PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING DECEMBER 31ST

1921

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VICTORIA, B.C.:
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1922.

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 1921 is hereby respectfully submitted.

A. M. MANSON,

Minister of Labour.

Office of the Minister of Labour,

May, 1922.

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

SIR,—I have the honour to submit herewith my fourth Annual Report on the work of the Department of Labour up to December 31st, 1921.

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

J. D. McNIVEN,
Deputy Minister of Labour.

Department of Labour, Victoria, B.C.,
May, 1922.

REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1921.

The outstanding feature of labour affairs in the Province during the year 1921 was the unprecedented amount of unemployment which continued over the entire period. In past years we have been accustomed to an annual period of slackness between November and March, caused by a partial closing-down of seasonal industries, and in a less degree by men voluntarily leaving their jobs up-country and coming to town for the winter, thus causing a congestion of labour in the large cities. But during 1921 the relief that was looked for from the opening-up of mills and camps in the spring did not materialize, and the Province was faced with an entirely new situation, the continuance, in a large measure, of winter unemployment conditions through the spring and summer months.

Unemployment and Wages.

It will be remembered that the activity which marked the Province's basic industries of lumber and mining during the summer of 1920, thus ensuring prosperity in our numerous smaller industries, experienced a sudden collapse early in November of that year. Employers explained that the bottom had fallen out of prices and that they could no longer pay existing costs of production and sell without loss. They therefore stated that there was no alternative but to close down, and this course was followed in a very large number of instances, many mills and camps remaining idle for nearly a whole year. This state of things had a marked effect upon wages. With the unemployed crowding into our cities by the thousand, those employers who decided to open up work were able, to a larger extent than formerly, to secure labour upon their own terms. The year 1921 thus developed into a period of falling wages, just as the preceding few years had been a period of rising wages. In 1920 it was unusual to hear of men in logging or mining camps receiving less than $5 per day. In the latter part of 1921 numbers of cases were being reported where the pay for a ten-hour day was $2.75 or $3. In face of this change, it is difficult to understand the action of many employers whose workers are obliged to live in camps in keeping up the charge for board at the figure of 1920, notwithstanding the reduction which had taken place in the interval in the price of many articles of food.

Few Strikes or Labour Disputes.

Where a reduction in wages was effected, it followed usually upon a period during which work was closed down. A camp or mill where all work was suspended, perhaps for several months, would be started again with a new crew of workers and with a new wage schedule. If the man who had the first chance of a job refused it on account of the rate of pay, some one else would be taken on. There were comparatively few strikes or labour disputes in the ordinary sense, as employers were apparently not anxious to resume operations unless they could obtain a sufficient number of workers to accept their terms without demur, the state of the market offering them little inducement to do so. Thus it would appear that a state of widespread unemployment has as its corollary an indisposition on the part of workers to use the strike weapon. So far as cost of production and immunity from labour troubles went, 1921 was a much more favourable period for employers than the preceding year. When, however, we find that both lumber and metals were commanding little more than half the price at which they were sold in the summer of 1920, we need not look further to see what prevented employers from taking advantage of otherwise favourable conditions to produce on a larger scale.

Plans adopted for giving Relief.

Before the end of 1920 it was recognized that the ordinary measures for affording relief in the cities would not suffice to cope with the large and increasing number of people who were in needy circumstances through unemployment. The lines on which the problem was to be dealt with were laid down by the Dominion Government, who decided not to participate in any scheme for setting up relief-work of an emergency character, but to assist in the giving of relief grants in money or kind. For the latter purpose the Dominion Government offered to contribute one-third of the cost, provided one-third was forthcoming from the Provincial Government and the remaining one-third from the city or municipality. It was left to the last-named authority to

decide whether the scheme should be adopted or not. It should be noted that in the carrying-out of this plan the Provincial Governments were left without any initiative whatever, beyond the choice of agreeing or refusing to take a share in financing it. The plan itself was fixed by the Government at Ottawa, and the city or municipality had the option of saying whether it should be carried out or not. Thus circumscribed in its sphere of action, the Government of the Province decided that the best course to adopt was to take a share of the financial responsibility for carrying out the scheme. It accordingly met the requisitions for the payment of one-third of the expense, and from the initiation of the scheme to December 31st, 1921, the payments on this account from the Provincial Treasury amounted to $167,850.14.

Apart from its contribution under the joint scheme, the Provincial Government itself took an important part in meeting the unemployed situation throughout the year. In various districts work was done at a total cost of approximately $250,000, of which far the largest proportion was paid for labour.

Vancouver and Victoria are the two cities in the Province where the unemployed chiefly congregate in winter. These cities differed widely from each other in their method of approaching the problem, and it is worth while to devote a little attention to what was accomplished in each instance.

SCHEME SET ON FOOT IN VANCOUVER.

On November 20th, 1920, by which time a serious unemployment situation was beginning to develop in Vancouver, the registration of the unemployed was begun by the Employment and Relief Department of the city. The Council opened out emergency work on the roads, etc., the cost of which was provided from the city's current revenue. Further, work was undertaken in connection with the sewers of the city; there being already in existence a by-law authorizing such expenditure. Then a campaign was begun for the clearing of vacant lots. The plan was adopted of notifying the owners that such work must be begun within thirty days, and that if nothing was done within that period the city authorities would do the work, charging the cost to the owner.

AN ASSEMBLING-PLACE FOR UNEMPLOYED.

For all the above-mentioned work preference was given to men with families who were residents and taxpayers, the only exception being 100 men who were taken from the returned soldiers' clubs. The work was already under way when, on December 15th, the Dominion Government announced its scheme for relief to the unemployed. The Vancouver City Council immediately adopted this plan, as it was felt that the scheme already in operation would need to be supplemented by further measures. Many other authorities, however, did not adopt the Dominion Government's plan, and it is claimed in Vancouver that the effect was to draw unemployed men away from districts where the plan was not in operation to districts where it had been adopted. As the most conspicuous place coming under the latter heading, Vancouver quickly became the assembling-place for unemployed men from all parts of Western Canada. When the Employment and Relief Department for Vancouver first began to register the unemployed on November 20th, 1920, there were 802 registrations within a week. In the second week there were 159, in the third week 59, and in the fourth week 207, a total of 1,227 within four weeks. Then came the adoption of the Dominion Government's scheme. In the week ended December 24th there were 521 registered, from then to December 31st another 740, in the month of January there were 2,417, in February 1,700, and in March 770. Altogether, by the middle of summer, 8,200 registrations were taken. Of this number it was estimated that about one-half did not belong to the city, and that fully 2,000 were from other Provinces of Canada.

RESULTS OF ABNORMAL CONDITIONS.

None of these cases, it is stated, were the ordinary needy cases to be dealt with by the permanent machinery of the city, but they were looked upon as the results of the abnormal prevalence of unemployment. The city's own road and sewer work found employment for about 1,000 men, and from November, 1920, to June, 1921, the average amount paid per man was $330 for eighty-two days' work. The other men were assisted under the joint scheme of the Governments and the city. Many of them were given the work of rock-breaking, for which payment was made at the rate of $2.10 per yard. As it was not intended that this work should be looked upon as regular employment, single men were employed on it for only two days in the week

and married men for three or four days, and they were requested to obtain other work as soon as they could. For the two days' work the single men were given tickets good for an average of $5.50 weekly for meals and $2.50 to $3.50 for room-rent. A married man was given an order for the food required for himself and family and a cheque for the balance available for rent.

Apart from the rock-breaking, work was found in the way of cutting wood in Stanley Park. During a heavy storm in February about 1,000 trees were blown down in the Park, and these were sawn and split for cordwood, which was supplied to public institutions or given to the poor. Dead wood was removed and skid-roads were made when necessary to get to the fallen trees. Some trees were also cut down for the purpose of Park improvement, and similar work was done at Hastings Park. Two dollars and fifty cents per cord was paid for bucking and $2.50 for splitting the wood, which was equal to about $4 a day, and the men packing it and those working on the skid-roads received $4 a day. Other work was done in making roads through the Park, and in levelling and clearing, making bowling-greens, tennis-courts, and cricket-creases. Much good work was done, but scarcely on a paying basis, even without taking into account the large number of implements belonging to the city which were broken, lost, or stolen.

About April 15th the City Council decided to close down relief-work, but employment continued to be found for between 300 and 500 men with families. The dispensing of relief in the city under the joint scheme continued throughout the summer, the weekly number of recipients falling below 200 in July and August, and afterwards rising gradually until the winter set in again.

RELIEF CAMP AT HASTINGS PARK.

When the pressure of the unemployment problem again became more acute in the closing months of 1921, the Vancouver City authorities devised a scheme for accommodating single men at Hastings Park, and setting them to work for two days a week on park improvements. The amount of pay for the two days' work was $6.40. Of this amount, $5.90 was to be paid for a full week's board and lodging, leaving each man with a margin of 50 cents. During the remaining portion of the week the men were encouraged to seek work of a permanent character. The scheme was put into operation early in December, and by the end of the year a considerable number of men were already taking advantage of it.

A DIFFERENT METHOD IN VICTORIA.

In Victoria the method of dealing with unemployment during the winter of 1920–21 differed fundamentally from what was done in Vancouver, in that the City Council decided not to adopt the Dominion plan. The view was taken that any announcement that relief was to be given along these lines would have the effect of bringing large numbers of out-of-work men into the city to participate in the dole. The Victoria City Council accordingly devised a scheme of their own, under which any indigent person out of work could present himself at the City Hall and be registered. Assistance was given in the form of orders for groceries and meat, inquiries into *bona fides* were made, and as soon as relief-work was available the applicant was communicated with and was expected to take up the employment offered.

Most of the employment found was in the way of cutting up the logs which had drifted on the beaches around the city, with a view to their sale as cordwood. Any man could offer himself for this work. The city authorities supplied axes, saws, peaveys, hammers, etc., and also provided the services of a man to keep the saws in condition. The men were recommended to arrange themselves in teams of three, one to saw, another to split, and a third to carry and pile the wood, these duties to alternate if desired. The wood was piled at various places on the cliff, to be conveyed later to the residences of purchasers.

About 300 men in all availed themselves of the scheme. Some were easily discouraged, or found the work too hard, and soon gave up; but others stuck to it, and, according to the city authorities, were able to make a fair livelihood. The authorities were not successful in keeping track of the implements lent out, and a very large number of these were either lost or stolen, the loss falling upon the city.

LOWER WAGES AND HIGHER COST.

Apart from this scheme, the city was able to borrow from the Provincial Government the sum of $50,000 to be spent in sewerage-work connecting up with the area of the Saanich Municipality. This was treated as relief-work and the men taken on received $3.50 a day.

The same rate of pay was given for relief-work in grading certain roads in the city, on which $5,000 was spent. The work on these two schemes, it was stated, cost as much as if it had been performed by men regularly in the employ of the city, who received $4.40 a day. The sewer and road-grading work found employment for about 200 men.

The sum of $3,398.95 was spent in handing out assistance to needy applicants, apart from what was earned on relief-work. In all, the cost to Victoria in dealing with the unemployed situation of the winter of 1920–21 was less than $10,000. Employment was found for about 500 men, but many other inquirers, when informed what kind of work was to be had, did not present themselves again. Some were probably not fit to take up work of an arduous nature, and it was noticeable that a large number of men asked specifically for clerical employment. At the end of the winter those administering the affairs of the city were still of opinion that it would have been a mistake to adopt the Dominion Government scheme. They considered that the City Council, by dealing with the situation in its own way, accomplished better results at a much smaller cost.

A REVISED SCHEME FOR 1921–22.

As to relief measures for the winter of 1921–22, when there was a condition of things very similar to that of the previous winter, the Dominion Government devised a scheme under which the local authorities would put into operation any necessary public works that could be undertaken during the winter months. If the cost of carrying out such work should exceed the normal, by reason of its being undertaken at an unsuitable period of the year, the Dominion Government arranged that the normal cost should be paid in full by the municipality, and that the excess cost over and above normal should be shared equally by the Dominion Government, the Provincial Government, and the municipality. (By a later order, on January 25th, 1922, the Dominion Government increased its contributions to one-half of the "cost over normal," the contribution of the Provincial Governments remaining at one-third and that of the local authorities being reduced to one-sixth.) Where work could not be so provided the Dominion Government offered to continue to refund one-third of the disbursements actually made by a municipality for unemployed relief, conditional upon the Province participating on equal terms.

The Provincial Government accepted its share in both these schemes. Under the first scheme, by which appropriations were to be made to meet the above-normal cost of public works undertaken in the winter, none of the local authorities had commenced operations up to the end of the year. Unemployed relief was, however, being granted under the second scheme by the Cities of Vancouver, Victoria, New Westminster, Kamloops, and Prince Rupert, and by the Municipalities of Burnaby, South Vancouver, and Oak Bay. (Other cities and municipalities took advantage of the schemes at a later date.)

CONFERENCES CALLED DURING SUMMER.

In view of the alarming state of unemployment in the Province, the Government took the unusual step of summoning about fifty representative large employers of labour to a conference in Vancouver on August 10th. The conference was well attended, and an appeal was made to the employers by the Hon. the Premier and the Hon. the Minister of Labour to do all in their power to keep the wheels of industry in motion. The following week two conferences were held, one in Vancouver and one in Victoria, which were attended by representatives of labour, returned soldiers, and municipal authorities. At these conferences a large number of suggestions were made as to the means by which work could be provided. Commencing about the middle of August, and for some two months after that period, the unemployment situation was partly relieved by the departure of some 6,000 men for work in the harvest-fields in the Prairie Provinces.

At the time of writing the conditions appear to be favourable for a revival of trade, and with it the passing of probably the most critical period the industries of this Province have ever known.

During the year the work of factory inspection in the Province, which had been under the supervision of the Minister of Public Works, was placed under the Minister of Labour. The separate reports on Factory Inspection, the Employment Service, and the Minimum Wage Board are given in the following pages. Other distinctive features of the report are the "Statistics of Wage-earners," containing a large amount of interesting information about industrial affairs in the Province, the directories of Trade Unions and Employers' Associations, and the record of the year's labour disputes.

STATISTICS OF TRADE AND INDUSTRIES.

For the fourth year in succession the Department of Labour has collected from the employers in the Province a large amount of interesting data relating to wages, working-hours, pay-roll, and the nationality of workers engaged in industrial occupations. It is gratifying to report that each year these particulars are given more readily by employers, thus affording the Department better means of presenting a reliable report upon conditions as they existed during the year under review. In 1918, when these details were collected for the first time, returns were received from 1,047 firms. In the following year 1,207 firms filled in the forms; last year 1,869; and the statistics now presented in the following pages are compiled from returns by 2,275 employing firms. Taking into account the fact that, owing to bad trade, a large number of firms, especially in the lumbering and mining groups, suspended operations for the whole of 1921, and were therefore not able to make a return for the present report, this number indicates, in a very satisfactory way, the increased interest which employers are taking in this branch of our departmental work.

In previous years the statistics gathered have embraced a twelve-month period, ending either in July or September; but it was frequently represented to the Department that firms making returns were put to inconvenience by this, and that forms could be more easily filled in if the period chosen were a single calendar year. Accordingly the change was made this year and returns asked for to cover the single year, 1921. On the whole this selection of date appears to suit the greater number of employers, and it will probably be more satisfactory to any one desiring to make use of the facts and figures here presented. In the grouping of the returns received, exactly the same plan has been followed as last year, the figures being tabulated for the various industries under twenty-five different heads.

WAGE-EARNERS AND SALARIED STAFF.

Only one change was made in the form of the questionnaire as compared with that of last year. In the former case employers were asked to state the total amount of their annual pay-roll for wage-earners only, leaving out the management and clerical staffs. There was reason to believe, however, that this distinction was not always clearly drawn by some employers, and that the total amount given as paid to wage-earners did, in fact, include in some instances payments to salaried officials and others not supposed to be included. This year, therefore, the Department asked that the amount of the annual payments should be stated under three heads, namely:—

Officers, superintendents, and managers ..... $.....
Clerks, stenographers, salesmen, etc. ..... $.....
Wage-earners (including piece-workers) ..... $.....

The resulting figures are given in these pages, and it will be interesting to compare the cost of managerial and clerical service and that of strictly industrial work in the various industries. Broadly speaking, of the total amounts paid in wages and salaries in these industrial groups, one-tenth goes to the officers, superintendents, and managers; one-tenth to clerks, stenographers, and salesmen; and four-fifths to the weekly wage-earners, skilled and unskilled. The proportions vary considerably according to the industrial group; in coal-mining, for instance, the daily and weekly wage-earners receive about 94 per cent. of the total. In a year of bad trade, such as 1921, the payment for office-help might be expected to be higher in proportion to that for weekly wages, as it is often necessary for a firm to keep its office open even if the factory or mine is closed down.

REASONS FOR SMALLER TOTAL.

The total salary and wage payments made by the 2,275 firms reporting amounted to $79,742,380.10; of which sum, $65,314,624.54 was paid to wage-earners. Last year the 1,869 firms who made their reports showed a pay-roll to wage-earners only of $82,866,708.31. We thus see a considerable falling-off in 1921 from the 1920 figures. Several causes contributed to this. In 1920 employment was plentiful; in 1921 it was very broken in the larger industries. Some concerns were closed down; many operated for shorter periods than before; and when they

were actually operating the amount of help engaged would be less than normal. Then the very general fall in wages (which will be dealt with later) was reflected in a reduced pay-roll.

In the lumber group of industries, although 533 firms have reported as compared with 474 in 1920, the aggregate payments to wage-earners show a reduction of about 40 per cent., or nearly $10,000,000 less than in the previous year. Metal-mining, with 98 firms reporting as compared with 112, shows a falling-off in the pay-roll of about $1,700,000. The few large firms engaged in smelting paid about $1,000,000 less in wages than in 1920. Ship-building, which has been steadily declining since the palmy days of 1918 and 1919, showed over $3,000,000 less paid in wages last year. A more complete series of returns have been received in the group dealing with public utilities, such as street-railways, telephones, etc., which on the figures available show an expanding pay-roll, and the same is true of the general contracting group, partly accounted for by the fact that large Government works were in progress. The pulp and paper pay-roll is down, and so is that of the metal trades; but several of the smaller industries, such as laundries, garment-making, breweries, and house-furnishing, have more than held their own.

RISE AND FALL OF SHIP-BUILDING.

As showing the rise and fall of ship-building, it may be mentioned that that industry first assumed large proportions in the Province in the latter part of 1916. In April, 1918, it was providing employment for 9,980 men. In February, 1919, the number had fallen to 8,656; in January, 1920, to 5,185; in January, 1921, to 2,322; and there was a gradual drop during last year, as old contracts were completed and new ones were not forthcoming, until in December last only 589 men were working in the shipyards.

JULY AND JANUARY—A WIDE DIFFERENCE.

The table headed "Average No. of Wage-earners" gives the total number employed, month by month, by the 2,275 firms sending in returns. Of male employees, there were 42,111 on the pay-roll in January. From then each month showed a slight increase, until in July the total was 50,496, and then there was a fall each month to December, when the figure was 43,165. This ebb and flow of employment is somewhat similar to what has been witnessed in each of the last four years. Going back to January, 1920, the returns in that month covered 51,726 male employees, and by the following July the number had grown to 58,935, followed by a slight fall to October, and then a very sharp drop in the last two months of that year, from which the industries of the Province have not yet fully recovered. Taking the two years together, the most active period for employment was in July, 1920, when 1,869 firms were employing 56,935 men, and the most stagnant period was January, 1921, when 2,275 firms were employing 42,111. It should be noted that 406 firms which are included in the latter total did not make any return for 1920, though it is certain that the great majority of them were in business in that year.

25,000 ON AND OFF THE PAY-ROLL.

To make the comparison fair as between the two years, we must add to the 1920 total an estimate of the number of men working for these 406 firms. These latter appear to have been mostly in only a small way of business, so the estimate is not a proportionate one; but it is fair to assume that 8 per cent. should be added to the number of employees for July, 1920, bringing that total up to 63,649. This may be stated as the number of male industrial workers who would be employed by the 2,275 firms at their busiest period in July, 1920, while at their quietest period, in January, 1921, the number had fallen to 42,111; and after rising to 50,496 in July, 1921, fell again to 43,165 last December. In other words, the number employed in January, 1921, was 21,538 below the maximum for the last two years, and in December last 20,474 below the maximum. It may be remembered that, at a conference with the leading employers of the Province in July last, the Hon. J. W. deB. Farris, then Minister of Labour, estimated that there would be 20,000 men out of work to be provided for during the ensuing winter.

Even this is not the complete story, however. There is still an appreciable number of employers who did not make a return to the Department in either of the past two years. Presumably they also would have their busiest period about July, 1920, and a corresponding decline in the various months since. Making allowance for these, it is probably no exaggera-

tion to say that the industrial employers of the Province had 25,000 more men on their pay-rolls in July, 1920, than they had in the following January, and 24,000 more than they had last December.

THE WINTER ARMY OF UNEMPLOYED.

It would not be correct to say that these 25,000 men all become, in the ordinary sense, "unemployed" in the quiet seasons of the year. They constitute what might be called a "reservoir" of employable persons, upon whom the industries of the Province may draw at busy times, but for whom there is not a constant need. In times of depression some of them leave the country. Some are able to find a certain amount of alternative employment, especially in the country districts, where a man may fill in his unoccupied time by doing work around his home or on his own land. There are other men who frankly recognize the fact that the employment at which they earn their living is, at the best, only seasonal in its nature, and who, out of the earnings of the summer months, do their utmost to make provision for their winter needs, not expecting or looking for work during the close season of their own industry. However, the past winter has been a more difficult period than the previous one for men of this type, owing to the slackness of employment and the lower wages prevailing last summer.

After allowing for all these classes, we have each winter an army of unemployed; i.e., men who do not leave the country, who have no alternative employment to which they can turn, and who have either been unable or have failed to make provision for the winter. They are reinforced by people in the cities who, even in the busy times, are content to carry on from one casual job to another, and by men from the Prairie who troop to the Coast for the winter months.

NATIONALITY OF WORKERS.

In the tables dealing with the nationality of workers there is no great change apparent as compared with last year. Native Canadians are still the largest section, with natives of Great Britain and Ireland coming close behind. Oriental workers are in about the same proportion as before, a slight drop in the number of Chinese being made up by an increase in the number of Japanese and Hindus.

LOWER RATES OF WAGES.

There is a decided tendency towards lower figures in the tables dealing with classified weekly wage-rates for the year. This tendency, however, is not without exception. Seven of the industrial groups, accounting for 8,485 workers in the week of employment of the greatest number, show an average increase in pay, but eighteen groups, accounting for 56,465 workers, show a decrease. Taking the total numbers, there was an average decrease of 12.34 per cent. compared with the wages for 1920. The largest increase is shown in oil-refining, one of the smaller groups, of 25.28 per cent. An increase is also shown in the Coast shipping group, but this is probably more apparent than real, as some firms are evidently in doubt as to whether they should include an allowance for board in the amount returned as a man's pay. An increase is shown in the average rate of pay in shipyards. This may arise from the firms remaining in business working with a smaller staff than formerly, but needing a larger proportion of highly-skilled and better-paid men.

All the lumbering industries report considerable reductions in wages, as also do the pulp and paper manufacturers and metal-mining, while the group of metal trades show a slight average decrease. Coal-mining and the builders' and contractors' group follow the same tendency. All these are industries with thousands of employees, but in which employment is either seasonal or irregular. This would suggest that, where an industry was closed down for a part of the year and a new crew of men engaged upon its resumption, the employers were able to impose their own terms, which often were less favourable to the men than in the previous year.

In the report for last year a series of diagrams were presented, showing the changes in prevailing industrial wages in the Province over a period of three years. A further diagram has been prepared on similar lines for the year 1921, and is now presented alongside the others, so that the wage fluctuations of the past four years may be seen at a glance.

CHART SHOWING FLUCTUATION IN WAGES—1918 TO 1921.

