labourers, No. 31—President, P. E. Crick, Kamloops Junction; Secretary, F. Kent, Box A., Lytton. 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 Post-office; 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—Secretary, S. Weavers. 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.

Postal Clerks Association, Dominion—Secretary, Copley Bennett, Nanaimo.

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, Eli Sutcliffe, Nelson; Secretary, H. Hughes, P.O. Box 465, Nelson. Meets at 417½ Hall Street, Nelson, at 8 p.m. on last Thursday in month.

Locomotive Engineers, Brotherhood of, Division No. 579—President, J. Simons, 203 Silica Street, Nelson; Secretary, E. Jeffcott, 610 Mill Street, Nelson. Meets at Recreation Club, 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, Geo. Allan, 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, Box 705, Nelson; Secretary, J. Shardelow, Box 765, Nelson. Meets in McGregor Hall, Nelson, at 7.30 p.m. on second 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, P. Jeffrey, 120 Mines Road, 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 Nelson on first Monday of each month at 8.30 p.m.

Typographical Union, International, Local No. 340—President, D. C. McMorris, "Daily News," Nelson; Secretary, L. E. Pascoe, "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 Thursday in month at 7 p.m.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1251—President, W. Moody, Twentieth Street, Edmonds; Financial Secretary, T. Blackledge, 824 Fifth Avenue, New Westminster; Recording Secretary, A. E. Corbett, Labour Temple, 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 Tuesday in month.

Civil Servants of Canada (Amalgamated)—President, F. McGrath, New Westminster; Secretary, H. G. Cox, Box 40, New Westminster. Meets at Dominion Building on second Tuesday in month at 8 p.m.

Fire Fighters, International Association of, No. 256—President, W. Mathew, 910 London Street; Secretary, T. A. Briggs, 1123 Eighth Avenue, New Westminster. Meets at No. 1 Fire Hall (no set day) during first week of month at 8 p.m.

Fishermen's Protective Association of B.C.—President, L. Patterson, Annieville; Secretary, W. E. Maiden, Suites 2 and 3 Cliff Block, New Westminster. Meets at Room 24, Hart Block, New Westminster, at 3.30 p.m. on first Saturday of each month.

Machinists, International Association of, Local No. 151—President, F. Sinnett, Kingsway; Secretary, D. MacDonald, 360 Sherbrooke Street, New Westminster. Meets in Labour Temple on first Friday 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 America, Brotherhood of, Local No. 280—President, F. Woods, Alta Vista; Secretary, W. Duark, 214 St. Patrick Street, New Westminster. Meets at Labour Temple on third Friday in month at 8 p.m.

Retail Clerks' International Protective Association, No. 1306—President, W. W. Callander, 321 Pine Street; Secretary, J. Ellis, 719 Thirteenth Street, New Westminster. Meets last Thursday in month in Hart Block at 8 p.m.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 134 —President, R. C. Higgins, 709 Fifth Avenue, New Westminster; Secretary, J. B. Mouat, 525 Tenth Street, New Westminster. Meets in Labour Temple at 7 p.m. on first and third Tuesdays in month.

Typographical Union, International, Local No. 632—President, A. R. MacDonald, Box 1024, New Westminster; Secretary, R. A. Stoney, Box 1024, New Westminster. Meets in Labour Temple at 8 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. Cornock, Box 64, 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, R. F. Olsen, Box 294, 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 second and fourth Thursdays of month about 12.30 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 —President, E. S. Vaughan, No. 1 Fire Hall, Kerrisdale; Secretary, H. Foulkes, No. 1 Fire Hall, Kerrisdale. Meets at 319 Pender Street West, Vancouver, on first Thursday of each month at 10.30 a.m. and 8.30 p.m.

Port Alberni.

Longshoremen's Club (unchartered)—Secretary, W. G. Bigmore, Port Alberni.

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, R. McChesney, Box 265, 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, E. J. Rice, Prince George; Secretary, F. Hornby, 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 every six weeks, date set at each meeting.

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 Prince George 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, Chas. Taylor, Box 225; Secretary, Marcus Andrews, Box 225, 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—General Chairman, F. J. Hollis, Radio Station, Alert Bay, B.C.; Secretary, W. T. Burford, 4144 Fourteenth Avenue West, Vancouver. Time and place of meetings variable.

