PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1925

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
Printed by CHARLES F. BANFIELD, Printer to the King's Most Excellent Majesty.
1926.

To His Honour ROBERT RANDOLPH BRUCE,

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 1925 is herewith respectfully submitted.

A. M. MANSON,

Minister of Labour.

Office of the Minister of Labour,

June, 1926.

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

SIR,—I have the honour to submit herewith my eighth Annual Report on the work of the Department of Labour up to December 31st, 1925.

I have the honour to be,

Sir,

Your obedient servant,

J. D. McNIVEN,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., June, 1926.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1925.

The eighth annual report of the Department of Labour, which covers the year 1925, deals with a period of progress and general prosperity. The year was remarkably free from labour disputes of a serious character, though there were a number of minor troubles requiring adjustment from time to time. The total amount of working-time lost by these disputes was 23,307 days, which compares very favourably with the 223,876 days lost in the previous year, and is, indeed, a better showing than could be equalled during several previous years.

Industrial Progress.

Most of the industries carried on in the Province showed advancement. From the returns made to the Department by 4,138 firms of employers, and a careful computation of the pay-roll of other employers not included in such returns, it has been estimated that the salaries and wages paid in connection with industrial operations in British Columbia last year totalled the sum of $159,959,820.80, compared with $151,037,316.20 for 1924, or an increase of nearly $9,000,000. This increase appears to have been fairly well distributed between the various sections of the Province, though the gain recorded by our largest industry of lumbering would no doubt have been much greater had it not been for the unusual amount of fire risk prevalent during the summer months, which led to the suspension of many operations. The improvement of this condition in the early fall brought in its train a revival of the industry, and, largely owing to this, the month of October was the busiest period of the year for employment. This alone would be sufficient to make 1925 a notable year industrially, as the apex of employment is usually reached in July or August. The weekly wage-rates show a small average decrease, but this is more than offset by the reduction in the average weekly working-hours, brought about chiefly by the operation of the "Hours of Work Act" passed in 1923.

Administration of "Hours of Work Act."

The Act did not come into effect until January 1st, 1925, so that this is the first report in which its results can be reviewed. Before the date of its coming into operation, however, the Board had made an extensive survey of the position in the industries likely to be affected by the Act. They found that, in order to give workers in general the benefit of this legislation, it was necessary to permit a certain amount of latitude in regard to some occupations, and also to deal with any extraordinary pressure upon business at certain periods. In this respect the experience of our Province has been identical with that of a large number of other countries where eight-hour legislation has been put into force. One important concession made in the lumber industry was to allow mills in the Interior of the Province to work an extra hour daily in the working period of the year, partly to offset the winter months, when employers are compelled by weather conditions to close their plants. In all industries the percentage of workers affected by the exemptions is believed not to exceed 10 per cent. of the total coming under the Act, approximately 70,000 in number.

Minimum Wage Act for Male Workers.

The most important measure affecting labour which was passed during the last session of the Legislature was the "Male Minimum Wage Act." By this Act very wide powers are given to the Board of Adjustment, the personnel of which is the same as the one previously appointed to administer the "Hours of Work Act" passed in 1923. The Act applies to all occupations other than farm-labourers, fruit-pickers, fruit-packers, fruit and vegetable canners, and domestic servants. It is the duty of the Board to ascertain the wages paid to employees in the various occupations and to fix a legal minimum wage. This is to be done, after inquiry, by the issue of an order or orders. The minimum determined by such orders may vary according to different conditions and times of employment; and in the case of any employee classified by the Board as handicapped, or as part-time employees, or as apprentices, a permit may be issued authorizing the payment of a wage less than the ordinary minimum wage. The Board is also enabled to limit or define the number of employees to whom such lesser wage is payable by any employer.

Other sections of the Act provide for inspection and examination of books, and also for penalties of fine or imprisonment in the case of violation of the Act. Moreover, any employee who is paid less than the legal minimum wage to which he is entitled may recover from his employer, in a civil action, the amount by which he has been underpaid, with costs of action.

Since the passing of the Act the members of the Board have been busily engaged in making inquiries prior to bringing the measure into operation, and a large number of representations have been received from persons interested, either as employers or employees, in the fixing of a minimum wage. It was decided by the Board that the first order made under the Act should be in relation to the lumbering industry, the largest single industry in the Province, in the various branches of which about 40,000 persons are employed. Shortly before this report went to press it was intimated by the Board that the order will fix the minimum wage in the industry at 40 cents an hour, and will come into effect on November 1st, 1926.

WAGE MINIMUM FOR FEMALES.

We have now had several years' experience of the working of the Minimum Wage Act for Women, and in the past year the administration of this Act has proceeded on fairly well-settled lines. Against a number of firms who had failed to comply with the law prosecutions were taken, and in the majority of these cases convictions were entered. There are signs that one of the chief difficulties in the way of the Minimum Wage Board is gradually being removed—that female employees are showing more confidence in upholding their rights and in co-operating with the Board to secure the full observance of the law. The tabulation of the wages of 13,899 women and girls shows an average gain of 33 cents weekly in the wages of adult and skilled employees, and a proportionate gain in the pay of the minority who had not completed the training necessary in their respective occupations. For the first time statistics have been collected as to the marital status of wage-earning women in the Province. From these returns it appears that 19 per cent. are married and 4 per cent. are widows.

USEFULNESS OF THE EMPLOYMENT SERVICE.

The usefulness of the Employment Service in this Province is increasing, as is shown by the fact that 10 per cent. more persons were placed in employment in 1925 than in the previous year. The Service is now performing one of the functions formerly discharged by the Soldiers' Civil Re-establishment Board—that of endeavouring to find employment for handicapped ex-service men; and for this purpose special sections have been created in the Vancouver and Victoria offices. Despite the difficulties inherent to the presence of a very large number of handicapped men in this Province, a considerable amount of success has been obtained. The Vancouver office was instrumental in securing 1,086 placements under this head and the Victoria office 804.

NEW LEGISLATION.

In the last session of the Provincial Legislature several new laws were passed dealing with subjects of special interest to working men and women. To one of these, the "Male Minimum Wage Act," reference has already been made.

The situation resulting from the decision of the Privy Council, to the effect that the Dominion Parliament, in passing the "Industrial Disputes Investigation Act" of 1907, had entrenched upon the powers of the Provincial Legislatures, was dealt with, so far as the Province is concerned, by the passing of the "Industrial Disputes Investigation Act (British Columbia)." By this measure the Dominion Act of 1907 is made to apply to "all disputes of the nature therein defined which are within or subject to the exclusive legislative jurisdiction of the Province." It is further provided that the Lieutenant-Governor may by Proclamation apply the provisions of any amendment to the Act which may be enacted in future by the Parliament of the Dominion.

The "Coal-mines Regulation Act Amendment Act" provides for the nominating and election of checkweighers by miners who are paid according to the weight of coal produced.

The "Workmen's Compensation Act Amendment Act" makes an important change in respect of the period for which compensation is payable to an injured workman. Under the terms of the original Act a period of three days elapsed before an injured workman received any compensation, and where incapacity lasted for a longer period no compensation was payable for the first three days. The amending Act provides that, where the disability is of more than fourteen days'

duration, compensation shall be payable from the date of disability. When death results from injury, the amount of compensation payable in respect of dependent children under 16 years of age is increased from $12.50 to $15 per month, and the amount payable on the whole is increased from $50 to $60. An additional sub-section provides for cases where there is no widow, or the widow subsequently dies, and it seems desirable to continue the existing household to provide for the children. In such cases the person acting as foster-mother will be entitled to receive, until the children reach the age of 16 years, the same monthly payments of compensation for herself and the children as if she were the widow of the deceased.

The "Barbers Act Amendment Act" has the effect of making the provisions of the measure passed in 1924 non-applicable in unorganized districts, as well as in organized districts where the population is less than 750.

THE "HOURS OF WORK ACT."

Members of the Board of Adjustment:
J. D. McNiven, Chairman.
T. F. Paterson. F. V. Foster.

The Act, which was passed by the Legislature in December, 1923, came into effect on January 1st, 1925. Some two months before the latter date the members of the Board of Adjustment had been appointed to carry out the administration of the new law, and to frame the various regulations which were called for by the terms of the Act.

A DIFFERENCE IN CLIMATIC CONDITIONS.

After a careful survey of data obtained from all quarters of the globe and a study of industrial conditions prevailing in British Columbia, the Board decided that, in order to make the new law applicable to our industries, it was desirable to make use of the dscretionary powers vested in them by sections 9 and 10 of the Act, in order to place the major proportion of workmen affected on the basic eight-hour day. This was found to be a necessity on account of the vast territory covered by the Act, involving great differences in climatic conditions. The latter range from the mild climate of the Lower Mainland, where most operations can be carried on during the entire year, to the severe winter conditions in the Interior, and particularly in the North, where heavy snows and extreme cold prevail, forcing a suspension of operations during the winter months. In dealing with mill operations in the lumber industry, it was therefore decided to establish a boundary-line running north to south through the Province, and to place those situate east and west of the Cascade Mountains on a different basis.

In the Coast section, extending the full length of the Province, the eight-hour day prevails, with the exception of a small percentage of those employed who are affected by the regulations. In the Northern and Southern Interior the lumber-milling concerns were allowed an extra hour per day in order to place them on a more equitable basis with the Coast mills, and also with the mills of Western Alberta and Northern Saskatchewan, which have no restrictions placed on hours of labour.

WHERE EXEMPTIONS HAVE BEEN GRANTED.

Under regulations issued by the Board of Adjustment on March 17th, 1925, various industries were granted a certain amount of overtime which might be worked during each day or month in order to take care of work which could not be anticipated and was not sufficient to warrant any addition to the staff.

Total exemption was granted certain parts of logging operations, shipping of all kinds, and repair-work in the metal industries. These exemptions were found necessary in order to prevent serious interference with the operation of the industries mentioned and in the interest of both employers and workers. A large number of these are situated at isolated points far removed from labour-supply and are of an intermittent nature, while other classes of work, being of a highly specialized character, necessitated overtime being worked, as in repair-work on ships and other repair-shops doing like work.

In all cases in which exemptions were granted, either total or partial, the Board emphasized that where additional hours of work were allowed by any of the regulations to cover certain classes of workers, or special conditions as set out in the regulations, such additional hours should apply only in respect of the classes of workers and the special conditions so set out, and were not to be in any sense considered as part of the normal working-day.

A conservative estimate of the percentage of workers affected by the exceptions shows that it does not exceed 10 per cent. of the total coming under the Act, approximately 70,000 in number.

It is a well-known fact that, where an eight-hour day has been established by agreement between employers and labour organizations, provision is always made to take care of overtime work of an urgent or unforeseen nature. The Board of Adjustment has endeavoured, in dealing with the various industries of the Province, to make the necessary allowances which are usually conceded by the workmen themselves if they are dealt with as an organized body, and judging by the small number of complaints received, mostly of a trivial nature, and the lack of criticism, the Board believe that their efforts have been successful. The eight-hour day certainly has not

had the dire effect predicted by some of its critics prior to its being put into effect, to which expression was given in press comments in 1923, and in arguments submitted to the Cabinet while this legislation was before the House.

More Efficient Methods.

Information received by the Department recently has proven that the eight-hour day has actually been the cause of reducing cost of production in various industries. The reason for this is that, in order to comply with the Act, a complete reorganization of systems was found necessary and more efficient methods have been worked out. This reorganization has been accompanied in some cases by a very substantial decrease in the number of Orientals employed. While it was formerly the policy of a large number of employers in the Province to bolster up production by cheap labour and long hours, there is no doubt that the shorter day has tended gradually to bring about improved methods. More up-to-date machinery is being installed, and it has been found that, with the employment of a superior class of labour, it is possible to equal the production of the longer day.

Employers on the whole have shown a willingness to comply with the law, and a large amount of educational work has been done by personal visits of members of the Board to practically all concerns operating in the Province. Many minor infractions have been brought to attention and the remedy applied. In most cases these have been found to be the result of misinterpretation of the Act or regulations. There have been several prosecutions for violations of the Act, but Magistrates have not hitherto appeared to take a very serious view of such offences, and only small penalties have been imposed in cases where convictions have been obtained.

STATISTICS OF TRADE AND INDUSTRIES.

For the eighth year in succession the Department of Labour has collected from employers of labour in the Province a large amount of detail which enables us better to understand the conditions, the variety, the extent, and the progress of our industries. The last eight years have been a period of marked advance in the industrial development of the Province, and the annual stages of this development have been shown in the reports of this Department, which have also noted the changes made from time to time in respect of workers' wages, hours of labour, the nationality of persons employed in our industries, and the fluctuations of employment at different periods of each year.

INFORMATION GIVEN BY EMPLOYERS.

The questionnaire covering these various features is sent out to employers at the beginning of the year, and they are asked to make their returns not later than the end of January. This request, we are pleased to say, has received courteous consideration from the large majority of employers, but we regret that there have been a number who have been somewhat dilatory. Recognizing to the full the desire which most employers have shown to give us this information promptly and accurately, and also the difficulties which prevent this from being done in some cases, the Department has not desired to take extreme measures with delinquents. At the same time, it should be understood that employers failing to comply with our request for returns, within the period specified, are placing themselves in a serious position. These returns are legally obligatory, and in order that there may be no misunderstanding, section 8 of the "Department of Labour Act" is here quoted:—

"Every person who for the space of one month after receipt of notice to furnish information required under any of the provisions of this Act neglects or refuses to furnish the same shall be liable, on summary conviction, to a penalty not exceeding one hundred dollars, and every person who furnishes information required under this Act, knowing it to be false, shall be liable to a like penalty."

RETURNS FROM OVER 4,000 FIRMS.

With this reminder before them, it is hoped that the firms who this year did not send in their returns until a second or even a third application had been made for them will come forward more promptly on the next occasion. This year the number of returns received is 4,138, which is a very satisfactory increase over the total of 3,566 received for 1924. Every year since the Department came into existence has witnessed an increase. In our first year, 1918, there were 1,047 returns received. For 1919 there were 1,207, and in the following years there were 1,869 for 1920, 2,275 for 1921, 2,809 for 1922, 3,375 for 1923, and 3,566 for 1924, the increase having been more marked in some years than others, but always in evidence. The Department has endeavoured to improve its methods for securing the most complete return possible each year, and the result is partly indicated in the above figures; but no doubt they express chiefly the progressive increase in the number of industrial establishments in the Province.

The form of the questionnaire sent out this year was somewhat different from those of previous years, as new inquiries were introduced with a view to providing data which would throw light upon the working of the "Hours of Work Act," and which would give information as to current wages for particular occupations. This information does not appear in the appended tables, but will be given due consideration by the Board appointed to administer the new "Minimum Wage Act" for male workers.

INCREASED PAY-ROLL FOR THE PROVINCE.

The amount paid out in salaries and wages by the 4,138 firms last year was $115,943,238.60. In 1924 the sum of $107,798,771.36 was paid by 3,566 firms, and in 1923 the 3,375 firms sending in their figures paid out $106,796,958.96. The amount paid to officers, superintendents, and managers last year was $10,625,939.13, which represents an increase, as compared with the corresponding amount for 1924, of nearly 9 per cent. For clerks, stenographers, and salesmen the amount paid was $9,696,598.40, an increase of $761,867.59 over the previous year, or about 8½ per cent more.

Wage-earners received a total of $95,620,701.07, which is $6,505,770.69 more than the previous year's figure, the increase being equivalent to 7.30 per cent. Thus we see a continuation of a tendency which was noted last year, of payments for managerial and clerical help to increase in greater ratio than disbursements for services of a purely industrial character. This may be a sign that the business side of industry is becoming more highly organized; but it is undoubtedly to be attributed partly to the fact that the scale of wages in certain important industries has fallen—a matter which will be referred to later.

Taking the total payments for salaries and wages in 1925, we find that 9.17 per cent. went for officers, superintendents, and managers; 8.36 per cent. for clerks, stenographers, and salesmen; and 82.47 per cent. for wage-earners. The comparative proportions in the previous year were 9.04 per cent., 8.29 per cent., and 82.67 per cent. It may be observed, in relation to these figures, that many of the new returns received this year were from small firms in which the amounts entered as paid to managers and superintendents are often received by the principals or working partners.

SUPPLEMENTARY PAY-ROLL.

It may be well at this stage to give a reminder that the figures above-mentioned do not represent the total industrial pay-roll of the Province, and that there are certain other amounts which ought to be included in seeking to arrive at a comprehensive total. Our final tabulation of 4,138 returns gave a total pay-roll of $115,943,238.60, but between the time of making the tabulation and the time of sending this report to the press other returns came to hand which accounted for a further pay-roll of $4,351,746.62. There are also a number of firms, engaged in industries coming within the scope of our inquiry, from whom no returns have been received; and it seems a fair estimate that the pay-roll of these firms would amount to another $5,000,000. This brings up the total to $125,294,415.22 for salaries and wages in the purely industrial operations embraced by our inquiry.

Outside these operations are the transcontinental railways, with an ascertained pay-roll within the Province of $13,303,835.58. Employees of the Dominion and Provincial Governments include a large number whose work is industrial or semi-industrial in character, and for these we have allowed the sum of $5,000,000. Wholesale and retail firms, who are not asked to make returns to the Department, are estimated to have a pay-roll of $3,500,000; and there is another group comprising express companies and ocean steamship services, the latter having a large number of employees whose homes are in the Province. The amount set down for wages in this group is $7,000,000. Beyond these we should also take account of a number of semi-industrial occupations, to which the general terms of our questionnaire can hardly be said to apply. These include delivery, cartage and teaming, warehousing, butchers, moving-picture operators, coal and wood yards, and auto transportation, with a collective pay-roll estimated at $4,500,000. Other miscellaneous industrial activities, which cannot be classified under any of the above heads, were responsible for a wage payment of $1,361,000.

Taking a comprehensive survey of the industrial pay-roll of the Province, we therefore obtain the following summary:—

Pay-roll of 4,138 firms making returns to Department of Labour	$115,943,238 60
Returns received too late to be included in above	4,351,746 62
Employers in occupations included in Department's inquiry, not sending in returns—estimated pay-roll	5,000,000 00
Transcontinental Railways	13,303,835 58
Dominion and Provincial Government workers	5,000,000 00
Wholesale and retail firms	3,500,000 00
Delivery, cartage and teaming, warehousing, butchers, moving-picture operators, coal and wood yards, and auto transportation	4,500,000 00
Ocean services and express companies	7,000,000 00
Miscellaneous	1,361,000 00
Total	$159,959,820 80

PROPORTIONS FOR DIFFERENT AREAS.

Last year, for the first time, the returns were segregated according to the areas in which the respective firms were carrying on their operations. The same plan has again been followed, and an equitable division has also been made of the totals given in the preceding paragraphs.

The result of these calculations shows that 35.05 per cent. of our industrial pay-roll is located in Greater Vancouver, as compared with 36.05 per cent. in 1924, Greater Vancouver having been taken for this purpose to include the City of Vancouver, North Vancouver, South Vancouver, West Vancouver, Point Grey, and Burnaby. The rest of the Mainland, with which also are grouped the Queen Charlottes and the Northern Islands, has 45.93 per cent., compared with 45.02 per cent. in 1924; and Vancouver Island, taking in also the Gulf Islands, has 19.02 per cent., as against 18.93 per cent. in 1924. In accordance with these divisions, the estimated industrial pay-roll of the Province for the past two years may be given as follows:—

	1924.	1925
Greater Vancouver	$ 54,449,747 95	$ 56,065,917 19
Rest of Mainland	67,992,347 26	73,469,545 69
Vancouver Island	28,595,220 99	30,424,357 92
Totals	$151,037,316 20	$159,959,820 80

The 4,138 returns received are divided into twenty-five groups, of which eighteen show an increased pay-roll over that of 1924, the increases amounting to $8,801,981.26 for the year. The remaining seven groups show a decreased pay-roll, the reductions amounting to $657,515.02; so that there is a net increase for the twenty-five groups of $8,144,466.24.

WHERE AN INCREASE IS SHOWN.

This increase is fairly well distributed among most of the different branches of industry, and, without indicating a boom in any particular line, it shows a very satisfactory advance in the industrial activities of the Province. In building and contracting the year has been referred to as the best since pre-war times, and, indeed, was hardly surpassed in any one year in the hectic period between 1909 and 1912. It is therefore not surprising that the figures for this industry went up by well over a million, and that the extra demand for builders' materials also sent up the pay-roll there. All kinds of workers seem to have shared in this advance—the provision of new residences, bridge and dock building, industrial establishments, and, in the City of Vancouver, important extensions to stores, the general impression being that these operations were not so much in the nature of anticipating an expected demand as of meeting one that had already made itself felt. Coast shipping, true to its record for several years past, again increased its pay-roll for the year, this time by more than a quarter of a million. In the manufacture of food products the Province again made a notable advance in its wage-list, the total rising by $1,349,634.13, of which the operations of cereal-milling, creameries and dairies, fish and fruit canneries, bakeries, jam-making, and packing-houses all seem to have had their share. This is full of encouragement, suggesting, as it does, that we are getting on well with the business of converting into terms of wealth and wages the products of our own Province. The lumber industries paid out in wages $676,385.79 more than in 1924, and this figure would doubtless have been much higher but for the slackening of logging operations in the summer months, caused by the abnormally high risk of fire. Metal-mining had an excellent year, with nearly three-quarters of a million more going out in wages, and an even better increase was recorded by the kindred industry of smelting. Most of this additional activity was in the Southern Interior, though there has been much talk of the expected greater development of producing areas in the North. That more of British Columbia's timber products are going to their customers in a finished state is the meaning of an increase of $284,055.54 in the wood-manufacture group, which comprises sashes and doors, ply-wood, boxes, etc. The greater call for public services, necessitated by a larger volume of business and an increased population, has brought about an increase of over a million dollars in the pay-roll of the group comprising street-railways, gas, water, electricity, etc. So also we note a substantial increase in the wage payments for printing, laundries, oil-refining, etc. The moderate increase of $32,159.28 in the pay-roll for breweries does not suggest any great increase in the consumption of beer, following the introduction, during the year, of open sale in many parts of the Province.