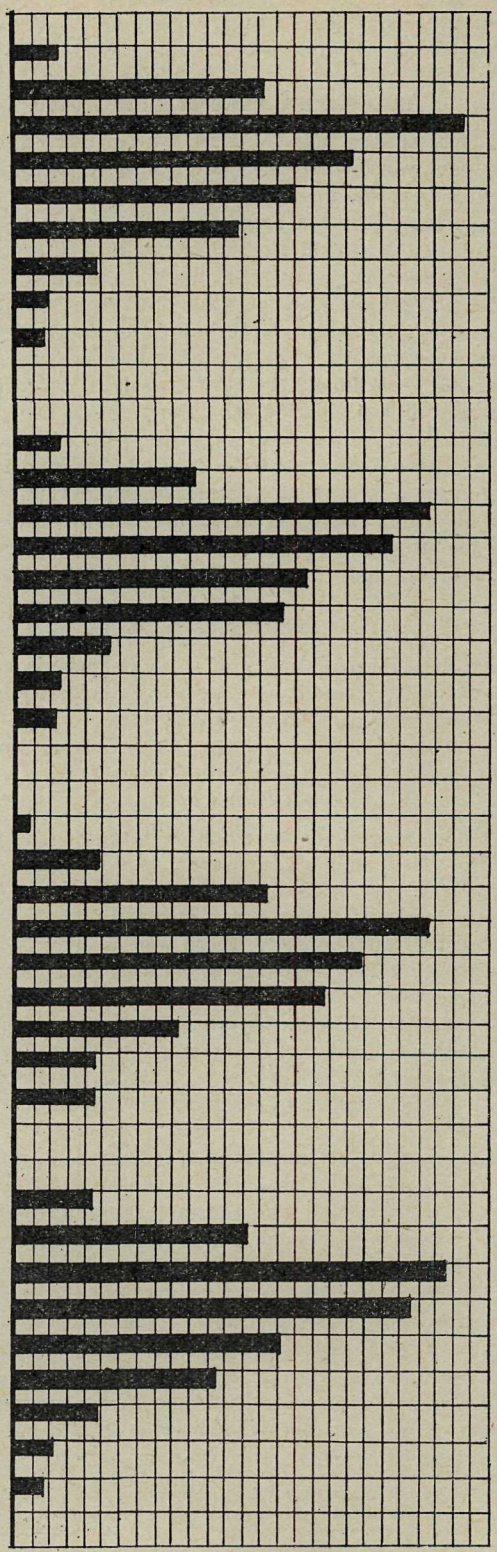
In the accompanying chart each series of black lines represents a different period. The first series represents the period of seven months from January 1st to July 31st, 1918; the second series the twelve months from August 1st, 1918, to July 31st, 1919; the third series from October 1st, 1919, to September 30th, 1920; and the fourth series from January to December, 1921. Each of the thin downward lines represents 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 the Province in that particular year were receiving the wages indicated in the opposite margin.

Under $15 00 weekly,		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%

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%

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%

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%



The difference between the wages of 1921 and those of 1920, as shown above, is very marked. Note the reduced percentage of those receiving wages of $30 a week and upwards and the increased percentage of those receiving smaller pay. As many as 4.35 per cent. of adult males were receiving less than $15 weekly, compared with 0.79 per cent. in 1920, 2.49 per cent. in 1919, and 2.64 per cent. in 1918. Probably most of these were Orientals. Adult males to the number of 1,003 were returned as receiving less than $12 a week. In the returns for 1920 only 153 adult males were mentioned as receiving these low wages.

AVERAGE WAGE OF ADULT MALES.

An estimate of the average wage for adult males in each industry was worked out last year on the basis of the classified weekly wage-rate. The method used was fully explained in the last annual report. It was pointed out that, in the questionnaire sent out, firms were asked to give the number of wage-earners within specified limits, but were not asked to give exact figures; so that the 5,798 wage-earners receiving "$24 to $24.99 weekly" will doubtless include some receiving $24, some $24.25, some $24.50, some $24.75, etc.; while the 9,934 who receive "$30 to $34.99 weekly" will be made up, in unknown proportions, of those receiving $30, $31, $32, $33, $34, etc. For the purpose of making an average it has been assumed, where steps of $1 were given in the table, that "$24 to $24.99," for example, meant $24.50, and, where steps of $5 were given, that "$30 to $34.99," for example, meant $32. Lest these assumptions should be criticized as erring a little on the side of generosity, "$50 and over" was taken in all cases to mean $50 only.

While strict accuracy cannot be guaranteed in the figures for either year, still, since the same method has been adopted in both cases, the comparison may be claimed as being entirely fair.

Average Wage in each Industry (Adult Males only).

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

These averages are worked out, of course, from the figures supplied by each firm for the week of employment of the greatest number, and represent the pay for a full week's work. Actual earnings would be subject to considerable deductions from these figures at certain periods of the year, whenever broken time is worked or a plant is closed down.

Striking a general average for all the above trades, and taking into account the respective numbers employed in them, we arrive at the following figures:—

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

1918 (January to July)	$27 97
1918–19	29 11
1919–20	31 51
1921	27 62

It will be seen that we have receded from the position gained during the prosperous times of 1919–20, and have returned to a little lower than the position of four years ago.

The figures given in relation to the weekly working-hours in the various industries do not show much change from last year. The general average is, indeed, a little lower—50.41 hours weekly as compared with 50.96; but some industries show slight increases and others slight decreases, without any pronounced change in either direction.

BIG INDUSTRIES IN THE PROVINCE.

Before leaving this section of the report it may be worth while to observe that the facts and figures collected do not tend to a pessimistic outlook, especially if one visualizes conditions as they may be after the present cycle of unrest has been safely passed. Certainly the leaders of industry have taken big chances on the future of the Province. Large sums of money have been spent to establish industries, and even in the last year of depression many businesses were being operated on a large scale. On going over the returns received, we find that, leaving out all public authorities and excluding also the transcontinental railways, wholesale and retail merchants, and deep-sea shipping, there were no fewer than 118 firms in the Province with a pay-roll for the year of over $100,000, and eleven of those passed the million mark. Of these 118 large firms, 47 were engaged in various branches of the lumbering industry, and others were in the following groups: Breweries, 2; coal-mining, 8; Coast shipping, 4; explosives, 1; contracting, 10; house-furnishing, 1; laundries, 1; builders' material, 2; manufacturing food products, 8; metal trades, 3; Provincial railways and public utilities, 8; manufacturing wood, 1; metal-mining, 6; miscellaneous, 1; oil-refining, 1; printing and publishing, 3; pulp and paper mills, 5; ship-building and repairing, 4; smelting, 2. Twenty-nine of these firms are located in the City of Vancouver.

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.

BREWERIES.

Returns covering 21 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$138,434 34
Clerks, Stenographers, Salesmen, etc.	59,351 00
Wage-earners (including piece-workers)	456,869 31
Total	$654,654 65

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	281	3	July	280	6
February	283	3	August	282	7
March	294	2	September	275	4
April	302	3	October	231	4
May	288	3	November	231	2
June	310	7	December	218	2

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					1
$ 6.00 to $ 6.99		1			
7.00 to 7.99		1			
8.00 to 8.99					
9.00 to 9.99	1				
10.00 to 10.99				1	
11.00 to 11.99					
12.00 to 12.99		6	1		
13.00 to 13.99					
14.00 to 14.99	4				
15.00 to 15.99	7	5	7		
16.00 to 16.99	7				
17.00 to 17.99					
18.00 to 18.99	1				
19.00 to 19.99					
20.00 to 20.99	8	1			
21.00 to 21.99	3				
22.00 to 22.99	12				
23.00 to 23.99	3	2			
24.00 to 24.99	32				
25.00 to 25.99	10				
26.00 to 26.99	47				
27.00 to 27.99	45				
28.00 to 28.99	50				
29.00 to 29.99	11				
30.00 to 34.99	41				
35.00 to 39.99	27				
40.00 to 44.99	15				
45.00 to 49.99	5				
50.00 and over	5				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	128	6
Great Britain and Ireland	156	2
United States of America	3	
Australasia	2	
Belgium	2	
France	6	
Italy	7	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	8	
Russia or other Slav country	5	
Other European country	3	
China		
Hindustan		
Japan		
All other countries		
Nationality not stated	31	

Weekly Hours of Labour.

6 at 44 hours.	114 at 50 hours.
8 at 45 "	4 at 53 "
15 at 46 "	3 at 54 "
191 at 48 "	17 at 56 "

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 32 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$102,969 81
Clerks, Stenographers, Salesmen, etc.	44,428 25
Wage-earners (including piece-workers)	618,254 10
Total	$765,652 16

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	466	2	July	508	3
February	473	2	August	543	3
March	496	3	September	527	4
April	520	3	October	503	4
May	530	3	November	415	3
June	538	3	December	364	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					
7.00 to 7.99					
8.00 to 8.99	1				
9.00 to 9.99					
10.00 to 10.99			1		
11.00 to 11.99					
12.00 to 12.99		1			
13.00 to 13.99					
14.00 to 14.99	1				
15.00 to 15.99					
16.00 to 16.99	7		1		
17.00 to 17.99	13	2			
18.00 to 18.99	37				
19.00 to 19.99	55				
20.00 to 20.99	15				
21.00 to 21.99	18				1
22.00 to 22.99	11				
23.00 to 23.99	5				
24.00 to 24.99	45		1		1
25.00 to 25.99	30				
26.00 to 26.99	23				
27.00 to 27.99	52				
28.00 to 28.99	22				
29.00 to 29.99	30				
30.00 to 34.99	93		1		
35.00 to 39.99	40				
40.00 to 44.99	35				
45.00 to 49.99	66				
50.00 and over	16				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	150	2
Great Britain and Ireland	225	1
United States of America	12	
Australasia		
Belgium		
France	2	
Italy	50	1
Germany		
Austria	1	
Norway, Sweden, and Denmark	1	
Russia or other Slav country	9	
Other European country	7	
China	148	
Hindustan		
Japan	1	
All other countries	2	
Nationality not stated		

Weekly Hours of Labour.

1 at 39 hours.	146 at 54 hours.
180 at 44 "	33 at 55 "
160 at 48 "	19 at 56 "
21 at 49 "	17 at 63 "
49 at 52 "	16 at 70 "

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 8 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 17,790 00
Clerks, Stenographers, Salesmen, etc	15,677 45
Wage-earners (including piece-workers)	73,456 02
Total	$106,923 47

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	23	2	July	25	63
February	91	9	August	23	16
March	94	21	September	22	20
April	20	2	October	24	103
May	79	15	November	29	100
June	76	14	December	29	105

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	18	50
Great Britain and Ireland	12	42
United States of America	4	34
Australasia		1
Belgium		
France		
Italy		3
Germany	1	
Austria		
Norway, Sweden, and Denmark	1	3
Russia or other Slav country		
Other European country		2
China		
Hindustan		
Japan		
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

3 at 40 hours.	108 at 45 hours.
19 at 44 "	12 at 48 "

COAL-MINING.

Returns covering 12 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 349,764 63
Clerks, Stenographers, Salesmen, etc	196,515 33
Wages-earners (including piece-workers)	8,714,864 73
Total	$ 9,261,144 69

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,141	2	July	5,302	2
February	5,295	2	August	5,449	2
March	5,088	2	September	5,526	1
April	5,201	3	October	5,684	1
May	5,159	2	November	5,617	1
June	5,234	2	December	5,429	1

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					5
9.00 to 9.99					
10.00 to 10.99		3			
11.00 to 11.99		34			
12.00 to 12.99	2	6			
13.00 to 13.99	117	2			2
14.00 to 14.99	20	9			
15.00 to 15.99	33	32	3		
16.00 to 16.99	52	7			
17.00 to 17.99	72	30			2
18.00 to 18.99	80	9			
19.00 to 19.99	67				
20.00 to 20.99	69	2			2
21.00 to 21.99	68	7			
22.00 to 22.99	46	2			
23.00 to 23.99	52	1			
24.00 to 24.99	62				
25.00 to 25.99	83				
26.00 to 26.99	111	1			
27.00 to 27.99	181				
28.00 to 28.99	180				
29.00 to 29.99	313				
30.00 to 34.99	766				
35.00 to 39.99	640				
40.00 to 44.99	513				
45.00 to 49.99	262				
50.00 and over	238				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	802	1
Great Britain and Ireland	2,415	
United States of America	110	1
Australasia	5	
Belgium	42	
France	20	
Italy	615	
Germany	13	
Austria	346	
Norway, Sweden, and Denmark	61	
Russia or other Slav country	309	
Other European country	31	
China	813	
Hindustan		
Japan	82	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

10 at 30 hours.	15 at 49 hours.
10 at 40 "	51 at 56 "
5,622 at 48 "	

COAST SHIPPING.

Returns covering 79 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 279,241 05
Clerks, Stenographers, Salesmen, etc	368,891 66
Wage-earners (including piece-workers)	3,243,548 04
Total	$ 3,891,680 75

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,004	43	July	3,016	49
February	2,925	43	August	3,090	51
March	2,899	45	September	3,360	49
April	2,801	46	October	3,201	47
May	3,148	47	November	2,982	44
June	3,177	47	December	3,341	44

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99		1			
9.00 to 9.99					
10.00 to 10.99		2			
11.00 to 11.99		1	3		
12.00 to 12.99	9	3			
13.00 to 13.99	17				
14.00 to 14.99	2				
15.00 to 15.99	23		6		
16.00 to 16.99	128				
17.00 to 17.99	72				
18.00 to 18.99	265		2		
19.00 to 19.99	16				
20.00 to 20.99	219				
21.00 to 21.99	137		1		
22.00 to 22.99	184		1		
23.00 to 23.99	245		21		
24.00 to 24.99	134		5		1
25.00 to 25.99	49		2		
26.00 to 26.99	55		1		
27.00 to 27.99	119				
28.00 to 28.99	437				
29.00 to 29.99	19				1
30.00 to 34.99	411		1		
35.00 to 39.99	319		1		
40.00 to 44.99	148				
45.00 to 49.99	93		1		
50.00 and over	156				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,192	15
Great Britain and Ireland	1,725	28
United States of America	99	2
Australasia	6	1
Belgium	5	
France	10	
Italy	26	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	72	1
Russia or other Slav country	9	
Other European country	1	
China	128	
Hindustan		
Japan	62	
All other countries		
Nationality not stated	250	

Weekly Hours of Labour.

565 at 32 hours.	83 at 56 hours.
3 at 42 "	126 at 60 "
123 at 44 "	2 at 63 "
1 at 46 "	4 at 70 "
1,716 at 48 "	21 at 72 "
11 at 49 "	7 at 84 "
95 at 54 "	

CONTRACTING.

Returns covering 517 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 864,049 36
Clerks, Stenographers, Salesmen, etc	439,494 75
Wage-earners (including piece-workers)	5,498,064 70
Total	$6,801,608 81

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females
January	3,402	62	July	5,209	70
February	3,360	67	August	5,345	70
March	3,768	70	September	4,981	68
April	4,145	71	October	4,551	68
May	4,652	67	November	4,401	66
June	4,744	69	December	3,947	59

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			2
$ 6.00 to $ 6.99		3			3
7.00 to 7.99	2	3			7
8.00 to 8.99	3	29			6
9.00 to 9.99	1	25			2
10.00 to 10.99	13	37		4	5
11.00 to 11.99	4	5	1		1
12.00 to 12.99	31	11	3		2
13.00 to 13.99	33	3			
14.00 to 14.99	19	4	25		2
15.00 to 15.99	36	3	3		2
16.00 to 16.99	37	2	2		1
17.00 to 17.99	24	5	3		
18.00 to 18.99	394	6	1		
19.00 to 19.99	255				2
20.00 to 20.99	148		6		1
21.00 to 21.99	461		1		
22.00 to 22.99	590	1			
23.00 to 23.99	259	1			
24.00 to 24.99	1,046				
25.00 to 25.99	241		1		
26.00 to 26.99	206				
27.00 to 27.99	710				
28.00 to 28.99	191	1			
29.00 to 29.99	288				
30.00 to 34.99	924		1		
35.00 to 39.99	1,168				
40.00 to 44.99	509				
45.00 to 49.99	218				
50.00 and over	169				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	3,567	19
Great Britain and Ireland	3,394	28
United States of America	245	3
Australasia	6	1
Belgium	10	1
France	34	
Italy	301	2
Germany	8	
Austria	10	
Norway, Sweden, and Denmark	570	
Russia or other Slav country	57	1
Other European country	45	2
China	102	
Hindustan	2	
Japan	20	
All other countries	17	
Nationality not stated	68	1

Weekly Hours of Labour.

2 at 30 hours.	14 at 52 hours.
6 at 36 "	1,069 at 54 "
38 at 40 "	33 at 56 "
3,924 at 44 "	48 at 59 "
27 at 45 "	896 at 60 "
29 at 46 "	3 at 63 "
2,534 at 48 "	6 at 65 "
27 at 49 "	2 at 72 "
653 at 50 "	1 at 84 "

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 16 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 52,069 60
Clerks, Stenographers, Salesmen, etc	145,170 96
Wage-earners (including piece-workers)	275,415 55
Total	$472,656 11

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	202	23	July	219	4
February	205	18	August	226	4
March	187	3	September	226	4
April	170	6	October	238	23
May	184	4	November	234	7
June	208	3	December	203	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					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99			3		
12.00 to 12.99	2				
13.00 to 13.99	2				
14.00 to 14.99	1			1	
15.00 to 15.99	1		1		
16.00 to 16.99	28		1		
17.00 to 17.99	2				
18.00 to 18.99	10	2			
19.00 to 19.99	22			2	
20.00 to 20.99	11			1	
21.00 to 21.99	12		7		
22.00 to 22.99	23		5		
23.00 to 23.99	10				
24.00 to 24.99	35				
25.00 to 25.99	15		1		
26.00 to 26.99	9				
27.00 to 27.99	10				
28.00 to 28.99	7				
29.00 to 29.99	8				
30.00 to 34.99	60				
35.00 to 39.99	33				
40.00 to 44.99	7				
45.00 to 49.99	3				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	83	6
Great Britain and Ireland	112	11
United States of America	7	1
Australasia	2	
Belgium		
France	1	
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	6	1
Russia or other Slav country	2	
Other European country	1	
China	57	
Hindustan		
Japan	8	
All other countries	2	
Nationality not stated	29	3

Weekly Hours of Labour.

64 at 44 hours.	3 at 63 hours.
27 at 47 "	1 at 67 "
45 at 48 "	20 at 70 "
47 at 50 "	3 at 71 "
11 at 52 "	4 at 80 "
64 at 54 "	3 at 84 "
3 at 55 "	2 at 90 "
4 at 56 "	1 at 91 "
51 at 60 "	

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 216 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 848,119 16
Clerks, Stenographers, Salesmen, etc.	968,825 86
Wage-earners (including piece-workers)	4,253,031 54
Total	$ 6,069,976 56

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,966	388	July	3,958	1,082
February	2,009	404	August	4,125	1,375
March	2,248	380	September	3,915	1,482
April	2,594	404	October	3,412	1,283
May	2,786	437	November	2,597	762
June	3,606	789	December	2,136	528

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1	3	17	3	.....
$ 6.00 to $ 6.99	.....	.....	3	4	.....
7.00 to 7.99	1	5	13	15	.....
8.00 to 8.99	.....	4	10	5	.....
9.00 to 9.99	.....	7	13	36	.....
10.00 to 10.99	8	10	32	42	3
11.00 to 11.99	2	6	35	9	2
12.00 to 12.99	11	15	119	21	6
13.00 to 13.99	78	8	83	7	.....
14.00 to 14.99	38	11	263	7	.....
15.00 to 15.99	116	13	159	5	.....
16.00 to 16.99	46	8	81	11	.....
17.00 to 17.99	162	3	113	3	.....
18.00 to 18.99	249	18	163	5	.....
19.00 to 19.99	114	11	118	1	.....
20.00 to 20.99	177	3	160	.....	.....
21.00 to 21.99	341	2	56	.....	.....
22.00 to 22.99	224	.....	24	.....	.....
23.00 to 23.99	241	2	10	.....	.....
24.00 to 24.99	212	1	28	.....	.....
25.00 to 25.99	471	.....	16	.....	.....
26.00 to 26.99	219	.....	3	.....	.....
27.00 to 27.99	377	.....	11	.....	.....
28.00 to 28.99	152	.....	4	.....	.....
29.00 to 29.99	140	2	7	.....	.....
30.00 to 34.99	1,015	1	42	.....	.....
35.00 to 39.99	249	.....	7	.....	.....
40.00 to 44.99	104	.....	3	.....	.....
45.00 to 49.99	33	.....	.....	.....	.....
50.00 and over	40	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,695	816
Great Britain and Ireland	1,407	362
United States of America	131	38
Australasia	2	2
Belgium	11	2
France	21	5
Italy	62	16
Germany	5	14
Austria	7	3
Norway, Sweden, and Denmark	169	7
Russia or other Slav country	43	1
Other European country	15	.....
China	580	.....
Hindustan	25	.....
Japan	487	59
All other countries	164	189
Nationality not stated	339	38

Weekly Hours of Labour.

65 at 30 hours.	150 at 47 hours.	50 at 56 hours.
33 at 36 "	1,665 at 48 "	2,442 at 60 "
11 at 40 "	354 at 49 "	25 at 66 "
6 at 42 "	205 at 50 "	146 at 72 "
305 at 44 "	105 at 51 "	15 at 77 "
124 at 45 "	814 at 54 "	2 at 84 "

GARMENT-MAKING.

Returns covering 49 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$114,942 35
Clerks, Stenographers, Salesmen, etc.	88,244 21
Wage-earners (including piece-workers)	493,725 22
Total	$696,911 78

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	155	360	July	168	378
February	151	361	August	170	387
March	164	353	September	179	425
April	168	391	October	181	422
May	171	391	November	179	412
June	171	385	December	168	388

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	1	.....	2	.....
$ 6.00 to $ 6.99	.....	.....	.....	2	.....
7.00 to 7.99	2	1	.....	7	.....
8.00 to 8.99	1	.....	3	3	.....
9.00 to 9.99	1	.....	1	1	7
10.00 to 10.99	6	1	11	6	5
11.00 to 11.99	.....	1	1	1	.....
12.00 to 12.99	1	.....	18	2	.....
13.00 to 13.99	1	.....	24	1	.....
14.00 to 14.99	4	.....	98	2	.....
15.00 to 15.99	7	.....	43	1	.....
16.00 to 16.99	5	.....	38	.....	.....
17.00 to 17.99	2	.....	18	.....	.....
18.00 to 18.99	5	.....	37	.....	.....
19.00 to 19.99	.....	.....	15	.....	.....
20.00 to 20.99	8	.....	26	.....	.....
21.00 to 21.99	7	.....	6	.....	.....
22.00 to 22.99	3	.....	24	.....	.....
23.00 to 23.99	2	.....	27	.....	.....
24.00 to 24.99	4	.....	2	.....	.....
25.00 to 25.99	12	.....	17	.....	.....
26.00 to 26.99	.....	.....	2	.....	.....
27.00 to 27.99	3	.....	3	.....	.....
28.00 to 28.99	.....	.....	.....	.....	.....
29.00 to 29.99	2	.....	.....	.....	.....
30.00 to 34.99	33	.....	4	.....	.....
35.00 to 39.99	34	.....	.....	.....	.....
40.00 to 44.99	16	1	.....	.....	.....
45.00 to 49.99	3	.....	.....	.....	.....
50.00 and over	9	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	65	210
Great Britain and Ireland	64	207
United States of America	7	20
Australasia	1	.....
Belgium	1	3
France	.....	7
Italy	1	2
Germany	2	.....
Austria	3	.....
Norway, Sweden, and Denmark	11	4
Russia or other Slav country	9	6
Other European country	2	.....
China	21	.....
Hindustan	.....	.....
Japan	1	1
All other countries	2	3
Nationality not stated	.....	.....

Weekly Hours of Labour.

2 at 40 hours.	18 at 48 hours.
476 at 44 "	3 at 49 "
14 at 45 "	4 at 50 "
5 at 46 "	5 at 54 "
83 at 47 "	

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 14 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 53,589 35
Clerks, Stenographers, Salesmen, etc.	34,128 02
Wage-earners (including piece-workers)	262,389 97
Total	$350,107 34

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	184	23	July	193	23
February	217	22	August	198	24
March	215	25	September	201	25
April	229	25	October	211	22
May	240	25	November	211	21
June	224	24	December	213	21

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99		1			
8.00 to 8.99		2			
9.00 to 9.99	7	2			
10.00 to 10.99	1	4			
11.00 to 11.99	1	3			
12.00 to 12.99	1				
13.00 to 13.99	3		1		
14.00 to 14.99	3		1		2
15.00 to 15.99	2	1			
16.00 to 16.99	9		5		
17.00 to 17.99	1	1	5		
18.00 to 18.99	5	1	5		
19.00 to 19.99	2	1			
20.00 to 20.99	2		1		
21.00 to 21.99	7	1	1		
22.00 to 22.99	11				
23.00 to 23.99	9		2		
24.00 to 24.99	20				
25.00 to 25.99	9		1		
26.00 to 26.99	9				
27.00 to 27.99	14				
28.00 to 28.99	17		1		
29.00 to 29.99	7				
30.00 to 34.99	57				
35.00 to 39.99	20				
40.00 to 44.99	9				
45.00 to 49.99	2				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	113	11
Great Britain and Ireland	105	14
United States of America	19	
Australasia	2	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country	1	
Other European country	1	
China	3	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

140 at 44 hours.
21 at 48 "
3 at 49 "
108 at 50 hours.
2 at 54 "

JEWELLERY—MANUFACTURING OF.