Deep Sea Fishermen's Union of the Pacific—Secretary-Treasurer, P. B. Gill, 84 Seneca Street, Seattle. Meets at 84 Seneca Street, Seattle, also at 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. McManaman, c/o C.N. Railway, Kwinitsa. Meets alternately at Usk and Prince Rupert at call of President and Secretary.

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 Carpenters' Hall, Eighth Street, Prince Rupert, at 8 p.m. on second and third Mondays of each month.

Railway Employees, Brotherhood of, Division No. 154—President, H. R. Hill, General Delivery, Prince Rupert; Secretary, J. G. Atherley, General Delivery, Prince Rupert. Meets on Thursdays at 8.30 p.m.

Sheet Metal Workers, International Alliance, Local No. 672—President, G. H. Dobb; Secretary, A. Hudema, Box 826, 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, J. R. Brown, Box 62, 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—President, Jas. Mathie, Revelstoke; Secretary, Jas. M. Goble, Box 283, Revelstoke. Meets in Selkirk Hall on the fourth Saturday of each month at 8 p.m.

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, W. L. Lea, Revelstoke; Secretary, W. Pavey, Box 438, Revelstoke. Meets in Selkirk Hall, Revelstoke, on first and third Wednesdays of each month at 2.30 p.m.

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 second 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 last Sunday in January, April, June, and October.

Railway Carmen of America, Brotherhood of, Local No. 481—President, A. Shepherd, Revelstoke; Secretary, H. Parsons, Box 42, Revelstoke. Meets in Smyth'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, W. H. Perry, Revelstoke; Secretary, C. R. Clay, Box 444, Revelstoke. Meets in Selkirk Hall on second Monday at 7.30 p.m. and fourth Thursday of each month at 2.30 p.m.

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

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 & Railway Shop Labourers, No. 335—President, J. E. McDonald, Sockeye; Secretary, G. McManaman, Telegraph Point.

Smithers.

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

Locomotive Engineers, Brotherhood of, Local No. 111—Chief Engineer, J. E. Carpenter, Smithers; Secretary, S. J. Mayer, 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 180, 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—Secretary, G. W. Smith, Box 92, 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—President, G. Hearnden, 2625 Forty-ninth Avenue East, Collingwood; Secretary, L. B. Taylor, 5614 Culloden Street, South Vancouver. Meets at No. 3 Fire Hall, South Vancouver, at 5.30 p.m. on first Monday of month.

Squamish.

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

Steveston.

Fishermen's Benevolent Society (Japanese Independent)—Secretary, G. Takahashi, Steveston.

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, A. Wylie, 4336 Elgin Street, Vancouver; Secretary, H. A. Bowron, 929 Eleventh Avenue East, Vancouver. Meets at Holden Building on second Thursday of each month at 8 p.m.

Barbers' International Union, Journeymen, Local No. 120—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, C. McMillan, 1020 Hornby Street, Vancouver; Secretary, A. Fraser, 5079 Ross Street, South Vancouver. Meets at Holden Building 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, Arthur Hobden, Box 411, 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—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.—Secretary, W. J. Pipes, 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. Dickeson, Box 1196, Vancouver; Secretary, J. Dunn, Box 1196, Vancouver. Meets at 611 Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. each Monday.

Carpenters of Canada, Amalgamated, Branch No. 1—President, W. Taylor, 3330 Miller Avenue, Burnaby; 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 of Canada, Amalgamated, Branch No. 2—President, G. Finlay, 4424 Walden Street, 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, G. L. Thom, 809 Holden Building, Vancouver; Secretary, W. Page, 809 Holden Building, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on second and fourth Mondays in month.

Cigarmakers, International Union of America, Local No. 357—President, J. Halawell, 3939 Thirteenth Avenue West, 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, W. H. Lewthwaite, 2586 Eton Street; Secretary, H. A. Black, 2870 Yale 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)—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, J. Cass, Post Office Staff, Vancouver; Secretary, D. J. McCarthy, Post Office Staff, Vancouver.

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, H. C. Haines, 1919 Kingsway, Vancouver. Meets at 810 Holden Building first Friday of each month at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 213—Secretary and Business Agent, E. H. Morrison, Room 5, 319 Pender Street West, Vancouver. Meets at 319 Pender 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. 3 Fire Hall, Vancouver; Secretary, C. A. Watson, No. 3 Fire Hall, Vancouver.