INDUSTRIES WHICH SHOW A REDUCTION.

Two of the principal industries which show a decreased pay-roll are coal-mining and the manufacture of explosives and chemicals. The former has been going through a very critical period, one sign of which has been the acceptance of reductions of wages by the miners in the

two chief producing areas of the Province. The effect of this has been more constant employment and some increase in its volume, but a slight falling-off in the amount paid in wages. The explosives and chemicals industry also witnessed a period of change, and the virtual closing-down of one establishment, to which a reduced pay-roll is, in all probability, mainly due. Ship building and repairing, an industry very subject to fluctuations, also came below the 1924 total by nearly a quarter of a million; while other small reductions were shown in the manufacture of jewellery, paint, cigars, and leather and fur goods.

A comparison of the pay-roll in the various industries for the past three years is given in the following table:—

Industry.	1923.		1924.		1925.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	26	$ 564,388 96	26	$ 574,933 86	27	$ 607,093 14
Builders' materials	55	1,192,471 64	56	1,251,102 23	55	1,390,309 48
Cigar and tobacco manufacturing	7	61,459 91	7	65,159 24	6	57,085 07
Coal-mining	20	9,460,416 63	22	7,599,643 78	21	7,475,214 61
Coast shipping	102	5,079,427 44	131	6,480,990 92	144	6,736,972 71
Contracting	797	11,000,574 14	855	12,270,425 17	982	13,343,560 02
Explosives and chemicals	22	481,796 19	24	790,926 46	19	564,630 16
Food products	309	7,141,380 55	331	7,760,664 62	378	9,110,298 75
Garment-making	70	753,114 63	62	692,802 47	79	703,383 97
House-furnishing	38	479,463 89	40	503,972 11	43	515,105 29
Manufacturing jewellery	14	263,878 84	13	254,729 38	10	220,705 69
Laundries, cleaning and dyeing	61	1,117,436 19	64	1,154,546 69	84	1,363,415 91
Manufacturing leather and fur goods	46	430,515 84	46	420,517 74	54	413,277 52
Lumber industries	922	35,268,880 16	904	31,339,445 11	990	32,015,830 90
Metal trades	378	3,970,987 58	465	5,646,298 18	522	5,849,903 31
Metal-mining	161	6,173,426 26	162	7,102,374 33	215	7,829,541 92
Miscellaneous	54	1,217,799 49	72	1,463,132 65	145	2,715,462 40
Oil-refining	7	558,634 77	5	492,761 90	8	774,587 52
Paint-manufacture	13	226,589 17	11	226,368 42	12	192,648 70
Printing and publishing	99	2,690,755 12	96	2,636,049 66	104	2,910,339 76
Pulp and paper mills	11	4,819,791 77	10	3,981,623 11	11	3,989,546 96
Ship-building	30	1,176,806 25	30	1,436,102 46	35	1,212,370 71
Smelting	4	3,782,253 88	3	4,213,469 30	4	5,037,966 16
Street-railways, etc.	73	7,406,183 20	69	7,794,865 55	101	8,984,065 58
Manufacturing wood (N.E.S.)	56	1,478,536 43	59	1,645,866 82	89	1,929,922 36
Totals	3,375	$106,796,958 96	3,566	$107,798,771 36	4,138	$115,943,238 60

EBB AND FLOW OF EMPLOYMENT.

The ebb and flow of employment figures for the year are shown in the table giving the average number of wage-earners for each month. Compared with the corresponding figures for other years, this table presents one unusual feature. Normally the maximum of employment is reached in the height of summer; thus, in three of the last seven years, July has shown the highest figures, and in three years August; but for the past year the largest amount of employment was recorded in October. Taking male and female workers together, our returns show 65,313 industrial workers for January. From then forward, every month gave a higher total until October, in which month there were 78,065 male and 5,057 female employees, a total of 83,122. November and December each witnessed the customary drop, the total for the latter month being 70,624. The number working in these industries at the end of the year was therefore 5,311 more than at the beginning. This reflects the gradual improvement of business during the twelve months. Of the twenty-five groups of industries, no fewer than twenty-two saw the peak of employment during the second half of the year, two of them in July, three in August, six in September, five in October, three in November, and three in December. In the previous year the peak of employment was seen in twelve industries in the first half of the year and in thirteen in the second half.

TABLE SHOWING THE AMOUNT OF VARIATION OF EMPLOYMENT IN EACH INDUSTRY IN THE TWO YEARS.

Industry.	1924.				1925.			
	Month of Most Employment.	Number employed.	Month of Least Employment.	Number employed.	Month of Most Employment.	Number employed.	Month of Least Employment.	Number employed.
Breweries	April	406	February	255	November	365	February	280
Builders' materials	June	948	January	713	August	1,042	January	765
Cigar and tobacco manufacturing	November	59	January	32	July	71	January	32
Coal-mining	January	5,847	May	4,191	December	5,284	May	4,656
Coast shipping	January	5,805	December	4,928	October	7,542	February	5,383
Contracting	August	9,758	January	5,284	August	9,531	January	6,430
Explosives, chemicals, etc.	August	595	January	225	September	481	January	217
Food products, manufacture of	August	6,947	January	3,644	August	8,097	January	3,807
Garment-making	April	568	December	471	October	619	January	505
House-furnishing	September	346	January	321	November	376	February	313
Jewellery, manufacture of	Oct. and Nov.	93	December	80	Sept. and Oct.	74	April	70
Laundries, cleaning and dyeing	July	1,202	February	1,098	September	1,333	January	1,178
Manufacturing leather and fur goods	November	323	September	273	September	292	October	277
Lumber industries	May	26,023	December	20,034	October	26,584	January	19,882
Metal trades	October	3,021	January	2,449	October	3,355	January	2,769
Metal-mining	October	4,307	February	3,475	September	4,788	January	3,697
Miscellaneous trades and industries	June	879	December	772	May	1,677	January	1,324
Oil-refining	January	231	February	199	October	584	January	286
Paint-manufacturing	April	128	January	86	March	103	January	68
Printing and publishing	June	1,011	January	863	December	1,187	August	1,130
Pulp and paper manufacturing	March	2,199	April	2,004	November	2,326	March	2,116
Ship-building	November	1,035	June	679	May	874	September	545
Smelting	November	2,263	January	1,717	December	2,401	April	2,233
Street-railways, gas, water-power, telephones, etc.	July	4,707	February	4,159	July	5,733	December	5,203
Manufacture of wood (N.E.S.)	May	1,423	December	935	September	1,711	January	1,166
General totals	August	72,979	January	62,163	October	83,122	January	65,315

A Fluctuation in Lumbering.

As already mentioned, the lumbering industry was seriously affected by fire risks during the summer months, and after opening the season well with 26,486 employees in May, there was a falling-off in the next few months, with the number reduced to 24,075 in August. Then in October came an excellent recovery, the figure for May being slightly eclipsed with a total of 26,584. Contracting, which had its peak month in August, also kept up fairly well to the end of the year, closing with 8,011 employees in December, compared with 6,430 in January, though this improvement may be partly the result of an unusually mild winter. A marked improvement in capacity to absorb labour was shown towards the end of the year by the oil-refining industry, and mining, both coal and metal, and Coast shipping were also among the important industries which finished the year better than they began. In October and the following months matters were very brisk on the water-front at Vancouver, with the loading of grain for export.

Workers' Countries of Origin.

In the tables headed "Nationality of Employees" are shown the countries of origin of the workers in our industries. We are, of course, dealing with larger totals this year than in any previous year, and most of the nationalities show an increase; but such increase is relatively larger in some cases than in others, while in a few instances there is a reduction of numbers, so that the proportions of the various races are somewhat changed. Native Canadians and natives of the United Kingdom make the largest contributions to our industrial population, the former being rather more and the latter rather less than one-third of the total. While the actual number in each case was increased in 1925 as compared with 1924—Canadians from 36,933 to 39,033 and British from 31,527 to 33,601—there are slight proportionate decreases in both cases, with the Canadians from 36.42 to 35.68 per cent., and with the British from 31.42 to 31.15 per cent. Adding to these the smaller number of natives of the United States and Australia, we find that English-speaking countries supplied 70.85 per cent. of our labour in 1925, compared with 72.33 per cent. in 1924 and 69.61 per cent. in 1923. The slight falling-off for the year suggests that, in a time of industrial expansion, the increased demand for labour has only been partly met by supplies from British stock, but the change is so slight that it does not seem worth while to accentuate any general conclusions along this line.

Reduced Proportion of Asiatics.

The proportion of Asiatic workers in our industries also shows a decrease, and the 11.30 per cent. of Orientals is the smallest percentage recorded in any year since 1918, when the compilation of these returns was begun. In that year 20.37 per cent. of our industrial workers were of Asiatic origin. In the following year the percentage fell to 18.35, in 1920 to 16.64, and in later years it was 14.45 in 1921, 14.61 in 1922, 13.85 in 1923, 11.97 in 1924, and now 11.30. It is an odd circumstance that, while the Chinese in our industries have increased their numbers and kept up their proportion, both the Japanese and the Hindus are a smaller factor than in 1924. From this it would appear that, while there is a reserve of Chinese labour in the Province which can be drawn upon when times are busy, the Japanese and Hindus are not in a position to respond so readily to a demand for extra help.

More European Workers.

A somewhat unexpected feature disclosed by the analysis of these figures is the increase in the number of workers from the Continent of Europe. In recent years this had been rather a declining element in our industrial population, but last year it made a recovery, from 14.56 per cent. in 1924 to 15.91 per cent. in 1925. This increase is not divided evenly between the various countries. While greater numbers are accounted for of Scandinavians, Russians, Austrians, and Germans, there is a decline in the totals of Italians and French. Our new supply of industrial workers, so far as the foreign element is concerned, is therefore coming from Northern Europe, and particularly from the Scandinavian countries, the inhabitants of which are known to be amongst the most adaptable to climatic and industrial conditions in this Province.

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

	1923.	1924.	1925.
	Per Cent.	Per Cent.	Per Cent.
Natives of English-speaking countries	69.61	72.33	70. 85
Natives of Continental Europe	15.45	14.56	15.91
Natives of Asiatic countries	13.85	11.97	11.30
From other countries, or nationality not stated	1.09	1.14	1.94
	100.00	100.00	100.00

CHANGES IN DIFFERENT INDUSTRIES.

The returns show a larger number of workers of Canadian than of British birth in lumbering, breweries, contracting, explosives and chemicals, manufacture of food products, metal trades, metal-mining, paint-manufacture, printing and publishing, pulp and paper manufacturing, and manufacture of wood (N.E.S.). On the other hand, the industries in which the worker from Great Britain fills the largest place are builders' materials, cigar and tobacco manufacturing, coal-mining, Coast shipping, garment-making, house-furnishing, jewellery-manufacturing, laundries, cleaning and dyeing, manufacturing leather and fur goods, oil-refining, ship-building, smelting, public utilities, and the miscellaneous group. There is evidently a good deal of movement going on in the proportions for the various industries. Thus, the percentage of native Canadians engaged in the lumbering industry fell last year from 38.67 to 34.60, and the percentage of British rose from 14.50 to 16.73. An opposite movement was going on in Coast shipping and contracting. In the former industry the number of native Canadians increased from 1,656 to 2,790, and that of British fell from 3,855 to 3,477. In contracting also the Canadian total rose from 5,684 to 5,865, and the British total fell from 5,864 to 5,381.

The total of Scandinavian workers increased from 6,391 to 8,473, this increase being most conspicuous in the industries of lumbering, contracting, metal trades, metal-mining, and oil-refining. Lumbering employed more Chinese and fewer Hindus, as also did the manufacture of food products, the miscellaneous group also showing a larger number of Chinese employed. The lower percentage of Japanese employees was chiefly accounted for in the manufacture of explosives and chemicals, food products, and the metal trades, little variation from the previous year being witnessed in the lumbering industry. The latter, which employed 22.34 per cent. of Asiatics in 1923 and 21.78 per cent. in 1924, reduced the proportion to 20.46 per cent. last year. This proportion differed greatly in the various branches of the industry. Thus, logging had 7.53 per cent.; sawmills, 33.73 per cent.; planing-mills, 36.85 per cent.; and shingle-mills, 46.89 per cent.

WEEKLY WAGES, 1925, COMPARED WITH 1924.

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

Increase.		*Decrease.*	
Breweries	$0.90	Cigar and tobacco manufacturing	$1.10
Builders' materials	.68	Coal-mining	5.21
Contracting	.35	Coast shipping	1.38
Food products, manufacturing of	.31	Explosives and chemicals	3.51
Garment-making	.72	House-furnishing	.19
Jewellery, manufacture of	3.80	Laundries, cleaning and dyeing	.40
Manufacturing leather and fur goods	.24	Lumber industries	.75
Metal trades	1.76	Miscellaneous trades and industries	.47
Metal-mining	.97	Oil-refining	1.67
Ship-building	.93	Paint-manufacture	2.69
Smelting	.61	Printing and publishing	1.91
Wood, manufacture of (N.E.S.)	1.37	Pulp and paper manufacturing	.31
		Street-railways, gas, water, power, etc.	2.15

A comparison of average weekly wages for the past year should properly be made in conjunction with a comparison of weekly working-hours for the two years. As a result of the operation of the "Hours of Work Act," there was a notable decline in the average working-week,

and weekly wages have shown a tendency to fall in sympathy, though not to anything like the same extent. No doubt, if the wages had been calculated on an hourly instead of a weekly basis, 1925 would show an advance compared with 1924. As it is, the wages in twelve groups show an average increase, and in the other thirteen an average decrease. Only male workers over 18 years of age are included in this calculation, as the wages of female workers are dealt with in another section of the report.

Most of the workers who received higher weekly wages than in 1924 fall into two general groups, the building and contracting group and the metal trades and metal-mining, both of which were busy during the year. Among the smaller industries a substantial advance came to jewellery-workers, and wages were inclined upwards in ship-building and in the miscellaneous manufacture of wood products.

RESULT OF REDUCTIONS SHOWN.

In the two principal coal-mining areas of the Province wages have twice been reduced in recent years, which explains the fact that in this industry the weekly pay generally was $5.21 less in 1925 than in 1924, though coal-mining is still one of the half-dozen industries in which the average wage is more than $30 a week. Another industry to suffer a substantial reduction was that of explosives and chemicals, the change apparently having been incidental to a reconstruction which went on during the year. Several other industries show a fall in the average weekly wage, for which no special reason can be assigned other than the reduction in the number of working-hours.

While our figures for adult male wage-earners account for an increase this year of 7.83 per cent. in the number of workers covered by our returns, this increase does not appear to have been distributed equally among the different grades of workers. Of the lower-paid class receiving under $18 per week, or less than $3 a day, the numbers showed an increase of over 19 per cent.; while the workers receiving medium rates of pay, ranging from $18 to $30 a week, or from $3 to $5 daily, added to their previous year's numbers by 11½ per cent. However, the number of more highly-paid workers receiving upwards of $30 a week shows a reduction compared with 1924 of nearly 3 per cent. Especially is this falling-off noticeable with the highest paid of all, those receiving $50 a week and over. Of these there were 3,505 in 1924 and only 2,067 in 1925. For this contrast coal-mining is mainly responsible, as that industry last year had only 167 workers receiving $50 a week and over, compared with 1,273 in 1924. In the manufacture of food products there were only 89 compared with 397, in contracting 240 compared with 393, and in the manufacture of explosives and chemicals only 1 as against 22.

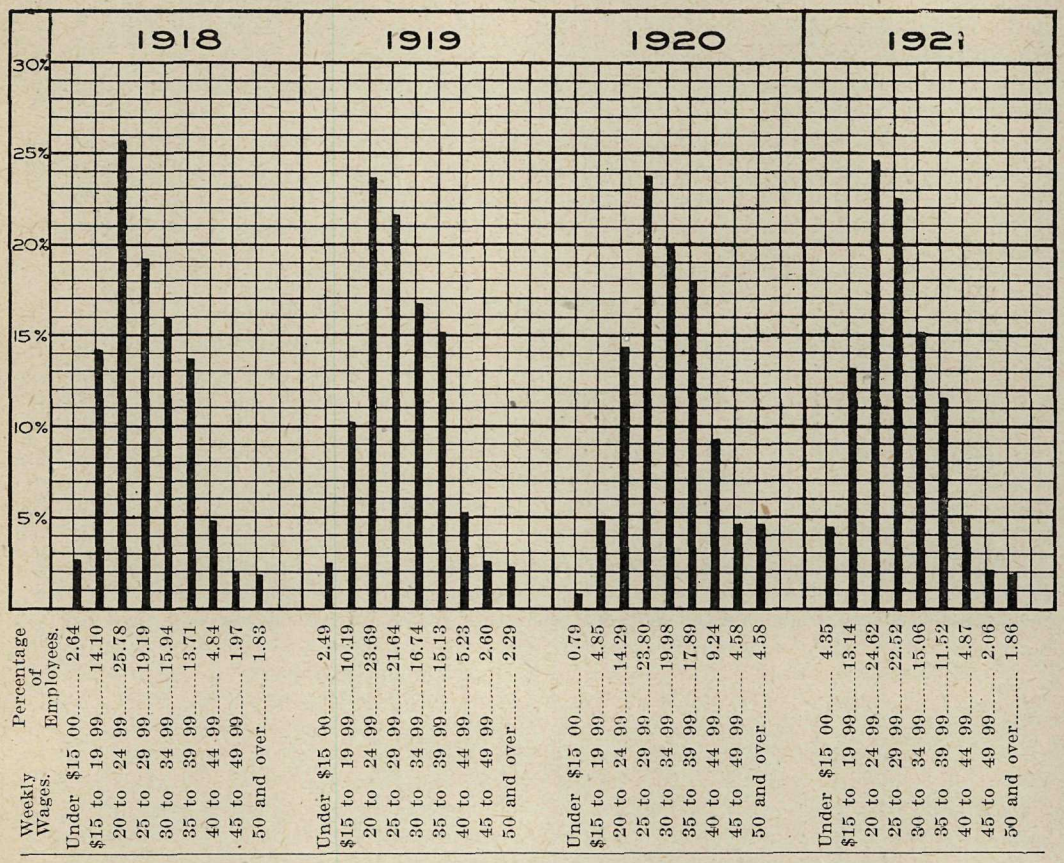
The changes in the prevailing industrial wages in the Province during the past eight years are shown in the diagram on pages 20 and 21.

AVERAGE WAGE IN INDUSTRIES.

In making a comparison with the wages prevalent in previous years, the average wage of adult males in each industry has been worked out on the basis of the classified weekly wage-rates. The same plan has been followed as in previous years. Employers are asked in our questionnaire to give the number of wage-earners within specified limits, but are not asked to give exact figures. The 8,219 wage-earners receiving "$24 to $24.99 weekly" would therefore, no doubt, include some receiving $24, some $24.25, some $24.50, some $24.75, etc.; while the 12,664 who received "$30 to $34.99 weekly" would 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 our table, that "$24 to $24.99," for example, meant $24.50; and, where steps of $5 were given, that "$30 to $34.99," for example, meant $32. Lest these assumptions should be thought to err on the side of generosity, "$50 and over" was taken in all cases to mean $50 only.

This same method of computation has been adopted for each of the years mentioned in the table on pages 20 and 21, so that the comparisons may be accepted as entirely fair.

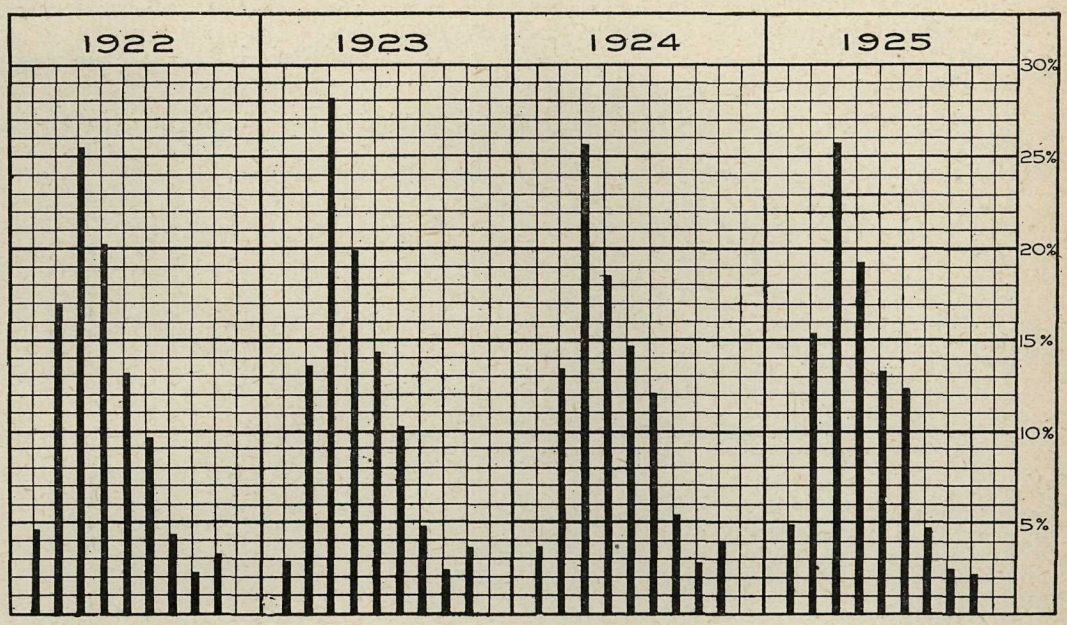
CHART SHOWING FLUCTUATION IN INDUSTRIAL WAGES.