Returns covering 12 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 28,739 00
Clerks, Stenographers, Salesmen, etc.	22,365 50
Wage-earners (including piece-workers)	123,364 59
Total	$174,469 09

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	91	17	July	81	14
February	91	17	August	78	15
March	89	15	September	80	15
April.	81	15	October	82	15
May	83	14	November	80	14
June	83	14	December.	80	14

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	50	7
Great Britain and Ireland	35	6
United States of America	1	4
Australasia		
Belgium		
France		
Italy	2	
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country		
Other European country		
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

6 at 36 hours.
1 at 39 "
75 at 44 "
17 at 45 hours.
1 at 48 "
2 at 50 "

LAUNDRIES, CLEANING AND DYEING.

Returns covering 38 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 71,430 09
Clerks, Stenographers, Salesmen, etc	91,225 90
Wage-earners (including piece-workers)	739,754 36
Total	$902,410 35

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	309	590	July	320	594
February	312	581	August	320	579
March	317	584	September	323	588
April	317	590	October	323	572
May	317	589	November	323	578
June	321	585	December	322	570

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2				
$ 6.00 to $ 6.99					
7.00 to 7.99	2				
8.00 to 8.99		1			
9.00 to 9.99				10	
10.00 to 10.99	1	2	1	11	2
11.00 to 11.99	5		1	4	7
12.00 to 12.99	2	2	8	16	16
13.00 to 13.99	1	2	164	16	6
14.00 to 14.99			76	15	
15.00 to 15.99	4	1	82	3	
16.00 to 16.99	1		67		
17.00 to 17.99			28		
18.00 to 18.99	10		50		
19.00 to 19.99	18		2		
20.00 to 20.99	12		13		
21.00 to 21.99	2		2		
22.00 to 22.99	8		5		
23.00 to 23.99	3				
24.00 to 24.99	14		1		
25.00 to 25.99	45		1		
26.00 to 26.99	15				
27.00 to 27.99	35				
28.00 to 28.99	15				
29.00 to 29.99	6				
30.00 to 34.99	55				
35.00 to 39.99	33				
40.00 to 44.99	16				
45.00 to 49 99	2				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	95	243
Great Britain and Ireland	216	374
United States of America	7	25
Australasia	2	2
Belgium		2
France	1	6
Italy	3	5
Germany		1
Austria	1	
Norway, Sweden, and Denmark	1	20
Russia or other Slav country	1	9
Other European country		2
China	30	
Hindustan	1	
Japan	1	
All other countries	1	1
Nationality not stated		

Weekly Hours of Labour.

2 at 37 hours.	8 at 47 hours.	2 at 54 hours.
2 at 40 "	491 at 48 "	2 at 55 "
121 at 44 "	8 at 49 "	56 at 60 "
8 at 45 "	4 at 50 "	1 at 65 "
314 at 46 "		

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 34 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 51,817 93
Clerks, Stenographers, Salesmen, etc	38,442 24
Wage-earners (including piece-workers)	258,749 26
Total	$349,009 43

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	207	57	July	195	48
February	206	55	August	151	37
March	216	57	September	152	40
April	214	59	October	180	46
May	225	61	November	217	70
June	219	56	December	217	71

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		2		1	1
8.00 to 8.99		3		1	
9.00 to 9.99		5			2
10.00 to 10.99	1	3		1	
11.00 to 11.99		4	1	3	
12.00 to 12.99	1	4	7		1
13.00 to 13.99		2	4	1	
14.00 to 14.99	2		5		
15.00 to 15.99	2	2	9		
16.00 to 16.99	1	2	4		
17.00 to 17.99	2				
18.00 to 18.99	3		4		
19.00 to 19.99	2		7		
20.00 to 20.99	4				
21.00 to 21.99	2		1		
22.00 to 22.99	6		7		
23.00 to 23.99	3		1		
24.00 to 24.99	7		1		
25.00 to 25.99	18		3		
26.00 to 26.99	12		2		
27.00 to 27.99	15		1		
28.00 to 28.99	22		1		
29.00 to 29.99	1				
30.00 to 34.99	55		1		
35.00 to 39.99	24		1		
40.00 to 44.99	8				
45.00 to 49.99					
50.00 and over	7				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	85	35
Great Britain and Ireland	111	35
United States of America	10	
Australasia	2	
Belgium		
France	2	
Italy	5	
Germany	2	
Austria		
Norway, Sweden, and Denmark	7	3
Russia or other Slav country	3	
Other European country	3	
China	1	
Hindustan		
Japan	2	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

2 at 43 hours.	160 at 48 hours.	2 at 52 hours.
49 at 44 "	4 at 49 "	4 at 53 "
1 at 45 "	56 at 50 "	5 at 54 "
11 at 47 "	3 at 51 "	

LUMBER INDUSTRIES.

Returns covering 533 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 1,548,097 64
Clerks, Stenographers, Salesmen, etc.	829,739 39
Wage-earners (including piece-workers)	15,803,125 63
Total	$18,180,962 66

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	10,062	44	July	15,407	66
February	10,682	52	August	14,763	58
March	13,052	64	September	14,493	57
April	14,232	79	October	14,530	59
May	15,234	79	November	14,126	58
June	15,417	73	December	12,143	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					
$ 6.00 to $ 6.99	1	3			
7.00 to 7.99	1	4	3		
8.00 to 8.99	2	2	1		
9.00 to 9.99	138	7	2		
10.00 to 10.99	302	11	1		
11.00 to 11.99	333	3		1	
12.00 to 12.99	502	13	10		
13.00 to 13.99	436	14	5		
14.00 to 14.99	307		3		
15.00 to 15.99	887	27	1		
16.00 to 16.99	903	6	7		
17.00 to 17.99	969	3	2		
18.00 to 18.99	1,639	27	25		
19.00 to 19.99	607		9		
20.00 to 20.99	990	3	9		
21.00 to 21.99	1,907	6	7		
22.00 to 22.99	1,035	1	1		
23.00 to 23.99	490		1		
24.00 to 24.99	2,458	1	6		
25.00 to 25.99	1,180	2	6		
26.00 to 26.99	617		1		
27.00 to 27.99	1,325		1		
28.00 to 28.99	492				
29.00 to 29.99	534		2		
30.00 to 34.99	2,074	1	7		
35.00 to 39.99	2,133		1		
40.00 to 44.99	529				
45.00 to 49.99	268				
50.00 and over	319				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	7,512	62
Great Britain and Ireland	2,769	12
United States of America	1,332	9
Australasia	24	
Belgium	41	1
France	177	
Italy	279	
Germany	50	
Austria	247	
Norway, Sweden, and Denmark	1,857	7
Russia or other Slav country	745	2
Other European country	115	
China	3,376	
Hindustan	695	
Japan	1,843	3
All other countries	161	3
Nationality not stated	560	

Weekly Hours of Labour.

4 at 30 hours.	150 at 52 hours.	256 at 66 hours.
10 at 36 "	5,985 at 54 "	48 at 70 "
517 at 40 "	644 at 55 "	130 at 77 "
371 at 44 "	274 at 56 "	147 at 80 "
6,068 at 48 "	172 at 58 "	17 at 84 "
2,855 at 50 "	5,195 at 60 "	6 at 91 "

METAL TRADES.

Returns covering 292 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 653,800 28
Clerks, Stenographers, Salesmen, etc.	688,054 54
Wage-earners (including piece-workers)	2,366,998 04
Total	$ 3,708,852 86

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,212	32	July	1,820	48
February	2,147	34	August	1,867	36
March	2,059	30	September	1,751	35
April	1,932	31	October	1,777	34
May	1,913	32	November	1,671	36
June	1,970	34	December	1,755	31

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		1	14
$ 6.00 to $ 6.99	1	2			7
7.00 to 7.99	1	13			6
8.00 to 8.99		11			13
9.00 to 9.99	6	12			9
10.00 to 10.99	10	15	3	1	7
11.00 to 11.99	3	15			14
12.00 to 12.99	13	12	1		5
13.00 to 13.99	5	11			13
14.00 to 14.99	10	3			2
15.00 to 15.99	19	14	4	1	13
16.00 to 16.99	28	3	2		4
17.00 to 17.99	19	1	4		12
18.00 to 18.99	27	7	3		9
19.00 to 19.99	17	1			6
20.00 to 20.99	45	1	4		4
21.00 to 21.99	34		5		6
22.00 to 22.99	78		3		4
23.00 to 23.99	80		3		4
24.00 to 24.99	160	3			1
25.00 to 25.99	91	2			1
26.00 to 26.99	103	2			1
27.00 to 27.99	75				2
28.00 to 28.99	124				
29.00 to 29.99	80		1		
30.00 to 34.99	434		5		
35.00 to 39.99	431		1		
40.00 to 44.99	99				
45.00 to 49.99	33				
50.00 and over	45				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,237	
Great Britain and Ireland	1,124	
United States of America	111	
Australasia	7	
Belgium	8	
France	7	
Italy	16	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	44	
Russia or other Slav country	11	
Other European country	4	
China	3	
Hindustan		
Japan	13	
All other countries	127	
Nationality not stated	8	

Weekly Hours of Labour.

6 at 30 hours.	33 at 45 hours.	165 at 51 hours.
3 at 32 "	48 at 46 "	118 at 54 "
5 at 36 "	46 at 47 "	9 at 60 "
15 at 40 "	140 at 48 "	1 at 63 "
13 at 42 "	59 at 49 "	2 at 70 "
1,672 at 44 "	47 at 50 "	2 at 77 "

METAL-MINING.

Returns covering 98 Firms.

Salary and Wage Payments, 1921.

Offices, Superintendents, and Managers	$ 244,615 55
Clerks, Stenographers, Salesmen, etc.	124,482 65
Wage-earners (including piece-workers)	3,223,595 12
Total	$3,592,695 32

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,750	22	July	2,213	25
February	1,747	21	August	2,365	25
March	1,812	21	September	2,209	25
April	1,818	21	October	2,157	26
May	1,870	27	November	2,164	26
June	2,084	26	December	2,003	26

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	1				
12.00 to 12.99	1				
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99	2		3		
16.00 to 16.99	5		1		
17.00 to 17.99	11	3			
18.00 to 18.99	6	1	1		
19.00 to 19.99	29		8		1
20.00 to 20.99	9				
21.00 to 21.99	42		7		
22.00 to 22.99	203		5		
23.00 to 23.99	32		3		
24.00 to 24.99	137				
25.00 to 25.99	212		1		
26.00 to 26.99	165				
27.00 to 27.99	189				
28.00 to 28.99	107				
29.00 to 29.99	95				
30.00 to 34.99	520				
35.00 to 39.99	646				
40.00 to 44.99	273				
45.00 to 49.99	85				
50.00 and over	59				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	810	10
Great Britain and Ireland	591	11
United States of America	181	2
Australasia	9	
Belgium	3	
France	9	
Italy	158	
Germany	5	
Austria	32	
Norway, Sweden, and Denmark	230	4
Russia or other Slav country	132	
Other European country	20	
China	42	
Hindustan		
Japan	30	
All other countries	4	
Nationality not stated	465	

Weekly Hours of Labour.

2 at 44 hours.	1,112 at 56 hours.
796 at 48 "	15 at 60 "
2 at 49 "	12 at 70 "
55 at 52 "	6 at 84 "
246 at 54 "	

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 36 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 144,729 28
Clerks, Stenographers, Salesmen, etc.	139,536 30
Wage-earners (including piece-workers)	775,352 38
Total	$1,059,617 96

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	470	76	July	486	108
February	486	86	August	494	114
March	483	90	September	485	110
April	469	92	October	488	110
May	504	95	November	487	115
June	430	90	December	473	104

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			2		
8.00 to 8.99	1	4		1	4
9.00 to 9.99		1			
10.00 to 10.99	1	3	1	4	1
11.00 to 11.99	1			7	
12.00 to 12.99	4	5	5		
13.00 to 13.99	1	3	10	5	
14.00 to 14.99	4	1	63		
15.00 to 15.99	2		12		
16.00 to 16.99	4		3		
17.00 to 17.99	4		6		
18.00 to 18.99	12	1	2		
19.00 to 19.99	4				
20.00 to 20.99	7		1		
21.00 to 21.99	11				
22.00 to 22.99	18		1		
23.00 to 23.99	19		1		
24.00 to 24.99	60		1		
25.00 to 25.99	60		2		
26.00 to 26.99	63				
27.00 to 27.99	58				
28.00 to 28.99	15				
29.00 to 29.99	16				
30.00 to 34.99	111		2		
35.00 to 39.99	46				
40.00 to 44.99	17				
45.00 to 49.99	3				
50.00 and over	10				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	200	44
Great Britain and Ireland	333	85
United States of America	21	2
Australasia		
Belgium		1
France	3	
Italy	7	4
Germany		
Austria		
Norway, Sweden, and Denmark	3	1
Russia or other Slav country		
Other European country	3	
China	4	
Hindustan	2	
Japan	4	
All other countries		1
Nationality not stated		

Weekly Hours of Labour.

1 at 39 hours.	87 at 47 hours.	19 at 56 hours.
7 at 40 "	142 at 48 "	50 at 60 "
2 at 42 "	26 at 50 "	3 at 63 "
211 at 44 "	4 at 51 "	8 at 72 "
15 at 45 "	8 at 52 "	1 at 84 "
3 at 46 "	164 at 54 "	1 at 87 "

OIL-REFINING.

Returns covering 6 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 17,259 00
Clerks, Stenographers, Salesmen, etc.	135,336 47
Wage-earners (including piece-workers)	477,723 97
Total	$630,319 44

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	388	1	July	259	1
February	303	1	August	229	
March	257	1	September	229	
April	253	1	October	234	
May	252	1	November	231	
June	260	1	December	238	1

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99	1				
13.00 to 13.99					
14.00 to 14.99	1				
15.00 to 15.99		1			
16.00 to 16.99					
17.00 to 17.99					
18.00 to 18.99	1	2			
19.00 to 19.99					
20.00 to 20.99	12				
21.00 to 21.99					
22.00 to 22.99	3	5	1		
23.00 to 23.99	1				
24.00 to 24.99	2				
25.00 to 25.99	14	1			
26.00 to 26.99					
27.00 to 27.99					
28.00 to 28.99					
29.00 to 29.99					
30.00 to 34.99	180				
35.00 to 39.99	64				
40.00 to 44.99	90				
45.00 to 49.99	31				
50.00 and over	10				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	164	1
Great Britain and Ireland	209	
United States of America	18	
Australasia	3	
Belgium		
France		
Italy	2	
Germany	1	
Austria	2	
Norway, Sweden, and Denmark	8	
Russia or other Slav country	7	
Other European country	1	
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

5 at 44 hours.	308 at 48 hours.
3 at 45 "	1 at 49 "
6 at 46 "	8 at 66 "

PAINT-MANUFACTURING.

Returns covering 10 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 48,493 52
Clerks, Stenographers, Salesmen, etc.	53,509 13
Wage-earners (including piece-workers)	94,315 80
Total	$196,318 45

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	66	13	July	74	14
February	58	13	August	76	14
March	61	13	September	74	11
April	65	13	October	78	12
May	68	14	November	77	11
June	69	13	December	76	11

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	40	8
Great Britain and Ireland	45	6
United States of America	3	1
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

52 at 44 hours.	1 at 48 hours.
3 at 46 "	4 at 50 "
8 at 47 "	3 at 51 "

PRINTING AND PUBLISHING.

Returns covering 86 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 323,272 77
Clerks, Stenographers, Salesmen, etc.	556,857 61
Wage-earners (including piece-workers)	1,192,071 60
Total	$2,072,201 98

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	744	106	July	707	114
February	740	124	August	737	128
March	738	106	September	763	132
April	737	102	October	749	115
May	593	70	November	767	117
June	646	83	December	768	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			3
$ 6.00 to $ 6.99		5			
7.00 to 7.99	13	7	1		5
8.00 to 8.99		12	1	6	11
9.00 to 9.99	1	7		1	3
10.00 to 10.99	4	11	1	2	5
11.00 to 11.99	1	6	7		
12.00 to 12.99	4	3	2	8	4
13.00 to 13.99	5	2	18		5
14.00 to 14.99	1	3	17	8	3
15.00 to 15.99	11	1	9	7	4
16.00 to 16.99	4	1	3		3
17.00 to 17.99	10	2	6		
18.00 to 18.99	14		11	3	6
19.00 to 19.99	7		13		
20.00 to 20.99	20	1	2	3	4
21.00 to 21.99	6		1		
22.00 to 22.99	9		2	2	2
23.00 to 23.99					
24.00 to 24.99	20		3		1
25.00 to 25.99	27				2
26.00 to 26.99	6				
27.00 to 27.99	12				2
28.00 to 28.99	3			1	
29.00 to 29.99	1				2
30.00 to 34.99	28				
35.00 to 39.99	73		1		
40.00 to 44.99	310				
45.00 to 49.99	68				
50.00 and over	33				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	444	93
Great Britain and Ireland	267	59
United States of America	37	2
Australasia	8	
Belgium		
France	1	1
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	3	
Russia or other Slav country	4	
Other European country		
China	8	
Hindustan		
Japan	22	2
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

1 at 36 hours.	95 at 45 hours.
1 at 39 "	206 at 48 "
6 at 43 "	3 at 49 "
129 at 44 "	

PULP AND PAPER—MANUFACTURE OF.

Returns covering 7 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 157,675 99
Clerks, Stenographers, Salesmen, etc.	134,935 18
Wage-earners (including piece-workers)	3,898,857 34
Total	$4,191,468 51

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,662	66	July	1,819	47
February	2,557	63	August	1,804	50
March	2,467	57	September	1,831	45
April	2,374	55	October	1,875	47
May	2,117	58	November	2,002	51
June	1,785	52	December	1,980	49

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			2		
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99	25				
14.00 to 14.99					
15.00 to 15.99	181		1		
16.00 to 16.99	41				
17.00 to 17.99	60		7		
18.00 to 18.99	83		3		
19.00 to 19.99	11				
20.00 to 20.99	2		8		
21.00 to 21.99	354				
22.00 to 22.99	80		8		
23.00 to 23.99			8		
24.00 to 24.99	240				
25.00 to 25.99	251		5		
26.00 to 26.99	67				
27.00 to 27.99	121		1		
28.00 to 28.99	60				
29.00 to 29.99	10				
30.00 to 34.99	194		3		
35.00 to 39.99	151		2		
40.00 to 44.99	101				
45.00 to 49.99	82				
50.00 and over	57				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	542	17
Great Britain and Ireland	449	15
United States of America	114	12
Australasia	7	
Belgium	2	
France	15	
Italy	99	
Germany	7	
Austria	17	
Norway, Sweden, and Denmark	87	
Russia or other Slav country	29	
Other European country	6	
China	119	
Hindustan	29	
Japan	667	5
All other countries		
Nationality not stated		

Weekly Hours of Labour.

6 at 44 hours.	131 at 56 hours.
570 at 48 "	752 at 60 "
569 at 54 "	120 at 72 "

SHIP-BUILDING.

Returns covering 31 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 250,478 58
Clerks, Stenographers, Salesmen, etc.	224,937 35
Wage-earners (including piece-workers)	2,361,918 09
Total	$ 2,837,334 02

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,322		July	1,525	
February	2,783		August	1,384	
March	2,291		September	1,346	
April	2,004		October	1,133	
May	1,916		November	893	
June	1,496		December	589	

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
7.00 to 7.99					
8.00 to 8.99		1			
9.00 to 9.99					2
10.00 to 10.99	3				2
11.00 to 11.99	6	3			2
12.00 to 12.99		1			1
13.00 to 13.99	4	1			1
14.00 to 14.99	1	1			4
15.00 to 15.99	2	53			
16.00 to 16.99	1	2			
17.00 to 17.99	1				
18.00 to 18.99					
19.00 to 19.99	49				9
20.00 to 20.99	9	1			
21.00 to 21.99	57				
22.00 to 22.99	222				2
23.00 to 23.99	361				
24.00 to 24.99	595				
25.00 to 25.99	47				
26.00 to 26.99	96				
27.00 to 27.99	85				
28.00 to 28.99	34				
29.00 to 29.99	59				
30.00 to 34.99	744				
35.00 to 39.99	563				
40.00 to 44.99	83				
45.00 to 49.99	1				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	840	
Great Britain and Ireland	1,420	
United States of America	139	
Australasia	3	
Belgium	7	
France	26	
Italy	46	
Germany	9	
Austria	18	
Norway, Sweden, and Denmark	92	
Russia or other Slav country	7	
Other European country		
China		
Hindustan	1	
Japan	10	
All other countries	2	
Nationality not stated	527	

Weekly Hours of Labour.

2 at 40 hours.
3,075 at 44 "
23 at 48 "
9 at 50 hours.
7 at 54 "

SMELTING.

Returns covering 3 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 155,024 94
Clerks, Stenographers, Salesmen, etc.	328,135 34
Wage-earners (including piece-workers)	2,489,252 16
Total	$ 2,972,412 44

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,632	26	July	1,591	27
February	1,598	26	August	1,579	26
March	1,540	26	September	1,464	17
April	1,579	25	October	1,371	17
May	1,625	25	November	1,441	16
June	1,595	24	December	1,477	16

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 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	2			
15.00 to 15.99	1				
16.00 to 16.99	1				
17.00 to 17.99	2	5			5
18.00 to 18.99		1			
19.00 to 19.99	1		22		
20.00 to 20.99	5		3		
21.00 to 21.99					3
22.00 to 22.99	18		2		
23.00 to 23.99					
24.00 to 24.99	2				2
25.00 to 25.99					
26.00 to 26.99	223				
27.00 to 27.99	102				
28.00 to 28.99	207				1
29.00 to 29.99	290				
30.00 to 34.99	336				
35.00 to 39.99	303				
40.00 to 44.99	97				
45.00 to 49.99	50				
50.00 and over	13				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	392	14
Great Britain and Ireland	668	10
United States of America	92	3
Australasia	7	
Belgium	5	
France	6	
Italy	235	
Germany	5	
Austria	58	
Norway, Sweden, and Denmark	81	
Russia or other Slav country	63	
Other European country	17	
China	44	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

27 at 48 hours.
2 at 50 "
1,545 at 56 hours.

STREET RAILWAYS, GAS, POWER, TELEPHONE, ETC.

Returns covering 66 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$ 498,015 21
Clerks, Stenographers, Salesmen, etc	1,293.939 64
Wage-earners (including piece-workers)	6,706,814 70
Total	$8,498,769 55

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,576	1,071	July	4,037	1,078
February	3,566	1,072	August	3,926	1,068
March	3,644	1,074	September	3,861	1,067
April	3,790	1,062	October	3,906	1,058
May	3,891	1,072	November	4,157	1,051
June	4,024	1,064	December	4,105	1,047

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	3				
$ 6.00 to $ 6.99	1				
7.00 to 7.99					
8.00 to 8.99	2				2
9.00 to 9.99					
10.00 to 10.99	3				
11.00 to 11.99	3	1	4	2	8
12.00 to 12.99	8				202
13.00 to 13.99	20		4		50
14.00 to 14.99	11				
15.00 to 15.99	27	1	335	28	
16.00 to 16.99	2		190	13	
17 00 to 17.99	37	1	36		
18.00 to 18.99	92		49	1	
19.00 to 19.99	51		17		
20.00 to 20.99	8		71		
21.00 to 21.99	105		39		
22.00 to 22.99	208		22		
23.00 to 23.99	67	1	2		
24.00 to 24.99	421				
25.00 to 25.99	245		1		
26.00 to 26.99	378				
27.00 to 27.99	260				
28.00 to 28.99	87				
29.00 to 29.99	105				
30.00 to 34.99	1,677				
35.00 to 39.99	492				
40.00 to 44.99	206				
45.00 to 49.99	32				
50.00 and over	19				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,625	565
Great Britain and Ireland	2,817	554
United States of America	184	37
Australasia	20	7
Belgium	2	
France	11	4
Italy	125	
Germany	7	
Austria	15	
Norway, Sweden, and Denmark	70	6
Russia or other Slav country	8	
Other European country	6	
China	64	
Hindustan	1	
Japan		
All other countries	8	1
Nationality not stated		

Weekly Hours of Labour.