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.

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 first and third Wednesdays.

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, V. R. Midgley, 375 Keefer Street, Vancouver; Secretary, J. G. Finlayson, 2635 Twelfth Avenue West, Vancouver. Meets at Room 209, Holden Building, Vancouver, at 8 p.m. on first and third Fridays in month.

Lithographers of America, Amalgamated, Local No. 44—President, C. Addie, 217 Twenty-third Avenue, Vancouver; Secretary, G. D. Graham, 823 Richards Street, 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, 1763 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 2.30 p.m.

Locomotive Firemen & Enginemen, Local No. 656—President, T. Phillips, 1230 Eighth Avenue East, Vancouver; Secretary, S. H. Waterhouse, 1643 Thirteenth Avenue East, Vancouver. Meets at I.O.O.F. Hall on first Thursday of each month at 8 p.m. and third Thursday at 2 p.m.

Lumber Workers' Industrial Union of Canada, Coast Branch—Secretary, J. M. Clarke, 814-5 Holden Building, Vancouver. Meets at Holden Building on second and fourth Sundays of each month at 2 p.m.

Lumber Workers' Industrial Union, No. 120 (I.W.W.)—Secretary-Treasurer, J. J. Dunning, 1001 West Madison Street, Chicago, U.S.A.; Secretary, G. F. Murray, 27 Hastings Street West, Vancouver. Meets at 27 Hastings Street West at 2 p.m. on Sundays.

Machinists, International Association of, Local No. 182—President, B. S. Oliver, 1980 First Avenue West, Vancouver; Secretary, D. Rogerson, 200 Twelfth Avenue East, Vancouver. Meets at 313 Holden Building, Vancouver, at 8 p.m. on second and fourth Fridays.

Machinists, International Association of, Local No. 692—Secretary, John Robb, 215 Thirty-first Avenue East, 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. Meets at Eagle Hall at 3 p.m. last Sunday in month.

Marine Transport Workers' Union, No. 510 (I.W.W.)—Secretary-Treasurer, T. P. Sullivan, 3 Coentiss Slip, New York City; Secretary, John Cuming, 27 Hastings Street West, Vancouver. Meets at 27 Hastings Street West at 7.30 p.m. on Wednesdays.

Milk Wagon Drivers & Dairy Employees, Local No. 464—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—Secretary, J. Pinkerton, 2159 Victoria Drive, 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, 991 Nelson Street; Secretary, Edward A. Jamieson, 991 Nelson Street, Vancouver. Meets at G.W.V.A. Auditorium, 901 Dunsmuir Street, Vancouver, at 10 a.m. on second Sunday in month.

Painters, Decorators & Paperhangers of America, Local No. 138—President, H. Grand, 5737 Carlton Street, Vancouver; Secretary, R. S. Stevenson, 5033 Christie Street, South Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Thursdays of month.

Pile Drivers, Bridge, Wharf & Dock Builders, Local No. 2404—President, Gordon Campbell, 4308 Elgin Street, South Vancouver; Financial Secretary, J. Thompson, Box 320, Vancouver; Recording Secretary, H. Graham, 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, W. Swearinger, 1425 Tenth Avenue West, 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, Mark Galway, 1151 Fifty-ninth 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, 1899 Ogden Avenue, Vancouver; Secretary and Business Agent, Wm. Watt, 984 Seventh Avenue West, 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, W. J. Fisk, 3127 St. Catherine's Street, Vancouver; Secretary, W. M. Thompson, 1362 Seventeenth Avenue East, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 7.30 p.m. on fourth Tuesday in month.

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, 449 East Eighth Street, Vancouver; Secretary, F. H. Humphrey, 4036 Victoria Drive, Vancouver. Meets at 213 Holden Building, Vancouver, at 8 p.m. on second Tuesday in month.

Railway Employees, Canadian Brotherhood of, Division No. 59—President, C. Bird, 2030 Union Street, Vancouver; Secretary, H. Winter, Connaught Apartments, Guelph and Eighth Avenue, Vancouver. Meets at I.O.O.F. Hall, 515 Hamilton Street, at 8 p.m. on first Friday 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—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, c/o Railway Mail Service, Vancouver; Secretary, A. A. Overend, c/o Railway Mail Service, 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; Secretary, J. W. Hope, 300 Empire Building, Vancouver. Meets at Belvedere Hall, corner of Tenth and Main Streets, at 8 p.m. on first Monday in month.