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

Industry.	1919–20.	1921.	1922.	1923.	1924.	1925.
Breweries	$28 27	$28 67	$26 62	$26 55	$26 51	$27 41
Builders' materials	31 65	28 82	25 61	26 83	26 10	26 78
Cigar and tobacco manufacture	32 48	23 97	25 30	23 32	24 07	22 97
Coal-mining	37 64	32 83	35 96	36 96	35 73	30 52
Coast shipping	26 81	28 45	25 43	28 36	29 59	28 21
Contracting	31 61	28 82	28 06	28 31	27 98	28 23
Explosives and chemicals, etc.	31 53	26 34	26 13	26 63	26 86	23 35
Food products, manufacture of	29 72	25 67	27 39	25 61	25 94	26 25
Garment-making	36 14	29 38	27 28	29 85	28 38	29 10
House-furnishing	28 79	26 00	24 23	24 74	25 53	25 34
Jewellery, manufacture of	34 20	33 54	30 90	32 65	31 26	35 06
Laundries, cleaning and dyeing	28 42	27 32	26 11	25 07	25 70	25 30
Manufacturing leather and fur goods	28 81	29 85	26 67	26 73	26 44	26 68
Lumber industries	32 47	24 70	25 29	25 92	26 15	25 40
Metal trades	31 14	30 33	27 73	28 04	26 37	28 13
Metal-mining	35 96	32 00	30 97	32 21	31 84	32 81
Miscellaneous trades and industries	28 24	28 40	25 91	25 83	25 85	25 38
Oil-refining	28 52	35 73	32 63	32 71	33 06	31 39
Paint-manufacture	27 23	24 14	21 79	23 13	24 69	22 00
Printing and publishing	35 97	36 30	36 23	38 09	39 52	37 61
Pulp and paper manufacturing	35 18	25 41	25 88	27 90	27 69	27 38
Ship-building	28 11	29 87	25 55	25 88	26 79	27 72
Smelting	36 44	31 98	29 91	34 16	35 14	35 75
Street-railways, gas, water, power, telephones, etc.	32 81	29 55	30 41	29 42	29 84	27 69
Manufacturing of wood (N.E.S.)	27 46	23 48	23 12	23 33	22 55	23 92

Chart showing Fluctuation in Industrial Wages—*Continued.*



Weekly Wages.	Percentage of Employees.			
	1922	1923	1924	1925
Under $15 00	4.64	2.91	3.65	4.90
$15 to 19 99	16.94	13.66	13.38	15.30
20 to 24 99	25.48	28.01	25.64	25.73
25 to 29 99	20.15	19.90	18.63	19.21
30 to 34 99	13.20	14.38	14.67	13.27
35 to 39 99	9.69	10.23	12.02	12.26
40 to 44 99	4.37	4.79	5.33	4.71
45 to 49 99	2.24	2.40	2.72	2.46
50 and over	3.29	3.72	3.96	2.16

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

By pooling the figures for all the above industries, and taking into account the respective numbers employed in them, we have been able to strike a general average wage for each year:—

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

1918	$27 97
1919	29 11
1920	31 51
1921	27 62
1922	27 29
1923	28 05
1924	28 39
1925	27 82

The reduction by a little over 2 per cent. of the average weekly wage is more than offset by a reduction of over 4 per cent. in the duration of the average working-week. The general average of working-hours during 1925 was 48.26 weekly, which compares favourably with 50.59 during 1924 and 51.46 in 1923. The working-hours of various occupations range from 43.94 in the manufacture of jewellery to 53.59 in smelting. The latter industry, being a continuous process, does not come under the provisions of the "Hours of Work Act," though its average working-week is two hours less than in 1924. The effects of the "Hours of Work Act" are seen chiefly

in the different branches of the lumbering industry, the average working-hours, as shown by the returns sent in, having been reduced in some cases by as much as seven per week. There is also a reduction of nearly five hours a week in the working-hours of pulp and paper mills, four hours weekly in the builders' materials group, over five hours in Coast shipping, and two and a half hours in the contracting group.

The following table shows the hours of work prevailing in the various industries for the past three years:—

Average Weekly Working-hours in each Industry.

Industry.	1923.	1924.	1925.
Breweries	49.16	49.04	48.37
Builders' materials	53.22	51.51	47.52
Cigar and tobacco manufacturing	44.32	44.26	44.57
Coal-mining	47.84	47.95	46.01
Coast shipping	57.35	56.76	51.31
Contracting	48.98	47.72	45.31
Explosives, chemicals, etc.	49.88	52.44	53.41
Food products, manufacturing of	53.90	53.67	50.31
Garment-making	45.34	45.12	45.57
House-furnishing	45.52	46.01	46.76
Jewellery, manufacture of	44.51	43.65	43.94
Laundries, cleaning and dyeing	48.29	46.66	46.49
Manufacturing leather and fur goods	48.19	47.88	47.27
Lumbering—			
Logging	50.86	50.79	48.84
Logging-railways	53.77	52.01	49.23
Mixed plants	55.07	54.01	50.69
Lumber-dealers	53.76	52.29	46.27
Planing-mills	55.10	55.58	50.69
Sawmills	55.46	54.05	49.52
Shingle-mills	55.49	55.44	48.39
Metal trades	46.23	44.36	45.57
Metal-mining	53.92	53.12	53.36
Miscellaneous trades and industries	49.38	48.79	47.89
Oil-refining	48.69	47.97	47.97
Paint-manufacturing	44.43	44.63	44.67
Printing and publishing	45.30	45.90	45.29
Pulp and paper manufacturing	54.72	53.24	48.40
Ship-building	44.07	44.73	44.98
Smelting	55.86	55.95	53.59
Street-railways, gas, water, etc.	47.31	46.12	46.01
Wood, manufacture of (N.E.S.)	50.46	48.90	46.87

FIRMS WITH A LARGE PAY-ROLL.

The industrial firms in the Province whose returns to this Department show a pay-roll of over $100,000 have been numbered each year since 1921, in which year the total was 118. In the following year the number increased to 164, in 1923 to 200, and in 1924 it fell to 196, at which figure it has remained for 1925. Eleven of these firms had each a pay-roll of over $1,000,000, two of them being between $2,000,000 and $3,000,000, and two over $3,000,000. This list does not include any public authorities, Dominion, Provincial, or municipal; neither does it take account of transcontinental railways, wholesale and retail merchants, or deep-sea shipping. Lumbering takes the first place with 89 firms, or 3 fewer than in 1924; and 17 are in the food products group, 14 in contracting, 12 in coal-mining, 11 in Coast shipping, 9 in metal-mining, 7 in the public utilities group, 6 in the metal trades group, 5 in printing and publishing, 4 each in ship-building and pulp and paper manufacturing, 3 in the builders' materials group, 2 each in laundries, oil-refining, smelting, and the manufacture of wood (N.E.S.), and 1 each in breweries, the manufacture of explosives, garment-making, house-furnishing, jewellery-manufacturing, paint-manufacturing, and the miscellaneous group.

CONTENTS OF TABLES.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TABLE No. 1.

BREWERIES.

Returns covering 27 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$149,822 07
Clerks, Stenographers, Salesmen, etc.	57,372 59
Wage-earners (including piece-workers)	399,898 48
Total	$607,093 14

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	277	5	July	333	8
February	275	5	August	321	8
March	294	7	September	302	6
April	317	7	October	302	8
May	330	11	November	355	10
June	332	11	December	350	7

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			
$ 6.00 to $ 6.99		1			
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					1
10.00 to 10.99		2			
11.00 to 11.99	1	2			
12.00 to 12.99		2			
13.00 to 13.99	4				
14.00 to 14.99					
15.00 to 15.99	2				2
16.00 to 16.99		2			
17.00 to 17.99	5				
18.00 to 18.99	5	3			2
19.00 to 19.99	1				
20.00 to 20.99	11				
21.00 to 21.99	11				
22.00 to 22.99	7	1			
23.00 to 23.99	10				
24.00 to 24.99	68		5	2	
25.00 to 25.99	90				
26.00 to 26.99	18				
27.00 to 27.99	65				
28.00 to 28.99	6				
29.00 to 29.99					
30.00 to 34.99	59				
35.00 to 39.99	17				
40.00 to 44.99	13				
45.00 to 49.99	4				
50.00 and over	5				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	219	
Great Britain and Ireland	128	7
United States of America	20	
Australasia	1	
Belgium	4	
France	3	
Italy	10	
Germany	2	
Austria	1	
Norway, Sweden, and Denmark	15	
Russia or other Slav country	8	
Other European country	4	
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

3 at 38 hours.	272 at 48 hours.
2 at 42 "	91 at 50 "
1 at 43 "	3 at 54 "
51 at 44 "	28 at 56 "
2 at 45 "	

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 55 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 158,457 22
Clerks, Stenographers, Salesmen, etc.	90,899 99
Wage-earners (including piece-workers)	1,140,952 27
Total	$1,390,309 48

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	764	1	July	926	.....
February	807	1	August	1,042	.....
March	848	2	September	975	.....
April	901	1	October	816	.....
May	976	2	November	873	.....
June	1,002	1	December	809	.....

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	.....	.....	.....	.....	.....
$6.00 to $ 6.99	.....	5	.....	.....	2
7.00 to 7.99	.....	2	.....	.....	.....
8.00 to 8.99	.....	1	.....	.....	1
9.00 to 9.99	.....	1	.....	.....	.....
10.00 to 10.99	2	1	.....	.....	.....
11.00 to 11.99	1	.....	.....	.....	.....
12.00 to 12.99	2	1	.....	.....	1
13.00 to 13.99	1	.....	.....	.....	.....
14.00 to 14.99	55	.....	.....	.....	.....
15.00 to 15.99	15	.....	.....	.....	.....
16.00 to 16.99	16	.....	.....	.....	.....
17.00 to 17.99	18	.....	.....	.....	.....
18.00 to 18.99	35	.....	.....	.....	1
19.00 to 19.99	73	.....	.....	.....	1
20.00 to 20.99	75	.....	.....	.....	.....
21.00 to 21.99	160	.....	.....	.....	.....
22.00 to 22.99	23	.....	.....	.....	.....
23.00 to 23.99	27	.....	.....	.....	.....
24.00 to 24.99	91	1	.....	.....	.....
25.00 to 25.99	36	.....	.....	.....	.....
26.00 to 26.99	58	.....	.....	.....	.....
27.00 to 27.99	72	.....	.....	.....	1
28.00 to 28.99	29	.....	.....	.....	.....
29.00 to 29.99	27	.....	.....	.....	.....
30.00 to 34.99	82	.....	.....	.....	.....
35.00 to 39.99	65	.....	.....	.....	.....
40.00 to 44.99	74	.....	.....	.....	.....
45.00 to 49.99	39	.....	.....	.....	.....
50.00 and over	29	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	261	2
Great Britain and Ireland	417	.....
United States of America	16	.....
Australasia	.....	.....
Belgium	1	.....
France	2	.....
Italy	63	.....
Germany	8	.....
Austria	1	.....
Norway, Sweden, and Denmark	74	.....
Russia or other Slav country	32	.....
Other European country	7	.....
China	260	.....
Hindustan	1	.....
Japan	1	.....
All other countries	.....	.....
Nationality not stated	.....	.....

Weekly Hours of Labour.

1 at 30 hours.	19 at 45 hours.	17 at 54 hours.
1 at 36 "	102 at 47 "	58 at 56 "
32 at 40 "	658 at 48 "	2 at 72 "
180 at 44 "	16 at 50 "	

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 6 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 18,677 50
Clerks, Stenographers, Salesmen, etc.	9,549 61
Wage-earners (including piece-workers)	28,857 96
Total	$ 57,085 07

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	12	20	July	15	56
February	11	31	August	14	15
March	11	33	September	15	13
April	11	27	October	16	29
May	11	45	November	17	32
June	12	52	December	19	33

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

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

Nationality of Employees.

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

Weekly Hours of Labour.

36 at 44 hours.	6 at 48 hours.

TABLE No. 4.

COAL-MINING.

Returns covering 21 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 236,876 24
Clerks, Stenographers, Salesmen, etc.	196,972 24
Wages-earners (including piece-workers)	7,041,366 13
Total	$ 7,475,214 61

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,067	2	July	4,870	2
February	5,167	2	August	4,852	2
March	5,098	2	September	4,919	3
April	4,799	2	October	5,062	3
May	4,654	2	November	5,153	3
June	4,670	2	December	5,281	3

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99	1	21		1	
7.00 to 7.99	1				
8.00 to 8.99	1				
9.00 to 9.99		2			
10.00 to 10.99	3	16			
11.00 to 11.99	1	5			
12.00 to 12.99	20	33			2
13.00 to 13.99	48	20			1
14.00 to 14.99	80	8			
15.00 to 15.99	113	29			2
16.00 to 16.99	57	9			
17.00 to 17.99	42	10			
18.00 to 18.99	102	16			
19.00 to 19.99	74	7			
20.00 to 20.99	41	12			
21.00 to 21.99	85	23			
22.00 to 22.99	97	4			
23.00 to 23.99	48				
24.00 to 24.99	400	1			
25.00 to 25.99	469				
26.00 to 26.99	138				
27.00 to 27.99	286				
28.00 to 28.99	460				
29.00 to 29.99	132				
30.00 to 34.99	1,050				
35.00 to 39.99	757				
40.00 to 44.99	445				
45.00 to 49.99	164				
50.00 and over	167				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	986	2
Great Britain and Ireland	2,704	1
United States of America	86	
Australasia	3	
Belgium	49	
France	32	
Italy	454	
Germany	19	
Austria	184	
Norway, Sweden, and Denmark	102	
Russia or other Slav country	323	
Other European country	44	
China	522	
Hindustan		
Japan	61	
All other countries		
Nationality not stated	3	

Weekly Hours of Labour.

366 at 44 hours.	13 at 56 hours.
5,128 at 48 "	30 at 60 "

TABLE No. 5.

COAST SHIPPING.

Returns covering 144 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 491,901 40
Clerks, Stenographers, Salesmen, etc.	382,876 95
Wage-earners (including piece-workers)	5,862,194 36
Total	$ 6,736,972 71

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,647	27	July	6,347	34
February	5,366	17	August	6,720	34
March	5,597	19	September	7,169	28
April	6,191	22	October	7,518	24
May	6,399	25	November	6,366	23
June	6,011	32	December	6,730	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	4				
$ 6.00 to $ 6.99	3	1			
7.00 to 7.99	4				1
8.00 to 8.99	133	2			1
9.00 to 9.99	70				
10.00 to 10.99	121				
11.00 to 11.99	157		5		1
12.00 to 12.99	296		10		
13.00 to 13.99	27				
14.00 to 14.99	17				
15.00 to 15.99	79		1		
16.00 to 16.99	329		2		
17.00 to 17.99	362				
18.00 to 18.99	222		5		
19.00 to 19.99	115				
20.00 to 20.99	121				
21.00 to 21.99	267		4		1
22.00 to 22.99	201				
23.00 to 23.99	67		2		
24.00 to 24.99	175				
25.00 to 25.99	113		2		
26.00 to 26.99	78				
27.00 to 27.99	185				
28.00 to 28.99	876				
29.00 to 29.99	84		1		
30.00 to 34.99	662				
35.00 to 39.99	1,507				
40.00 to 44.99	471				
45.00 to 49.99	115				
50.00 and over	254				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,779	11
Great Britain and Ireland	3,459	18
United States of America	192	3
Australasia	28	
Belgium	9	
France	33	
Italy	41	
Germany	8	
Austria	11	
Norway, Sweden, and Denmark	349	
Russia or other Slav country	51	
Other European country	66	
China	413	
Hindustan		
Japan	71	
All other countries	34	
Nationality not stated	312	

Weekly Hours of Labour.

1 at 38 hours.	1,777 at 48 hours.	121 at 58 hours.
1 at 39 "	37 at 50 "	149 at 60 "
1,279 at 40 "	1 at 52 "	10 at 64 "
6 at 42 "	98 at 54 "	1 at 70 "
392 at 44 "	425 at 56 "	897 at 72 "
10 at 47 "	2 at 57 "	10 at 84 "

TABLE No. 6.

CONTRACTING.

Returns covering 982 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 1,553,250 47
Clerks, Stenographers, Salesmen, etc.	1,366,923 57
Wage-earners (including piece-workers)	10,423,385 98
Total	$13,343,560 02

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females
January	6,333	97	July	9,346	110
February	6,440	108	August	9,425	106
March	7,206	108	September	9,391	121
April	8,195	115	October	9,132	102
May	8,884	114	November	8,838	100
June	9,292	116	December	7,910	101

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	9	12			10
$ 6.00 to $ 6.99	9	8			18
7.00 to 7.99	7	5			16
8.00 to 8.99	9	9			12
9.00 to 9.99	3	6	1		4
10.00 to 10.99	19	9	2		18
11.00 to 11.99	15	1	1	1	12
12.00 to 12.99	35	72		2	10
13.00 to 13.99	21	43	5		8
14.00 to 14.99	110	2	71		2
15.00 to 15.99	63	6	5		9
16.00 to 16.99	71	2	2		1
17.00 to 17.99	174		7		5
18.00 to 18.99	311	3	2		5
19.00 to 19.99	794	2	2		2
20.00 to 20.99	141		4		3
21.00 to 21.99	893	1	3		2
22.00 to 22.99	1,676		5		2
23.00 to 23.99	928		1		
24.00 to 24.99	1,955	2			1
25.00 to 25.99	414		5		
26.00 to 26.99	523	1			1
27.00 to 27.99	516	1	1		
28.00 to 28.99	306				
29.00 to 29.99	70				
30.00 to 34.99	1,190				
35.00 to 39.99	2,221		2		
40.00 to 44.99	873		2		
45.00 to 49.99	353				
50.00 and over	240				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	5,792	73
Great Britain and Ireland	5,343	38
United States of America	556	3
Australasia	33	
Belgium	26	
France	42	
Italy	319	2
Germany	51	
Austria	108	
Norway, Sweden, and Denmark	918	1
Russia or other Slav country	256	3
Other European country	76	
China	93	
Hindustan	13	
Japan	53	
All other countries	92	2
Nationality not stated	343	13

Weekly Hours of Labour.

6 at 30 hours.	3 at 42 hours.	137 at 56 hours.
2 at 35 "	15,209 at 44 "	18 at 57 "
1 at 36 "	5,263 at 48 "	140 at 58 "
5 at 37 "	5 at 49 "	87 at 60 "
4 at 38 "	81 at 50 "	3 at 63 "
252 at 40 "	18 at 52 "	23 at 72 "
21 at 41 "	168 at 54 "	1 at 84 "

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 19 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 81,135 74
Clerks, Stenographers, Salesmen, etc.	115,431 00
Wage-earners (including piece-workers)	368,063 42
Total	$564,630 16

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	218	4	July	425	4
February	235	4	August	474	4
March	242	4	September	477	4
April	322	4	October	409	4
May	472	4	November	268	4
June	443	4	December	220	4

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99	5		3		
12.00 to 12.99	2	1			
13.00 to 13.99	45				
14.00 to 14.99	5		1		
15.00 to 15.99	72		1		
16.00 to 16.99	17				
17.00 to 17.99	13	2			
18.00 to 18.99	40	1			
19.00 to 19.99	20				
20.00 to 20.99	58				
21.00 to 21.99	23				
22.00 to 22.99	27				
23.00 to 23.99	18				
24.00 to 24.99	26				
25.00 to 25.99	28				
26.00 to 26.99	10				
27.00 to 27.99	35				
28.00 to 28.99	25				
29.00 to 29.99	17				
30.00 to 34.99	42				
35.00 to 39.99	15				
40.00 to 44.99	5				
45.00 to 49.99	27				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	199	4
Great Britain and Ireland	164	
United States of America	6	
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	40	
Russia or other Slav country	2	
Other European country	1	
China	116	
Hindustan		
Japan	76	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

2 at 40 hours.	78 at 48 hours.	201 at 60 hours.
3 at 44 "	9 at 50 "	11 at 72 "
155 at 45 "	110 at 56 "	

TABLE NO. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 378 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 1,251,512 21
Clerks, Stenographers, Salesmen, etc.	1,259,805 09
Wage-earners (including piece-workers)	6,598,981 45
Total	$ 9,110,298 75

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,106	701	July	5,258	1,701
February	3,133	673	August	5,943	2,154
March	3,294	740	September	5,745	2,167
April	3,870	743	October	5,044	1,508
May	4,194	776	November	4,208	986
June	5,204	1,135	December	3,779	769

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	14	12	8	8	.....
$ 6.00 to $ 6.99	6	3	2	1	1
7.00 to 7.99	2	5	5	6	3
8.00 to 8.99	1	21	22	25	8
9.00 to 9.99	4	19	28	23	1
10.00 to 10.99	6	26	69	33	3
11.00 to 11.99	8	5	47	26	1
12.00 to 12.99	48	45	204	24	5
13.00 to 13.99	43	7	433	56	2
14.00 to 14.99	83	21	373	18	2
15.00 to 15.99	112	28	209	20	2
16.00 to 16.99	65	32	175	5	1
17.00 to 17.99	155	9	114	11	1
18.00 to 18.99	356	10	161	27	1
19.00 to 19.99	271	2	58	7	.....
20.00 to 20.99	362	2	112	2	.....
21.00 to 21.99	311	2	95	5	.....
22.00 to 22.99	340	1	35	1	.....
23.00 to 23.99	239	1	29	2	.....
24.00 to 24.99	346	.....	17	1	.....
25.00 to 25.99	581	.....	27	1	1
26.00 to 26.99	219	.....	8	.....	.....
27.00 to 27.99	417	2	13	1	.....
28.00 to 28.99	196	.....	11	.....	.....
29.00 to 29.99	149	.....	7	.....	.....
30.00 to 34.99	919	.....	27	.....	.....
35.00 to 39.99	420	.....	5	.....	.....
40.00 to 44.99	165	.....	2	.....	.....
45.00 to 49.99	59	.....	.....	.....	.....
50.00 and over	89	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,693	1,369
Great Britain and Ireland	2,383	709
United States of America	221	64
Australasia	22	1
Belgium	8	4
France	18	19
Italy	48	42
Germany	31	18
Austria	96	14
Norway, Sweden, and Denmark	304	44
Russia or other Slav country	73	27
Other European country	66	3
China	1,272	7
Hindustan	8	.....
Japan	72	111
All other countries	95	.....
Nationality not stated	151	465

Weekly Hours of Labour.