7 at 36 hours.	1,687 at 48 hours.	14 at 55 hours.
1 at 40 "	212 at 50 "	95 at 56 "
841 at 42 "	16 at 52 "	94 at 60 "
2,097 at 44 "	100 at 53 "	1 at 72 "
50 at 45 "	369 at 54 "	

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 59 Firms.

Salary and Wage Payments, 1921.

Officers, Superintendents, and Managers	$187,049 63
Clerks, Stenographers, Salesmen, etc	204,053 87
Wage-earners (including piece-workers)	913,072 32
Total	$1,304,175 82

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	796	13	July	1,084	29
February	801	15	August	1,059	28
March	809	15	September	1,063	42
April	817	14	October	990	30
May	870	14	November	939	35
June	1,044	16	December	891	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	7	1		1	
$ 6.00 to $ 6.99		1			
7.00 to 7.99		2			
8.00 to 8.99	2	10			
9.00 to 9.99	14	2			3
10.00 to 10.99	30	4	14		2
11.00 to 11.99	35	4	2	2	
12.00 to 12.99	9	14	4		
13.00 to 13.99	15	6	1		3
14.00 to 14.99	66	2	6		2
15.00 to 15.99	16	3	2		3
16.00 to 16.99	46	1			
17.00 to 17.99	89	6	1		
18.00 to 18.99	48		4		
19.00 to 19.99	60				
20.00 to 20.99	31				1
21.00 to 21.99	37	4			
22.00 to 22.99	85		1		
23.00 to 23.99	37				
24.00 to 24.99	54				
25.00 to 25.99	40				
26.00 to 26.99	42				
27.00 to 27.99	89		1		
28.00 to 28.99	23				
29 00 to 29.99	66				
30.00 to 34.99	108				
35.00 to 39.99	91				
40.00 to 44.99	15				
45.00 to 49.99	17				
50.00 and over	10				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	509	22
Great Britain and Ireland	336	11
United States of America	47	1
Australasia	1	
Belgium	2	
France	1	
Italy	6	
Germany	2	
Austria	4	
Norway, Sweden, and Denmark	32	2
Russia or other Slav country	8	1
Other European country		
China	146	
Hindustan	28	
Japan	35	
All other countries	25	
Nationality not stated	55	

Weekly Hours of Labour.

6 at 36 hours.	73 at 49 hours.	3 at 56 hours.
431 at 44 "	121 at 50 "	2 at 65 "
4 at 46 "	166 at 54 "	2 at 72 "
90 at 48 "	58 at 55 "	

SUMMARY OF ALL TABLES.

Returns covering 2,275 Firms.

The information grouped in the twenty-five tables in the foregoing pages is summarized in the general table hereunder. It is analysed at some length in the introductory portion of the Report on Statistics of Trades and Industries. The firms whose returns are here dealt with include the principal employers in the industrial groups which have been covered, but do not, of course, comprise all the industrial employers in the Province. However, the conditions here shown as to wages, working-hours, nationality, and fluctuation of employment may fairly be taken as typical.

Total Salary and Wage Payments during Twelve Months ending 31st December, 1921:—

Officers, Superintendents, and Managers	$ 7,201,474 96
Clerks, Stenographers, Salesmen, etc.	7,226,280 60
Wage-earners (including piece-workers)	65,314,624 54
Total	$79,742,380 10

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	42,111	3,042
February	43,086	3,091
March	45,288	3,057
April	46,830	3,113
May	48,715	3,145
June	49,731	3,474
July	50,496	3,893
August	50,283	4,117
September	49,336	4,266
October	48,109	4,118
November	46,471	3,596
December	43,165	3,289

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	22,322	2,249
Great Britain and Ireland	21,005	1,843
United States of America	2,932	196
Australasia	119	14
Belgium	141	10
France	355	23
Italy	2,051	33
Germany	123	15
Austria	764	3
Norway, Sweden, and Denmark	3,417	60
Russia or other Slav country	1,462	20
Other European country	281	6
China	5,691	.....
Hindustan	784	.....
Japan	3,288	70
All other countries	516	198
Nationality not stated	2,332	42

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	15	18	17	9	21
$ 6.00 to $ 6.99	3	18	4	6	44
7.00 to 7.99	22	40	19	23	29
8.00 to 8.99	11	85	15	18	56
9.00 to 9.99	171	73	16	39	38
10.00 to 10.99	386	110	69	73	43
11.00 to 11.99	395	91	58	29	45
12.00 to 12.99	602	102	178	47	237
13.00 to 13.99	764	58	314	34	85
14.00 to 14.99	499	37	566	33	15
15.00 to 15.99	1,388	161	687	48	23
16.00 to 16.99	1,359	36	406	25	8
17.00 to 17.99	1,540	62	232	4	19
18.00 to 18.99	2,985	75	364	9	15
19.00 to 19.99	1,389	13	205	3	18
20.00 to 20.99	1,814	12	307	4	12
21.00 to 21.99	3,612	20	135	.....	10
22.00 to 22.99	3,088	9	114	2	8
23.00 to 23.99	1,924	9	79	.....	4
24.00 to 24.99	5,798	5	49	.....	6
25.00 to 25.99	3,165	5	57	.....	3
26.00 to 26.99	3,471	3	9	.....	1
27.00 to 27.99	3,881	.....	18	.....	4
28.00 to 28.99	2,250	1	6	1	1
29.00 to 29.99	2,083	2	10	.....	3
30.00 to 34.99	9,934	2	67	.....	.....
35.00 to 39.99	7,601	.....	14	.....	.....
40.00 to 44.99	3,214	1	3	.....	.....
45.00 to 49.99	1,359	.....	1	.....	.....
50.00 and over	1,224	.....	.....	.....	.....

Weekly Hours of Labour.

87 at 30 hours.	428 at 46 hours.	754 at 55 hours.	102 at 70 hours.
568 at 32 "	420 at 47 "	3,436 at 56 "	3 at 71 "
74 at 36 "	22,694 at 48 "	172 at 58 "	300 at 72 "
2 at 37 "	584 at 49 "	48 at 59 "	147 at 77 "
4 at 39 "	4,469 at 50 "	9,686 at 60 "	151 at 80 "
608 at 40 "	280 at 51 "	29 at 63 "	37 at 84 "
865 at 42 "	305 at 52 "	9 at 65 "	1 at 87 "
8 at 43 "	108 at 53 "	289 at 66 "	2 at 90 "
13,523 at 44 "	9,827 at 54 "	1 at 67 "	7 at 91 "
503 at 45 "			

PROVINCIAL EMPLOYMENT SERVICE.

A review of the work of the Provincial Government branch of the Employment Service of Canada for the year ended December 31st, 1921, is given in the following pages. This branch of the Service is administered by the Provincial Department of Labour. Despite the depression which has prevailed throughout the whole period in this as in all parts of Canada and the world, the Employment Service in British Columbia has steadily strengthened its position in the industrial life of the Province.

The Service is operated under an agreement between the Federal and Provincial Governments, the terms of which provide for an equal division of the cost. The value of the arrangement to this Province has never been better exemplified than during the period under review. Before the organization of this Service workmen who were unemployed and in search of employment wasted a good deal of their substance in travelling from place to place in search of work, owing to the lack of accurate information regarding conditions in different parts of the country; but through the excellent system of reports of local labour conditions now in force it is possible for a workman to ascertain the conditions at any point where the Department has a branch in the Province at any time, and the information is never more than a few days old. The same information can be had covering all of the Provinces, except that it is older as the distance increases. This system is becoming better known, and hundreds of workmen have been saved large amounts that would have been expended in fruitless journeys had they not secured the information that conditions where they intended going were no better, and probably worse, than in their present location. A further result of this co-operation was the placing in employment in the adjoining Province of 6,908 men from this Province, and the handling for the first time of harvest labour in this manner.

ORGANIZATION FOR RELIEF PURPOSES.

The activities of the Employment Service have been widened during the period by its being entrusted with the work of certifying men who are unemployed for relief purposes. This has required the issue of somewhat over 65,000 certificates and the checking of the same number of vouchers in connection with the disbursement of relief, the expense of which has been divided between the municipal, Provincial, and Federal authorities and paid on the certificates of employment officials.

Closer affiliation has also been effected between the Employment Service and the Department of Immigration and Soldiers' Civil Re-establishment. This has assisted to some extent in securing for disabled returned soldiers and citizens positions that would otherwise have gone to aliens.

The number of offices operated has been reduced from seventeen to sixteen, the office at Grand Forks becoming vacant through resignation, and owing to changed industrial conditions in that district the vacancy has not been filled.

APPLICANTS AND PLACEMENTS.

The following tables show the business transacted by the Employment Service for the period under review, both by months and by offices. Four offices show an increase in business—namely, Cranbrook, Fernie, Kelowna, and the Women's Office in Victoria. All the balance of the offices show a decrease, the heaviest being in the Powell Street Office, Vancouver, which handles men engaged in lumbering, logging, railroad, mining, and general labouring. This group of industries alone absorbed approximately 20,000 fewer workers than during the previous year.

The number of applicants for employment increased from 93,424 to 99,240, but employers' orders dropped from 72,915 to 38,079, a reduction of almost 50 per cent. Many employers had their requirements met by applicants applying personally, thus rendering it unnecessary for them to place orders with the Service, this being due to the exceptionally large number of persons unemployed during the year.

Total of Year's Business by Districts.

Office.	Applications.	Employers' Orders.	Placements in B.C.	Placed other Provinces.	Total, 1921.
Cranbrook	3,351	3,153	2,333	43	2,376
Fernie	1,120	1,183	1,181	3	1,184
Grand Forks (7½ months)	535	338	319	1	320
Kamloops	2,850	1,965	1,821	14	1,835
Kelowna	729	477	463	5	468
Nanaimo	886	270	263	39	302
Nelson	2,478	1,733	1,656	124	1,780
New Westminster	3,698	1,496	1,452	363	1,815
Prince George	1,053	870	856	31	887
Prince Rupert	3,146	1,588	1,531	6	1,537
Revelstoke	1,638	593	561	50	611
Vancouver (Richards Street)	24,780	3,427	3,176	3,072	6,248
Vancouver (Powell Street)	27,703	9,346	8,911	2,089	11,000
Vancouver (Women)	8,312	4,592	3,880	123	4,003
Vernon	2,272	1,443	1,349	34	1,383
Victoria	11,205	2,901	2,887	897	3,784
Victoria (Women)	3,484	2,704	2,197	14	2,211
Totals	99,240	38,079	34,836	6,908	41,744

Total of Year's Business by Months.

Month.	Applications.	Employers' Orders.	Placements in B.C.	Placed other Provinces.	Total, 1921.
January	9,010	2,812	2,640	....	2,640
February	7,488	2,840	2,709	11	2,720
March	5,787	2,680	2,558	131	2,689
April	6,717	3,609	3,356	1,215	4,571
May	5,325	3,362	3,221	136	3,357
June	6,114	3,831	3,380	18	3,398
July	7,406	4,652	4,450	76	4,526
August	12,674	3,499	3,058	4,738	7,796
September	6,907	3,265	2,752	575	3,327
October	8,531	3,363	2,914	6	2,920
November	8,659	2,005	1,893	....	1,893
December	14,622	2,161	1,905	2	1,907
Totals	99,240	38,079	34,836	6,908	41,744

UNEMPLOYMENT PROBLEMS.

Through climatic conditions the Coast cities have always been a Mecca for the unemployed of Western Canada, and the situation has been further complicated since the war by the large number of handicapped soldiers who have for various reasons located in Vancouver and Victoria. These total such a number that a Province with so little manufacturing, comparatively speaking, finds itself unable to absorb them into industry.

During the winter of 1920–21 the number of unemployed was considerably increased through the general slackening of industry throughout Canada, and so acute did the problem become in the principal cities that the Federal Government announced a plan of relief whereby it would, provided the Province and municipalities agreed, assume one-third of the cost of relief measures adopted by cities and municipalities. The Provincial Government having approved of the plan, a number of cities and municipalities took advantage of it. The Employment Service was utilized in carrying out the details, one of the rules being that before relief could be granted the applicant must first secure a certificate from the nearest office to the effect that the applicant had applied for work and that none was available. On the backs of the certificates the municipal officers entered the relief given and obtained the signature of the applicant, returning these certificates to the Department as vouchers with the accounts. Over 65,000 of these certificates were issued and checked as vouchers, all but 5,000 being issued by the Vancouver offices.

WORK AS A CONDITION OF RELIEF.

The plan originally did not permit that those receiving relief could be utilized to perform useful work for the municipalities, but owing to the abnormal number of applicants it was felt that a considerable number would vanish if required to work, and the Minister of Labour was able to secure a modification of the plan permitting municipal officials to require two days' work

each week from those in receipt of relief. This greatly reduced the number of applicants and effected a material saving in the funds available for the relief of distress due to unemployment.

During the winter of 1921–22 the City of Vancouver adopted a new plan of handling single men who were unemployed. These had previously been housed in rooming-houses and fed in restaurants, but under the new arrangement a number of large buildings owned by the city were turned into a camp, and single men applying for relief found to be free from disease were required to live in and comply with the rules laid down for the government of the camp. This plan worked out very satisfactorily, the men being well fed and housed at a greatly reduced cost, and the number of applicants being also reduced to one-half the number who applied for relief during the previous winter.

EFFORTS TO RELIEVE SITUATION.

In an effort to relieve the situation, officials of the Service attending a conference of Western Province Employment Offices were able to make an arrangement with the officers of the Alberta and Saskatchewan Services to take available men for spring ploughing and seeding, and by this means some 1,600 men were sent from the Province to assured positions on the Prairies. The month of July still found the unemployed very numerous, and acting on instructions from the Minister an officer was sent to Winnipeg to endeavour to arrange for the application of harvester rates from the West at the same time as men were being brought from the East. The officers of the Employment Service in the Prairie Provinces co-operated with the representative of British Columbia, and a rate of $10 was secured from Vancouver to Edmonton and Calgary, with an additional charge of ½ cent per mile to more easterly points, the rate from Victoria being $1 in excess of the rate from Vancouver. The same rates also applied to the return journey. For the first time the additional labour required for the harvest was secured through the Employment Service offices in the Province, and the manner in which it was handled is likely to be a considerable factor in putting this work into the hands of the Employment Service in the Eastern Provinces. Approximately 5,000 men were sent to positions at a guaranteed minimum wage of $4 and board, practically all going to points in Saskatchewan, the officers of that Province estimating that an average of fifty days' work could be secured. Unprecedented weather conditions interfered with the complete success of the enterprise, but the number of complaints received was so small that the movement can be said to have been a complete success, except for the adverse weather conditions which prevailed in some districts. Every man sent was assured of definite employment at a guaranteed wage-rate, and the Saskatchewan Employment Service officials carried out every undertaking made.

Reference has already been made to the service rendered to workers by advising them of conditions in different parts of the country. A considerable number of harvesters, however, went to districts where no men were required, although they were strongly advised against doing so and refused the reduced rates, and they found on arrival at the points selected by themselves that the information supplied by our officers was reliable and should have been followed.

As a result of the placement of 6,600 men in the harvest-fields, including the 1,600 who went in the spring, the unemployment situation throughout the Province was considerably improved. The men secured employment; the farmers received the required help; and the charge on the country for relief was greatly reduced.

CO-OPERATION WITH OTHER DEPARTMENTS.

By an arrangement between the Employment Service and the Immigration Department, every employer making application to import labour from foreign countries is referred to the Employment Service, and if suitable labour can be obtained in Canada permission to bring in aliens is refused. The adoption of this policy has resulted in this Service filling a large number of positions with citizens which would have been filled with aliens imported for the purpose. Where aliens are found by our officers to be in Canada illegally, the cases are taken up with the immigration officers, and those deported are replaced by citizens; more than 100 of these cases having been dealt with during the year, due largely to the hearty co-operation of the immigration officials with our officers.

The Service has, in view of the large number of partially disabled returned men available for employment, been co-operating with the Department of Soldiers' Civil Re-establishment in an endeavour to find employment for these men, and the officers of that Department assist in

placing a great many men through the activities of members of the outside staff, who locate positions suitable for handicapped men and co-operate with this Service in filling such orders. By the combined efforts of the two departments very few opportunities of placing handicapped men in employment are overlooked, and whenever any of these men are able to secure employment in the other Provinces every possible assistance is given to them to reach the place where the employment is being offered. The nature of the principal industries in this Province makes it extremely difficult to absorb handicapped men, and the co-operation of employers throughout the Province will be necessary if employment is to be found for the handicap cases who have made their homes here.

EFFECTS OF LEGISLATION.

The "Employment Agencies Act Repeal Act" of 1919, which makes it an offence to receive remuneration for directing workmen to employment, has almost entirely abolished the system of charging workmen for this service. Only one instance was discovered during the period, and this was a case where the employment agent of a large contracting firm which secures its help through the Employment Service had charged a number of Italians from $3 to $5 for employment, and had then directed them to the Government Employment Office to be engaged. By direction of officers of the Employment Service, the agent was charged with a breach of the Statute, and on his appearance pleaded guilty and was fined $15 and costs.

A number of private agencies are still being maintained by employers, but the provisions of the "Employment Agencies Act Repeal Act Amendment Act," which requires a report of their activities to be made monthly, has given the Service a considerable amount of information which is being used to advantage in dealing with this question. This Act, in addition to providing for reports from private agencies, definitely included school-teachers in the class covered by the Act of 1919, and this has resulted in the discontinuance of an agency which dealt exclusively with this class of employment and charged teachers 3 per cent. of one year's salary, in addition to other charges for registration, for putting them in touch with School Boards having vacancies to be filled.

THE SERVICE AN INDUSTRIAL BAROMETER.

In addition to supplying employers with labour and workers with employment, the Service has widened its influence and is now looked upon as a barometer of industrial conditions; and our officers are freely consulted by individual workmen, labour organizations, employers and their organizations, bankers, municipal officials, and others who desire information regarding industrial conditions in any part of the country. Originally an experiment, the Employment Service has grown to be an essential factor in the industrial life of the country, and its service is highly regarded generally by our citizens.

ASSOCIATIONS OF EMPLOYERS.

The list of associations of employers in the Province which is presented below is slightly extended as compared with that of last year. One association was removed from the list as it was reported to be a private company, but four new associations were added.

Associations with purely trade or commercial or social objects are not included in this directory, which is confined to those organizations having direct concern with the employment of labour.

Box Manufacturers' Section, B.C. Division, Canadian Manufacturers' Association—Chairman, J. H. McDonald, B.C. Manufacturing Co., Ltd., New Westminster; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

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

B.C. Loggers' Association—President, Goodwin G. Johnson, Capilano Timber Co., North Vancouver; Secretary, G. W. Muddiman, Metropolitan Building, Vancouver. Officers elected annually on January 15th.

B.C. Lumber & Shingle Manufacturers' Association—President, F. R. Pendleton, Straits Lumber Co., Red Gap; Secretary, R. H. H. Alexander, 915 Metropolitan Building, Vancouver. Officers elected annually on third Thursday in January.

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

B.C. Tow Boat Owners' Association—President, E. J. Coyle, Coyle Towing Co., Ltd., 207 Hastings Street, Vancouver; Secretary, Capt. J. R. Stewart, 837 Hastings Street West, Vancouver; Vice-President, Capt. Geo. McGregor, Victoria Tug Co., Victoria. Election of officers in September each year.

B.C. Traffic & Credit Association—President, E. Doberer, Salmon Arm; Secretary-Manager, R. M. Winslow, Vernon.

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

Canadian Manufacturers' Association (Victoria Branch), 402–3 Pemberton Building, Victoria—Chairman, E. Tomlin, B.C. Cement Co., 305 Belmont House, Victoria; Secretary, T. J. Goodlake, 402 Pemberton Building, Victoria.

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

Clay Products Section, B.C. Division, Canadian Manufacturers' Association—Chairman, James Parfitt, Victoria Brick Co., Victoria; Secretary, T. J. Goodlake, 402–3 Pemberton Building, Victoria.

Drug Extract & Vinegar Manufacturers' Section, Canadian Manufacturers' Association—Chairman, D. Hocken, National Drug and Chemical Co.; Vice-Chairman, W. A. Hunter, Empress Manufacturing Co.; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

Employers' Association of B.C.—President, Innes Hopkins, B.C. Marine, Ltd., Vancouver; Manager, E. C. Mundy, 308 Credit Foncier Building, Vancouver.

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

General Cartage & Storage Association of B.C.—President, D. Scott (Scott & Pease); Secretary, E. A. Quigley, Suite 10, 423 Hamilton Street, Vancouver.

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

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

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

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

Metal Trades' Section, Canadian Manufacturers' Association (B.C. Division)—President, Innes Hopkins, foot Victoria Drive, Vancouver; Secretary, J. Hart, 929 Granville Street, Vancouver. Election of officers in April each year.

Mining Association of British Columbia—President, W. R. Wilson, Fernie; Secretary, E. Mortimer Lamb, Pacific Building, Vancouver.

Mining Association of Eastern British Columbia —President, R. Randolph Bruce, Invermere; Secretary, W. H. Burgess, Kaslo. Annual meeting first Thursday in December.

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

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

Retail Merchants' Association of Canada, Inc., B.C. Board—President, J. T. Crowder, Vancouver; Vice-President, G. H. Jacobson, New Westminster; 2nd Vice-President, Harvey Murphy, Nanaimo; 3rd Vice-President, E. Gamlen, Victoria; Treasurer, D. H. Kent, Vancouver; Secretary, Geo. S. Hougham, 424 Pacific Building, Vancouver. Branches are established at Abbotsford, Agassiz, Armstrong, Chilliwack, Cloverdale, Courtenay, Cranbrook, Duncan, Grand Forks, Hammond and Haney, Kamloops, Kelowna, Ladner, Ladysmith, Lytton, Mission, Nanaimo, Nelson, New Westminster, North Vancouver, Merritt, Penticton, Princeton, Prince George, Port Alberni, Revelstoke, Trail, Vancouver, Vernon, Victoria, White Rock, Esquimalt, and Hope.

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

Sheet Metal Employers' Association of B.C.—President, E. S Scouller.

Shingle Manufacturers' Association of B.C.—President, A. D. Anderson, 911 Metropolitan Building; Secretary, F. H. Lamar, 911 Metropolitan Building, Vancouver. Meets for election of officers in January each year.

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

Vancouver Association of Electrical Contractors and Dealers—President, C. C. Carter, 739 Hastings Street West; Secretary, P. F. Letts, 3044 Granville Street; office, 724 Pacific Building. Officers elected annually in September.

Vancouver Association of Sanitary & Heating Engineers—President, W. J. Heaslip, 446 Abbott Street, Vancouver; Secretary, Robert G. Hargreaves, 724 Pacific Building, Vancouver. Officers elected annually in June.

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

Vancouver Publishers' Association—President, J. H. Hamilton.

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

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

Victoria Bread & Cake Manufacturers' Association—President, D. W. Hanbury, Golden West Bakery; Secretary, H. Amphlett, 206–7 Union Bank Building. Election of officers annually in January.

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

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

UNION DIRECTORY.

It is believed that the following will prove a fairly complete directory of labour organizations in the Province. Every effort has been made to have the particulars brought up to date. A few of the unions enumerated in last year's directory have passed out of existence, but a larger number of additional ones have been reported; so that there is a slight increase in the number contained in the directory this year. Thanks are due to the numerous officials of trade unions and others who have willingly supplied us with the information given in the following pages.

TRADES AND LABOUR CONGRESS OF CANADA.

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

B.C. EXECUTIVE OF TRADES & LABOUR CONGRESS.

Chairman, F. W. Welsh, 1050 Pacific Street, Vancouver; Members, A. M. Davies, 1506 Holly Street, Victoria; W. J. Trotter, Box 12, Penticton; J. Wright, Smithers. Meets at call of Chairman.

NATIONAL ORGANIZATIONS.

Canadian Merchants' Service Guild.

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

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

National Association of Marine Engineers.

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

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

TRADES AND LABOUR COUNCILS.

(International.)

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

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

Prince Rupert—President, S. D. McDonald, Empire Office, Prince Rupert; Secretary, T. Ross Mackay, Box 1573, Prince Rupert. Meets at Carpenters' Hall on second and fourth Tuesdays of each month.