Railway & Steamship Clerks, Lodge 626—President, H. P. Wilson, 1758 Thirty-third Avenue East, Vancouver; Secretary, E. Baldock, 6433 Argyle Street, Vancouver. Meets at C.P.R. Storeroom, foot of Drake Street, Vancouver, on last Friday of month at 5 p.m.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, Local No. 46—Secretary, F. H. Fallows, 1504 St. Andrews Street, North Vancouver.

Railway Trainmen, Brotherhood of, Local No. 144—President, G. H. Patterson, c/o Moose Club, 535 Homer Street, 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, Vancouver; Secretary, W. Donaldson, Vancouver.

Sheet Metal Workers, Local No. 280—President, N. C. Smith, 4425 Inman Avenue, Vancouver; Secretary, A. P. Ashton, 4503 Spruce Street, Burnaby. 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, R. Finley, 1171 Forty-first Avenue East, Vancouver; Secretary, H. McSweeney, 806 Holden Building, Vancouver. Meets at 806 Holden Building, Vancouver, at 8 p.m. every Thursday.

Steam & Operating Engineers, Industrial Union of, No. 882—Vice-President, W. G. Hulbert, 806 Holden Building; Secretary, W. Ainger, 806 Holden Building; Recording Secretary, J. T. Venn. Meets every Wednesday at 8 p.m., Room 806 Holden Building.

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. Bevley, 510 Hastings Street West, Vancouver.

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, 2409 Clark Drive; Secretary, H. C. Griffin, 447 Sixth Avenue East, Vancouver. Meets at K. of P. Hall, Eighth Avenue and Scotia Street, Vancouver, at 10.15 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 Monday 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.

Theatrical Stage Employees Federation & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 118—President, G. A. Jamieson, 991 Nelson Street, Vancouver; Secretary, G. Allen, 991 Nelson Street, 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 213, Holden Building, Vancouver, at 2 p.m. on last Sunday in month.

Upholsterers' International Union No. 26—President, P. Clift, 1727 Powell Street, Vancouver; Secretary, J. Chapple, 1072 Barclay Street, Vancouver. Meets at 342 Pender Street West, Vancouver, on fourth Monday of month at 8 p.m.

Waterfront Freight Handlers' Association—President, H. P. Hazen, rear 233 Main Street, Vancouver; Secretary, A. McAdam, 4363 Hastings Street East, Vancouver. Meets in rear of 233 Main Street on first and third Wednesdays in month at 8 p.m.

Wood-workers, Amalgamated Society of, No. 1 Branch—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.

Wood-workers, Amalgamated Society of, No. 2 Branch—Business Agent, J. McKinley, 607 Fifty-second Avenue East, Vancouver. Meets at Flack Building, 163 Hastings Street West, Vancouver, first and third Tuesdays at 8 p.m.

Vernon.

Typographical Union, No. 541—President, H. G. Bartholomew, 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. Green, 1319 Government Street, Victoria; Secretary, J. Langlois, Sayward Block, Douglas Street. Meets at Veterans of France Club, Douglas 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. on first and third Mondays of each month.

Boilermakers, Iron Shipbuilders & Helpers of America, International Brotherhood of, Local No. 191—Secretary, P. W. Wilson, 1323 Pandora Street, Victoria. Meets at Foresters' Hall at 8 p.m. on second and fourth Tuesdays.

Bookbinders, International Brotherhood of, Local No. 147—President, W. W. Laing, 125 Linden Avenue, Victoria; Secretary, E. Sturgeon, 141 Eberts Street, Victoria. Meets at Surrey Block, Yates 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. M. 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 & Plasterers 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 (Shipwrights), United Brotherhood of, Local No. 1598—President, W. Farquhar, 543 Manchester Road; Recording Secretary, T. S. S. Stott, 1191 St. Patrick Street. Meets at Trades Hall, Broad Street, at 8 p.m. on first and third Mondays in month.

Civic Employees, Local No. 50—President, A. E. Fraser, 824 Pembroke Street, Victoria; Secretary, W. E. Farmer, 2948 Scott Street, Victoria. Meets at 842 North Park Street, Victoria, at 8 p.m. on second Wednesday.