10 at 30 hrs.	13 at 42 hrs.	572 at 50 hrs.	51 at 59 hrs.
31 at 31 "	1,006 at 44 "	65 at 51 "	901 at 60 "
17 at 32 "	30 at 45 "	19 at 52 "	15 at 63 "
8 at 35 "	53 at 46 "	62 at 53 "	1 at 66 "
18 at 36 "	30 at 47 "	1,375 at 54 "	4 at 70 "
1 at 38 "	3,668 at 48 "	86 at 56 "	14 at 72 "
30 at 40 "	228 at 49 "	271 at 58 "	1 at 84 "

TABLE NO. 9.

GARMENT-MAKING.

Returns covering 79 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$129,387 46
Clerks, Stenographers, Salesmen, etc.	76,100 90
Wage-earners (including piece-workers)	497,895 61
Total	$703,383 97

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	187	318	July	202	341
February	195	364	August	206	341
March	204	391	September	210	361
April	199	384	October	217	402
May	206	379	November	209	377
June	200	326	December	218	337

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	1	3	1
7.00 to 7.99	.....	1	.....	4	3
8.00 to 8.99	.....	5	.....	9	1
9.00 to 9.99	4	3	3	5	1
10.00 to 10.99	2	8	3	5	2
11.00 to 11.99	5	.....	1	3	2
12.00 to 12.99	7	1	8	5	3
13.00 to 13.99	1	.....	14	5	1
14.00 to 14.99	4	2	110	6	.....
15.00 to 15.99	6	1	52	.....	.....
16.00 to 16.99	6	.....	32	.....	1
17.00 to 17.99	5	1	17	.....	1
18.00 to 18.99	10	1	47	.....	.....
19.00 to 19.99	.....	.....	9	.....	.....
20.00 to 20.99	12	.....	23	.....	.....
21.00 to 21.99	1	.....	7	.....	.....
22.00 to 22.99	4	.....	6	.....	.....
23.00 to 23.99	.....	.....	4	.....	.....
24.00 to 24.99	1	.....	2	.....	.....
25.00 to 25.99	14	2	29	.....	.....
26.00 to 26.99	3	.....	5	.....	.....
27.00 to 27.99	12	.....	.....	.....	.....
28.00 to 28.99	.....	.....	.....	.....	.....
29.00 to 29.99	3	.....	1	.....	.....
30.00 to 34.99	20	.....	1	.....	.....
35.00 to 39.99	56	.....	4	.....	.....
40.00 to 44.99	14	.....	.....	.....	.....
45.00 to 49.99	5	.....	.....	.....	.....
50.00 and over	11	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	74	199
Great Britain and Ireland	87	192
United States of America	10	9
Australasia	.....	.....
Belgium	.....	2
France	.....	2
Italy	.....	.....
Germany	.....	.....
Austria	2	.....
Norway, Sweden, and Denmark	4	2
Russia or other Slav country	12	11
Other European country	8	3
China	28	.....
Hindustan	.....	.....
Japan	9	7
All other countries	.....	.....
Nationality not stated	.....	.....

Weekly Hours of Labour.

1 at 30 hours.	132 at 48 hours.
16 at 40 "	2 at 49 "
282 at 44 "	11 at 50 "
156 at 46 "	3 at 56 "
30 at 47 "	2 at 60 "

TABLE NO. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 43 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 89,408 41
Clerks, Stenographers, Salesmen, etc.	49,276 92
Wage-earners (including piece-workers)	376,419 96
Total	$515,105 29

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	283	36	July	287	36
February	280	33	August	303	39
March	286	39	September	320	38
April	286	39	October	318	42
May	296	41	November	333	43
June	285	38	December	325	43

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	3			1
7.00 to 7.99	4	5			1
8.00 to 8.99	1	3			1
9.00 to 9.99	2	1			1
10.00 to 10.99	1	2		1	1
11.00 to 11.99	4	1			10
12.00 to 12.99	10	1	3	1	
13.00 to 13.99	2			1	6
14.00 to 14.99	8	1	8	2	
15.00 to 15.99	8	1	3		
16.00 to 16.99	7	1	3		
17.00 to 17.99	8		8		
18.00 to 18.99	7				
19.00 to 19.99	19	1	1		
20.00 to 20.99	7	1	12		1
21.00 to 21.99	14		1		
22.00 to 22.99	11		2		
23.00 to 23.99	4				
24.00 to 24.99	21				
25.00 to 25.99	16				
26.00 to 26.99	23				
27.00 to 27.99	7				
28.00 to 28.99	22				
29.00 to 29.99	8				
30.00 to 34.99	56				
35.00 to 39.99	26				
40.00 to 44.99	6				
45.00 to 49.99					
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	147	21
Great Britain and Ireland	176	20
United States of America	7	1
Australasia	1	
Belgium		
France	1	
Italy		
Germany	1	
Austria		
Norway, Sweden, and Denmark	7	
Russia or other Slav country	2	3
Other European country	1	
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

1 at 32 hours.	16 at 46 hours.
1 at 36 "	5 at 47 "
3 at 40 "	136 at 48 "
189 at 44 "	4 at 50 "
23 at 45 "	1 at 54 "

TABLE NO. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 10 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 25,407 05
Clerks, Stenographers, Salesmen, etc.	98,137 00
Wage-earners (including piece-workers)	97,161 64
Total	$220,705 69

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	68	3	July	68	3
February	69	3	August	68	3
March	68	3	September	71	3
April	67	3	October	71	3
May	68	3	November	70	3
June	68	3	December	70	3

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

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

Nationality of Employees.

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

Weekly Hours of Labour.

2 at 42 hours.	2 at 48 hours.
54 at 44 "	4 at 50 "
4 at 45 "	

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 84 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 134,772 02
Clerks, Stenographers, Salesmen, etc	114,773 23
Wage-earners (including piece-workers)	1,113,870 66
Total	$1,363,415 91

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	434	744	July	478	839
February	449	730	August	476	851
March	446	749	September	479	854
April	465	743	October	476	817
May	462	754	November	462	807
June	472	784	December	459	813

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		1	
$ 6.00 to $ 6.99	4	1	1		
7.00 to 7.99			1	1	
8.00 to 8.99			3	10	6
9.00 to 9.99	3	1	6	10	21
10.00 to 10.99	7	1	4	9	3
11.00 to 11.99		1	7	11	7
12.00 to 12.99	1	7	14	9	4
13.00 to 13.99	1		146	29	1
14.00 to 14.99	7	2	319	3	
15.00 to 15.99	6	3	114	1	
16.00 to 16.99	2	1	98	1	
17.00 to 17.99	18	1	74		1
18.00 to 18.99	39		21		
19.00 to 19.99	1	2	30		
20.00 to 20.99	20		11		
21.00 to 21.99	13		10		
22.00 to 22.99	37		5		
23.00 to 23.99	8		5		
24.00 to 24.99	30		1		
25.00 to 25.99	60		2		
26.00 to 26.99	23				
27.00 to 27.99	29				
28.00 to 28.99	18				
29.00 to 29.99	20				
30.00 to 34.99	60				
35.00 to 39.99	25				
40.00 to 44.99	13		1		
45.00 to 49.99	3				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	149	295
Great Britain and Ireland	277	493
United States of America	7	21
Australasia		
Belgium	1	1
France	4	14
Italy	1	16
Germany		
Austria	2	
Norway, Sweden, and Denmark	4	26
Russia or other Slav country	4	5
Other European country		2
China	41	
Hindustan	1	
Japan	14	5
All other countries		
Nationality not stated		21

Weekly Hours of Labour.

3 at 30 hours.	129 at 44 hours.	1 at 49 hours.
4 at 32 "	19 at 45 "	6 at 50 "
2 at 35 "	478 at 46 "	6 at 52 "
28 at 36 "	5 at 47 "	5 at 54 "
1 at 37 "	618 at 48 "	2 at 60 "
6 at 40 "		

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 54 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 58,866 30
Clerks, Stenographers, Salesmen, etc	65,706 91
Wage-earners (including piece-workers)	288,704 31
Total	$413,277 52

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	231	65	July	223	69
February	239	60	August	220	72
March	222	61	September	207	69
April	221	60	October	208	69
May	225	65	November	219	72
June	223	66	December	218	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					2
$ 6.00 to $ 6.99				1	6
7.00 to 7.99	1				2
8.00 to 8.99			1		10
9.00 to 9.99	3	3	1	1	5
10.00 to 10.99			2	1	5
11.00 to 11.99	1	2			1
12.00 to 12.99	2	3			6
13.00 to 13.99	1	1			2
14.00 to 14.99	2		8	1	
15.00 to 15.99	10		9		
16.00 to 16.99	2	3	6		
17.00 to 17.99	2		1		
18.00 to 18.99	8		12		
19.00 to 19.99	5		4		
20.00 to 20.99	17		2	1	
21.00 to 21.99	8		3		
22.00 to 22.99	7		5		
23.00 to 23.99	7		3		
24.00 to 24.99	17		1		
25.00 to 25.99	19		1		
26.00 to 26.99	10		1		
27.00 to 27.99	8		4		
28.00 to 28.99	34				
29.00 to 29.99	3				
30.00 to 34.99	47		4		
35.00 to 39.99	15				
40.00 to 44.99	3				
45.00 to 49.99	1				
50.00 and over	5				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	108	41
Great Britain and Ireland	117	37
United States of America	20	4
Australasia		
Belgium		
France	7	
Italy	14	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	7	1
Russia or other Slav country	7	1
Other European country	3	1
China	1	
Hindustan	1	
Japan	3	
All other countries		
Nationality not stated	6	

Weekly Hours of Labour.

3 at 36 hours.	6 at 46 hours.	2 at 54 hours.
2 at 40 "	227 at 48 "	2 at 56 "
1 at 42 "	7 at 49 "	1 at 58 "
68 at 44 "	18 at 50 "	
2 at 45 "	4 at 52 "	

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 990 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 2,027,502 90
Clerks, Stenographers, Salesmen, etc.	1,053,872 40
Wage-earners (including piece-workers)	28,934,455 60
Total	$32,015,830 90

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	19,822	60	July	24,028	69
February	22,509	68	August	24,002	73
March	22,757	77	September	24,929	87
April	25,365	74	October	26,492	92
May	26,409	77	November	24,880	94
June	25,695	77	December	21,225	83

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	5	1	3	1	
$ 6.00 to $ 6.99	2				
7.00 to 7.99	5	3			2
8.00 to 8.99	3	1	1		
9.00 to 9.99	19	5			4
10.00 to 10.99	56	7	5		
11.00 to 11.99	131	14	1		
12.00 to 12.99	722	12	4		1
13.00 to 13.99	588	4	2		
14.00 to 14.99	992	6		1	5
15.00 to 15.99	891	8	12	1	1
16.00 to 16.99	1,911	4	3		
17.00 to 17.99	589	5	11		
18.00 to 18.99	2,233	5	16		
19.00 to 19.99	2,489	12	2		
20.00 to 20.99	1,298	1	7		
21.00 to 21.99	2,714	4	6		
22.00 to 22.99	1 182		9		
23.00 to 23.99	812		1		
24.00 to 24.99	3,627	1	5		
25.00 to 25.99	1,587		11		
26.00 to 26.99	1,022		4		
27.00 to 27.99	1,575		1		
28.00 to 28.99	1,150	1	1		
29.00 to 29.99	660		1		
30.00 to 34.99	3,132		10		
35.00 to 39.99	2,702				
40.00 to 44.99	1,016		1		
45.00 to 49.99	744				
50.00 and over	826		1		

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	12,026	68
Great Britain and Ireland	5,833	15
United States of America	1,540	8
Australasia	47	
Belgium	74	1
France	273	
Italy	494	
Germany	180	
Austria	477	1
Norway, Sweden, and Denmark	5,098	18
Russia or other Slav country	938	
Other European country	291	
China	3,865	
Hindustan	728	
Japan	2,437	3
All other countries	60	
Nationality not stated	464	

Weekly Hours of Labour.

1 at 30 hours.	19 at 49 hours.	17 at 66 hours.
3 at 35 "	167 at 50 "	3 at 68 "
1 at 36 "	23 at 51 "	10 at 70 "
65 at 40 "	710 at 52 "	35 at 72 "
46 at 42 "	3,294 at 54 "	12 at 77 "
403 at 44 "	4 at 55 "	1 at 80 "
72 at 45 "	453 at 56 "	1 at 82 "
3 at 46 "	4 at 57 "	3 at 84 "
3 at 47 "	96 at 58 "	1 at 87 "
26,969 at 48 "	1,004 at 60 "	1 at 96 "

TABLE No. 15.

METAL TRADES.

Returns covernig 522 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$1,186,960 84
Clerks, Stenographers, Salesmen, etc.	913,528 65
Wage-earners (including piece-workers)	3,749,413 82
Total	$5,849,903 31

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,739	30	July	3,319	37
February	2,908	32	August	3,226	35
March	2,894	31	September	3,230	33
April	3,032	31	October	3,323	32
May	3,048	35	November	3,277	32
June	3,147	36	December	3,312	33

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	1	21	1		23
$ 6.00 to $ 6.99	4	18			43
7.00 to 7.99	2	10	1		15
8.00 to 8.99	8	12	1		28
9.00 to 9.99	7	11	1		13
10.00 to 10.99	32	22		1	23
11.00 to 11.99	16	7		3	21
12.00 to 12.99	26	13	1		30
13.00 to 13.99	14	4			20
14.00 to 14.99	18	3	2		10
15.00 to 15.99	66	3	9		17
16.00 to 16.99	34	1	3		4
17.00 to 17.99	36		5		9
18.00 to 18.99	51	1	5		4
19.00 to 19.99	130				2
20.00 to 20.99	137		2		1
21.00 to 21.99	51		1		
22.00 to 22.99	351				5
23.00 to 23.99	138		1		1
24.00 to 24.99	242				
25.00 to 25.99	174	1			
26.00 to 26.99	126				
27.00 to 27.99	87				
28.00 to 28.99	106				1
29.00 to 29.99	75				
30.00 to 34.99	1,011				
35.00 to 39.99	337				
40.00 to 44.99	124				
45.00 to 49.99	69				
50.00 and over	44				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,978	13
Great Britain and Ireland	1,629	14
United States of America	194	
Australasia	9	
Belgium	9	
France	7	
Italy	19	
Germany	5	
Austria	13	
Norway, Sweden, and Denmark	61	
Russia or other Slav country	17	
Other European country	9	
China	1	
Hindustan		
Japan	6	
All other countries	2	
Nationality not stated	21	

Weekly Hours of Labour.

2 at 30 hours.	7 at 42 hours.	4 at 51 hours.
1 at 33 "	2,367 at 44 "	11 at 52 "
2 at 34 "	19 at 45 "	2 at 53 "
11 at 35 "	144 at 46 "	105 at 54 "
2 at 36 "	9 at 47 "	19 at 56 "
2 at 39 "	929 at 48 "	1 at 58 "
120 at 40 "	50 at 49 "	9 at 60 "
14 at 41 "	55 at 50 "	24 at 72 "

Table No. 16.

METAL-MINING.

Returns covering 215 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 440,874 38
Clerks, Stenographers, Salesmen, etc	297,411 32
Wage-earners (including piece-workers)	7,091,256 22
Total	$7,829,541 92

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,657	40	July	4,458	45
February	3,688	37	August	4,702	47
March	3,724	39	September	4,742	46
April	3,727	41	October	4,729	43
May	3,924	41	November	4,560	42
June	4,274	41	December	4,523	32

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99	2		1		
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99	1	3			
11.00 to 11.99					
12.00 to 12.99	6				
13.00 to 13.99			1	1	
14.00 to 14.99	3	1	1		
15.00 to 15.99	4		1		
16.00 to 16.99	16				
17.00 to 17.99	3		3		
18.00 to 18.99	38		3		
19.00 to 19.99	26		14		
20.00 to 20.99	7		2		
21.00 to 21.99	21	1	9		
22.00 to 22.99	49		5		
23.00 to 23.99	86	1	3		
24.00 to 24.99	231		6		
25.00 to 25.99	104		1		
26.00 to 26.99	165		4		
27.00 to 27.99	180				
28.00 to 28.99	397	1			
29.00 to 29.99	700		2		
30.00 to 34.99	1,798	1	2		
35.00 to 39.99	1,465				
40.00 to 44.99	395				
45.00 to 49.99	169				
50.00 and over	68				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,080	33
Great Britain and Ireland	1,394	17
United States of America	311	4
Australasia	17	
Belgium	10	
France	22	
Italy	340	
Germany	26	
Austria	71	
Norway, Sweden, and Denmark	905	
Russia or other Slav country	394	1
Other European country	85	
China	54	
Hindustan		
Japan	73	2
All other countries	14	
Nationality not stated	99	1

Weekly Hours of Labour.

2 at 40 hours.	26 at 60 hours.
1,568 at 48 "	21 at 63 "
155 at 50 "	1 at 70 "
285 at 52 "	15 at 77 "
16 at 54 "	1 at 84 "
3,598 at 56 "	1 at 90 "

Table No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 145 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 492,898 58
Clerks, Stenographers, Salesmen, etc	466,253 68
Wage-earners (including piece-workers)	1,756,310 14
Total	$2,715,462 40

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,109	215	July	1,408	236
February	1,183	215	August	1,388	243
March	1,261	213	September	1,432	253
April	1,351	217	October	1,318	265
May	1,444	233	November	1,272	271
June	1,454	230	December	1,265	269

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	9	18			
$ 6.00 to $ 6.99	1	4	1		
7.00 to 7.99		7	5	3	4
8.00 to 8.99	1	7	6	9	16
9.00 to 9.99	9	33	3	1	6
10.00 to 10.99	13	7	3	5	7
11.00 to 11.99	7	3	2		2
12.00 to 12.99	14	4	13	7	1
13.00 to 13.99	3		3	5	
14.00 to 14.99	8	1	119	7	
15.00 to 15.99	30	1	22	3	1
16.00 to 16.99	18		12		
17.00 to 17.99	20	1	8		
18.00 to 18.99	57		10		
19.00 to 19.99	81		3		
20.00 to 20.99	63		3		
21.00 to 21.99	94		2		
22.00 to 22.99	69		4		
23.00 to 23.99	141		2		
24.00 to 24.99	124		2		1
25.00 to 25.99	91		2		
26.00 to 26.99	69				
27.00 to 27.99	104		2		
28.00 to 28.99	37				
29.00 to 29.99	24				
30.00 to 34.99	180				
35.00 to 39.99	132				1
40.00 to 44.99	37				
45.00 to 49.99	22				
50.00 and over	36				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	624	149
Great Britain and Ireland	718	129
United States of America	78	3
Australasia	5	
Belgium	4	
France	5	
Italy	20	9
Germany	2	
Austria		
Norway, Sweden, and Denmark	42	3
Russia or other Slav country	13	5
Other European country	5	1
China	52	
Hindustan	8	
Japan	14	
All other countries	2	
Nationality not stated	60	

Weekly Hours of Labour.

1 at 30 hours.	571 at 44 hours.	2 at 52 hours.
1 at 35 "	36 at 45 "	32 at 53 "
3 at 36 "	26 at 46 "	136 at 54 "
7 at 38 "	23 at 47 "	38 at 56 "
6 at 40 "	838 at 48 "	77 at 60 "
9 at 42 "	138 at 50 "	

TABLE No. 18.

OIL-REFINING.

Returns covering 8 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 22,681 87
Clerks, Stenographers, Salesmen, etc.	174,215 13
Wage-earners (including piece-workers)	577,690 52
Total	$774,587 52

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	286		July	390	
February	288		August	460	
March	295		September	533	
April	315		October	584	
May	331		November	575	
June	369		December	574	

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	2	5			
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99	1	1			
16.00 to 16.99					
17.00 to 17.99	1				
18.00 to 18.99	1	1			
19.00 to 19.99					
20.00 to 20.99	1				
21.00 to 21.99	33				
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99	15				
25.00 to 25.99	2				
26.00 to 26.99	3				
27.00 to 27.99	7				
28.00 to 28.99	1				
29.00 to 29.99	279				
30.00 to 34.99	102				
35.00 to 39.99	118				
40.00 to 44.99	14				
45.00 to 49.99	5				
50.00 and over	8				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	190	
Great Britain and Ireland	358	
United States of America	27	
Australasia	3	
Belgium		
France		
Italy	3	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	32	
Russia or other Slav country	4	
Other European country	1	
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

1 at 32 hours.
1 at 44 "
598 at 48 hours.

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 12 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 58,565 00
Clerks, Stenographers, Salesmen, etc.	52,054 60
Wage-earners (including piece-workers)	82,029 10
Total	$192,648 70

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	59	9	July	80	13
February	75	10	August	73	12
March	90	13	September	75	12
April	73	12	October	71	11
May	78	12	November	68	10
June	82	15	December	69	10

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		3			
8.00 to 8.99		7		2	
9.00 to 9.99		3	1		
10.00 to 10.99	6	2	1		
11.00 to 11.99	2	2			
12.00 to 12.99	1	1			
13.00 to 13.99	2				
14.00 to 14.99	3		4		
15.00 to 15.99	1		6		
16.00 to 16.99	4				
17.00 to 17.99					
18.00 to 18.99	7		1		
19.00 to 19.99	1				
20.00 to 20.99	1				
21.00 to 21.99	1				
22.00 to 22.99	6				
23.00 to 23.99	2				
24.00 to 24.99	7				
25.00 to 25.99	5				
26.00 to 26.99	1				
27.00 to 27.99	3				
28.00 to 28.99	1				
29.00 to 29.99					
30.00 to 34.99	5				
35.00 to 39.99	2				
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	48	
Great Britain and Ireland	32	3
United States of America	1	
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country		
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

67 at 44 hours.
12 at 47 "
5 at 48 hours.