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

Vancouver—President, H. Neelands, M.P.P., Vancouver; Secretary, P. R. Bengough, 319 Pender Street West, Vancouver. Meets first and third Tuesdays of each month at 319 Pender Street West at 8 p.m.

Victoria—President, S. J. Peele, 1241 Oxford Street; Secretary, E. Woodward, 1253 Carlin Street. Meets at 8 p.m. on first and third Wednesdays in month at Trades Hall, Broad Street.

Federated Trades Councils (Railroads).

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

METAL TRADES COUNCILS.

(International.)

Vancouver—President, A. J. Crawford, Vancouver; Secretary, P. R. Bengough, Vancouver. Meets at call of Chairman.

Victoria—President, Jas. Dakers; Secretary, W. A. Davies, 2517 Rock Bay Avenue. Meets every Friday at Labour Hall.

DISTRICT LODGES AND COUNCILS.

United Brotherhood of Carpenters and Joiners of America.

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

International Association of Machinists.

Vancouver District Lodge No. 78—President, W. Clarke, 319 Pender Street West; Secretary, Evan Macmillan, 1820 Thirtieth Avenue West. Meets on first Sunday of each month at 319 Pender Street West, Vancouver, at 2.30 p.m.

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

Allied Printing Trades Council.

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

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

Theatrical Federation of Vancouver.

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

Civic Federation.

Vancouver—President, C. Watson, No. 3 Fire Hall, Twelfth Avenue and Quebec Street, Vancouver; Secretary, H. Urquhart, Water Department, City Hall, Vancouver. Meets at call of Secretary.

TRADE UNIONS.

Ashcroft.

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

Chilliwack.

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

Cranbrook.

Barbers' International Union, Journeymen, Local No. 632—President, W. J. Dodge, Cranbrook; Secretary, A. H. Bullock, Cranbrook. Meets at 8 p.m. on last Monday in month at A. H. Bullock's Barber Shop, Cranbrook.

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

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

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

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

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

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

Corbin.

United Mine Workers of America, Local No. 2877—President, John Glover, Corbin; Secretary, J. R. MacDonald, Box 273, Corbin. Meets at Union Hall, Corbin, every second Sunday at 7.30 p.m.

Duncan.

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

Fernie.

Brewers' Union—President, P. Robinson, Fernie; Secretary, O. N. Woods, Fernie. Meets at Fernie at 7 p.m. on first Monday of month.

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

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

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

Golden.

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

Greenwood.

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

Kamloops.

Locomotive Engineers, Brotherhood of, Division No. 821—President, F. W. McKenrot, 4 Fourth Avenue, Kamloops; Secretary, T. J. O'Neill, Box 753, Kamloops. Meets at Orange Hall on first and third Thursdays in month at 2.30 p.m.

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

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 258—President, Howard Embley, Kamloops; Financial Secretary, A. Haig; Recording Secretary, Frank Vereker, Kamloops.

Railway Carmen, Brotherhood of, Local No. 148—President, O. E. Klemmer, Kamloops; Secretary, H. T. Batchelor, Box 221, Kamloops. Meets at Kamloops on fourth Thursday in month at 8 p.m.

Railway Conductors of America, Order of, Division No. 611—Chief Conductor, P. F. McLellan, Kamloops; Secretary, W. Bailey, 420 Seymour Street, Kamloops. Meets at Orange Hall, Kamloops, on second and fourth Tuesdays in month at 2 p.m.

Railway Trainmen, Brotherhood of, Local No. 519—President, G. F. Jenkinson, Kamloops; Secretary, V. Mott, Kamloops. Meets at 113 Main Street on first and third Sundays in month at 2.30 p.m.

Lucerne.

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

Mission City.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 168—President, J. Cole, Spuzzum; Secretary, Geo. G. Westwood, Box 86, Mission City. Meets third Sunday in month at 2.30 p.m.

Michel.

United Mine Workers of America, Local No. 2334—President, A. Causey, Natal; Secretary, F. Irvine, Box 42, Michel. Meets in Natal Club Hall, Natal, at 2.30 p.m. on Sundays.

Nanaimo.

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

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

Nelson.

Barbers' International Union, Journeymen, Local No. 196—President, Eli Sutcliffe, Nelson; Secretary, Harry McCreath, Nelson. Meets in Nelson at 8 p.m. on third Thursday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, Local No. 28—Secretary, W. J. Brodie, Nelson.

Building Trades Association of Nelson—President, J. Notman, Nelson; Secretary-Treasurer, G. H. Fraser, Box 254, Nelson. Meets at Labour Temple on first and third Wednesdays in month at 8 p.m.

Locomotive Engineers, Brotherhood of, Division No. 579—President, J. Simons, Box 771, Nelson; Secretary, P. C. Lindsay, Box 805, Nelson. Meets at K. of P. Hall, Nelson, on first and third Sundays in the month at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Division No. 631—President, G. Turner, Box 323, Nelson; Secretary, Stanley Smith, Box 1084, Nelson. Meets second and fourth Sundays at 2 p.m. in K. of P. Hall.

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

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

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

Railway Carmen of America, Brotherhood of, Local No. 98—President, W. Bartholomew, Box 1187, Nelson; Secretary, Felix Pezeril, Box 624, Nelson. Meets in Labour Temple at 8 p.m. on second and fourth Thursdays in month.

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

Railway Trainmen, Brotherhood of, Local No. 558—President, W. S. Jackson, 213 Selina Street, Nelson; Secretary, A. Kirby, 820 Carbonate Street, Nelson. Meets at 11 a.m. on second and fourth Sundays in month.

Typographical Union, International, Local No. 340—President, D. C. McMorris, Nelson; Secretary, H. W. Whimster, Box 532, Nelson. Meets in Daily News Office, Nelson, at 5.15 p.m. on last Wednesday in month.

New Westminster.

Barbers' International Union, Journeymen, Local No. 573—President, A. W. Cross, Begbie Street, New Westminster; Secretary, George Yorkstown, 35 Eighth Street, New Westminster. Meets at 35 Eighth Street on fourth Tuesday in month at 7.30 p.m.

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

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 286—President, R. H. Reubens, Sapperton; Secretary, W. K. Bent, Second and Fourth Avenues, New Westminster. Meets in Labour Temple on second Tuesday in month at 8 p.m.

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

Cigar Makers of America, International Union of, Local No. 486—Secretary, A. C. Miller, 315 Sixth Avenue, New Westminster. Meets at Labour Temple on the first Wednesday in the month at 8 p.m.

Civic Employees of New Westminster, Union of—President, Richard Reid, 527 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.

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

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

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

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

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

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

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

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

Penticton.

Maintenance-of way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1023—President, James Slater, General Delivery, Penticton; Secretary, Geo. Bongalis, Box 233, 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, A. H. Parkins, Penticton.

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

Powell River.

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

Pulp, Sulphite & Paper Mill Workers of United States and Canada, International Brotherhood of, Local No. 76—President, 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, A. McMillan, Prince George. Meets in Odd Fellows' Hall on second and fourth Mondays of each month.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 827—President, G. W. Taylor, Box 246, Prince George; Secretary, F. Armstrong, Box 189, Prince George. Meets in I.O.O.F. Hall at 2.30 p.m. on first and third Sundays in the month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 202—Secretary, W. Sim, Giscome. Meets in I.O.O.F. Hall, Prince George, at call of the President.

Railway Conductors of America, Order of, Local No. 620—President, Bert Gogna, Prince George; Secretary, J. E. Paschall, Box 48, Prince George. Meets in Odd Fellows' Hall on first Sunday and third Monday in month at 8 p.m.

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

Prince Rupert.

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

Civic Employees' Association—President, G. B. Casey (fireman); Secretary, Miss C. Orchard, Box 474, Prince Rupert.

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

Electrical Workers, International Brotherhood of, Local No. 344—President, J. J. Little, Box 125, Prince Rupert; Secretary, S. Massey, Box 457, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on second Friday of each month.

Longshoremen's Association, International, Local No. 38-41—President, W. A. Pilford, Moresby Avenue, Prince Rupert; Secretary, T. Rosey, Eleventh Street, Prince Rupert. Meets at Prince Rupert on Monday of each week at 8 p.m.

Machinists, International Association of, Local No. 207—President, J. McLean, Prince Rupert; Secretary, C. W. Poole, Box 54, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on second and fourth Wednesdays in month.

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

Painters, Decorators & Paperhangers of America, Brotherhood of, Local No. 731—President J. A. Curtis, 331 Second Avenue, Prince Rupert; Secretary, W. Bissett, Empress Hotel, Prince Rupert. Meets at 331 Second Avenue at 8 p.m. on first and third Tuesdays of each month.

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

Railway Carmen of America, Brotherhood of, Local No. 426—President, H. Leaper, Box 465, Prince Rupert; Secretary, Frank Derry, Box 498, Prince Rupert. Meets in Carpenters' Hall, Prince Rupert, at 8 p.m. on second Monday of each month.

Railway Employees, Brotherhood of, Division No. 154—President, R. E. James; Secretary, John Ross, Prince Rupert. Meets at Carpenters' Hall, Fraser Street, at 8 p.m. on the fourth Monday of each month.

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

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

Steam & Operating Engineers, Local No. 510—President, R. C. Parsons, Prince Rupert; Secretary, Sydney W. Smith, 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 8 p.m. on last Thursday of each month.

Revelstoke.

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

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

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

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

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

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 8 p.m. on first Saturday in February, May, August, and November.

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

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

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

Rosebery.

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

Salmon Arm.

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

Slocan Lake.

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

Smithers.

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

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

Stewart.

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

Trail.

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

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

Vancouver.

Bakery Salesmen's International Union of America, Local No. 371—President, J. Brightwell; Secretary, H. A. Bowron, 2849 Burns Street. Meets at 319 Pender Street West on second Thursday of each month at 8 p.m.

Barbers' International Union, Journeymen, Local No. 120—President, C. E. Herrett, 2124 Fourth Avenue East; Secretary, A. R. Jennie, 320 Cambie Street. Meets at Room 313, 319 Pender Street West, at 7.15 p.m. on second and fourth Tuesdays in month.

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, Local No. 151—President, W. J. Bartlett, 1193 Burrard Street; Secretary, A. Arman, 2048 Second Avenue West, Vancouver. Meets at 319 Pender Street at 8 p.m. on third Tuesday of each month.

Boilermakers, Iron Shipbuilders & Helpers, International Brotherhood of, Local No. 194—President, P. Wilkies, 260 Dufferin Street East, Vancouver; Secretary, A. Fraser, Room 303, 319 Pender Street West. Meets at Room 303, 319 Pender Street West, at 8 p.m. on first and third Mondays of each month.

Bookbinders, International Brotherhood of, Local No. 105—President, George Mowat, Box 411, Vancouver; Secretary, Francis J. Milne, Box 411, Vancouver. Meets at 319 Pender Street West, Vancouver, on third Wednesday of each month at 8 p.m.

Boot & Shoe Workers' Union, Local No. 505—President, F. W. Digby, 1958 Forty-first Avenue East, Vancouver; Secretary, Tom Cory, 445 Vernon Drive, Vancouver. Meets at 319 Pender Street West at 8 p.m. on first Wednesday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 281—Secretary, W. H. McLean, 2095 Broadway West, Vancouver.

Bricklayers, Masons & Plasterers' International Union of America, Local Union No. 1, B.C.—President, H. Cupit, 1606 McLean Drive, Vancouver; Secretary, Wm. L. Padgett, 2066 Eighth Avenue West, Vancouver. Meets at 319 Pender Street, Vancouver, on second and fourth Wednesdays in month at 8 p.m.

Bridge and Structural Iron Workers, International Association of, Local No. 97—President, D. B. Harrington, 181 Lorne Avenue East, Suite 19, Vancouver; Secretary, B. Bronson, 2147 Howard Street, Vancouver. Meets at Room 310, 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Mondays of each month.

Carpenters and Joiners, Amalgamated Society of, Branch No. 1—President, W. Taylor, 3030 Miller Avenue, McKay P.O.; Secretary, C. E. Ellis, 1657 Thirty-sixth Avenue East, South Vancouver. Meets at 148 Cordova Street West on second and fourth Tuesdays of each month.

Carpenters and Joiners, Amalgamated Society of, Branch No. 2—President, A. Arnold, Third Street, North Vancouver; Secretary, W. Bray, 72 Sixteenth Avenue West, Vancouver. Meets at 148 Cordova Street West on first and third Tuesdays of month at 8 p.m.

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

Cigarmakers, International Union of America, Local No. 357—President, G. Thomas, 1199 Bidwell Street, Vancouver; Secretary, F. Brown, 319 Pender Street West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on first Tuesday in month.

City Hall Employees' Association, Local No. 59 (Chartered by Trades & Labour Congress of Canada)—President, R. W. Armstrong, City Hall, Vancouver; Secretary, E. Robson, City Solicitor's Office, Vancouver. Meets at Roaf Building, corner Pender and Richards Streets, Vancouver, at 8 p.m. on first Wednesday of each month.

Civic Employees' Federal, Local No. 28 (Chartered by Trades & Labour Congress of Canada)—President, J. White, 3344 Inverness Street, Vancouver; Secretary, G. Harrison, 1335 Woodland Drive, Vancouver. Meets at 148 Cordova Street West, Vancouver, on first and third Fridays in month at 8 p.m.

Civil Servants of Canada, Amalgamated—President, H. E. Warburton, Box 322, Vancouver; Secretary, M. W. Buck, Box 322, Vancouver.

Commercial Telegraphers' Union of America, Vancouver Division, No. 63—Chairman, W. D. Brine, 154 Twenty-fourth Avenue West, Vancouver.

Dominion Express Employees, Brotherhood of, Local No. 15—President, J. C. Chalmers, 1646 Fourth Avenue East, Vancouver; Secretary, W. Bradley, 1859 Thirtieth Avenue East, Vancouver.

Electrical Workers, International Brotherhood of, Local No. 77A—Secretary, F. Foxcroft, 319 Pender Street West, Vancouver.

Electrical Workers, International Brotherhood of, Local No. 213—President, H. Northrop; Secretary, D. W. McDougall, 148 Cordova Street West; Financial Secretary and Business Agent, E. H. Morrison, 148 Cordova Street West, Vancouver. Meets at 148 Cordova Street West on Mondays at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 310—Secretary, J. E. Davis, 1016 Sixteenth Avenue, New Westminster; Financial Secretary, W. E. Buntin, 1746 Barclay Street, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. every Monday.

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

Garment Workers of America, United, Local No. 160—President, Mrs. W. Mahon, 504 Hastings Street East, Vancouver; Secretary, Miss May Ward, 447 Hornby Street, Vancouver. Meets at 319 Pender Street West at 6 p.m. on first Thursday in month.

Granite Cutters, International Association of—President, G. Fordyce, 533 Fifty-third Street East, Vancouver; Secretary, John Philip, 2537 Trinity Street. Meets on third Friday of month at 319 Pender Street West at 8 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 at 8.30 p.m. each Wednesday.

Japanese Workers' Union of Canada—President, S. A. Kamino, 606 Powell Street, Vancouver; Secretary, K. S. Gasnura, 353 Cordova Street, Vancouver.

Jewellery Workers, International Union of, Local No. 42—President, J. E. Dawson, 1645 Yew Street, Vancouver; Secretary, H. Purdy, 728 Seventh Avenue East, Vancouver. Meets on second and fourth Mondays in month.

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

Lithographers of America, Amalgamated, Local No. 44—President, H. J. Rhodes; Secretary, H. S. Walker, 1008 Pendrell Street, Vancouver. Meets at Room 302, 319 Pender Street West, Vancouver, at 8 p.m. on third Wednesday in month.

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

Locomotive Firemen and Enginemen, Local No. 656—President, T. McEwen, 1235 Hornby Street, Vancouver; Secretary, S. H. Waterhouse, 1425 Sixth Avenue West, Vancouver. Meets at I.O.O.F. Hall on first and third Tuesdays of each month.

Longshoremen's Association, International, Local No. 38-52—Secretary, T. Nixon, 152 Cordova Street East, Vancouver; Business Agent, E. Cook, 152 Cordova Street East, Vancouver. Meets at 152 Cordova Street East, Vancouver, at 8 p.m. on first and third Fridays in month.

Longshoremen's Association, Auxiliary Local (Waterfront Freight Handlers)—President, D. Poulter, 1054 Pender Street West, Vancouver; Secretary, S. G. Osborne, 808 Powell Street, Vancouver. Meets at 808 Powell Street, Vancouver, on first and third Wednesdays in month at 8 p.m.

Machinists, International Association of, Local No. 182—President, L. B. George, 538 Georgia Street West, Vancouver; Secretary, B. S. Oliver, 1899 Ogden Avenue, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on first and third Thursdays.

Machinists, International Association of, Local No. 692—President, E. Dawson, Box 2002, Vancouver; Secretary, P. R. Bengough, Room 309, 319 Pender Street West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Tuesdays.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 167—President, G. S. Johnstone, 1828 Sixth Avenue West, Vancouver; Secretary, A. D. McDonald, 991 Pender Street West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on third Thursday in month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1734—President, A. Shunn, 5829 Lancaster Street, South Vancouver; Secretary, T. A. Wood, 1417 Eighth Avenue East, Vancouver.

Marine Firemen & Oilers' Union of B.C.—President, Dan Canlin, 108 Main Street, Vancouver; Secretary, W. Donaldson, 108 Main Street, Vancouver. Meets at 108 Main Street at 7 p.m. on first and third Wednesdays in month.

Milk Drivers and Dairy Employees, Local No. 464—President, C. Yates, 319 Pender Street West, Vancouver; Secretary, B. Showler, 1115 Robson Street, Vancouver. Meets at 319 Pender Street West at 8 p.m. on second and fourth Fridays in month.

Moulders of North America, International Union of, Local No. 281—President, A. Hubert; Secretary, George Arnaud, 1255 Albert Street, Vancouver. Meets at Room 3, 319 Pender Street West, Vancouver, at 8 p.m. on first and third Fridays in month.

Moving Picture Machine Operators, Local No. 348—President, F. Tinney, 310 London Building; Secretary, W. Gerrard, 310 London Building, Vancouver. Meets on first Sunday in month at 310 London Building at 7.30 p.m.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 145—President, J. W. Rushton, 1020 Dublin Street; Secretary, Edward A. Jamieson, 308 London Building, Vancouver. Meets at Labour Temple, Vancouver, at 2.30 p.m. on fourth Sunday in month.

Painters, Decorators & Paperhangers of America, Local No. 138—President, W. Hunt, 2063 Fourth Avenue West, Vancouver; Secretary, J. McMillan, Suite 2, 2200 Heather Street, Vancouver. Meets at Labour Party Hall, 148 Cordova Street, Vancouver, at 8 p.m. on second and fourth Thursdays in month.

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

Photo Engravers' International Union of North America, Local No. 54—President, F. Looney, 530 Burrard Street, Vancouver; Secretary, Gordon Edwards, 2723 Fifth Avenue West, Vancouver. Meets at 530 Burrard Street, Vancouver, at 8 p.m. on Saturday of each week.

Plasterers and 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, Alfred Hurry, 861 Thirty-fourth Avenue East, South Vancouver. Meets at Rigg-Selman Block, 319 Pender Street West, Vancouver, at 8 p.m. on first Wednesday in month.

Plumbers and Steam Fitters of the United States and Canada, United Association of, Local No. 170—President, B. Stinchcombe, Vancouver; Secretary, J. Crowther, Vancouver; Business Agent, S. G. Smylie, Box 1131, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Fridays.

Policemen's Federation (Chartered by Trades & Labour Congress of Canada), Local No. 12—President, D. Mitchell, 3142 Twentieth Avenue East, Vancouver; Secretary, C. W. Spence, 2675 Pandora Street, Vancouver. Meets at 440 Pender Street West, Vancouver, at 7.30 p.m. on last Tuesday of month.

Postal Workers, Amalgamated—President, D. J. McCarthy, 2325 Maple Street, Vancouver; Secretary, J. Linsen, c/o Dispatch Branch, Vancouver. Meets at 535 Homer Street at 7.30 p.m. on second Friday of month.

Printing Pressmen & Assistants, International Union of North America, Local No. 69—President, H. F. Longley, North Shore Press, North Vancouver; Secretary, A. S. Blaney, Box 894, Vancouver. Meets at 112 Hastings Street, Vancouver, at 8 p.m. on second Tuesday in month.

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

Railway Carmen of America, Brotherhood of, Local No. 58—President, T. Sommerville, 2121 Princess Street, South Vancouver; Secretary, J. 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 at 2 p.m. and on third Thursday at 8 p.m.

Railway Mail Clerks' Federation (Dominion)—President, C. Booth, Railway Mail Clerk, Vancouver; Secretary, C. S. Bate, 2172 Seventh Avenue West, Vancouver.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, No. 630—President, J. Brodie, 67 East Lorne Street, Vancouver; Secretary, G. H. Morritt, 1833 Thirteenth Avenue East, Vancouver.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, Local No. 46—President, G. S. Hodgson, 5615 Commercial Street, South Vancouver; Secretary, H. Glover, 390 Sixteenth Avenue East, Vancouver.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, Local No. 1236—President, H. P. Wilson, 1758 Thirty-third Avenue East, Vancouver; Secretary, T. Livingstone, 926 King Edward Avenue West, Vancouver.

Railway Trainmen, Brotherhood of, Local 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, Vancouver, at 7.30 p.m. on first Tuesday and 2.30 p.m. on third Sunday.

Sawmill Filers & Sawyers' Association—President, D. B. Firth, 2878 Silver Street, McKay; Secretary, Geo. Gray, 1638 First Avenue East, Vancouver. Meets at Eagles' Hall, 535 Homer Street, Vancouver, at 2.30 p.m. on first and third Sundays in month.

Seafarers' Union of B.C., The Federated—President, A. Williams, 108 Main Street, Vancouver; Secretary, W. Donaldson, 523 Broadway West, Vancouver.

Seamen's Union of the Pacific—President, Andrew Furuseth, 59 Clay Street, San Francisco, Cal.; Secretary, G. Lawson, 59 Clay Street, San Francisco, Cal.; Business Agent, R. Townsend, 153 Cordova Street, Vancouver. Meets at Vancouver at 7 p.m. every Monday.

Sheet Metal Workers, Local No. 280—President, H. J. Hailmare, 1225 Seventh Avenue West, Vancouver; Secretary, R. J. Wardrop, 1225 Fifteenth Avenue East. Meets at 319 Pender Street 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, Canadian Society of Certified, Headquarters No. 1—President, R. Wray, 848 Twenty-third Avenue East, Vancouver; Secretary, H. Isherwood, 858 Sixty-sixth Avenue East, South Vancouver. Meets on second and fourth Mondays in month at 152 Hastings Street West, Vancouver, at 7.30 p.m.

Stage Employees, Local No. 118—President, J. O'Brien, 310 London Building; Secretary, G. W. Allen, 310 London Building. Meets at 310 London Building on second Friday in month at 10 a.m.

Steam & Operating Engineers, International Union of, Local No. 844—President, L. V. Greenwood, Vancouver; Secretary, G. A. Sparks, 176 Sixteenth Avenue, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. every Tuesday.

Steam Shovel & Dredgermen, International Brotherhood of, Local No. 62—Secretary, G. D. Lamont, 95 Powell Street, Vancouver.

Stereotypers & Electrotypers, International Union of, Local No. 88—President, W. Bayley, c/o Daily Province, Vancouver; Secretary, A. Birnie, 2626 Commercial Drive, Vancouver. Meets at 319 Pender Street West at 4 p.m. on second Monday in month.

Stone-cutters' Association of North America—Secretary, F. Rumble, 196 Gothard Street, Vancouver. Meets at 319 Pender Street West on first 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, W. H. Cottrill, 7306 Main Street, Vancouver. Meets at A.O.F. Hall, Mount Pleasant, at 10.15 a.m. on first Monday and 7 p.m. on third Monday.

Switchmen's Union of North America, Local No. 111—Secretary, M. M. Kenney, 532 Nelson Street, Vancouver.