Cooks, Waiters & Waitresses, Local No. 459—President, A. Hoskyn, 406 John Street; Secretary, F. Dovey, 948 Inverness Street, Saanich. Meets at Room 7, Surrey Building, Yates Street, on first and third Tuesdays in month at 8.30 p.m.

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

Electrical Workers, International Brotherhood of, Local No. 230—President, T. R. Lundy, 953 Wilmer Avenue, Victoria; Secretary, W. Reid, 2736 Asquith Street, Victoria. Meets at Harmony Hall, Fort Street, at 8 p.m. on first and third Tuesdays of month.

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, R. Taylor, 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.

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.

Letter Carriers, Federated Association of, No. 11—Secretary, W. Cragmyle, 2872 Inez Drive, 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, E. S. Cottle, Mary Street, Victoria; Secretary, H. Richmond, 615 Wilson Street, Victoria. Meets at A.O.F. Hall, Broad Street, at 8 p.m. on first Wednesday and third Thursday in month.

Machinists, Local No. 456—Secretary, L. Smeltz, Gordon Street. Meets at K. of P. Hall, North Park Street, fourth Thursday in month at 8 p.m.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 2824—President, F. Loeffler, Taunton Street, Victoria; Secretary, G. E. Wilkinson, 50 Sims Avenue, Victoria. Meets at Labour Hall, Broad Street, on third Sundays of March, June, September, and December at 2 p.m.

Moulders, International Union of North America, Local No. 144—President, G. Stancombe; Secretary, G. Smethurst, 549 Niagara Street, Victoria. Meets at K. of P. Hall at 8 p.m. on second Wednesday in month.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 247—President, Stanley Peele, 1210 MacKenzie 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 No. 1119—President, W. R. Moulton, 717 Discovery Street, Victoria; Secretary, J. Aspenwall, 2650 Douglas Street, Victoria; Recording 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, J. LeSueur, 1272 Walnut Street, Victoria; Secretary, J. A. McCahill, P.O. Box 851, Victoria. Meets on second Monday each month at 326 John Street, at 8 p.m.

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, Bridge, Wharf & Dock Builders, No. 2415—President, J. Crane, 318 Irvine Road, Victoria; Secretary, E. E. Goldsmith, 2565 Grahame Street, Victoria. Meets at 16 Green Block, Broad Street, at 8 p.m. on second and fourth Tuesdays of month.

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 17—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, Police Headquarters; Secretary, A. H. Bishop, 316 Skinner Street, Victoria. Meets at Police Headquarters at 3.15 p.m. on first Tuesday in month.

Postal Clerks Association (Dominion)—President, L. F. Hawkes, Cowper Apartments, Menzies Street; Secretary, J. White, 2237 Bowker Avenue. Meets at P.O. Building.

Printing Pressmen & Assistants, International Union of North America, Local No. 79—President, Thomas Nute, 534 Michigan Street, Victoria; Secretary, F. H. Larssen, 1236 MacKenzie Street, Victoria. Meets at Campbell Building (sixth floor) 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, Blanshard Street; 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. McMinn, Box 5, Victoria; Secretary, P. Pitt, 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.

Steam & Operating Engineers, International Union, Local No. 446—President, C. MacLean, 2640 Avesbury Street, Victoria; Secretary, H. Geake, 1242 Faithful Street, Victoria (P.O. Box 502). Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

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 Street, Victoria, at 10 a.m. and 7 p.m. on second Tuesday in month.

Stonecutters' Association of North America (Journeymen)—President, W. Mackay, P.O. Box 853, Victoria; Secretary, J. Barlow, P.O. 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, P.O. Box 1031, Victoria. Meets at 8 p.m. on first Monday in month.

Teamsters & Chauffeurs, General, International Brotherhood of, Local No. 365—Secretary, Sid. Haldridge, 632 Cornwall 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—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, 1041 Pendergast Street, Victoria; Secretary, T. A. Burgess, P.O. Box 1183, Victoria. Meets at Campbell Building (sixth floor), Victoria, at 2 p.m. on last Sunday in month

Upholsterers & Trimmers, No. 5—Secretary, J. F. Sharp, 570 Yates Street, 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.

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