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 104 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 447,637 15
Clerks, Stenographers, Salesmen, etc.	837,304 75
Wage-earners (including piece-workers)	1,625,397 86
Total	$2,910,339 76

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	999	143	July	1,007	147
February	1,003	148	August	986	144
March	1,018	142	September	1,007	154
April	1,004	145	October	1,031	159
May	1,002	138	November	1,017	153
June	1,008	145	December	1,036	151

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	13			2
$ 6.00 to $ 6.99		8			6
7.00 to 7.99	4	2	1	2	4
8.00 to 8.99		14	4	7	9
9.00 to 9.99	2	5	2		6
10.00 to 10.99	12	8	4	8	13
11.00 to 11.99	7	2	3	4	5
12.00 to 12.99	6	5	7	4	16
13.00 to 13.99	6	3	6		6
14.00 to 14.99	6	2	29	2	7
15.00 to 15.99	38	3	28	2	8
16.00 to 16.99	11		8		
17.00 to 17.99	2		8		2
18.00 to 18.99	22	1	10		3
19.00 to 19.99	6		5		2
20.00 to 20.99	24		12		4
21.00 to 21.99	7		14		3
22.00 to 22.99	10		3		3
23.00 to 23.99	4		2		
24.00 to 24.99	8		3		1
25.00 to 25.99	31				1
26.00 to 26.99	8		1		2
27.00 to 27.99	22				1
28.00 to 28.99	5				1
29.00 to 29.99	2		2		
30.00 to 34.99	40		2		5
35.00 to 39.99	29				
40.00 to 44.99	140		1		
45.00 to 49.99	310				
50.00 and over	88				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	639	117
Great Britain and Ireland	352	110
United States of America	31	5
Australasia	5	1
Belgium	1	
France	3	
Italy	3	1
Germany	1	
Austria		1
Norway, Sweden, and Denmark	4	1
Russia or other Slav country	4	1
Other European country		
China	1	
Hindustan		
Japan	33	2
All other countries		
Nationality not stated	1	

Weekly Hours of Labour.

1 at 30 hours.
1 at 34 "
1 at 36 "
1 at 37 "
2 at 40 hours.
2 at 42 "
433 at 44 "
312 at 45 hours.
9 at 46 "
260 at 48 "

TABLE No. 21.

PULP AND PAPER—MANUFACTURE OF.

Returns covering 11 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 405,650 28
Clerks, Stenographers, Salesmen, etc.	196,964 92
Wage-earners (including piece-workers)	3,386,931 76
Total	$3,989,546 96

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,191	60	July	2,104	60
February	2,116	58	August	2,126	59
March	2,056	60	September	2,125	59
April	2,077	57	October	2,242	57
May	2,076	60	November	2,267	59
June	2,181	59	December	2,177	61

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99		1			
10.00 to 10.99			1	1	
11.00 to 11.99			2		
12.00 to 12.99		4	2		1
13.00 to 13.99		1	3		
14.00 to 14.99	1		3	1	
15.00 to 15.99	15	1	8		1
16.00 to 16.99	6	1	6		
17.00 to 17.99	100		3		
18.00 to 18.99	57		3		
19.00 to 19.99	157	1	10		
20.00 to 20.99	52				
21.00 to 21.99	201		1		
22.00 to 22.99	69				
23.00 to 23.99	335		4		
24.00 to 24.99	204				
25.00 to 25.99	185		3		
26.00 to 26.99	129		3		
27.00 to 27.99	52				
28.00 to 28.99	108		1		
29.00 to 29.99	37		3		
30.00 to 34.99	212		1		
35.00 to 39.99	316		1		
40.00 to 44.99	56		1		
45.00 to 49.99	44				
50.00 and over	58				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	807	40
Great Britain and Ireland	651	14
United States of America	100	2
Australasia	9	
Belgium	3	
France	12	
Italy	74	
Germany	8	1
Austria	41	
Norway, Sweden, and Denmark	48	
Russia or other Slav country	35	
Other European country	15	
China	83	
Hindustan	1	
Japan	554	1
All other countries		
Nationality not stated		

Weekly Hours of Labour.

32 at 44 hours.
2,205 at 48 "
174 at 54 "
1 at 70 hours.
1 at 84 "

TABLE No. 22.

SHIP-BUILDING.

Returns covering 35 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 115,519 63
Clerks, Stenographers, Salesmen, etc.	89,419 79
Wage-earners (including piece-workers)	1,007,431 29
Total	$ 1,212,370 71

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	593	1	July	639	1
February	700	1	August	723	1
March	724	1	September	544	1
April	810	1	October	695	1
May	873	1	November	664	1
June	774	1	December	700	1

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			
$ 6.00 to $ 6.99					4
7.00 to 7.99					
8.00 to 8.99		1			1
9.00 to 9.99		1			2
10.00 to 10.99	1				
11.00 to 11.99	2	8			1
12.00 to 12.99		5			1
13.00 to 13.99	3	1			2
14.00 to 14.99		1			
15.00 to 15.99	3	2			
16.00 to 16.99	4				1
17.00 to 17.99	13				
18.00 to 18.99	3		1		
19.00 to 19.99	12				1
20.00 to 20.99	80				1
21.00 to 21.99	34				
22.00 to 22.99	300				
23.00 to 23.99	4				
24.00 to 24.99	34	3			1
25.00 to 25.99	3	1			
26.00 to 26.99	16				
27.00 to 27.99	40				
28.00 to 28.99	31				
29.00 to 29.99	69				
30.00 to 34.99	228				
35.00 to 39.99	143				
40.00 to 44.99	25				
45.00 to 49.99	3				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	508	
Great Britain and Ireland	518	
United States of America	32	
Australasia	1	
Belgium	1	
France	1	
Italy	15	
Germany		
Austria		
Norway, Sweden, and Denmark	44	
Russia or other Slav country		
Other European country	1	
China		
Hindustan		
Japan		
All other countries	10	
Nationality not stated		1

Weekly Hours of Labour.

11 at 34 hours.
5 at 42 "
762 at 44 "
1 at 45 hours.
19 at 47 "
255 at 48 hours.
7 at 56 "

TABLE No. 23.

SMELTING.

Returns covering 4 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 210,751 35
Clerks, Stenographers, Salesmen, etc.	327,640 50
Wage-earners (including piece-workers)	4,499,574 31
Total	$ 5,037,966 16

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,244	22	July	2,341	22
February	2,254	22	August	2,336	22
March	2,270	22	September	2,319	22
April	2,211	22	October	2,357	22
May	2,226	22	November	2,350	22
June	2,315	22	December	2,379	22

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					3
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99					3
16.00 to 16.99					1
17.00 to 17.99	1				3
18.00 to 18.99	2		9		
19.00 to 19.99	1				2
20.00 to 20.99	7		1		
21.00 to 21.99	5		3		2
22.00 to 22.99	2				3
23.00 to 23.99	7				3
24.00 to 24.99	2				
25.00 to 25.99	34				
26.00 to 26.99	67		2		
27.00 to 27.99	1				
28.00 to 28.99	92		5		
29.00 to 29.99	34				
30.00 to 34.99	846		2		7
35.00 to 39.99	695				7
40.00 to 44.99	344				
45.00 to 49.99	108				
50.00 and over	83				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	588	12
Great Britain and Ireland	1,033	10
United States of America	71	
Australasia	5	
Belgium	2	
France	4	
Italy	334	
Germany	6	
Austria	62	
Norway, Sweden, and Denmark	102	
Russia or other Slav country	95	
Other European country	30	
China	46	
Hindustan		
Japan		
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

731 at 48 hours.
1,673 at 56 "
2 at 60 hours.
3 at 70 "

TABLE No. 24.

STREET RAILWAYS, GAS, POWER, TELEPHONE, ETC.

Returns covering 101 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 585,216 35
Clerks, Stenographers, Salesmen, etc	1,279,292 21
Wage-earners (including piece-workers)	7,119,557 02
Total	$8,984,065 58

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,958	1,258	July	4,350	1,383
February	4,044	1,286	August	4,143	1,480
March	4,230	1,333	September	4,082	1,378
April	4,334	1,341	October	4,045	1,337
May	4,349	1,349	November	3,945	1,340
June	4,258	1,357	December	3,840	1,363

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	6		2		
$ 6.00 to $ 6.99	8				
7.00 to 7.99	4		1		
8.00 to 8.99					
9.00 to 9.99	3				
10.00 to 10.99	3				
11.00 to 11.99	5	2	21		22
12.00 to 12.99	11		143	6	148
13.00 to 13.99	14		51	8	59
14.00 to 14.99	9	1			
15.00 to 15.99	9	1	446	16	
16.00 to 16.99	13		164		1
17 00 to 17.99	157		14		
18.00 to 18.99	64		105		
19.00 to 19.99	249		87		1
20.00 to 20.99	75	1	216	1	
21.00 to 21.99	695		53		
22.00 to 22.99	293		46		7
23.00 to 23.99	169		1		
24.00 to 24.99	447	1			3
25.00 to 25.99	92		2		1
26.00 to 26.99	118				
27.00 to 27.99	123	1	1		
28.00 to 28.99	182				2
29.00 to 29.99	819				
30.00 to 34.99	758	1	1		13
35.00 to 39.99	470				8
40.00 to 44.99	200				
45.00 to 49.99	82				
50.00 and over	31				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,950	775
Great Britain and Ireland	2,802	535
United States of America	218	54
Australasia	16	8
Belgium	8	
France	11	4
Italy	102	
Germany	7	
Austria	10	
Norway, Sweden, and Denmark	91	9
Russia or other Slav country	44	
Other European country	13	
China	24	
Hindustan	4	
Japan		
All other countries	5	1
Nationality not stated	155	2

Weekly Hours of Labour.

10 at 31 hours.	2,894 at 48 hours.	20 at 60 hours.
6 at 40 "	17 at 49 "	12 at 62 "
1,129 at 42 "	112 at 52 "	17 at 70 "
1,855 at 44 "	58 at 54 "	1 at 72 "
60 at 45 "	63 at 56 "	1 at 80 "

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 89 Firms.

Salary and Wage Payments, 1925.

Officers, Superintendents, and Managers	$ 252,206 71
Clerks, Stenographers, Salesmen, etc	124,814 45
Wage-earners (including piece-workers)	1,552,901 20
Total	$1,929,922 36

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,134	32	July	1,578	48
February	1,155	42	August	1,615	30
March	1,250	43	September	1,688	23
April	1,370	47	October	1,589	27
May	1,496	49	November	1,433	32
June	1,557	49	December	1,354	36

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		2			
$ 6.00 to $ 6.99	1	5		1	
7.00 to 7.99	3	26			1
8.00 to 8.99	1	20		1	2
9.00 to 9.99	10	17			3
10.00 to 10.99	12	26			5
11.00 to 11.99	14	9			11
12.00 to 12.99	37	9	1		12
13.00 to 13.99	42	6	7		1
14.00 to 14.99	43	6	6		1
15.00 to 15.99	90	12	3		5
16.00 to 16.99	106	1	5		
17.00 to 17.99	70	1	4		
18.00 to 18.99	134		5		1
19.00 to 19.99	143	4	1		
20.00 to 20.99	85		1		
21.00 to 21.99	90	5			
22.00 to 22.99	52				
23.00 to 23.99	35				
24.00 to 24.99	140				
25.00 to 25.99	33				
26.00 to 26.99	56				
27.00 to 27.99	39				
28.00 to 28.99	74				
29.00 to 29.99	28				
30.00 to 34.99	157				
35.00 to 39.99	156				
40.00 to 44.99	53				
45.00 to 49.99	16				
50.00 and over	9				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	865	47
Great Britain and Ireland	562	2
United States of America	62	1
Australasia	2	
Belgium	2	
France	1	
Italy	15	
Germany	8	
Austria	3	
Norway, Sweden, and Denmark	110	2
Russia or other Slav country	19	
Other European country	5	
China	99	
Hindustan	23	
Japan	83	
All other countries	5	
Nationality not stated	8	

Weekly Hours of Labour.

8 at 33 hours.	999 at 48 hours.
35 at 35 "	10 at 50 "
3 at 42 "	42 at 51 "
659 at 44 "	154 at 54 "
47 at 46 "	5 at 56 "

SUMMARY OF ALL TABLES.

Returns covering 4,138 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1925:—

Officers, Superintendents, and Managers	$10,625,939 13	
Clerks, Stenographers, Salesmen, etc.	9,696,598 40	
Wage-earners (including piece-workers)	95,620,701 07	
		$115,943,238 60
Returns received too late to be included in above Summary	$ 4,351,746 62	
Estimated pay-roll of employers in occupations covered by Department's inquiry, and from whom returns were not received	5,000,000 00	
Transcontinental Railways	13,303,835 58	
Dominion and Provincial Government Workers	5,000,000 00	
Wholesale and Retail Firms	3,500,000 00	
Delivery, Cartage and Teaming, Warehousing, Butchers, Moving-picture Operators, Coal and Wood Yards, and Auto Transportation	4,500,000 00	
Ocean Services and Express Companies	7,000,000 00	
Miscellaneous	1,361,000 00	
		44,016,582 20
		$159,959,820 80

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	61,413	3,902
February	64,579	3,952
March	66,385	4,132
April	71,513	4,138
May	74,433	4,236
June	75,328	4,602
July	74,480	5,264
August	75,844	5,775
September	76,986	5,735
October	78,065	5,057
November	73,679	4,516
December	66,832	3,792

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	35,755	3,278
Great Britain and Ireland	31,214	2,387
United States of America	3,811	185
Australasia	207	10
Belgium	212	8
France	481	39
Italy	2,371	71
Germany	365	19
Austria	1,084	16
Norway, Sweden, and Denmark	8,364	109
Russia or other Slav country	2,333	57
Other European country	731	10
China	6,974	7
Hindustan	788	.....
Japan	3,560	131
All other countries	320	3
Nationality not stated	1,623	503

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	49	84	14	10	39
$ 6.00 to $ 6.99	45	81	6	7	83
7.00 to 7.99	37	70	14	16	54
8.00 to 8.99	158	108	38	63	97
9.00 to 9.99	139	113	46	40	69
10.00 to 10.99	297	140	94	64	84
11.00 to 11.99	382	64	93	48	96
12.00 to 12.99	1,249	224	410	58	241
13.00 to 13.99	867	90	672	105	109
14.00 to 14.99	1,454	57	1,058	41	27
15.00 to 15.99	1,635	100	935	43	52
16.00 to 16.99	2,695	57	522	6	10
17.00 to 17.99	1,796	30	283	11	22
18.00 to 18.99	3,806	42	419	27	17
19.00 to 19.99	4,670	31	228	7	11
20.00 to 20.99	2,699	17	412	4	10
21.00 to 21.99	5,736	36	213	5	15
22.00 to 22.99	4,813	7	125	1	13
23.00 to 23.99	3,091	2	58	2	7
24.00 to 24.99	8,219	9	43	3	5
25.00 to 25.99	4,188	4	85	1	2
26.00 to 26.99	2,883	1	28	.....	3
27.00 to 27.99	3,868	3	22	1	4
28.00 to 28.99	4,156	2	18	.....	2
29.00 to 29.99	3,241	.....	17	.....	13
30.00 to 34.99	12,664	1	50	.....	21
35.00 to 39.99	11,698	1	12	.....	8
40.00 to 44.99	4,491	.....	8	.....	1
45.00 to 49.99	2,348	.....	.....	.....	.....
50.00 and over	2,067	.....	1	.....	.....
Totals	95,441	1,374	5,924	563	1,115

Weekly Hours of Labour.

25 at 30 hours.	1,228 at 42 hours.	96 at 53 hours.	18 at 66 hours.
41 at 31 "	1 at 43 "	5,606 at 54 "	3 at 68 "
23 at 32 "	25,115 at 44 "	4 at 55 "	37 at 70 "
9 at 33 "	754 at 45 "	6,572 at 56 "	1,007 at 72 "
14 at 34 "	938 at 46 "	24 at 57 "	27 at 77 "
62 at 35 "	248 at 47 "	630 at 58 "	2 at 80 "
59 at 36 "	56,079 at 48 "	51 at 59 "	1 at 82 "
7 at 37 "	329 at 49 "	2,510 at 60 "	17 at 84 "
16 at 38 "	1,374 at 50 "	12 at 62 "	1 at 87 "
3 at 39 "	134 at 51 "	39 at 63 "	1 at 90 "
1,823 at 40 "	1,168 at 52 "	10 at 64 "	1 at 96 "
35 at 41 "			

LABOUR DISPUTES IN 1925.

The Province last year was fortunately without labour disputes of any magnitude or long duration, and 1925 is conspicuous among recent years for the comparatively small amount of working-time lost by strikes in this territory. Disputes which were attended by a suspension of employment were fifteen in number. The persons affected numbered 3,572, and 23,309 working-days were lost, which is a considerable reduction from the 223,876 days lost in nine disputes in the previous year.

Trouble with Chinese Seamen.

Perhaps the most singular development of the year was trouble with Chinese seamen on ships calling at our ports. Their action in two instances was contrary to the law, and some of the offenders received terms of imprisonment. On June 23rd twenty-four Chinese seamen refused to perform their duties and demanded an increase in wages. Some time previously they had renewed their contract for a year, but when at Tacoma, Washington, they refused to work and left their ship. The United States Immigration officials returned them to the ship, which brought them to Victoria. As they persistently refused to work they were arrested, and in the Police Court were sentenced to six weeks in gaol with hard labour. They were also ordered to be deported at the expiration of their sentence.

On August 20th sixteen Chinese seamen went on strike at Vancouver, in sympathy with a strike of seamen in China. They were charged with an offence under the "Canada Shipping Act" and sentenced to six weeks in gaol.

Another sympathetic strike, in which sixteen Chinese seamen took part, occurred at New Westminster on August 20th. The strikers were replaced in three days.

Higher Pay for Painters.

On March 2nd 200 painters in the Vancouver District went on strike for an increase in wages from 75 cents per hour to 90 cents per hour, and also for a reduction in working-hours from six days weekly of eight hours per day to five days weekly of eight hours per day. Negotiations were carried on and an agreement reached, granting the painters 81¼ cents per hour, and reducing the weekly working-hours to forty-four. The men returned to work on March 23rd.

Shingle-sawyers' Failure.

A strike of fifteen shingle-sawyers took place on March 3rd in one of the mills at New Westminster for an increase of from 24 cents per thousand to 26 cents per thousand. The places of the men were soon filled at the same rate of wages that the striking men had been receiving.

Carpenters, Vancouver.

On May 1st 200 carpenters in Vancouver went on strike to establish a minimum rate of 87½ cents per hour, some of the contractors having been paying 81¼ cents per hour, whilst the majority of the firms were paying the higher figure. Negotiations were entered into and on May 11th work was resumed at 87½ cents per hour.

Seamen's Claim for a Bonus.

Thirty-five engine-room and deck-hand employees left work in Vancouver on May 7th, complaining that a bonus which the men usually received had not been paid them. This dispute was, however, settled, the bonus paid, and the men returned to work on May 9th.

Fishermen's Pay for Salmon.

There were two disputes which raised the question as to what price should be paid for salmon to fishermen on the Fraser River. The first, which affected 630 fishermen, commenced on May 11th, the men stating that the price of red salmon had been cut from 13 cents per pound to 8 cents per pound. The fishermen proposed a fixed price of 10 cents per pound. After several conferences they accepted 9 cents per pound for the month of May and 8 cents per pound for the month of June. Work was resumed on May 18th.

The second dispute began on September 23rd, when the fishermen ceased fishing owing to a dispute as to prices to be paid by canneries, which were from 3½ to 7 cents per fish. The canners

agreed to pay 7 cents per fish for all pinks. On chum salmon no agreement was reached with canners, but the salteries agreed to pay 16 cents per fish, as compared with 12 cents from the canners. The fishermen then decided to deliver the chum salmon to the salteries, and work was resumed on September 28th.

COAL-MINERS' BONUS REDUCED.

Following the proposal of mine operators at Nanaimo to reduce the bonus of 90 cents per day to 30 cents per day, 1,090 coal-miners went on strike on June 5th. The agreement then in existence made the following provision for bonus:—

"The Company agrees to pay all employees, covered by this agreement, a bonus of ninety cents (90c.) per day worked, being an addition to all rates and wages herein specified, it being mutually understood by the Company and its employees that any increase or decrease in the bonus herein mentioned shall be governed by competitive conditions."

During the month of May, wages had been reduced 60 cents per day in coal-mines in other parts of Vancouver Island, and the operators in Nanaimo submitted that they could not compete with other mines paying the lower rate. Mr. J. D. McNiven, Deputy Minister of Labour, went to Nanaimo on the first day of the strike, and several meetings were held. During the discussions the employees suggested a settlement on the basis of a modification of the reduction, but without success. After about a week's stoppage the miners voted to return to work at the reduction proposed, work being resumed on June 13th.

ADVANCE FOR BOILER-MAKERS AND SHIP-BUILDERS.

A strike involving ninety-five boiler-makers and ship-builders and helpers in Vancouver took place on June 16th, the employees' claim being for increased wages on ship-repair work. Journeymen were being paid $5.50 per day, and they requested an increase to $6.50 per day. The strike, which lasted three weeks, was settled by compromise, journeymen receiving $6 per day and helpers a proportionate increase. Work was resumed on July 6th.

GENERAL LABOURERS, PRINCE RUPERT.