Tailors' Union of America, Journeymen, Local No. 178—President, A. Nuttall, 1626 Parker Street, Vancouver; Secretary, C. McDonald, P.O. Box 503, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on first Monday in month.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 371 (Bakery Drivers)—President, J. Brightwell, 23 Fifth Street East, Vancouver; Secretary, H. A. Bowron, 2849 Burns Street, Vancouver. Meets on second Thursday of each month at 319 Pender Street West, Vancouver, at 8 p.m.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 464 (Milk Wagon Drivers and Dairy Employees)—Secretary, B. Showler, 1120 Robson Street, Vancouver. Meets at 319 Pender Street West on second and fourth Fridays in month at 8 p.m.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 655 (General Teamsters and Chauffeurs)—Secretary, B. Showler, 1120 Robson Street, Vancouver. Meets at 319 Pender Street West, Vancouver, on second and fourth Wednesdays in month at 8 p.m.

Telegraphers' Union of America, Division 65, Commercial (Canadian Government Radio Division)—President, J. Daniel, Radio Station, Point Grey; Secretary, W. S. Parkin, Radio Station, Point Grey.

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

Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 118—President, Jas. O'Brien, 504 Hastings Street East, Vancouver; Secretary, G. W. Allin, P.O. Box 711, 2835 Stephens Street, Vancouver. Meets at 308 London Building, Vancouver, at 9.30 a.m. on second Friday in month.

Theatrical Stage Employees & Moving Picture Operators of the United States and Canada, International Alliance of, Local No. 348—President, W. Tenney, 506 Hornby Street, Vancouver; Secretary, Locksley Clark, 2991 Vanness Street, South Vancouver. Meets at 310 London Building on first Sunday in month.

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

Wood-workers, Amalgamated Society of Shipyard, Branch No. 2—President, A. E. Arnold, 303 First Street East, North Vancouver; Secretary, W. Bray, 72 Sixteenth Avenue West, Vancouver. Meets at F.L.P. Hall, 148 Cordova Street West, Vancouver, first and third Tuesdays of each month.

Vernon.

Typographical Union, International, Local No. 541—President, Everett Law, Penticton; Secretary, H. E. Arnold, Box 541, Vernon. Meets at Vernon at 8 p.m. on last Saturday in month.

Victoria.

Barbers, Journeymen, International Union of, Local No. 372—President, J. A. Green, 1242 Government Street, Victoria; Secretary, G. W. Wood, 1242 Government Street. Meets at 1311 Government Street on fourth Monday in month at 8 p.m.

Bridge, Dock & Wharf Builders, No. 2415—President, D. Hodnett, Esquimalt Road, Esquimalt; Secretary, E. E. Goldsmith, 2565 Grahame Street, Victoria. Meets at Trades Hall, Broad Street, Victoria, first and third Mondays in each month.

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

Boilermakers, Iron Shipbuilders & Helpers of America, International Brotherhood of, Local No. 191—President, G. Penketh, 2517 Blanshard Street, Victoria; Secretary, H. Prior, 1225 Juno Street, Esquimalt. Meets at Foresters' Hall at 8 p.m. on second and fourth Mondays.

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

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of United, Local No. 280—President, G. W. Brewer, Tolmie Avenue and Douglas Street, Victoria; 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, Fred. Plows, corner of King's Road and Grahame Street, Victoria; Secretary, Alex. Riach, 2399 Florence Street, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on second Monday in month.

Carpenters & Joiners of America, United Brotherhood of, Local No. 2651—President, A. J. Shaw, 1043 Victoria Avenue, Oak Bay; Secretary, Joseph Ley, Box 770, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on second and fourth Tuesdays.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1598—President, R. McLeod, 1239 Seaview Avenue, Victoria; Secretary, A. E. Smith, 1622 Camosun Street, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on first Monday.

Carpenters & Joiners, United Brotherhood of (Ship Carpenters & Caulkers)—President, R. H. Macleod, 2663 Fifth Street, Victoria; Secretary, A. E. McLennan, 2523 Government Street, Victoria.

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

Cigarmakers, International Union of America, Local No. 211—President, Alex. Ross, 576 Johnson Street, Victoria; Secretary, A. H. Ross, 1216 Styles Street, Victoria.

Civic Employees, Local No. 50—President, James Walker, 221 Robertson Street, Victoria; Secretary, Isaac Byers, 1272 Balmoral Road, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on second Wednesday.

Civil Service Association, Local No. 76—President, H. F. Hirst, Land Registry Office, Victoria; Secretary, A. M. D. Fairbairn, Parliament Buildings, Victoria. Meets at Campbell Building, Victoria, when called.

Civil Servants of Canada, Amalgamated—President, C. Sivertz, 1278 Denman Street, Victoria; Secretary, G. C. Bloomfield, 2528 Garden Street, Victoria.

Dominion Express Employees, Brotherhood of, No. 20—President, C. Little, 2723 Mount Stephen Avenue, Victoria; Secretary, Miss M. H. Frank, 1120 Pembroke Street, Victoria.

Electrical Workers, International Brotherhood of, Local No. 230—President, D. W. Dopp, 1328 Grant Street, Victoria; Recording Secretary, F. Shapland, 828 Broughton Street, Victoria; Secretary, W. Reid, 2736 Asquith Street, Victoria. Meets at Labour Hall, Broad Street, at 8 p.m. every Monday.

Steam & Operating Engineers, International Union, Local No. 446—President, T. Carson, 651 Belton Avenue, Victoria; Secretary, H. Geake, 114 Howe Street, Victoria. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

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

Hod Carriers, Building & Common Labourers, International Union of, No. 634—President, B. G. Bertneir, 1279 Denman Street, Victoria; Secretary, J. Wilkerson, 3 Carey Road, Victoria.

Hotel & Restaurant Employees, International Alliance, Local No. 459—President, F. W. Jones, Box 14, Victoria; Secretary, W. H. Hatcher, Box 14, Victoria. Meets at Room 1, 1305 Government Street, at 8.15 p.m. on third Tuesday and 3.15 p.m. on first Tuesday in month.

Locomotive Firemen & Engineers, Brotherhood of, Local No. 690—President, Harry Richmond, Russell Street, Victoria; Secretary, H. J. Brown, 405 John Street, Victoria.

Longshoremen's Association, International, Local No. 38-46—President, John Moss, Box 1315, Victoria; Secretary, Thomas Bourne, Box 1315, Victoria. Meets at 565 Johnson Street at 7.30 p.m. on second Tuesday of each month.

Machinists, International Association of, Local No. 456—President, James Turnbull, 2020 Fernwood Road, Victoria; Secretary, C. B. Lester, 215 Hampton Road, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on second and fourth Thursdays.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood, Local No. 2824—President, W. A. Wright, 601 Kelvin Road, Victoria; Secretary, G. E. Wilkinson, 50 Sims Avenue, Victoria.

Metal Workers' International Alliance, Local No. 134—President, E. Lamphere, 2636 Roseberry Avenue, Victoria; Secretary, J. J. Bell, 2251 Willows Road, Victoria.

Meat Cutters & Butchers, International Union of, Local No. 485—President, T. Greenslade, 2734 Quadra Street, Victoria; Secretary, R. Elliott, 2347 McBride Avenue, Victoria. Meets at Labour Hall, Broad Street, Victoria, at 8 p.m. on second and fourth Mondays in month.

Moulders, International Union of North America, Local No. 144—President, J. Stewart, 1231 Pandora Avenue; Secretary, J. Dakers, Box 127, Victoria; Financial Secretary, W. Kaye, 421 Portage 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, 1214 Oxford Street, Victoria; Secretary, A. E. Greenwood, 20 Brown Block, Victoria. Meets at K. of P. Hall at 2 p.m. on first Sunday in month.

Painters, Decorators & Paperhangers of America, Brotherhood of, Local No. 5—President, Mr. Jackson, Room 11, Trades Hall, Broad Street, Victoria; Secretary, Jas. Aspinall, 520 Williams Street, Victoria. Meets at 8 p.m. at Trades Hall on first and third Mondays of each month.

Pattern Makers' League of North America—President, John L. Parkinson, 1235 Lyall Street, Victoria; Secretary, James McCahill, 615 Wilson Street, Victoria. Meets at K. of P. Hall at 8 p.m. on second Thursday.

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

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

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

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 32—President, J. Fox, 2858 Austin Avenue; Secretary, H. Johnson, Box 1498. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

Policemen's Federal Association, Local No. 24—President, H. F. Jarvis, 1536 Westall Avenue; Secretary, G. A. Allen, 1104 King's Road, Victoria. Meets at 25 Fisgard Street at 8.15 p.m. on second Tuesday in month.

Postal Workers, Amalgamated, Local No. 134—President, G. Bloomfield, 2014 Marion Street; Secretary, C. Sivertz, 1278 Denman Street, Victoria. Meets at P.O. Building at 8 p.m. on third Tuesday in month.

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

Railway & Steamships Clerks, Freight Handlers, Express & Station Employees, No. 1137—President, E. Leonard, 1221 Whittaker Street, Victoria; Secretary, V. I. Duncan, 832 Tolmie Street, Victoria. Meets at Trades Hall at 8 p.m. on first Thursday in month.

Railway Trainmen, Brotherhood of, Local No. 613—President, W. T. Campbell, 2603 Douglas Street, Suite 2; Secretary, A. Brooks, 617 Catherine Street, Victoria West. Meets at A.O.F. Hall, Broad Street, Victoria, at 8 p.m. on second Tuesday and last Friday in month.

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

Sheet Metal Workers, Amalgamated, International Alliance of, Local No. 134—President, E. Lamphere, 2636 Roseberry Street, Victoria; Secretary, J. J. Bell, 2251 Willows Road, Victoria. Meets at 842 North Park Street at 8.30 p.m. on first Thursday.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 109—President, R. W. Munn, 1237 Johnson Street, Victoria; Secretary, R. A. C. Dewar, 1218 Johnson Street, Victoria. Meets corner Broad and Yates Streets, Victoria, at 10 a.m. and 7 p.m. on second Tuesday in month.

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

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

Teamsters & Chauffeurs, General, International Brotherhood of, Local No. 365—President, S. Holdridge, 1104 Johnson Street, Victoria; Secretary, John Scoulan, 350 Robertson Street, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on first Tuesday.

Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 168—President, S. Evans, Fairfield Hotel, Victoria; Secretary, Robert Freeman, P.O. Box 47, or Fairfield Hotel, 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, John Chrow, 1030 Burdette Avenue, Victoria; Secretary, Chas. F. Banfield, 642 Craigflower Road, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 2 p.m. on last Sunday in month.

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

Wellington.

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

TRADES AND LABOUR COUNCILS.
(One Big Union.)

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

Vancouver—President, R. W. Hatley, 305 Pender Street, West, Vancouver; Secretary, J. G. Smith, 305 Pender Street West, Vancouver. Meets in Pender Hall at 8 p.m. on third Wednesday of each month.

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

Cranbrook.

Lumber Workers' Unit—Secretary, J. L. Peterson, Box 18, Cranbrook.

Kamloops.

Lumber Workers' Unit—Secretary, W. S. Kilner, Box 812, Kamloops.

Prince George.

Lumber Workers' Unit—Secretary, H. P. Hansen, P.O. Drawer 20, Prince George.

Prince Rupert.

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

Lumber Workers' Unit—Secretary, J. H. Burrough, Box 838, Prince Rupert.

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

Vancouver.

Lumber Workers, Headquarters—Secretary, J. M. Clarke, 61 Cordova Street, Vancouver.

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

LABOUR DISPUTES IN BRITISH COLUMBIA IN 1921.

The labour disputes recorded in this Province during 1921 numbered 21, which indicates a state of affairs very different from that of the previous year, when 68 disputes were recorded. In 1919 there were 44 and in 1918 there were 28.

In so far as this reduction in the number of disputes speaks of less strained relations between capital and labour, it will be accepted as a good sign. However, the chief explanation of the change is probably to be looked for in other directions. The year 1920 was a time of great activity in the two large groups of lumbering and mining industries, in which the majority of that year's disputes occurred. For a large portion of 1920 labour in these industries was difficult to obtain, and this gave the workers confidence in putting forward demands for improved wages and conditions, and in resorting to strikes if the demands were not complied with. In 1921 the business boom had disappeared, and many employers were quite indifferent as to whether they continued their operations—or, indeed, preferred to suspend work entirely. In these circumstances, in every centre in the Province, there were numbers of men gathered who were unable to find work of any kind, and with those who were in employment the principal consideration was to remain at work as long as possible.

THE CONTRAST OF TWO YEARS.

In the Department's report last year attention was called to the new policy which had become prevalent of suddenly springing a strike upon employers in isolated parts of the Province and relying upon getting a quick result. Little or no strike fund was needed for this policy. It was obvious, of course, that if employers cared to close down their operations they could soon defeat strikers who had little financial backing; but the latter did not find it difficult to obtain employment elsewhere, and an employer was not always sure of obtaining other workers, or of finding a new crew of employees any better to handle than the old one. Therefore it was often less embarrassing to yield to demands than to resist them, and the new unions were able to claim a considerable amount of success for their policy. In 1921 all this was changed. Employers, who anticipated little or no financial advantage from keeping their works going, were often willing to operate only after they had successfully insisted on lower wages or less restrictive conditions. When these demands began to be imposed by employers the new unionism was found almost helpless to resist them; and as the older weapons of the older unionism had been very widely discarded in the lumbering group of industries, the chances of organizing a successful strike became very slight indeed.

Comparatively few disputes involving a stoppage of work were reported during the year. Most of those which occurred were in the nature of resistance to employers' demands, and in the majority of cases the result was favourable to the employer or else no definite decision was reached. In a very much larger number of cases a downward revision of wages was made without any dispute coming to a head.

THE STRIKE OF PRINTERS.

An exception to this general tendency is afforded by the strike of printers, which, in the matter of loss of employment, was the biggest dispute of the year in the Province. This dispute, in one shape or other, extended over the greater part of the year.

The question of reducing the number of hours in the normal working-week from 48 to 44 had been active for a few years, both in Canada and the United States. In 1919 an understanding was arrived at, looking to a reduction of the working-week, to become effective in the trade throughout both countries on May 1st, 1921. The union officials assert, and the employers deny, that this understanding amounted to a definite arrangement. Some months before the date mentioned, however, the employers requested that the demand for the adoption of a shorter working-week be withdrawn.

In the closing days of 1920, or more than four months before the discussion on this main question was to come to an issue, the job-printing employers of Vancouver asked for the acceptance of a revised scale of wages, involving a reduction as from January 1st, 1921. The unsatisfactory condition of business and the downward tendency in the cost of living

were pointed to as reasons for such change. The proposed new scale was strongly objected to, however, with the result that the job-printing offices in the city were closed down from the 1st to the 18th. Work was then resumed at the former scale of wages.

BASIS OF SETTLEMENT IN VICTORIA.

On May 1st, acting on instructions from the headquarters of the International Typographical Union at Indianapolis, the job-printers of Vancouver, Victoria, and some of the smaller cities in the Province ceased work with the object of enforcing acceptance of the 44-hour week. In Victoria the strike lasted only two weeks. A conference was then held, at which the whole position was reviewed, including that of the printers in the newspaper offices, who were not affected by the dispute. The latter were receiving $40.50 per week of 45 hours, while the jobbing-office men were receiving the same weekly wage for 48 hours. As the result of the conference the Victoria employers agreed to recognize the 44-hour week, and on the question of pay a compromise was arrived at. The jobbing-men, it was arranged, should receive 90 cents an hour, which was the same hourly rate that was being paid to the newspaper-men, but with one hour a week less would bring the weekly rate to $39.60. It was agreed that this settlement should stand until the end of the year.

In the Interior of the Province the men left work on May 2nd. Most of the strikers were replaced by other men, and work was resumed in a few weeks. At Prince Rupert four compositors were on strike from May 1st to 14th, and work was resumed on the latter date on a 44-hour week basis.

A LENGTHY DISPUTE IN VANCOUVER.

In most of the smaller centres in the Province an early resumption of work was brought about, but in Vancouver the dispute dragged on from month to month. The majority of the employers continued to hold out against the demand for a 44-hour week. A number of offices were closed down for a time, but gradually, in the course of two or three months, they were reopened, though in some cases with a smaller staff than before. At the end of the year the number of men reported as being on strike in the city was between 50 and 60, and they were receiving strike pay on a liberal scale, $17 per week being paid to single men and $20 to $30 to married men, according to the number of dependents.

Under the settlement at Victoria, referred to above, the rate of 90 cents per hour was applicable to machine operators, compositors, cylinder pressmen, and bookbinders. Platen pressmen and other employees received the same percentage of increase.

DISPUTE IN SHIP-REPAIR PLANT.

The early part of the year witnessed an extensive dispute at the ship-repair plant at Esquimalt, where 700 men were being employed. Notice was given early in January of an all-round cut of 50 cents per day in wages, the employers contending that conditions as to cost of living, etc., which had occasioned various advances of pay in recent years, were no longer prevalent. On January 19th, some days after the new scale had come into effect, about 200 metal-workers, including blacksmiths, boiler-makers, plate and foundry workers, left work. Similar action had already been taken by about 25 electricians on the day the cut was made. A number of smaller firms in Esquimalt and Victoria were also affected by the dispute. At Vancouver only the pattern-makers came out. A good deal of work was tied up for a time, but after the dispute had been in progress for about a week differences developed among the men who were out, and this resulted in the majority of them returning to work on February 1st on the employers' terms. It was reported that some portion of work was let to sub-contractors, and that this obviated any further contention.

JAPANESE AND WHITE LUMBER-WORKERS.

A dispute in the lumber trade in Vancouver in the following month had certain peculiar features. The Japanese workers who were engaged in the handling, piling, and landing of lumber at one of the mills were given notice of a reduction in pay from 30 cents to 25 cents per hour. About 75 of them went on strike on February 12th. After one day's stoppage the mill resumed operations with a crew of white men, who were paid 36 cents per hour for single men and 40 cents per hour for married men for a working-day of 10 hours. The Japanese strikers were joined by three white men workers, and the O.B.U. picketed the approaches to the mill, but work under the new arrangement went forward without disturbance.

SCHOOLS CLOSED BY A STRIKE.

A dispute which resulted in the closing of most of the public schools in New Westminster from February 14th to 21st was caused by a demand for increased pay by the teachers. A schedule of salaries had been in effect since the beginning of 1920, and under its provisions the increments of teachers' salaries for 1921 would have amounted to about $8,000. It was represented by the teachers that some of the increases were inadequate, and they submitted a revised scale of salaries, which, they said, would put New Westminster in line with the other cities of the Province. This revised scale called for the addition of approximately $25,000 to the schedule of 1920. On January 24th the School Board went minutely into the salary question, and agreed to certain increments totalling $13,285. The teachers expressed dissatisfaction with this, and asked that the matter be submitted to arbitration, as provided for in the "Schools Act"; but the Board intimated that their decision was final. The teachers thereupon, on February 12th, informed the Board that, unless the latter would meet the executive of the Teachers' Association and make arrangements as to salaries mutually satisfactory to both parties, the teachers would not be in school on the following Monday, the 14th.

It was found impracticable at such short notice to get the trustees together, and the consequence was that, with the exception of two public schools and the whole of the staff of the T. J. Trapp Technical School, the teachers, numbering 17 males and 63 females, absented themselves from their duties for a week. On the 19th a conference was held between three members of the Board, three teachers, and three delegates appointed by the President of the Board of Trade. A basis of settlement was formulated, which included recognition of the Teachers' Association by the Board of School Trustees. An agreement was signed under which all salaries were to be adjusted by a committee of trustees and teachers, and in the event of failure to agree the matter to be placed in the hands of an Arbitration Board. The strike was called off and the schools reopened on the 21st.

AN INQUIRY AND A STRIKE.

The wages and working conditions of the electrical workers employed by the British Columbia Electric and subsidiary companies came under review in January by a Board established to deal with these matters, and consisting of M. H. McGeogh, Chairman, and A. G. McCandless and E. H. Morrison, representing the company and the employees respectively.

In a unanimous report the Board, in view of the signs of a decreasing cost of living, did not recommend any increase in wages, and added: "It might appear that the operators are receiving good wages and more money than is paid in most of the other companies' power-houses for similar work, but we do not think this is an opportune time to make any reduction of wages." They recommended the modification of a number of clauses in the existing agreement which, the company had claimed, made the operating of their utilities very costly.

The company, not being satisfied with the Board's decision as to wages, announced a reduction of 10 per cent., except in the case of linemen and wiremen. This led to the electrical workers, numbering 200, leaving their work on February 22nd. Work was resumed on March 8th under the same conditions as to wages which obtained prior to the dispute.

MINERS' TWO VOTES AT STEWART.

A dispute in which two votes of the workers were taken, the second reversing the decision of the first, occurred at Stewart in May.

The operators of the Premier Mine laid off a number of men, and gave notice to those remaining in their employ of the following reductions in daily pay: Miners, from $6.50 to $5.50; muckers, from $6 to $5; and labourers, from $5.75 to $4.75. The men decided by ballot not to accept these reductions and left work on May 10th, about 250 being affected, including a number who were employed by the company in Alaska Territory. An offer some days later to meet the employers half-way was not accepted. On June 2nd another vote was taken on the question of resuming work on the employers' terms. This was agreed to by a large majority and the men went back to work on June 3rd.

CIGAR-MAKERS' DISPUTE.

The introduction of new machinery in the cigar-making industry of Vancouver led to a dispute with the workpeople on May 31st and some 50 men left their employment. Under the

changed conditions it was found possible for the employers to utilize the services of women and girls in a greater degree than before. This was done, and the new arrangement at the end of the year seemed likely to become permanent, no formal settlement of the dispute having been arrived at.

OPEN SHOP IN THE SHOE TRADE.

Eighty-one employees (60 men and 21 women) in the boot and shoe manufacturing industry were affected by a dispute which arose out of the request of a firm in Vancouver for a revision of the wage scale. The firm contended that the existing scale was too high for conditions under which they were competing with Eastern manufacturers, and they also asked that the employees should take into consideration the reduced cost of living. Negotiations were opened with six departments, with four of which satisfactory agreements were made, subject to the scale being ratified with the Boot and Shoe Workers' Union. One other department was not to receive any change, which left only the upper-cutters to be dealt with. No agreement, however, could be reached between the firm and the upper-cutters.

The firm decided to put into effect a new scale as from the week ended July 19th. The union called a special meeting and voted a strike, which began on July 21st. Suggestions for arbitration were made, but while the union wished to arbitrate with reference to the four upper-cutters, the firm required that the arbitration should cover the wage scale for the whole works. Accordingly no progress was made along that line. A request that the firm should agree to hire only members of the union, or those willing to become members, was also objected to.

On October 12th the firm wrote to all their employees personally, saying their positions would be kept open until the 17th, after which date steps would be taken to fill same. Manufacturing had been restarted on the 10th, with those who were willing to come back and others the firm were able to obtain. Negotiations followed and a friendly settlement was arrived at, work being resumed on November 8th under the open-shop plan.

The remaining disputes do not appear to have had any particular features, and their nature is briefly indicated in the summary given below. In all, the disputes of the year affected 3,522 workers and the estimated loss in working-time was 52,632 days, these being considerably less than the corresponding figures for last year.