About 170 labourers employed on the construction of the new elevator at Prince Rupert ceased work on August 7th, the employers having refused their request for an eight-hour day, double time for Sunday, and $5 per day. Prior to the dispute the men had been paid 50 cents and 55 cents per hour, and were working from eight to ten hours per day. Mr. J. D. McNiven, Deputy Minister of Labour, and Mr. F. E. Harrison, Fair Wages Officer for the Dominion Government, proceeded to Prince Rupert, and were instrumental in bringing about a settlement of the dispute, whereby the employees returned to work at 57½ cents per hour, and time and a half for overtime beyond the eight-hour day. Work was resumed on August 12th.

ELECTRICIANS SECURE HIGHER WAGES.

A dispute arose on September 15th over a demand of fourteen men for an increase in wages from $7.20 per day to $9 per day and a closed union shop, and was confined to one job. The contractor refused the advance in wages. The workers' places were filled by men who did not give satisfaction, and a new contractor took over the work, and signed an agreement with the Union on the official scale—viz., $1 per hour for journeymen and 75 cents per hour for helpers, double time for overtime, and a union shop. A final settlement was reached on October 27th.

RIVETERS, ESQUIMALT.

A strike occurred on October 9th of twenty-seven riveters in the employ of one firm at Esquimalt, the men demanding increased wages. Several conferences were held and a settlement was effected, granting some of the employees a slight increase in wages. Work was resumed on October 16th.

A REQUEST REFUSED AT VICTORIA.

On November 25th twenty men employed as boiler-makers and helpers on a construction job in Victoria struck work, demanding an increase of 10 cents per hour. The claim was made by the company that the men were being paid 12 cents per hour more than any other men engaged in similar work in the city, and the demand was refused. The contractor at once hired other workmen, and in a few days all the men who had struck were back at work at the old rate.

Summary of Labour Disputes, 1925.

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Painters— Vancouver	Commenced March 2nd. Increase demanded from 75 cents to 90 cents per hour. Reduction in hours from 48 per week to 40 per week. Compromise reached granting 81¼ cents per hour and a 44-hour week. Work resumed March 23rd	200	3,600
Shingle-weavers— New Westminster	Commenced March 3rd. Increase in wages demanded of from 24 cents to 26 cents per thousand. Men's places filled	15	.....
Carpenters— Vancouver	Commenced May 1st. To establish minimum rate of 87½ cents per hour. Rate established. Work resumed May 11th	200	1,800
Seamen— Vancouver	Commenced May 7th. Dispute *re* bonus, which was finally paid. Work resumed May 9th	35	70
Fishermen (Salmon)— Fraser River	Commenced May 11th. A protest against cut in price of red salmon from 13 cents per pound to 8 cents per pound. Compromise reached—9 cents per pound for month of May, 8 cents per pound for month of June. Work resumed May 18th	650	3,900
Coal-miners— Nanaimo	Commenced June 5th. Employers informed men bonus of 90 cents per day would be reduced to 30 cents. During May wages of other miners on Vancouver Island had been reduced 60 cents per day. After several conferences miners voted to return to work at the reduction proposed. Work resumed June 13th	1,090	7,630
Boiler-makers, Ship-builders, Helpers— Vancouver	Commenced June 16th. The men demanded an increase in wages from $5.50 to $6.50 per day. Settled by compromise, men receiving $6 per day. Work resumed July 6th	95	1,805
Seamen (Chinese)— Victoria	Commenced June 23rd. Seamen refused to perform their duties and demanded increase in wages, in spite of contract which had not expired. They were arrested and sentenced to six weeks in gaol with hard labour and ordered to be deported at the end of their sentence	24	96
General Labourers— Prince Rupert	Commenced August 8th. Strikers demanded an eight-hour day, double time on Sunday, and $5 per day. Compromise effected, men receiving 57½ cents per hour and time and a half for overtime. Work resumed August 12th.	170	510
Seamen (Chinese)— New Westminster	Commenced August 20th, in sympathy with strike in China. Crew replaced August 23rd	16	48
Vancouver	Commenced August 20th. Sympathetic strike with seamen in China. The seamen were charged with an offence under "Canada Shipping Act" and sentenced to six weeks in gaol	16	64
Electricians— Vancouver	Commenced September 15th. Increase in wages demanded from $7.20 to $9 per day, which was refused. New contractor on same job signed agreement with Union—viz., $1 per hour for journeymen and 75 cents for helpers. Final settlement October 27th	14	504
	Carried forward	2,525	20,027

SUMMARY OF LABOUR DISPUTES, 1925—*Continued.*

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
	Brought forward	2,525	20,027
Fishermen (Salmon)— Fraser River	Commenced September 23rd. The canneries were offering 3½ to 7 cents per fish, but finally agreed to pay 7 cents per fish for pinks. No agreement with the canners regarding chum, but the salteries agreed to pay 16 cents per fish as compared with 12 cents per fish from the canners. Work resumed September 28th	1,000	3,000
Riveters— Esquimalt	Commenced October 9th. Increase in wages demanded. Settlement effected granting some of the employees slight increase in wages. Work resumed October 16th	27	162
Boiler-makers and Helpers— Victoria	Commenced November 25th. Increase in wages demanded. Men returned to work at old rates	20	120
		3,572	23,309

EMPLOYMENT SERVICE.

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

Branch Offices.

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

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

This is the seventh annual report of the British Columbia branch of the Employment Service of Canada, a section of the Department of Labour, and covers the calendar year of 1925.

There are fifteen offices in operation in the Province, one less than during the previous year, the arrangement for a part-time office at Fernie having been terminated at the end of March. The offices are located as follows: Vancouver (3), Victoria (2), New Westminster, Nanaimo, Prince Rupert, Prince George, Cranbrook, Nelson, Revelstoke, Kamloops, Vernon, and Penticton. In Vancouver and Victoria separate offices are provided for the employment of women, and special sections for dealing with the employment problems of men handicapped through service overseas or injury in industry.

Conditions during the Year.

During the period under review there were approximately 10 per cent. more persons employed in this Province than during any period since 1920. Despite this fact, however, the supply of labour in all parts of the Province was in excess of the demand.

As usual, a large number of unemployed men congregated in the Lower Mainland and the southern end of Vancouver Island, and during the first three months of the year it was necessary for the Provincial Government to provide relief-work. This consisted of land-clearing and road-work, and was the means of bridging a season when available employment was at a minimum and unemployed applicants at the maximum. The surplus continued throughout the year, although the volume of employment increased during the summer. The supply of labour was, however, during the month of August, sufficient to enable the Employment Service to send nearly 10,000 men and women to the Prairie Provinces for harvest-work, the usual rates having been granted by the railways. Unfavourable weather conditions interfered somewhat with the complete success of the labourers, many of whom did not earn as much money as usual.

During the year the offices of the Employment Service placed 10 per cent. more persons than during the previous period, and found no difficulty in meeting the demand for labour, except in a few cases where men with special qualifications were required.

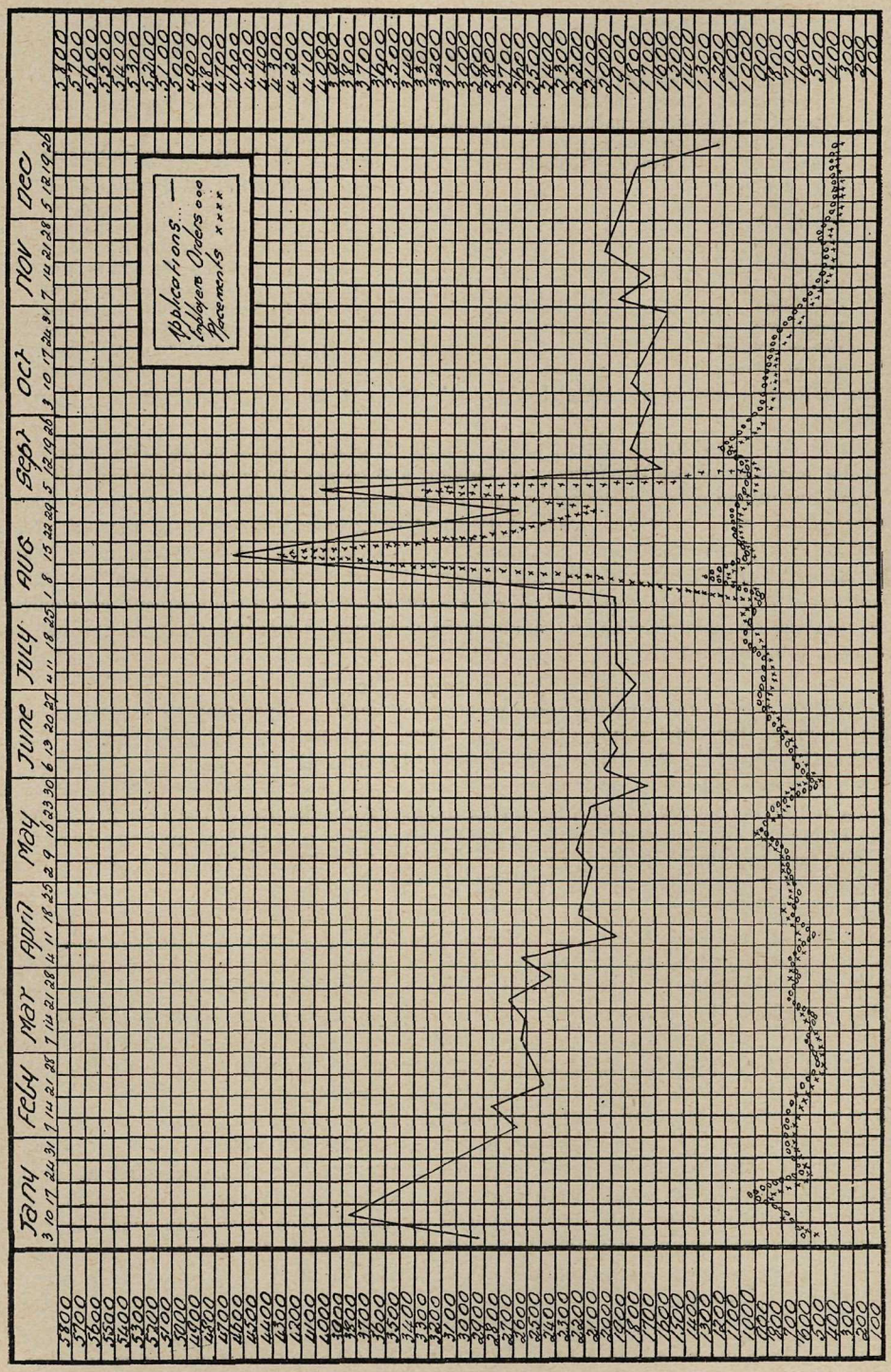
The work of the Handicap sections of the Vancouver and Victoria offices was very successful throughout the year, but there is a never-ending supply of new-comers who come to the Coast area on account of climatic conditions, with the result that our industries have about reached the point of saturation in so far as the employment of handicapped men is concerned.

Owing to mild weather, outdoor employment continued much later than usual, and although large numbers of unemployed gathered in the cities and towns on the Coast, it was not necessary for either the Government or the municipal authorities to carry on any extensive relief-works during the winter months.

Business transacted during Year.

The volume of business transacted is shown in the tables and chart appearing on other pages, the details being shown by offices and months. The aggregate number of placements shows an increase of approximately 10 per cent. as compared with the previous year; there was a large

CHART SHOWING APPLICATIONS, VACANCIES, AND PLACEMENTS WEEK BY WEEK DURING 1925.



surplus of labour in every part of the Province and these men were continually applying to employers for employment. Many employers, to save the time consumed in interviewing applicants for work, displayed notices stating that men would be engaged only through the Employment Service offices. The number of persons placed during the year was 49,453, and of this number 33,660 were sent to "regular" positions, where the period of employment ranges from a period of seven days to permanence. The balance, 15,793, filled "casual" vacancies, where the work lasted less than one week. The number of women placed was 9,089, and of this number 3,872 went to "regular" employment and 5,216 filled "casual" vacancies. Although "casual" in the first instance, many of these positions developed into permanent employment for a stated number of days each week, this class of work being principally in the domestic service branch.

The work of the Handicap sections, although included in the aggregate figures, is dealt with in a separate paragraph.

The chart shows the rise and fall of applications for employment, employers' orders, and placement of applicants by weeks. The only sharp fluctuations are in January, when relief-work was opened up, and in August, during the transfer of labour to the Prairie Provinces for the harvest. As in previous years, the number of applicants for employment greatly exceeded the number of positions available, and this is graphically shown by the heavy increase in applicants when the harvest-work became available in August.

Business transacted Monthly, 1925.

Month.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers to other Provinces.
January	16,648	3,857	3,783	151	3
February	10,518	2,750	2,697	37	3
March	10,301	2,626	2,557	84	48
April	9,079	2,740	2,596	100	345
May	10,509	3,918	3,747	107	112
June	8,046	3,218	3,132	72	10
July	7,731	3,934	3,698	84	11
August	15,753	5,539	5,055	186	7,162
September	9,350	4,395	4,099	126	2,387
October	9,173	4,318	4,266	83	2
November	7,844	2,110	2,044	46	3
December	6,899	1,757	1,692	20	1
Totals	121,851	41,162	39,366	1,096	10,087

Business transacted by Offices, 1925.

Office.	Applications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers to other Provinces.
Cranbrook	4,660	2,136	1,800	1	74
Fernie (3 months)	38	29	41	.....	.....
Kamloops	3,897	1,491	1,257	17	454
Nanaimo	1,319	491	470	.....	.....
Nelson	5,858	1,408	1,317	16	286
New Westminster	5,695	1,986	1,933	19	747
Penticton	2,633	1,089	998	1	159
Prince George	1,738	1,332	1,204	31	511
Prince Rupert	9,793	1,156	1,093	8	455
Revelstoke	1,213	516	410	9	125
Vancouver (Richards Street)	27,024	4,497	4,317	327	5,813
Vancouver (Powell Street)	27,110	12,044	11,995	527	1
Vancouver (Women)	13,366	6,335	6,112	133	422
Vernon	2,941	490	452	4	404
Victoria	10,882	4,110	4,103	2	569
Victoria (Women)	3,684	2,052	1,864	1	67
Totals	121,851	41,162	39,366	1,096	10,087

HARVEST-LABOUR FOR PRAIRIE PROVINCES.

If an illustration is necessary to demonstrate the value of a thoroughly co-ordinated Employment Service operating in all of the Provinces, the co-operation between the Services of Alberta, Saskatchewan, and Manitoba in providing employment on the farms of those Provinces under guaranteed conditions for residents of this Province is an excellent example. Started in 1921 for the purpose of relieving unemployment in the Coast area of this Province, the original arrangements have been continued, with minor amendments, from year to year, the principal change being an enlargement of the territory in this Province to which the reduced rates are made applicable. During the four years more than 34,000 men and women have been assisted by the Employment Service to obtain employment in the three Prairie Provinces, and the complaints received have not averaged one per thousand persons so employed.

Through the extension of the territory to which the reduced rates granted by the railways apply, the opportunity of securing employment has been made available to a large number of settlers who have taken up land in this Province, but who have not got sufficient land under cultivation to enable them to continue without work for which an immediate cash return is received. In addition to supplying this need, harvest-labour enables many settlers to work on their own lands during the winter months, instead of congesting the labour market of the cities and towns at a season when men are very plentiful and jobs equally scarce.

All records for the transfer from this Province of the harvest-labourers were broken in 1925, the offices forwarding, during the month of August, 9,471 persons, of whom 579 were women. Of this number 4,491 were in possession of letters from farmers by whom they had previously been employed, offering work for the season, compared with 3,913 in 1924, 2,358 in 1923, and 1,004 in 1922, indicating that the services of persons sent through the offices of the Employment Service are satisfactory to the employers, and that the terms and working conditions offered are acceptable to the workers. From 297 rural communities 2,231 settlers were sent, an increase of over 100 per cent. compared with the previous year.

The harvest-labour movement from this Province has developed into a service of value to farmers of the Prairie Provinces, as evidenced by the fact that each year more men are ordered than our offices are able to supply. Judging by the number of men and women who accept this employment each year, and the few complaints received regarding wages or working conditions, the opportunity is equally satisfactory to our citizens, and when employers and workers are both satisfied a distinct step of progress has been made.

THE SERVICE AND THE FRUIT INDUSTRY.

Reference has been made in previous reports to the labour problem in the fruit-growing sections of the Province. Dependent entirely on such casual labour as is available during the picking season, the source of supply is practically confined to young people attending schools of the higher grades who are on vacation.

Each year in which an average or heavy crop of berries is produced the Employment Service offices are besieged by growers in need of pickers. Except in the Victoria District, the number who are willing to accept this class of employment is steadily decreasing. The young people have come to the conclusion that no adequate return can be secured for the amount of labour required, and advertisements and special attractions do not interest a sufficient number to pick the crop. During the past two years it has been necessary to use a number of unemployed men, but the earnings are not such as warrant men in accepting this employment except as a last resort.

In the canning branch of the industry, however, where the rates of wages for women are fixed by the Minimum Wage Board, no difficulty has been experienced in meeting the labour requirements, although some of the plants are situated at considerable distances from the source of labour-supply, transportation costs being an additional handicap.

From the experience of the Employment Service offices with the fruit-picking problem, it appears as though the only solution, in the interests of the growers who offer the highest rates and best living conditions, is to apply the Minimum Wage Law to this industry. This would discourage the practice of engaging help in advance of the time the fruit is ready to pick and hiring more pickers than can earn the minimum wage at the piece-work rates offered, on account of insufficient fruit ready for picking. The money spent by growers for newspaper advertising and in providing special attractions would go a long way towards meeting any additional cost

incurred under this plan, and the knowledge that a minimum wage would be paid would attract an older and more satisfactory class of women as pickers, with a reduction in loss of fruit and a decrease in expenses for supervision. An alternative scheme is for the growers to fix a minimum wage through their associations, and if the organizations are sufficiently strong to enforce discipline among the members, this plan is almost as effective as the application of the Statute. The farmers' organizations in the Prairie Provinces have been following this plan for several years, and if a member pays below the minimum agreed upon, he has difficulty in obtaining help and is taken to task by other members in the district for bringing the district into disrepute and adversely affecting their labour-supply. The Employment Service has forwarded 30,000 men under this arrangement, and the total complaints in four years have not exceeded twenty in number.

Employment for Disabled ex-Service Men.

With 5,500 Canadians and between 1,500 and 2,000 Imperial pensioners in this Province, and three-fourths of these men located on the Lower Mainland and the southern end of Vancouver Island, and new arrivals coming from other Provinces of Canada and other parts of the Empire every week, the problem of finding employment, despite the number placed through our offices and through their own efforts, remains one of the first magnitude.

Heavy enlistments from this Province, and the fact that the Dominion Government permitted members of the Canadian Expeditionary Forces to take their discharge in any part of Canada, is primarily responsible for the presence of such a large percentage of handicapped ex-service men in this Province, an additional reason being the milder climate of the Coast area, which attracts a constant stream of new-comers. Industrial activities native to this Province, such as mining, lumbering, and fishing, which in the main require men who are physically fit, and in which a large number of accidents creating handicaps occur, do not lend themselves to the absorption of handicapped men, and these industries are incapable of absorbing all of the men injured in them. The proportion of what may be termed light manufacturing is comparatively small, with a corresponding dearth of opportunities to place men with impaired faculties in employment.

The official responsibility for the care of handicapped ex-service men rests with the Dominion Government, although in this Province, by direction of the Honourable Minister of Labour, a special effort has been made through the Employment Service offices and by direct appeal of the Minister to employers to find employment for such handicapped ex-service men as are able to perform any labour. Until December 1st, 1924, the Dominion Government Department of Soldiers' Civil Re-establishment operated an employment branch to take care of handicap cases, but it was the view of the Dominion Government officials that this work could be better handled through the offices of the Employment Service of Canada, and an agreement was made between the Dominion and Provincial Governments providing for this change, on the understanding that any additional expense for staff or travelling expenses would be met by the Dominion Government. Under the new arrangement special sections were created in the Vancouver and Victoria offices, and the employees in these sections devote their full time to the work of finding suitable employment for the handicapped men registered for employment, and suitable men to fill positions where the employer is willing to accept men with impaired faculties.

During the period of thirteen months this arrangement has been in force the offices placed 1,890 men, and of this number 1,090 were for periods of employment ranging from one week to permanence, the balance, 800, being casual jobs which lasted less than a week. The descriptions of employment cover 140 different occupations and alphabetically range from accountants to watchmen.

The Vancouver office was responsible for 1,086 of the placements, the Victoria office effecting the balance of 804. Although this branch was organized primarily to take care of the handicapped ex-service men, some attention has been paid to men handicapped through injuries received in the industrial life of the Province, and seventy-nine of these men were sent to positions where the employment lasted longer than one week, and ninety-six to casual work. A large proportion of the placements with prospects of permanency are of men skilled or semi-skilled, the most difficult class to place being those without specialized knowledge and compelled to accept labouring-work which they are physically unable to perform. Men suffering from shell-shock, deafness, double amputations, mental weakness, and old age are extremely hard to find employment for, and sooner or later these men will have to be placed in the unemployable

class and their maintenance provided by municipal authorities in the case of industrial handicaps, or by the Dominion Government where the condition was caused by service overseas. Having regard for the difficulties encountered, a fair measure of success was met with in this important work.

THE POLICY OF THE SERVICE.

The aim of the Employment Service is to connect workers in search of employment with employers who require help. An effort is made to absorb local residents who are registered for employment before sending for or encouraging persons to come from other districts, and in the case of settlers on the land, local superintendents have standing instructions to give these men a preference over the migratory workers, who are often of alien birth and have not become citizens of this country. There is now little excuse for workmen wasting time and money travelling from one part of the country in search of employment, as every office of the Employment Service is furnished with a weekly report showing the conditions of employment in all the centres of the four Western Provinces, and these reports are open to any one on application.

The Service co-operates with other Government departments, notably that dealing with immigration, and furnishes reports at frequent intervals showing the degree of unemployment prevailing in different parts of the Province. This has the effect of discouraging the immigration of persons for whom there is no employment available. This is particularly important in the case of women, and the information received from the Employment Service is extensively used by the Women's Division of the Department of Immigration.

Now closing its seventh year, the Employment Service has become a strong link in the industrial life of the Province and, through its co-ordinated service with the other Provinces, a factor in the affairs of other parts of Canada. While the question of the relative merits of free employment offices and fee-charging agencies may at one time have been debatable, practical demonstration has settled whatever difference of opinion existed, except, perhaps, in some groups where a service is demanded which, in fairness to other citizens, cannot be given through the offices of the Employment Service of Canada.

INSPECTION OF FACTORIES.

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

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

In submitting the annual report on the work of factory inspection for the year 1925, I am glad to be able to record a substantial improvement in the industrial activities of the Province. This condition is made manifest by the attitude of the executives with whom we come in contact, as the industrial conditions of the times have a direct bearing on the amount of voluntary co-operation we receive from the management in our efforts to maintain and improve the working conditions of the employees.

The past year has been one in which large additions have been made to some of the factories, and it is encouraging to note that when the plans for these additions are being designed, the health, comfort, and safety of the employees are receiving due consideration.

While the law demands that certain conditions shall exist in the factory, it is gratifying to know that we have in this Province large employers of labour who voluntarily comply with all rules and regulations pertaining to the welfare and safety of their employees. We have been watching with a good deal of interest the steady expansion of some of the smaller industries which we believe are now firmly established, and which will ultimately become large employers of labour.

Accident-prevention.

In former years accident-prevention measures consisted largely of noting and calling attention to unguarded gears, belts, pulleys, saws, and other mechanical hazards which were only too prevalent in the majority of plants visited. While we, to-day, still find it necessary to issue orders to have mechanical safeguards installed, we note that each year our orders in this respect are greatly decreasing in number. It is encouraging to notice the changed attitude of the employers and workers towards the use of mechanical safeguards, as they realize these are installed for their protection.

We still have with us, however, an occasional workman who considers it a reflection on his ability or courage to have certain mechanical safeguards installed, and we find it extremely difficult to get a workman of this type interested in safety. In cases of this nature satisfactory results are obtained only when the workman has been convinced that a guard is necessary and will afford protection.

The results obtained in preventing industrial accidents depend largely on the interest displayed by the management and foreman in charge. Experience has proved that when the responsibility for the safety of the workmen has been placed upon the shoulders of the foremen in charge of the several departments, the result has invariably been a reduction in the number of accidents. Every effort is made by this Department, when a problem in safeguarding presents itself, to assist the foreman in finding the best means of preventing accidents without decreasing production.

Prosecutions.

The number of prosecutions for infractions of the statutory rules governing hours of labour and holidays in the operations of laundries shows a considerable increase over that of last year. The Oriental laundries in different portions of the Province have been the greatest offenders in this respect. It requires constant efforts on the part of the inspectorate to compel the operators to observe the regulations. A number of informations were laid, convictions secured, and fines levied for violations of these sections of the Act during the fiscal year 1925–26, the money penalties inflicted during the year amounting to $1,300.

Overtime Permits.

Owing to increased business several industrial establishments have requested overtime permits. These have been granted in all instances where our investigations warranted the issuing of same. Owing to these conditions some firms have found it necessary to request the maximum yearly exemption allowed under the "Factories Act."

COMPLAINTS.

All legitimate complaints which are brought to the notice of the inspectorate receive immediate attention. With reference to complaints made anonymously, however, very few are substantiated, and as it is not possible to communicate with and inform the writers that the matter complained of is not illegal, or is outside the scope of the "Factories Act," the impression is no doubt left in their minds that the Inspectors are dilatory in the performance of their duties. If the "Factories Act" as a whole were more generally understood by the employees of factories coming under the jurisdiction of the inspectorate, it would relieve the office of a good deal of unnecessary work and would be more satisfactory to all concerned. It has been the practice to encourage employees to report any infractions of the Act which may come to their notice, and assurance is given that the informant's name will not be divulged, and that all complaints, written or oral, will be treated as strictly confidential.

ELEVATORS.

During the past year a great many alterations and improvements have been made to passenger-elevators throughout the Province in compliance with official requirements. The inspection and testing of these elevators has taken a great deal of the Inspectors' time. A number of instances could be cited where the safety devices on the cars were found to be inoperative owing to faulty installation and improper adjustment. As there is no form of conveyance that is more generally used by the public than the passenger-elevator, it requires constant vigilance on the part of the operators and those in charge of maintenance in order that the confidence placed in this mode of travel shall be maintained.

In view of the fact that elevator service has become so commonplace and is a free means of transportation, no complete record is kept of the number of passengers carried. Records that have been kept in some cities show that more people are carried on passenger-elevators than on all subways, elevated and surface lines combined. As giving some idea of the number of people carried on the elevators in Vancouver, we have received from the management of one of the largest office buildings in that city a traffic-sheet showing the number of passengers carried on the elevators of the building during the week ending February 22nd. Five elevator-cars in all were used, the number varying at different periods of the day, and the service being maintained from 8 a.m. to 11 p.m. The number of passengers carried during the week, one way only, was 23,407. Between 8 and 9 a.m. on the seven days of the week there were 963 passengers, and in the next hour the number rose to 2,406. During the ordinary business hours of the day there was little variation from this figure, the totals for the different hours being: 10 to 11 a.m., 2,865; 11 to 12 a.m., 2,554; 12 noon to 1 p.m., 2,249; 1 to 2 p.m., 2,527; 2 to 3 p.m., 2,684; 3 to 4 p.m., 2,479; 4 to 5 p.m., 2,115. Between 5 and 6 p.m. there were 976; between 6 and 7 p.m., 307; and then, in the four hours from 7 to 11 p.m., there were 1,282, or an average of 321 each hour. It was found that Friday was the busiest day of the week, the totals carried on the different days being: Monday, 4,145; Tuesday, 4,060; Wednesday, 3,877; Thursday, 3,986; Friday, 4,172; Saturday, 3,419; Sunday, 322.

REPORT OF THE MINIMUM WAGE BOARD.

Officials of the Board:
Miss Mabel A. Cameron, Secretary.....Parliament Buildings, Victoria.
Miss Violet Smart, Inspector.....Court-house, Vancouver.

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

SIR,—The report which we have the honour to submit covers the activities of the Minimum Wage Board of British Columbia for its eighth year. This annual accounting is for the twelve months ended December 31st, 1925.

The personnel of the Board has remained the same since its inception in 1918. Routine work of administering the Act and Orders has occupied the time of the members and officials. The Inspector has made many investigations in different parts of the Province. Complaints regarding real or fancied infractions have been thoroughly looked into, and where adjustments in wages and hours have been necessary these have been effected.

ARREARS OF WAGES COLLECTED.

Each year as the regulations become better understood the Board experiences more helpful co-operation from the majority of employers in the administration of the Act and regulations made thereunder. During the year, however, minor infractions occurred and the Board took up the matter of underpayment of wages with employers and employees. The law provides that in cases where workers have been paid less than the amounts to which they are entitled they may recover by civil action the difference between what they were paid and the minimum wage, together with costs and solicitors' fees fixed by the Court. With the help of the Board, and without recourse to legal proceedings, which are distasteful to employees, the sum of $2,887.82 was collected in arrears for 219 women workers in various parts of the Province.

The girls who shared in this amount were engaged in many distinct occupations. On the list appeared clerks in stores selling dry-goods, men's furnishings, groceries, flowers, confectionery, and meat. Factories manufacturing tents, garments, biscuits, and paper made adjustments with employees who had been paid less than the legal minimum. Hotels, cafés, beauty-parlours, fruit-canneries, offices, dressmaking and millinery establishments also contributed their respective quotas in making up arrears for their employees.

CASES TAKEN TO COURT.

During the year the Board sometimes had occasion to institute Court proceedings against employers for violations of the "Minimum Wage Act" and Orders. Appended below is a brief outline of the various cases:—

1. An information was laid against an employer for failure to pay the minimum wage as prescribed by the Manufacturing Order. When the case was called the defendant pleaded guilty and was fined $50, as this was his second offence. The minimum fine is $25.

2 and 3. Under the Public Housekeeping Order the proprietor of a café was fined $25 for employing his help longer hours than permitted by law. Later in the year a change occurred in the management of this restaurant and a waitress was employed for excessive hours. Proceedings were instituted, and before the case was called efforts were made by the proprietor to have it withdrawn. The Inspector, who had charge of the matter, naturally would not consent to this and the employer, an Oriental, was fined $25, or, in default, one month.

4. A hotelkeeper in one of the smaller towns near the Coast was paying wages below the legal minimum. When the case came to Court a fine of $25 was imposed for his infringement of the Public Housekeeping Order.

5. An employee in a beauty-parlour was receiving lower wages than she was entitled to under the Personal Service Order. A conviction was obtained against her employer, who was fined $25 by the Police Magistrate.

6. A firm of manufacturers failed to pay the minimum wage to an operator. For this breach of the Order governing the Manufacturing Industry a $25 fine was levied.

7. An infraction of the provisions of the Order dealing with the Office Occupation, whereby an employer paid one of his staff too little, was the basis of a Police Court case. The defendant, through his lawyer, pleaded that it was not a case of "not paying the minimum wage," but merely a matter of being "in arrears with wages." Judgment was reserved, but when the Magistrate handed down his decision he said the defendant's actions were wrong and his attitude was an indirect method of evading the law. The employer was found guilty, fined $25, or, in default, distress or ten days.

8. A charge was laid against a café proprietor for paying wages below the prescribed minimum. Through counsel he pleaded guilty and was fined $25.

9. On behalf of two employees in a restaurant in the Interior of the Province separate charges were laid against the proprietor for employing them excessively long hours. The accused pleaded "not guilty" to each charge, but after hearing the evidence the Magistrate convicted and imposed a $50 fine, being $25 for each infringement.

10. A manufacturer was taken to Court for not paying the minimum wage. This case had some unusual features. One young lady was advised, when taken on, that no wages were paid but a bonus of $10 a month was given to start, and a monthly tuition fee of $1 was payable. She paid this sum shortly after she commenced work. At the end of her first month she was given a cheque for $9 and a receipt for $1 for the next month's tuition fee. This was the general practice in the establishment.

Defendant's counsel argued that his client was conducting a school. The Magistrate replied that the employer's action was either legal or illegal and the case had been brought into Court to determine whether it was lawful to allow girls to work for below the minimum wage. After taking into consideration the evidence submitted, his judgment was that the defendant was guilty of an offence under the Act, and he thereupon imposed a fine of $25.

11. The proprietor of a cabaret was taken to Court for violation of the Public Housekeeping Order. The accused had promised his waitresses $2 a night for approximately four hours' work, which was in excess of the legal rate. After working a few nights, but before they had received any money at all, the employer told the girls business did not warrant these wages, and he would be forced to alter his agreement with them, and make it $1 per night, which would be lower than the Order provided. It was on this arrangement that the charge was laid. The girls were still without any pay when they were advised by their employer that he could not afford to pay them at all and they would have to depend on tips from the patrons. At the trial the defendant pleaded guilty. Judgment, however, was reserved in order to allow the employer to make an adjustment and settlement with the girls. The Magistrate explained that the Police Court was not the proper channel for the collection of a debt, but he would like to see the wrong righted. When the case came up again the accused was unable to liquidate his indebtedness to the employees. The Magistrate was emphatic in his condemnation of the employer's behaviour, and in handing down judgment asserted that, in his opinion, this was not a case for the minimum fine of $25. He then imposed a $50 penalty, and, in default of payment, one month's imprisonment. The employees did not start civil proceedings for the collection of their wages although advised to do so.

12. A Police Court case against a fruit-canning establishment at the Coast was dismissed on a technicality. The Judge's interpretation of one clause in the Order precluded a decision favourable to the Board.

13. A company whose workers were covered by the Order governing the Manufacturing Industry employed an operator at the apprentice wage, although she had had sufficient experience to entitle her to the rate for skilled workers. Proceedings were taken against the company, and the official appearing for the firm pleaded "not guilty." The employee to whom the low wages were paid and the Board's Inspector were called as witnesses. Having heard their evidence, the Magistrate registered a conviction and imposed a fine of $25.

14. Action was taken in Victoria against a so-called barber college, which charged a high tuition fee, and allowed the girls a percentage of their earnings while learning. As the rates to the public were lower than in hairdressing-parlours employing skilled operators, the young lady upon whose evidence the Board relied received considerably less than the Order governing the Personal Service Occupation prescribed. The Magistrate registered a conviction for infringement of the regulations and the manager was fined $25.

At the same time a case was pending in Vancouver against an allied concern there. The conditions were analogous, but the Terminal City Magistrate, having heard exhaustive evidence, deferred judgment for a week. In handing down his decision he said that while the accused's method of doing business was, in his opinion, a deliberate attempt to evade the Act, he was not technically guilty, in that the relationship of employer and employee did not exist within the meaning of the "Minimum Wage Act," and for that reason he felt he could not convict.

The Board thereupon appealed his decision by taking a stated case to the Supreme Court of British Columbia. This was heard before the Chief Justice, who upheld the judgment of the Police Court Magistrate.

Prior to this decision the accused in the Victoria case had given notice of appeal, but in view of the result of the Supreme Court case in Vancouver, which would serve as a precedent, the Board consented to a withdrawal.

For the sake of the girls who are receiving unfair treatment at these establishments the Board has tried to obtain redress. Unfortunately its efforts have not met with success, and until the Act is amended the Board has been advised the decision of the Courts in all probability will be in favour of the "schools."

Statistical Report.

In the annual pay-roll forms dispatched to employers throughout the Province a slight innovation was introduced. Formerly it has been the practice of the Board to request statistical information for a definite week designated on the return. This time, however, the return was required for the week in which the greatest number had been employed during 1925. This, together with the fact that many firms were added to the list, accounts for the appreciable gain in the number of women employees reported. Particulars relating to 11,597 workers were furnished in 1924, but for the following year the corresponding figure was 13,899. This gain of 2,302 employees was spread over 2,804 firms.

The appended tables are compiled to cover the nine industries and occupations for which Orders have been promulgated. A summarized version of these Orders will be found in the Appendix.

Mercantile Industry.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	382	335	325	320	278
Number of employees—					
Over 18 years	2,574	2,124	2,000	1,828	1,788
Under 18 years	442	341	364	283	256
Total weekly wages—					
Employees over 18 years	$39,017.26	$32,203.49	$30,520.25	$27,577.19	$28,601.35
Employees under 18 years	$4,000.50	$3,028.00	$3,321.00	$2,682.00	$2,389.50
Average weekly wages—					
Employees over 18 years	$15.16	$15.16	$15.26	$15.09	$15.99
Employees under 18 years	$9.05	$8.88	$9.12	$9.48	$9.33
Percentage of employees under 18 years	14.66%	13.83%	15.4%	13.4%	12.52%
Average hours worked per week	43.24	42.95	42.95	43.7	44.17

While an appreciable increase in the number of firms is noted for 1925, the average weekly wage for employees 18 years of age or over remained at exactly the same figure as for the previous year—namely, $15.16. The weekly average for the younger workers discloses an increase from $8.88 in 1924 to $9.05 in 1925.

Of the 3,016 employees approximately 22½ per cent. are in receipt of wages ranging between $12 and $13 weekly. The legal minimum in this occupation is $12.75 weekly, which accounts for the fairly high proportion falling in this class. There were 510 employees receiving between $15 and $16 per week.

With the weekly half-holiday in vogue in the larger centres the working-week for 52.8 per cent. of the women and girls in the mercantile industry is either 44 or 45 hours. The 44-hour week is the regular working period of 38.5 per cent. of the employees.

LAUNDRY INDUSTRY.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	53	53	53	46	33
Number of employees—					
Over 18 years	654	625	558	474	449
Under 18 years	101	84	60	101	70
Total weekly wages—					
Employees over 18 years	$9,545.70	$8,859.00	$8,026.50	$6,880.00	$6,478.50
Employees under 18 years	$1,085.00	$889.00	$667.00	$1,215.50	$837.00
Average weekly wages—					
Employees over 18 years	$14.60	$14.17	$14.38	$14.51	$14.43
Employees under 18 years	$10.74	$10.58	$11.12	$12.03	$11.96
Percentage of employees under 18 years	13.38%	11.85%	9.71%	17.57%	13.49%
Average hours worked per week	45.46	43.69	44.33	44.73	44.74

For each of the years 1923, 1924, aand 1925 returns have been received from 53 firms. Reference to the table reveals that an increasing number of employees was reported for each of the three successive periods.

Of the 53 firms, 34 were classified as laundries, the remaining 19 being dry-cleaning or dyeing establishments. The average weekly wage for the entire industry was found to be $14.60 for adult workers and $10.74 for girls under 18 years of age, both sums showing a gain over the 1924 averages. The legal minimum for experienced workers is $13.50 per week.

The wages paid in the cleaning and dyeing plants to 60 employees 18 years of age or over exceeded those prevailing in laundries for 585 workers to such an extent that, whereas the average in the former line of work was $17.21 weekly, it was but $14.29 for laundresses.

PUBLIC HOUSEKEEPING OCCUPATION.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	356	314	287	287	242
Number of employees—					
Over 18 years	1,450	1,316	1,174	1,171	994
Under 18 years	67	49	47	44	26
Total weekly wages—					
Employees over 18 years	$23,763.16	$21,493.42	$19,164.50	$18,718.25	$15,774.06
Employees under 18 years	$990.50	$730.00	$686.50	$658.00	$373.00
Average weekly wages—					
Employees over 18 years	$16.39	$16.33	$16.32	$15.98	$15.87
Employees under 18 years	$14.78	$14.90	$14.61	$14.95	$14.35
Percentage of employees under 18 years	4.42%	3.59%	3.85%	3.62%	2.55%
Average hours worked per week	45.38	45.97	45.42	46.23	45.26

Besides compiling figures for this industry in its entirety, the returns were arranged in four classifications according to the places where the employees were working, whether in hotels, restaurants and cafés, ice-cream parlours, or in elevators. The legal minimum for experienced adult workers is $14 a week, but the average for 1925 stands at $16.39. The weekly average in hotels is $16.98; in restaurants and cafés, $16.08; in ice-cream parlours, $15.23. Elevator operators average $14.53 weekly, or just 53 cents in excess of the minimum wage.

Under this Order it is permissible to make an allowance of not more than $3 a week for lodging and $5.25 for a full week's board of 21 meals. When less than 21 meals are provided the allowance is figured proportionately. In cases where board and lodging are furnished their cash equivalents are included as part of the wages.

Returns for 1925 revealed both an increase in wages for experienced workers and a slight reduction in hours.

Office Occupation.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	1,523	1,171	1,133	1,097	1,043
Number of employees—					
Over 18 years	3,354	2,799	2,595	2,502	2,434
Under 18 years	128	92	93	91	50
Total weekly wages—					
Employees over 18 years	$66,215.99	$54,758.49	$50,285.00	$48,341.00	$47,155.97
Employees under 18 years	$1,640.00	$1,113.50	$1,155.50	$1,110.50	$577.00
Average weekly wages—					
Employees over 18 years	$19.74	$19.56	$19.38	$19.32	$19.37
Employees under 18 years	$12.81	$12.10	$12.42	$12.20	$11.54
Percentage of employees under 18 years	3.68%	3.18%	3.5%	3.5%	2.01%
Average hours worked per week	41.84	41.9	41.90	41.93	40.89

The 1925 returns accounted for 3,482 clerical employees. The 1924 total was thus surpassed by 591 office-workers. Recalling that the wage prescribed by Order for experienced employees is $15 per week, it is worthy of note that the average stands at $19.74. Excluding the seasonal industries, this average is considerably higher than any of the others with which the Board deals. A gain in the average wage is recorded also for the younger workers. During 1924 it stood at $12.10, while the following year brings it up to $12.81. In this occupation there is the desirable combination of relatively high remuneration and a shorter working-week than is required in most other lines of endeavour.

Only 3.68 per cent. of the employees reported in this class of work were under 18 years of age. This is one of the vocations which requires a definite, methodical training, so that by the time the girls have finished school and completed a business course most of them have reached or passed their eighteenth birthday anniversary. Employers, too, are reluctant to delegate responsibility to a young girl.

Personal Service Occupation.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	65	34	34	32	22
Number of employees—					
Over 18 years	221	126	91	78	69
Under 18 years	18	22	18	19	18
Total weekly wages—					
Employees over 18 years	$3,824.20	$2,009.79	$1,534.68	$1,196.00	$1,077.50
Employees under 18 years	$220.00	$239.50	$208.00	$214.00	$203.00
Average weekly wages—					
Employees over 18 years	$17.30	$15.95	$16.87	$15.33	$15.62
Employees under 18 years	$12.22	$10.89	$11.56	$11.26	$11.28
Percentage of employees under 18 years	7.53%	14.86%	16.51%	19.59%	20.06%
Average hours worked per week	36.15	38.14	40.07	38.03	38.52

The Board received returns from 65 firms, covering 239 employees. The increased number of reports over the previous year is attributed to the phenomenal growth of the beauty-parlour business. One hundred and forty-two employees were doing this kind of work, 82 were acting as ushers and theatre attendants, while the remaining 15 were attached to other branches of the occupation covered by the Order.

Average wages for both adult and girl employees advanced over 1924, the former from $15.95 weekly to $17.30 and the latter from $10.89 to $12.22. A drop occurred in the average working-week. For 1925 it averaged 36.15 hours, compared with the week of 38.14 hours for the previous year. This extremely short working-week is due to the fact that theatre ushers are

on duty for brief and irregular periods. Their hours averaged separately resulted in a working-week of 27.63 hours being ascribed to these employees.

The percentage of employees under 18 years of age has fallen from 14.86 in 1924 to 7.53 in 1925.