The following is a brief summary of the disputes which occurred in the Province during 1921:—

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Loggers— Jackson Bay	Commenced November 16th, 1920. Men objected to being put on piece-work. Work resumed on January 28th with new crew	60	1,920
Shingle-workers— New Westminster	Commenced December 31st, 1920. Owing to a 20-per-cent. cut in wages. Most of men affected returned to work on January 10th	100	800
Printers— Vancouver and other cities	Employers in Vancouver asked for a revised scale of wages, involving a reduction. Most of the printing-offices in the city were closed down from January 1st to 18th, when work was resumed on the old terms. On May 1st a large number of printers in the Province left work, in order to enforce a prior understanding in favour of a 44-hour working-week to come into effect on that date. In Victoria a compromise resulted in men returning to work in two weeks, the scale of pay being altered from $40.50 for 48 hours to $39.60 for 44 hours. There was a general stoppage in the job-printing offices in Vancouver, but most of them were reopened after some weeks, some on the union terms and others on the employers'. The dispute followed a similar course in the smaller cities. No formal general settlement had been arrived at by the end of the year	From 50 to 300	16,737
Pattern-makers— Burnaby	Commenced January 15th. Against a reduction in wages. No definite settlement, but early in March employers stated that they were able to secure labour on their own terms	22	350
Metal-workers— Esquimalt	Commenced January 19th. Employers gave notice of an all-round wage cut, stating that cost of living had come down. Differences developed among the men, the majority of whom returned to work on February 1st on employers' terms.	250	2,750
	Carried forward	732	22,557

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
	Brought forward	732	22,557
Pattern-makers— Vancouver	Commenced January 19th. Cause and nature of dispute similar to above	30	330
Brewery-workers— New Westminster	Commenced February 2nd. Arose out of discharge of an old employee who was an ex-secretary of the union. Arbitration agreement put into force and dispute settled amicably. Work resumed on February 21st	22	340
Japanese lumber-workers— Vancouver	Commenced February 12th. Japanese lumber-pilers, etc., struck against pay being reduced from 30 to 25 cents an hour. White men were engaged at 36 and 40 cents an hour, and though the O.B.U. picketed the approaches to the mill, work went forward undisturbed	75	400
School-teachers— New Westminster	Commenced February 14th. Teachers demanded increase of pay in excess of that provided by scheduled increments. The School Board offered a compromise which teachers refused, and the School Board in turn refused a request for arbitration, whereupon a strike was called. A week later a conference, called by the President of the Board of Trade, resulted in a settlement and the principle of negotiation by conference, followed if necessary by arbitration, being agreed to	80	400
Electrical workers— Vancouver, Victoria, and New Westminster	Commenced February 22nd. In protest against a 10-per-cent. reduction in wages. Work resumed on March 8th with wages unchanged	200	2,400
Granite-cutters— Vancouver	Commenced March 1st. In protest against a reduction. Work resumed on April 15th on a compromise	18	600
Plasterers— Vancouver	Commenced March 23rd. Employers and men differed as to proper rates of pay. Differences varied between $7.50 and $10 per day. Men soon returned to work, without formal settlement, mostly at their former wages.	8	40
Machinists— Prince Rupert	Commenced May 10th. Men on gas-boat repair-work objected to being paid the same as for construction-work—viz., 78 cents per hour. Dispute amicably settled, employers agreeing to pay 82½ cents per hour for repair-work	20	120
Miners— Stewart	Commenced May 10th. Against a reduction of pay. On June 2nd a vote by the men decided in favour of going back on employers' terms and work was resumed on June 3rd	250	5,000
Cigar-makers— Vancouver	Commenced May 31st. Dispute arose over introduction of new machinery, which made it possible to replace male help with that of women and girls. No formal settlement	50	1,500
Firemen and oilers— Vancouver	Commenced July 20th. Men working on S.S. "Canadian Exporter" left work in protest against reduction of wages. Work resumed on August 22nd after mediation by the Dominion Department of Labour	71	1,765
Boot and shoe workers— Vancouver	Commenced July 21st. After negotiations, which were only partially successful, employers decided to put into effect a revised scale of wages, including a number of reductions. Strike was called in consequence. A friendly settlement was made on November 8th, work being resumed under the open-shop plan	81	6,885
Loggers— Ocean Falls	Commenced August 1st. Against working-day being increased from eight to ten hours. No formal settlement reported, but work when resumed was on employers' terms	285	1,995
Hop-pickers— Agassiz and Chilliwack	Commenced September 6th. For increased pay, which was granted after two days' stoppage	550	1,100
Shingle-makers— Coast District	Commenced on September 16th. Against a reduction in pay. Most of men affected were Chinese. A series of conferences with strikers' representatives were held and work resumed on September 23rd	600	3,600
Sawyers and packers— Lower Mainland	Commenced September 16th. Against a reduction in wages. Settlement by negotiations, work being resumed on the 26th	450	3,600
		3,522	52,632

REPORT OF THE INSPECTOR OF FACTORIES.

The work of factory inspection in the Province, which was formerly under the direction of the Department of Public Works, has been taken over during the past year by the Department of Labour. The duties of this important branch of service are now dealt with for the first time in the report of this Department.

Our own Province, in common with the rest of the Dominion, was passing through a period of readjustment during the past year, and it naturally followed that during that process many industrial workers were thrown out of employment or were employed on short time. A tendency which is noted by R. J. Stewart, Chief Factory Inspector, is that a number of firms who have established themselves in a business way have moved their factories to the suburbs of the cities, retaining for the convenience of their customers office-room only in the business sections. Mr. Stewart's report proceeds as follows:—

"This tendency on the part of the manufacturers adds to our having to spend a maximum of time and effort in order to accomplish a minimum of work, as our means of transportation, the street-car, does not pass anywhere near the great majority of these establishments.

ACCIDENTS LESS FREQUENT.

"We are pleased to be able to record a general decrease in the number of accidents occurring in the plants over which our supervision extends. Apart from the humanitarian point of view, both the employer and employee seem to have at last come to the conclusion that it is better to prevent an accident than to pay compensation. They also seem to realize that accident-prevention is a common ground on which employer and employee can work together for the benefit of both.

A CAMPAIGN AGAINST DUST.

"Authorities are agreed, and our own experience proves, that the working conditions and general health of the employees in any industry have a direct bearing on the accident frequency in that industry. In view of these facts, we have, while performing our duty of inspection, to take into consideration the conditions under which the employees are working. As an example, we may refer to one actual case of a plant we visited, where it was found that during the manufacturing process a great deal of fine dust was emitted from a battery of machines. This dust was allowed to go uncontrolled, consequently impregnating the air of the entire plant and causing injury to the health of the workmen. In addition to this, the general state of apathy in the plant, caused by this dust, together with its effect on illumination was very liable to become the direct cause of accidents.

"As a means of overcoming this, orders were issued to have a suction system installed for the purpose of removing the dust at its point of origin. These instructions were carried out in due time. Some two months later it was found that, although the fan, piping, and hoods that go with the modern exhaust system had been installed at considerable expense, the installation had proved inefficient and had been given up by the contractor and manager of the plant as unworkable.

"Following this visit, an appointment was made with the contractor to examine the system, and upon our suggestion a minor mechanical change was made, which resulted in this fine dust being removed to the satisfaction of all concerned.

REDUCING THE LABOUR TURNOVER.

"The conditions existing in factories under our supervision in which female employees predominate will, I feel safe in saying, compare favourably with those of a like character throughout the Dominion.

"A great many of these establishments have dining and rest rooms set apart for the exclusive use of their employees. Magazines and instructive literature are also placed at their disposal, and, generally speaking, it seems to be the policy of our manufacturers in this Province to attract the best class of help obtainable. An investment of this nature is a practical working-out of the theory that only when the employees are well provided for, mentally and physically,

the highest quality of workmanship can be attained, and when we notice the same employees during our periodical official visits we feel that the working conditions are such as to leave no cause for complaint. Consequently, these industries are not troubled by any great amount of labour turnover.

A HINT TO FACTORY PROPRIETORS.

"A great deal of trouble and expense would be saved some of the factory proprietors if they would, before signing a lease on prospective premises, become more conversant with those sections of the 'Factories Act' relating to ventilation, sanitation, etc., as these very important provisions are sometimes omitted in their anxiety to procure premises which, from their point of view, will suit their requirements.

"Our greatest trouble in this connection is generally caused by the small manufacturer, who after he has begun operations has notified the Factory Inspection office that he is operating a factory in a certain locality and requests us to inspect the same. We have frequently found that proper sanitary facilities have not been provided and that portions of the work-rooms were overcrowded. However, instances of this nature are the exception and not the rule, as we are very often consulted before the lease for a factory is finally signed. The nature of the industry is discussed and alterations and improvements, if necessary, are suggested, which as a general rule result in agreement being made between the landlord and the tenant relative to the financial consideration involved in carrying out the requirements of the 'Factories Act.'

ELEVATORS.

"The inspection of elevators is one of the most important duties of the Inspectors, as the safety of thousands of people is daily at stake. In our large departmental stores and business blocks the elevator installations are generally placed in charge of competent persons, who are held responsible by their employers for the upkeep and safe operation of same, and whose duty it is to have replaced worn-out or defective parts.

"On the other hand, however, in some of the smaller buildings, in which one passenger-elevator is located, persons are sometimes placed in charge who know little or nothing about the working parts of modern elevator appliances.

"To emphasize the necessity of frequent inspection of the supporting cables, an instance may be mentioned of where, acting in compliance with instructions issued from the Factory Inspector's office, new hoisting-cables were installed on a passenger-elevator in a building ten stories in height, and during a further inspection nine months later these cables, owing to inferior material and workmanship, had to be renewed. When discovered by the Inspector these cables were in an extremely dangerous condition. This state of affairs was entirely unknown to the man in charge, and what may have happened had it not been discovered in time may easily be conjectured.

"I regret to have to report the loss of one life on a passenger-elevator, on which was an experienced operator who had under her training and supervision an applicant for a permanent position. This applicant was being instructed in the operation of the car on a Sunday, when there was supposed to be no traffic. She claimed to have had previous experience, although she was not in possession of an operator's licence issued by this Department. The fatality was caused by this applicant opening the shaftway door before the elevator was level with the landing, and while trying to bring the car level with the landing the passenger stepped into the car. This resulted in the operator losing control of the car as it moved upwards and caused the passenger to be crushed between the platform of the car and the top of the door-frame.

"There is one way, and one way only, in which accidents of this nature can be eliminated, and that is, as stated in previous reports on this subject, to have at least all passenger-elevators equipped with an approved interlocking device which will effectively prevent the door being opened before the elevator is level with or at a predetermined distance from the landing, and also to prevent the operation of the car until the door is closed and locked. Equipment of the nature which functions in the manner just described will accomplish more than all the rules and regulations that could be printed, is it forces the operators to do what the rules and regulations tell them they should do.

"Although no serious accidents have occurred on elevators while being operated by persons licensed by this Department, the hazard is there until such time as all elevator installations are equipped with an interlocking device.

CHILD-LABOUR.

"The stature of a child is not always a criterion of its age, and we have in the course of our visits found, upon investigation, an occasional child under the age of 14 working in a factory. When this fact is drawn to the attention of the management, they have invariably stated that the employee's age was given as 14 in the case of a boy, or 15 in the case of a girl.

"We have impressed upon the employers and managers that the mere assertion of an applicant that he is 14 years or over does not leave them, the employers, immune from prosecution under the Act for violation of that section, as it is the employer's duty to insist upon the production of a birth certificate or other equally reliable proof of age in all cases where the appearance of the applicant justifies that procedure.

"In conclusion, I wish to thank you and the Deputy Minister for the courtesy and encouragement shown this office throughout the year."

REPORT OF THE MINIMUM WAGE BOARD OF B.C.

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

SIR,—We have the honour to present the fourth annual report of the Minimum Wage Board of British Columbia, covering the year 1921.

Twenty-one meetings were held by the Board either in Victoria or Vancouver during the year. Most of these meetings have been taken up with discussion of specific cases and policies in connection with the administration of the Act and Orders.

A matter which has frequently been under consideration by the Board has been in relation to the question of schedules of wages, and the length of time during which inexperienced women and girls may work in the manufacturing industry for a lower wage than that to which experienced women are entitled. The question is a perplexing one by reason of the many varieties of work embraced by the Manufacturing Order. The Board has found it difficult to arrive at satisfactory terms for learners in the various groups within this section. It is recognized that a standard of efficiency in one class may be reached by an inexperienced worker in much shorter time than is required in some other branch.

LOWER WAGES DURING LEARNING PERIOD.

In this industry personal investigations have been made covering many lines of work, and public meetings have been held in Victoria and Vancouver to hear the views of those interested in certain groups. At the Vancouver meeting the co-operation of a committee from the British Columbia Manufacturers' Association was offered to and accepted by the Board. The Trades and Labour Council also appointed a committee. These committees gave much time and exerted personal effort to arrive at groupings of the numerous branches of the industry, dividing them according to the length of the learning period. The reports from both sections having been received by the Board, further public meetings were held, but the matters dealt with were still under consideration at the close of the year. Further details concerning this question appear in the Appendix to this report.

In all these discussions the Board has had constantly in mind the danger of fixing a period either too long or too short for inexperienced workers to arrive at the legal minimum wage. If the scale of advance is too slow the workers become discouraged, and they pass from shop to shop and trade to trade in an attempt to find more rapidly some industry affording a wage with which they may support themselves. This is one of the primary factors in the increase in labour turnover. Owing to the recent distressing unemployment situation among the fathers, brothers, and husbands of these women, a growing number of girls are finding it impossible to remain for long periods at learners' wages. The help formerly received from the men of the family has frequently not only been cut off, but the women have had to contribute to the upkeep of the family.

THE PRINCIPLE OF APPRENTICESHIP.

On the other hand, employees must be given opportunity to acquire reasonable experience before employers may in fairness be required to pay the minimum wage. Manufacturers have to realize also that it is not necessary that employees should be experts before they attain this minimum. Too lengthy apprenticeship, too low wage scales, and insufficient instruction are factors—not always recognized—in reducing the supply of learners in some trades to the lowest point. Employers in certain well-defined occupations complain not only of the lack of applicants or learners offering, but of their lack of interest after entering a trade. At the same time some employers urge Minimum Wage Boards to set long terms and low wages for beginners, apparently failing to comprehened that it is the discouraging prospect of such long low-paid learning periods in occupations which at best are seasonal that fail to attract entrants, Such industries are likely to draw mostly those who lack initiative to seek more promising prospects, or who take them up as a passing fancy or a makeshift till better things offer. Particularly is this true of millinery and dressmaking.

The basic principle of apprenticeship should be that long learning periods be permitted only in those occupations which ultimately promise the competent worker promotion and adequate wages. The establishment of technical schools and millinery, dressmaking, and commercial classes in our public and high schools serve to overcome some of the obstacles encountered by the wholly untrained worker. The children passing through these classes, even though not trained perhaps for some special occupation, should bring to the industrial life of the Province educated hands and minds and a general knowledge and facility that ought to raise the standard of competence.

LICENCES.

Since the inception of the Minimum Wage Orders a system of licensing inexperienced adult employees has been adopted. In all, 529 licences have been issued, of which number to date 500 have been cancelled. The mercantile industry has used 156 of these licences and 135 of them have been revoked. In the laundry industry 125 have been issued and 120 nullified. There have been issued in the office occupation 44 licences, 42 of which have been rescinded. In the telephone and telegraph occupation 302 licences have been issued and the same number cancelled. The personal service occupation has required 1 licence, which has since been annulled. One licence has been issued in the manufacturing industry and is still in effect.

Licences are given for a specified time. Most of the cancellations have occurred owing to the expiration of the licences. In some instances they have been cancelled, not by lapse of time, but because the holders have been raised to the minimum wage. Some employees leave positions before their licences run out, and the latter are thus automatically cancelled. Each licence is issued for a particular individual, permitting her employment by a specified firm. The licensee, therefore, may not use her unexpired licence under any other than the original employer designated. Should a licence-holder desire to work for the remainder of her period with another firm in the same industry or occupation, a new licence may be obtained for the residue of her learning term upon application to the Board.

For the purposes of reference a brief summary of the Orders now in effect is here given:—

Mercantile Industry.

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

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

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

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

Licences required in this class. Application forms supplied.

Laundry, Cleaning, and Dyeing Industries.

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

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

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

Licences required in this class. Application forms supplied.

Public Housekeeping Occupation.

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

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

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

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

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

Office Occupation.

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

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

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

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

Licences required in this class. Application forms supplied.

Manufacturing Industry.

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

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

Personal Service Occupation.

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

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

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

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

Licences required in this class. Application forms supplied.

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

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

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

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

Telephone and Telegraph Occupation.

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

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

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

NOTE.—Except as hereinafter mentioned, the maximum hours of labour shall be not more than 8 hours in any one day nor more than 48 hours in any one week, and every employee shall have one

full day off duty in every week. Where telephone and telegraph employees are customarily on duty between the hours of 10 p.m. and 8 a.m., 10 hours on duty shall be construed as the equivalent of 8 hours of work in computing the number of hours of employment a week. In cases where employees reside on the employer's premises, the employer shall not be prevented from making an arrangement with such employees to answer emergency calls between the hours of 10 p.m. and 8 a.m. In cases of emergency 56 hours a week may be worked. Time and one-half shall be paid for work in excess of 48 hours and up to 56 hours. The total number of inexperienced female employees shall not exceed 35 per cent. of the total number of females employed in any plant or establishment.

Fishing Industry.

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

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

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

Fruit and Vegetable Industry.

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

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

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

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

STATISTICAL REPORT.

In order to make a comparison with rates of wages, working-hours, and conditions of labour with those existing last year and the year before, forms were mailed to every employer in the Province, requesting the following information: Name of all female employees, together with their residence addresses; occupation; weekly wage-rate; hours worked for a specified week; actual money received that week; whether the employee was over or under 18 years of age, and length of service with employer reporting. In addition to the information which had been asked for in previous years, employers were requested this year to state the length of time each employee had been in their service, and also to furnish the residence address of every employee. The information obtained from these returns has been classified and tabulated under nine heads, corresponding to the groups of occupations, trades, or callings covered by the existing Orders of the Board. In all, forms were returned by 1,923 employers relating to 9,722 female employees. The tables are herewith appended:—

MERCANTILE INDUSTRY.

	1921.	1920.	1919.
Number of firms reporting	278	317	121
Number of employees—			
Over 18 years	1,788	1,685	1,428
Under 18 years	256	369	323
Total weekly wages—			
Employees over 18 years	$28,601.35	$26,852.90	$20,951.25
Employees under 18 years	$2,389.50	$3,528.00	$3,144.25
Average weekly wages—			
Employees over 18 years	$15.99	$15.94	$14.67
Employees under 18 years	$9.33	$9.56	$9.73
Percentage of employees under 18 years	12.52%	17.96%	18.5%
Average hours worked per week	44.17	43.7	46.1

The total number of employees reported in this occupation is 2,044. The legal minimum wage set was $12.75 for a 48-hour week. The foregoing table shows the average weekly wage to have risen 5 cents per week during the year for experienced women over 18 years of age, and to have dropped 23 cents per week for those under 18. The percentage of employees under 18 has

decreased 5.44 per cent. The average hours show a small increase. This may be accounted for by the fact that one or two large establishments have slightly lengthened their hours, though still coming within the 48-hour week.

Thirty-nine more firms sent in returns in 1920 than in 1921, but there are more employees over 18 years of age working for the lesser number of firms. The peak for wages is between $15 and $16 per week. The peak for weekly hours is between 44 and 44½, 828 working the former and 411 the latter number of hours. There apparently were fewer short or part-time workers in 1921 than in 1920.

The longest term of service reported in this occupation is 20 years. Three instances of this length of employment were reported in one establishment in Victoria. The highest wage given is $67.30 per week.

LAUNDRY INDUSTRY.

	1921.	1920.	1919.
Number of firms reporting	33	35	23
Number of employees—			
Over 18 years	449	486	361
Under 18 years	70	84	75
Total weekly wages—			
Employees over 18 years	$6,478.50	$7,332.00	$5,229.50
Employees under 18 years	$337.00	$1,004.00	$339.50
Average weekly wages—			
Employees over 18 years	$14.43	$15.08	$14.48
Employees under 18 years	$11.96	$11.95	$11.19
Percentage of employees under 18 years	13.49%	14.74%	17%
Average hours worked per week	44.74	45.72	45.1

The total number of employees reported in this industry is 519. The legal minimum wage was set at $13.50 per week for experienced women 18 years of age or over for 48 hours. The average weekly wage is shown at $14.43, a decrease of 65 cents per week since 1920. This is partially accounted for by the shorter hours. While there is an increase of 1 cent per week for workers under 18, there is a decrease of 1.25 per cent. in the number of this age employed. The average hours are shorter by 0.98 per week.

The peak for wages is reachced at between $13 and $14 per week, 105 women over 18 and 12 of the younger workers coming within this division. The peak for hours is 48. This industry, coming within the scope of the "Factories Act," is limited as to hours by that Statute. The longest term of service recorded is 15 years and the highest weekly wage $25.

PUBLIC HOUSEKEEPING OCCUPATION.

	1921.	1920.	1919.
Number of firms reporting	242	244	97
Number of employees—			
Over 18 years	994	1,184	652
Under 18 years	26	58	43
Total weekly wages—			
Employees over 18 years	$15,774.06	$19,625.44	$10,568.00
Employees under 18 years	$373.00	$913.50	$612.50
Average weekly wages—			
Employees over 18 years	$15.87	$16.58	$16.20
Employees under 18 years	$14.35	$15.75	$14.24
Percentage of employees under 18 years	2.55%	4.67%	6%
Average hours worked per week	45.26	46.51	48.95

The total number of employees accounted for is 1,020. The legal minimum wage for experienced women 18 years of age or over is $14 per 48-hour week. The average weekly wage is $15.87, a decrease of 71 cents per week since 1920. For those under 18 years of age the weekly average is $14.35, a decrease of $1.40 per 48-hour week. There is a decrease of 2.12 per cent. of employees under 18 years of age. The peak for wages is between $15 and $16 for employees both over and under 18 years of age. Of these, 284 receive this wage, while 253 appear between $14 and $15. But 2.55 per cent. of employees in the public housekeeping occupation are reported as under 18 years old. This does not include private domestic service or servants, who are exempt under the Act, and over whose wages or hours the Board has no jurisdiction.

In this occupation employers may, in emergency cases, exceed the 48-hour weekly limit by 4 additional hours in a week, but time and one-half is paid for the extra hours. Where board and lodging is furnished, it is estimated at the following figures, as prescribed by the Board: $3 a week for room and $5.25 for full board of 21 meals a week.

The peak for hours is reached at 48 a week, 479 employees working these hours, while 107 work the shorter week of 44 hours. The highest wage reported in this occupation is $35 a week. The longest term of service with the same employer is 18 years.

OFFICE OCCUPATION.

	1921.	1920.	1919.
Number of firms reporting	1,043	1,019	220
Number of employees—			
Over 18 years	2,434	2,467	750
Under 18 years	50	155	60
Total weekly wages—			
Employees over 18 years	$47,155.97	$47,941.00	$13,683.00
Employees under 18 years	$577.00	$2,110.00	$804.00
Average weekly wages—			
Employees over 18 years	$19.37	$19.43	$18.24
Employees under 18 years	$11.54	$13.61	$13.40
Percentage of employees under 18 years	2.01%	5.9%	7%
Average hours worked per week	40.89	41.5	43.6

TABLE SHOWING NUMBER OF EMPLOYEES RECEIVING WAGES OF $25 OR MORE PER WEEK.

Weekly Wages.	Number of Employees.	Weekly Wages.	Number of Employees.
$25.00 to $25.99	98	$35.00 to $35.99	9
26.00 " 26.99	30	36.00 " 36.99	3
27.00 " 27.99	24	37.00 " 37.99	3
28.00 " 28.99	35	38.00 " 38.99	2
29.00 " 29.99	3	40.00 " 40.99	4
30.00 " 30.99	26	43.00 " 43.99	3
31.00 " 31.99	11	46.00 " 46.99	4
32.00 " 32.99	3	50.00 or over	1
33.00 " 33.99	1	Total	275
34.00 " 34.99	15		

The total number of women employed, according to returns, is 2,484. The legal minimum wage for experienced women 18 years of age or over is $15 for a 48-hour week.

This occupation shows the highest rewards for the greatest number of employees, and the greatest number with long service with the same employers. The average weekly wage is $19.37, a decrease of 6 cents per week since 1920. There is a decrease of 3.89 per cent. in the employment of those under 18 years of age, only 50 of the younger workers being reported, thus indicating that a greater number receive the higher wage required for those over 18 years of age. The average for hours is 40.89 weekly, a decrease of 0.61 hour per week since 1920. The peak for wages is between $15 and $16, 398 women coming within this class and 314 receiving from $20 to $21 per week. The peak for hours is 44 a week, and 753 women work these hours. For 39 hours 444 work; for 42 hours the number given is 263; and for the 48-hour week 198 women. The highest wage stated is $50 a week. The longest term of service with the same firm or company is 28 years. A company in Vancouver which employs a large office staff shows the following record of continuous service: 3 women office employees are reported as having served them 10 years, 1 for 14 years, 2 for 15 years, 1 for 17 years, and 1 for 19 years.

It might be gathered from the trend of comment offered by employers in the space provided on the back of the forms for the purpose of remark that some of them apparently hold the opinion that inexperienced girls will have great difficulty in securing positions, while at the same time they declare it is hard to get experienced help. If such be the case, it surely follows that when vacancies occur it will be necessary to use the assistance available, and the supply must presumably be drawn from the young women whose courses in commercial schools have just been completed.

MANUFACTURING INDUSTRY.

	1921.	1920.	1919.
Number of firms reporting	199	181	127
Number of employees—			
Over 18 years	1,145	989	837
Under 18 years	298	201	264
Total weekly wages—			
Employees over 18 years	$18,323.42	$16,454.96	$12,694.00
Employees under 18 years	$2,939.00	$2,087.00	$2,939.00
Average weekly wages—			
Employees over 18 years	$16.00	$16.64	$15.13
Employees under 18 years	$9.86	$10.38	$11.13
Percentage of employees under 18 years	20.65%	16.89%	23.93%
Average hours worked per week	42.63	43.8	45.9

The total number of women and girls employed, according to the returns, is 1,443. The legal minimum for experienced women 18 years of age or over is $14 for a 48-hour week. The average weekly wage for experienced workers over 18 is $16. This is a decrease of 64 cents per week since 1920, but is still $2 per week higher than the minimum. There is a slight increase in the employment of those under 18 years of age—namely, 3.74 per cent. The average for hours is 42.63 a week, being a decrease of 1.17 since 1920. The peak for wages is between $14 and $15 for women over 18 years of age. The peak for hours occurs at 44 a week, 634 women working these hours, while 212 work 48 hours, the limit set under the "Factories Act." The highest wage shown is $44 per week. It is interesting to note that 55 women receive between $25 and $44 a week in this industry. The longest term of service with one firm or company is 10 years.

It is gratifying to note the returns from 18 more firms than in 1920, and that there is an apparent increase in the total number of women employees. There is, however, an increase also in the number working short hours or part time—49 women working 24 hours or less per week, as against 27 in 1920. The Board has no stated Order regarding part-time workers, as it has been legally advised that no authority may require an employer to pay for hours during which the employee is neither working nor on duty. Part time under British Common Law is paid for on the basis of the time actually worked.

PERSONAL SERVICE OCCUPATION.

	1921.	1920.
Number of firms reporting	22	37
Number of employees—		
Over 18 years	69	144
Under 18 years	18	17
Total weekly wages—		
Employees over 18 years	$1,077.50	$2,403.25
Employees under 18 years	$203.00	$246.00
Average weekly wages—		
Employees over 18 years	$15.62	$16.69
Employees under 18 years	$11.28	$14.47
Percentage of employees under 18 years	20.06%	10.56%
Average hours worked per week	38.52	35.7

The total number of female employees reported is 87. As some of the establishments coming under this classification operate "schools," there are women and girls engaged in this occupation who are not indicated on the pay-rolls. The legal minimum wage for experienced women is $14.25. The average weekly wage for women 18 years of age or over is $15.62, a decrease of $1.07 per week since 1920. There is an increase of 9.5 per cent. in the number of girls employed who are under 18 years old. The peak of wages is between $15 and $16, and the peak for hours is 48 per week, 32 employees working these hours. The average hours show an increase from 35.7 a week in 1920 to 38.52 a week in 1921.

The highest wage reported is $35 a week and the longest term of employment with the same firm is 11 years. Under this Order theatre ushers are included, and the short hours worked by them have the effect of bringing down the general average.

TELEPHONE AND TELEGRAPH OCCUPATION.

	1921.	1920.
Number of firms reporting	69	71
Number of employees—		
Experienced	988	818
Inexperienced	158	379
Total weekly wages—		
Experienced employees	$15,986.37	$14,528.00
Inexperienced employees	$2,113.50	$4,778.50
Average weekly wages—		
Experienced employees	$16.18	$17.13
Inexperienced employees	$13.38	$13.90
Percentage of inexperienced employees	13.8 %	30.88%
Average hours worked per week	41.7	42

The total number of employees reported in this occupation is 1,146. The legal minimum wage for experienced employees is $15 for a 48-hour week. In emergency cases only the time may be extended to 56 hours per week, the excess to be paid for at the rate of one and one-half times the regular wage. The average weekly wage for experienced women is $16.18, a decrease of 95 cents per week since 1920, and for the inexperienced the average per week is $13.38, a decrease of 52 cents weekly, partly accounted for by a slight decrease in hours. As there is a decrease of 17.08 per cent. of inexperienced women employed, a greater number are receiving the higher wage. This Order sets the wage according to experience and regardless of the age of the employee.

The average number of hours worked is 41.7 a week. In many cases there is a 7-hour day and fairly short shifts. The peak for weekly wages for experienced women is between $15 and $16. The peak for hours is 44 a week, while more than half the number reported work between 42 and 44 hours a week. The hours in general show a slight decrease. The highest wage recorded is $35 a week. The longest term of service with one employer is 16 years. Another employee is credited with 15 years' service, 4 with 13 years, 1 with 12 years, and 8 with 11 years.

FISHING INDUSTRY.

	1921.	1920.
Number of firms reporting	12	9
Number of employees—		
Experienced	36	24
Inexperienced	12	1
Total weekly wages—		
Experienced employees	$534.00	$433.19
Inexperienced employees	$143.50	$9.50
Average weekly wages—		
Experienced employees	$14.81	$18.05
Inexperienced employees	$11.96	$9.50
Percentage of inexperienced employees	25%	25%
Average hours worked per week	41.5	49.36

The total number of female employees reported is 48. Four more firms sent in returns this year than in 1920, with a slightly increased corresponding number of employees. The legal minimum wage for experienced women is $15.50 for a 48-hour week. This is the highest minimum wage set so far in British Columbia. The industry calls for skill and experience and the conditions are somewhat trying. The wages, however, are good and the supply of experienced female workers limited. Originally this industry was carried on by experienced Old Country women, but Canadian girls and women are gradually taking it up.

This Order is based on experience or inexperience, not on age. The average weekly wage is $14.81, due to short hours, the season of 1921 not being a very active one. There was a decrease in the number of inexperienced workers employed and an increase in the number of trained workers; therefore a greater number receiving the higher rate. The peak for wages is between $18 and $19 a week for experienced employees. The peak for hours is 48. The average hours worked per week are 7.86 less than in 1920, probably due to a less busy season.

The highest wage reported is $24 a week and the longest term of service with the same employer is 12 years.

FRUIT AND VEGETABLE INDUSTRY.

	1921.		1920.
Number of firms reporting	25		26
	Time-workers.	Piece-workers.	
Number of employees—			
Experienced	509	180	654
Inexperienced	145	97	64
Total weekly wages—			
Experienced employees	$8,841.69	$4,311.82	$11,676.27
Inexperienced employees	$1,234.60	.....	$762.00
Average weekly wages—			
Experienced employees	$17.37	$23 95	$17.85
Inexperienced employees	$8.51	$8 87	$11.90
Percentage of inexperienced employees	25.9%		8.91
Average hours worked per week (time-workers)	46.75		48.45

The legal minimum wage in this industry is at the rate of $14 for a 48-hour week and an 8-hour day, with a slight increase in wages for the first 2 hours after the 8 hours and a greater increase for hours exceeding 10 per day. This industry being subject to "rush" conditions during the height of the season, there is no restriction as to the length of overtime which may be worked during a period limited to 90 days in a year. Special rates for overtime must be paid in all such cases. The figures tabulated are for the employer's week of greatest employment. The work is very seasonal.

The average weekly wage reported is $17.37 for time-workers and $23.95 for piece-workers. The average hours worked are 46.75 per week, piece-workers not being included. The peak of wages occurs between $14 and $15 per week, 107 women and girls coming within this class. Time-workers and piece-workers to the number of 70, who are experienced, are reported in the returns as receiving $25 a week or over. The peak for hours is reached at 48 a week. This includes 140 time-workers, but not any piece-workers. The highest wage indicated is $52.15 in one week.

LENGTH OF SERVICE.

Some interesting data were gathered during 1921 relative to the length of service of employees in the various occupations, trades, or callings covered by Orders of the Board. A column was provided on the returns sent out to each employer in the Province requesting him to state the length of time each individual female employee had been in his service. The information thus gathered has been tabulated for reference and is worthy of careful study.

In connection with the figures in the fruit and vegetable industry, it must be remembered that most of the establishments operate for a short time each year, and for this reason practically all the employees are reported as having served the employer for a period "under 1 year." Nevertheless, a great many of these workers have been engaged in the industry season after season.

The figures for the office-workers show this to be a more permanent and steady occupation than any of the other groups. Better prospects in the way of increased salaries for long service have probably induced office-workers to remain with their employers for long terms, thus lessening the labour turnover in this calling.

It will be noted that 3,817 employees, or 39.2 per cent. of all those reported, have been with the firm sending in the return for less than 1 year. But 225 employees out of the 9,722 employed are recorded as having served 10 years or over. This long-service credit accounts for 2.3 per cent.

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	79	854	457	236	169	86	51	21	18	13	23	37	2,044	278
Laundry	91	153	111	67	40	26	7	5	3	5	5	6	519	33
Public housekeeping	53	520	194	116	56	32	18	8	9	4	4	6	1,020	242
Office	143	549	528	376	305	196	118	50	26	39	35	119	2,484	1,043
Manufacturing	11	656	215	222	140	62	46	27	9	22	9	24	1,443	199
Personal service	..	46	16	11	6	3	1	1	2	..	..	1	87	22
Telephone and telegraph	5	192	413	204	100	91	40	11	12	25	22	31	1,146	69
Fishing	16	22	7	1	1	..	..	..	..	..	..	1	48	12
Fruit and vegetable	74	825	3	15	8	3	2	1	..	..	..	..	931	25
Totals	472	3,817	1,944	1,248	825	499	283	124	79	108	98	225	9,722	1,943

WAGES SHOW A BETTER BALANCE.

No one can study the returns made to the Board without remarking the general improvement shown in hours of employment and the greater numbers receiving the higher wages. While here and there girls may have lost their positions because employers did not consider them worth the legal minimum wage, the returns show a better balance in wages of the whole body of women workers in British Columbia than in former years. More employees are passing up into the better-paid classifications. For example, in the mercantile industry the returns indicate that adult women receiving the highest salaries ($25 a week or over) number more than twice as many in 1921 as in 1920. The pay-rolls show no justification for the fear sometimes expressed that the setting of a legal minimum wage for adult workers would cause wholesale replacement by those under age.

LIKE PAY FOR LIKE WORK.

The question of married women and girls who work for pin-money is not as important as appears to be current belief, and any danger of abuses arising from this practice may be met by establishing the principle of equal pay for equal work. Few women would work full hours unless there were real need, and employers would not be likely to employ workers who display no real interest in their work, or who hold so slender a grasp upon their positions. Recent surveys indicate that the number of women working whose circumstances do not require them to take up outside work is negligible. It is important to note that the number of women and girl employees living away from their families in lodging and boarding houses is increasing as our cities grow in population.

UNEMPLOYMENT.

During the period of high wages the benefit of minimum-wage legislation and the protection given to fair employers was not so clearly realized as it is now, and will be in the immediate future. One of the great English statesmen asserted that world unemployment is greater now than it was after the Napoleonic wars, and that one-fourth of this unemployment was amongst women. Upon the recent opening of a large establishment in British Columbia for 400 places there were over 4,000 applicants, the majority of these being women.

COLLECTING ARREARS OF WAGES.

It is gratifying to report that the Board has been able to make many collections, several of considerable amounts, of arrears owing in cases where, either through misunderstanding or design, the full minimum wage had not been paid. While there is a steady increase in the number of adjustments between employers and employees, they are conducted with as little publicity as possible to either side. The effort of the Board is to adjust controversies concerning either hours or wages with the least friction, but with justice to both parties.

Unfortunately, often those publicly asserting they know of violations are the last either to inform the Board or to assist in any way in rectifying breaches of the Orders or the Statute of which they proclaim their knowledge. During the year inspection of pay-rolls and time-sheets evidenced some cases of violation of the Orders, and some complaints were made by employees. After verifying the cause of complaint the matter has been taken up with the employer. It is pleasing to record that adjustments are usually made promptly and with good grace. Two illustrations may be cited in passing. In Vancouver City the sum of $75 was collected by the Board for an employee who had been working for some time for a wage considerably below that prescribed by the Board. The $75 represents the difference between what the employee received and what she should have been paid according to the Order. A collection involving $326 has been made recently in Victoria for an employee who had been working at a wage much lower than the legal minimum for about two years. A factory employing an appreciable number of women workers was found to be in operation 54 hours a week. Upon this being brought to the attention of the manager the working-week was reduced at once to 48 hours.

This year several prosecutions for violations have been brought in the Courts. The first case failed on technical grounds, but the latter ones were successful.

FIXING CONDITIONS OF EMPLOYMENT.

In fixing upon definite restrictions for women and girls in hours, kind of work, and conditions of labour, careful consideration should be given, lest these employees should be so hampered as to close the door to their entry into certain occupations. It is necessary to seek means to preserve the proper balance in regulations that will prevent exploitation and lowering of health and vitality of actual or potential mothers, and yet to avoid the imposition of embarrassing restrictions upon them in securing well-paid work.

WELFARE-WORK.

A pleasing phase in the industrial situation is the increasing number of companies and firms installing welfare-work among their employees. Many business houses and corporations are providing lunch or rest rooms, hot drinks, low-cost luncheons, medical care, clubs and recreation, summer camps, etc.

AMENDMENTS TO ACT.

At the session of the Legislature in the spring of 1921 certain amendments were made to the "Minimum Wage Act." Among these is a section limiting the number of employees holding special licences and girls under 18 years of age to 35 per cent. of the total number of female employees in any plant or establishment. While some Minimum Wage Boards or Industrial Welfare Commissions issue these restrictions as regulations, the British Columbia Board deemed it advisable to secure statutory provisions to this effect. A further amendment provides a learning or inexperience period in occupations in which there is no apprenticeship. By another amendment the publication of Orders in the British Columbia Gazette become not only conclusive evidence of such Orders, but of the legality of all steps leading up to them. This amendment should prove valuable in remote parts of the Province where cases are being brought in the Courts. Hitherto it was necessary to produce the original Order, which is hazardous and inexpedient, as documents may be lost that cannot be replaced.

CONCLUSION.

In conclusion, sir, it is with pleasure we are able to report a wider understanding of the purposes and aims of the Minimum Wage Law, and more sympathetic co-operation between the Board and both employers and employees, with an appreciably noticeable increase in welfare-work on the part of firms and corporations.

We have the honour to be,
Sir,
Your obedient servants,
J. D. MCNIVEN, *Chairman.*
HELEN GREGORY MACGILL.
THOMAS MATHEWS.

APPENDIX TO REPORT OF MINIMUM WAGE BOARD.

CHANGES MADE SINCE THE CLOSE OF 1921.

Between the close of 1921 and the time of the present report going to press, two of the Orders under the "Minimum Wage Act" have been reviewed by the Board. While this does not come strictly within the purview of the 1921 report, it is felt that, in order to make the present position clear, a brief explanation should be given of these recent developments.

With reference to the position of inexperienced female workers in the manufacturing industries, it is mentioned in the report that a large number of meetings were held during 1921, but that at the close of that year a decision was still in abeyance.

On March 20th, 1922, the Board issued a notice tabulating certain schedules of wages which it is proposed to adopt. These schedules were as follows:—

SCHEDULE No. 1.

For all inexperienced female employees (not covered by Orders of the Board) employed in photographic studios, meat-packing, seed-packing, and tea-packing establishments, and in any business, trade, calling, or occupation in which any of the articles or commodities mentioned in the following list (and not enumerated in Schedules 2, 3, and 4) are manufactured, prepared, or adapted for use or sale, or in any business, trade, calling, or occupation ancillary or accessory to the said business, trade, calling, or occupation: Awnings, bags (cotton, jute, and paper), baking-powders, bedding, beds, bed-springs, buttons, cans, clothes-pins, coffee, corn brooms, cream and milk products, drug and toilet preparations, explosives, extracts, gas-mantles, honey, ink, jelly-powders, macaroni, matches, mattresses, men's neckwear, molasses, munitions, overalls, pails, paint, peanut butter, roofing, sauces, shirts, soap, soft drinks, spices, sugar, sweeping compounds, syrups, tents, toys, umbrellas, varnish, vermicelli, washboards, water-proof clothing, whisks, window-shades, and yeast; the wages proposed for the above-mentioned group are as follows:—

(*a.*) For inexperienced women 18 years of age or over—
Not less than $8 a week for the first month's employment in the occupation.
Not less than $10 a week for the second month's employment in the occupation.
Not less than $12 a week for the third month's employment in the occupation.
Not less than $14 a week thereafter.

(*b.*) For inexperienced girls under 18 years of age—
Not less than $8 a week for the first two months' employment in the occupation.
Not less than $10 a week for the second two months' employment in the occupation.
Not less than $12 a week for the third two months' employment in the occupation.
Not less than $14 a week thereafter.

SCHEDULE No. 2.

For all inexperienced female employees (not covered by Orders of the Board) employed in any business, trade, calling, or occupation in which any of the articles or commodities mentioned in the following list (and not enumerated in Schedules 1, 3, and 4) are manufactured, prepared, or adapted for use or sale, or in any business, trade, calling, or occupation ancillary or accessory to the said business, trade, calling, or occupation: Biscuits, brushes, candy (except dipped chocolates), caps, carpets, cigars (machine-made), elastic goods, furniture, gloves, hats (other than millinery), hosiery, ladies' and children's wear, leather goods, regalia, and rugs; the wages proposed for the above-mentioned group are as follows:—

(*a.*) For inexperienced women 18 years of age or over—
Not less than $8 a week for the first two months' employment in the occupation.
Not less than $10 a week for the second two months' employment in the occupation.
Not less than $12 a week for the third two months' employment in the occupation.
Not less than $14 a week thereafter.

(*b.*) For inexperienced girls under 18 years of age—
Not less than $8 a week for the first three months' employment in the occupation.
Not less than $10 a week for the second three months' employment in the occupation.
Not less than $12 a week for the third three months' employment in the occupation.
Not less than $14 a week thereafter.

SCHEDULE No. 3.

For all inexperienced female employees (not covered by Orders of the Board) employed in knitting-factories, and in any business, trade, calling, or occupation in which any of the articles or commodities

mentioned in the following list (and not enumerated in Schedules 1, 2, and 4) are manufactured, prepared, or adapted for use or sale, or in any business, trade, calling, or occupation ancillary or accessory to the said business, trade, calling, or occupation: Boots and shoes, dipped chocolates, draperies, furniture-covering, men's ready-to-wear clothing, and paper boxes; the wages proposed for the above-mentioned group are as follows:—

(*a.*) For inexperienced women 18 years of age or over—
Not less than $8 a week for the first three months' employment in the occupation.
Not less than $10 a week for the second three months' employment in the occupation.
Not less than $12 a week for the third three months' employment in the occupation.
Not less than $14 a week thereafter.

(*b.*) For inexperienced girls under 18 years of age—
Not less than $8 a week for the first four months' employment in the occupation.
Not less than $10 a week for the second four months' employment in the occupation.
Not less than $12 a week for the third four months' employment in the occupation.
Not less than $14 a week thereafter.

SCHEDULE NO. 4.

For all inexperienced female employees (not covered by Orders of the Board) employed in any of the following businesses, trades, callings, or occupations (and not enumerated in Schedules 1, 2, and 3), or in any business, trade, calling, or occupation: Bookbinding, cigar-manufacturing (hand-made), custom tailoring, dressmaking, embossing, engraving, fur-manufacturing, garment-alteration, jewellery-manufacturing, millinery, and printing; the wages proposed for the above-mentioned group are as follows:—

(*a.*) For inexperienced women 18 years of age or over—
Not less than $8 a week for the first four months' employment in the occupation.
Not less than $10 a week for the second four months' employment in the occupation.
Not less than $12 a week for the third four months' employment in the occupation.
Not less than $14 a week thereafter.

(*b.*) For inexperienced girls under 18 years of age—
Not less than $8 a week for the first six months' employment in the occupation.
Not less than $10 a week for the second six months' employment in the occupation.
Not less than $12 a week for the third six months' employment in the occupation.
Not less than $14 a week thereafter.

NOTE.—Where the amounts earned at piece-work rates are less than the amounts mentioned in Schedules 1, 2, 3, and 4 respectively, nevertheless the employees shall be paid not less than the rates set forth in the above schedules respectively.

The schedules do not include those trades and crafts in which indentured apprenticeship is still customary. The Board, therefore, had it in mind that "In any occupation in which apprentices are usually employed . . . and in cases where the Board is satisfied that the application therefor is made in good faith . . . the Board may issue . . . a special licence . . . authorizing employment in that occupation, trade, or industry at a wage . . . to be fixed in the licence less than the minimum wage fixed for that occupation."

The Board reserved the right to accept as satisfactory or vice versa each indenture as submitted before issuing such licence. Employers and employees in such trades as bookbinding, jewellery, dressmaking, printing, millinery, etc., where there is a *bona-fide* intention to teach the whole trade and to accept indentured apprentices, would come under the limitations of section 10, subsection (4). This, in the opinion of the Board, is only just and equitable to both parties.

Up to the time these schedules were suggested little interest had been evinced in the efforts of the Board to arrive at an equitable and just decision. Their publication was followed by public meetings in Victoria on April 5th, 1922, and in Vancouver on April 6th, 1922. At the Victoria meeting the views of both employers and employees were presented; but at Vancouver, while the employees were fairly well represented, unfortunately the delegation representing the manufacturing interests took the view that they would not take part or assist in any way unless the Board immediately desisted from this discussion to reopen the whole wage question, both for experienced and inexperienced workers.

The Chairman pointed out that this was impossible, and that a re-opening of the Order could only be taken up again legally after the conditions had been complied with as set forth in section 9 of the Act. He further explained that if there were any change in the legal minimum for experienced workers the schedules would be modified in accordance with the same. In this position he was unanimously supported by the other two members.

Since then the employers in the manufacturing industry have complied with the Act and presented the necessary petition, and the whole matter is ready for reopening at the discretion of the Board.

The question of revising the minimum wage in the fruit and vegetable industry was taken up at a later date; and after some amount of preliminary inquiry, public meetings were held at Kelowna on May 26th, 1922, and at Vancouver on May 29th, 1922.

The reopening of the question was in accordance with section 9 of the "Minimum Wage Act," upon petition from employers. The Board sent out and distributed great numbers of cost-of-living forms to employers, employees, and the general public all over the Province, with particular reference to those sections most deeply concerned in this industry. Returns from all classes, including housekeepers, appeared to indicate plainly that, while there were noticeable fluctuations in prices, there has been no appreciable lowering of essential items, such as to affect definitely the cost of living for a self-supporting woman without other resources. The evidence showed that experienced girls and women obliged to live upon their earnings could not do so upon less than $14 a week. It is noteworthy that, whereas the cost-of-living returns in 1918 averaged $15.57, the returns in 1921 worked out to $16.97, an apparent difference in favour of a higher wage.

The benefit to be derived from personal contact and considered discussion as between employers and employees at times when there is no strife was again evident. It was gratifying upon these occasions, as before, to note the gradual growth of mutual understanding of each other's difficulties and the developing spirit of give-and-take between the two classes. When the final decision was reached to recommend a continuance of the $14 weekly minimum, both sides had made concessions and compromises.

The Board has since met and approved the recommendations; the new Order being the same practically as the former one, the rates remaining as before.

CHAPTER 56.

AN ACT TO FIX A MINIMUM WAGE FOR WOMEN.

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

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

Short title.

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

Interpretation.

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

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

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

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

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

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

Minimum Wage Board constituted.

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

Provision for staff and expenses.

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

Duties and powers of Board.

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

Power to hold public meetings and inquiries.

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

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

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

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

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

Inexperienced employees over eighteen years to be licensed.

(2.) Where by any order heretofore or hereafter issued by the Board under this section in respect of any occupation, trade, or industry a minimum wage for inexperienced employees is fixed at a rate less than the minimum wage fixed by the order for experienced employees, no employer in that occupation, trade, or industry shall hereafter employ any employee over eighteen years of age at a wage less than the minimum wage so fixed for experienced employees, unless the employee is the holder of a licence under section 10, and is employed in conformity with the provisions of that section.

Reconsideration of minimum wage upon petition.

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

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

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

Licences to inexperienced women fixing special minimum wage.

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

Licences to be issued in discretion of Board.

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

Employment of special licensees limited.

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

Employment of licensees and girls under eighteen years limited.

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

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

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

Penalty for discrimination against employee taking part in investigations.

12. Any employer who discharges or in any other manner discriminates against any employee because such employee has testified or is about to testify, or because such employer believes that said employee may testify, in any investigation or proceedings relative to the enforcement of this Act shall be liable, upon summary conviction, to a penalty of not less than twenty-five dollars and not more than one hundred dollars.

Penalty for violation of Act.

13. Every employer who employs an employee for whom a minimum wage has been fixed under this Act, at less than the minimum wage, or who employs

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

Employee entitled to recover full minimum wage.

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

Application of Act.

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

Evidence of effectiveness of orders.

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

Section retrospective.

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

VICTORIA, B.C.:
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1922.