FISHING INDUSTRY.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	4	4	7	9	12
Number of employees—					
Experienced	21	34	31	50	36
Inexperienced	2	5	1	15	12
Total weekly wages—					
Experienced employees	$489.50	$601.44	$489.50	$778.00	$534.00
Inexperienced employees	$24.00	$55.00	$13.50	$181.50	$143.50
Average weekly wages—					
Experienced employees	$23.31	$17.69	$15.79	$15.56	$14.81
Inexperienced employees	$12.00	$11.00	$13.50	$12.10	$11.96
Percentage of inexperienced employees	8.7%	12.82%	3.12%	23.08%	25.00%
Average hours worked per week	47.13	50.59	49.12	46.08	41.5

Owing to the fact that the Order of the Board does not deal with employees engaged in *canning* fish comparatively few establishments are affected. Where fish are prepared for market by salting, smoking, or curing, by processes other than canning, the regulations of the Order prevail. The prescribed legal minimum rate for experienced workers is $15.50 per week—the highest of the nine Provincial Orders. The average for the experienced workers amounts to $23.31, many of the workers being on piece rates. A year is allowed for training. In calculating the average wage for learners it was found to be $12 a week.

The busiest months in this industry, according to the firms reporting, are July and August.

TELEPHONE AND TELEGRAPH OCCUPATION.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	86	97	94	83	69
Number of employees—					
Experienced	1,312	1,192	1,089	1,084	988
Inexperienced	220	218	204	142	158
Total weekly wages—					
Experienced employees	$23,605.31	$21,256.75	$19,426.18	$18,698.50	$15,986.37
Inexperienced employees	$2,655.00	$2,555.50	$2,289.50	$1,550.00	$2,113.50
Average weekly wages—					
Experienced employees	$17.99	$17.83	$17.84	$17.25	$16.18
Inexperienced employees	$12.07	$11.72	$11.22	$10.92	$13.38
Percentage of inexperienced employees	14.36%	15.46%	15.78%	11.58%	13.8%
Average hours worked per week	42.64	42.29	41.34	41.53	41.7

The 1,532 employees in this occupation are operators in telephone and telegraph companies or operators of switchboards in hotels, offices, and other business concerns. Glancing at the average wages for experienced and inexperienced employees, one notes a slight upward tendency since 1924. The prescribed minimum for employees who have had the necessary training is $15 a week, but the average surpasses this standard by $2.99. The average wage for inexperienced operators is $12.07, as against $11.72 for 1924.

A 42-hour week is very general in this occupation, no less than 447 operators being on duty for this length of time each week. A 44-hour week is the regular working period of 401 employees.

FRUIT AND VEGETABLE INDUSTRY.

	1925.		1924.		1923.	
Number of firms reporting	39		39		28	
	Time.	Piece.	Time.	Piece.	Time.	Piece.
Number of employees—						
Experienced	783	341	625	252	669	298
Inexperienced	222	189	148	65	93	122
Total weekly wages—						
Experienced employees	$13,913.21	$6,923.65	$9,849.70	$4,975.19	$11,302.50	$5,256.00
Inexperienced employees	$2,170.00	$1,570.00	$1,225.50	$573.50	$931.50	$744.50
Average weekly wages—						
Experienced employees	$17.77	$20.30	$15.76	$19.74	$16.89	$17.64
Inexperienced employees	$9.77	$8.31	$8.28	$8.82	$10.02	$6.10
Percentage of inexperienced employees	26.78%		19.54%		18.19%	
Average hours worked per week (time-workers)	47.56		43.29		47.77	

The workers in this seasonal industry are employed either in jam and vegetable canneries or in fruit packing and shipping houses. The work of picking in the fields and orchards is excluded from the jurisdiction of the Act, although it is true that many women and girls assist in the actual gathering of the crops.

Average wages for experienced employees ranged from $16.73 weekly (the figure for time-workers in the canneries) to $21.64 averaged by the piece-workers in the packing-houses. The average for all experienced time-workers in the industry worked out at $17.77, while the corresponding figure for the piece-workers is $20.30. As the wage set by Order is $14 it will be seen that employees earn well in advance of that sum. On the other hand, however, the season is extremely short and the earning period is limited. It is rarely that work is provided during the whole year. A few plants, located chiefly at the Coast, furnish continuous employment for their staffs.

MANUFACTURING INDUSTRY.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	296	240	234	231	199
Number of employees—					
Experienced	1,471	1,262	1,107	1,093	1,145
Inexperienced	329	218	249	203	298
Total weekly wages—					
Experienced employees	$24,415.40	$20,510.60	$18,707.46	$17,485.00	$18,323.42
Inexperienced employees	$3,409.00	$2,235.00	$2,494.50	$2,150.50	$2,939.00
Average weekly wages—					
Experienced employees	$16.60	$16.25	$16.90	$16.00	$16.00
Inexperienced employees	$10.36	$10.25	$10.02	$10.59	$9.86
Percentage of inexperienced employees	18.28%	14.73%	18.36%	15.66%	20.65%
Average hours worked per week	44.77	43.65	43.82	43.92	42.63

The minimum wage for experienced workers in this industry is $14 per week. For inexperienced employees three schedules of wages and learning periods prevail. Reference to this Order in the Appendix discloses that workers in the branches of the industry requiring least skill are allowed the shortest learning period before becoming entitled to the $14 weekly rate. The next grouping includes occupations in which more time must be spent in training; while the most skilled trades are classified in the third division.

The average weekly wage for experienced workers in the whole industry is $16.60. The average for the trades in Schedule 1 worked out at $15.02, for Schedule 2 it was $16.36, and for Schedule 3, $18.37, showing that after experience has been acquired the employees who had most training are compensated with highest remuneration. Employees in the least skilled occupations

have the longest average week—namely, 46.15 hours. Those in trades covered by Schedule 2 average 44.13 hours, while the workers in the most skilled group have the shortest average week, amounting to 43.9 hours. The average for the industry as a whole is a 44.77-hour week.

In this occupation, therefore, it will be noted that the highest average wage is paid where the average working-week is of shortest duration, and, conversely, the lowest average wage is paid in the group that has the longest working-week. To this extent most advantageous conditions from a worker's view-point exist in those branches of the industry enumerated in Schedule 3 of the Order.

SUMMARY OF ALL OCCUPATIONS.

	1925.	1924.	1923.	1922.	1921.
Number of firms reporting	2,804	2,287	2,195	2,135	1,923
Number of employees—					
Over 18 years, or experienced	12,181	10,355	9,612	8,989	8,592
Under 18 years, or inexperienced	1,718	1,242	1,251	1,242	1,130
Total weekly wages—					
Employees over 18 years, or experienced	$211,713.38	$176,517.87	$164,712.57	$152,890.94	$147,084.68
Employees under 18 years, or inexperienced	$17,764.00	$12,644.50	$12,511.50	$12,546.50	$11,671.10
Average weekly wages—					
Employees over 18 years, or experienced	$17.38	$17.05	$17.14	$17.00	$17.12
Employees under 18 years, or inexperienced	$10.34	$10.18	$10.00	$10.10	$10.33
Percentage of employees under 18 years, or inexperienced	12.36%	10.71%	11.52%	12.14%	11.63%
Average hours worked per week	43.58	43.09	43.31	43.28	42.96

The Board's list of employers was augmented during the year, with the result that the number of returns received for 1925 totalled 2,804. The corresponding figure for the previous year was 2,287. It will be observed, therefore, that 517 additional firms employing women and girls complied with the requirements of the Act by filing their returns with the Board. These related to 13,899 women and girl employees, of whom 12,181 were either over 18 years of age or experienced in their particular line of work.

From the actual figures supplied by employers the weekly average wage for the adult and skilled workers proved to be $17.38, thus depicting a gain of 33 cents over the average for 1924. For the group of employees who had not completed their training the weekly average for 1925 was $10.34, as opposed to $10.18 for the prior year.

The "Minimum Wage Act" permits an employer to have 35 per cent. of his female staff classed as inexperienced employees. The returns reveal that but 12.36 per cent. appear in this category, so the statutory allowance would appear to be more than amply adequate.

The total pay-roll of women and girls for one week amounted to $229,477.38, an increase of $40,315.01 over the figures for 1924.

MARITAL STATUS.

This is the first time that the Board has asked employers to designate whether their employees are married, widowed, or single. The data furnished in this respect disproved the theory that girls are merely transients in the working world. Many women workers never marry, but earn their own living for long periods. On the other hand, from economic necessity, numbers of women continue to be gainfully employed after marriage.

Statistics show that out of 13,899 wage-earning women 19 per cent. were married, while 4 per cent. of those reported were widows.

In the laundry and dry-cleaning industry 31.1 per cent. of the women recorded are married. The public housekeeping occupation has a percentage of 30.5 in its ranks. A somewhat higher ratio prevails in the fishing industry, where 39.1 per cent. of the women employed are married, many of whom are Indian women. The fruit and vegetable industry, the most seasonal of any covered by Order of the Board, employed 44.8 per cent. of married women during 1925. In the

fruit centres (particularly in the Okanagan) when the rush is on it is customary for many to work who otherwise would not appear on the employees' lists. To save perishable products every available hand is needed, and if the response to the call for help is to be adequate it means many married women volunteer for this work.

The telephone and telegraph occupation has the lowest percentage of married workers—namely, 3.9. In comparison with other occupations there are relatively few married women in office positions. Out of the 3,482 employees reported in clerical work, only 282, or 8.1 per cent., are classified as married. The occupational distribution of the married women in the other classes of employment covered by the Board is as follows: Mercantile, 16.5 per cent.; manufacturing, 17.05 per cent.; personal service, 24.3 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	375	1,182	486	318	207	124	106	67	42	37	28	44	3,016	382
Laundry	26	282	127	116	54	35	51	25	17	7	1	14	755	53
Public housekeeping	22	834	230	155	88	62	48	25	14	8	7	24	1,517	356
Office	65	857	604	493	356	238	262	155	133	89	53	177	3,482	1,523
Manufacturing	80	747	292	175	163	108	74	53	39	25	10	34	1,800	296
Personal service	41	79	32	33	18	11	5	8	4	4	2	2	239	65
Telephone and telegraph	1	370	321	208	122	129	157	63	46	38	16	61	1,532	86
Fishing	11	9	2	.....	.....	.....	1	.....	.....	.....	.....	.....	23	4
Fruit and vegetable	388	783	76	117	92	34	23	8	9	2	1	2	1,535	39
Totals	1,009	5,143	2,170	1,615	1,100	741	727	404	304	210	118	358	13,899	2,804

Length of Service.

The figures in the foregoing table were compiled from the returns and are an indication of the labour turnover in each of the nine groups. In the office occupation practically 25 per cent. of the employees have been in their present positions for periods of 5 years and upwards. In this connection reference to the table will show that 5 per cent. were recorded as having actually been working for the one employer 10 years or longer. The telephone and telegraph occupation records a service of 5 years or more for 24.8 per cent. of the employees. To qualify for positions in office or telephone work considerable more training is necessary than in the majority of the other classes, and this would seem to have a bearing on the duration of employment.

It is somewhat difficult to analyse the figures in the fruit and vegetable industry. As the season lasts less than a year with most plants, over one-half the workers are shown to have been employed less than 12 months. Of this number doubtless there are some who worked in the same establishment in former years, but all employers do not take this into consideration when making returns.

Many changes occur in public housekeeping occupations in the early stages of employment. With a total of 5,143 reported as remaining in their positions less than one year the employment problem is a vital one to employers.

Record Service and Wages.

In contrast to this seeming lack of permanency under certain conditions, note was made of the longest individual service in each group. In a mercantile firm in Victoria continuous employment for 21 years was shown. A wage of $67.50 weekly paid by a Vancouver firm was the peak salary in the stores.

A laundry employee in Vancouver with 15 years' service to her credit held the record in this line of work. The highest wage was $34 a week, earned by a laundress in a logging camp.

A Kelowna hotel employee is still with the firm she joined 17 years ago. A company town paying $39 weekly to one of its staff tops the pay-roll in this occupation.

An office employee in Vancouver with a continuous service record of 32 years leads in this and all other groups. The peak wage is $57.50 weekly, also recorded in Vancouver.

In the manufacturing industry a 20-year term in Victoria and a $50 wage in Vancouver are at the top of their respective lists.

The personal service classification reveals a 12-year employment period and a $55.40 wage. While both these are claimed by Vancouver they are reported by different firms.

A Victoria employee in telephone-work for over 22 years and a weekly wage of $37 paid to a Vancouver operater rank highest in this calling.

Two Vancouver establishments share honours for top wages and lengthy service in the fruit and vegetable industry, with a record of 10 years' employment and $46 earned in one week.

The fishing industry reports $32 paid to one employee for a week's work. The longest continuous employment shown on the returns is 5 years. Both these items were gleaned from Vancouver pay-rolls.

CONCLUSION.

With an ever-increasing number of personal investigations and interviews, with more telephone inquiries and calls, and correspondence with people in all parts of the Provice, the benefits of the Minimum Wage law and regulations are becoming better known and more far-reaching in their effects. The advantages of the protection afforded by this legislation accrue to employers as well as to employees. The standard of efficiency is raised and unfair competition with firms who might be tempted to lower wages is eliminated.

The Board desires to record its appreciation of co-operation from employer and employed, as well as from the interested public, who have lent encouraging support on many occasions.

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

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

APPENDIX.

SUMMARY OF ORDERS.

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

MERCANTILE INDUSTRY.

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

Weekly Minimum Wage.

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

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

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

LAUNDRY, CLEANING, AND DYEING INDUSTRIES.

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.	
	Under 18 Years of Age.	18 Years of Age or over.
$13.50 Hourly rate, 28⅛ cents.	$ 8 00 for 1st 4 months. 8 50 „ 2nd 4 „ 9 00 „ 3rd 4 „ 10 00 „ 4th 4 „ 11 00 „ 5th 4 „ 12 00 „ 6th 4 „	$ 9 00 for 1st 4 months. 10 50 „ 2nd 4 „ 12 00 „ 3rd 4 „ Licences required in this class.

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

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

PUBLIC HOUSEKEEPING OCCUPATION.

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

Weekly Minimum Wage.

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

Above rates are for a 48-hour week. In emergency cases 52 hours may be worked. Time and one-half shall be paid for work in excess of 48 hours and up to 52 hours.

When lodging is furnished, not more than $3 a week may be deducted for such lodging.

When board or meals are furnished, not more than $5.25 may be deducted for a full week's board of 21 meals. A fraction of a week's board shall be computed upon a proportional basis.

As elevator operators are required by law to pass an examination before running elevators, no apprenticeship is permitted under the Minimum Wage Order.

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

OFFICE OCCUPATION.

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

Weekly Minimum Wage.

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

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

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

PERSONAL SERVICE OCCUPATION.

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

Weekly Minimum Wage.

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

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

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

Wages for Ushers.

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

Ushers working more than 18 hours a week, but not in excess of 36 hours, are entitled to not less than $10.80 a week. (Ushers in this category may be employed only between 1.30 p.m. and 11 p.m.)

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

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

FISHING INDUSTRY.

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

Weekly Minimum Wage.

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

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

TELEPHONE AND TELEGRAPH OCCUPATION.

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

Weekly Minimum Wage.

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

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

Where telephone and telegraph employees are customarily on duty between the hours of 10 p.m. and 8 a.m., 10 hours on duty shall be construed as the equivalent of 8 hours of work in computing the number of hours of employment a week.

In cases where employees reside on the employer's premises, the employer shall not be prevented from making an arrangement with such employees to answer emergency calls between the hours of 10 p.m. and 8 a.m.

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

FRUIT AND VEGETABLE INDUSTRY.

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

Weekly Minimum Wage.

EXPERIENCED WORKERS.	INEXPERIENCED WORKERS.
$14. Hourly rate, 29⅙ cents.	$10 00 for 1st month. 11 00 „ 2nd „ 12 00 „ 3rd „ Licences required for inexperienced employees 18 years of age or over.

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

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

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

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

MANUFACTURING INDUSTRY.

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

Weekly Minimum Wage.

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

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

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

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

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

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

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

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

ASSOCIATIONS OF EMPLOYERS.

In the preparation of the following list the intention has been to confine it to organizations which have direct connection with the employment of labour, and not to include any which are established purely for other business or social purposes. The list, which is numerically about equal to that of last year, has been carefully corrected at the last possible moment before going to press.

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

B.C. Hotels' Association—President, W. K. Clark; 1st Vice-President, D. A. Ford; 2nd Vice-President, D. Bowes; Secretary, J. J. Walsh, 514 Richards Street, Vancouver; Treasurer, A. Austin.

B.C. Loggers' Association—President, P. A. Wilson, McCoy, Wilson, Ltd., Vancouver; 1st Vice-President, Geo. P. Challenger, British Pacific Timber Products, Ltd., Vancouver; 2nd Vice-President, Geo. A. Peck, Peck Logging Co., Ltd., Vancouver; Secretary-Treasurer, L. R. Andrews, Metropolitan Building, Vancouver. Officers elected annually on January 15th.

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

Canadian Jewellers' Association (B.C. Division)—Hon. Presidents, O. B. Allan, G. E. Trorey, T. A. Lyttleton, and W. M. Gow; President, Robert M. Tod; Vice-President, Alex. Waters; Secretary-Treasurer, A. Fraser Reid, 1635 Napier Street, Vancouver. Executive (Local): A. G. Carruthers, G. E. Snider, W. J. Hawkins, A. J. Jacoby, Harold J. Baxter. Executive (District): J. Little, Victoria; Harold Thorneycroft, Nanaimo; C. J. Whiten, Vernon; W. J. Kerr, Kamloops; J. W. Duncan, Victoria; A. Clausen, New Westminster; J. Bulger, Prince Rupert.

Canadian Manufacturers' Association (B.C. Division); Provincial Headquarters, 701–7 Board of Trade Building, Vancouver—Chairman, J. H. McDonald, B.C. Manufacturing Co., Ltd., New Westminster; Secretary, Hugh Dalton, Vancouver.

Canadian Manufacturers' Association (Victoria Branch), 1008 Broad Street, Victoria—Chairman, S. J. Drake, Drake Hardware Co., Ltd., Victoria; Secretary, T. J. Goodlake, 1008 Broad Street, Victoria.

Canadian Storage & Transfermen's Association—President, F. D. Gross, 94 Pender Street West, Vancouver; Secretary, E. A. Quigley, Suite 10, 423 Hamilton Street, Vancouver. This Association has Board of Directors of each Province.

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

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

Confectioners' Section, Canadian Manufacturers' Association (B.C. Division)—Chairman, F. J. Gavin, Gavin & Leigh, Ltd., Vancouver; Vice-Chairman, L. H. Nicholson, National Biscuit & Confection Co., Ltd., Vancouver; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

Drug Extract & Vinegar Manufacturers' Section, Canadian Manufacturers' Association—Chairman, D. Hockin, National Drug and Chemical Co., Ltd.; Vice-Chairman, W. A. Hunter; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

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

General Cartage & Storage Association of B.C.—President, Fred. Crone, Crone Storage Co., Ltd., 760 Beatty Street, Vancouver; Secretary, E. A. Quigley, Suite 10, Canadian Bank of Commerce Chambers, 423 Hamilton Street, Vancouver.

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

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

Master Sheet Metal Workers' Section, Canadian Manufacturers' Association (B.C. Division)—Chairman, E. E. Elliott, Central Sheet Metal Works, Vancouver; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

Metal Trades Employers' Section, C.M.A. (B.C. Division)—Chairman, A. McKelvie, Canadian Sumner Iron Works, Vancouver; 1st Vice-Chairman, W. I. Reid, Westminster Iron Works, New Westminster; 2nd Vice-Chairman, T. M. Martin, Hall Machine Works, Vancouver; Treasurer, J. Latta, Murray-Latta Machine Works, Vancouver; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

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

Millwork Section, Canadian Manufacturers' Association (B.C. Division)—Chairman, Geo. B. Russell, Arbutus Sash & Door Co., Vancouver; Secretary, Hugh Dalton, 701 Board of Trade Building, Vancouver.

Mining Association of British Columbia—President, C. P. Browning, Britannia Beach; Secretary, H. Mortimer-Lamb, Birks Building, Vancouver.

Mining Association of Interior British Columbia—President, J. P. MacFadden, New Denver; Secretary, W. H. Burgess, Kaslo.

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

Northern B.C. Lumbermen's Association—President, Geo. W. Nickerson, Prince Rupert; Secretary-Treasurer, A. Brooksbank, Prince Rupert.

Printers' Section, B.C. Division, Canadian Manufacturers' Association—Chairman, J. G. Todhunter, Clarke & Stuart Co., Ltd., Vancouver; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver; Manager, R. L. Norman, 706 Board of Trade Building, Vancouver.

Printers' Section, Victoria Branch, Canadian Manufacturers' Association—Chairman A. F. Stevens, Acme Press, Ltd., Victoria; Secretary, T. J. Goodlake, 1008 Broad Street, Victoria.

Retail Merchants' Association of Canada, Inc., B.C. Board—President, James Harkness, Vancouver; 1st Vice-President, R. T. Wilson, Nanaimo; 2nd Vice-President, J. F. Scott, Cranbrook; 3rd Vice-President, T. J. Wilcox, Kamloops; Treasurer, Wm. Kerr, New Westminster; Dominion Representative, D. H. Kent, Vancouver; Secretary, Walter F. Ing, Vancouver, Head Provincial Office at 420 Pacific Building, Vancouver. Branches are established at Armstrong, Cranbrook, Kelowna, Lytton, Nanaimo, Nelson, Revelstoke, Vancouver. At New Westminster there is a District Branch serving the principal towns of the Lower Fraser Valley.

Shingle Manufacturers' Association of B.C.—President, G. E. Merritt, Huntting-Merritt Lumber Co., Ltd.; Vice-President, C. J. Culter, Westminster Mills, Ltd.; Secretary-Manager, E. Bevan, 707 North West Building, Vancouver. Meets for election of officers in January each year.

Shipping Federation of B.C.—Manager and Secretary, Major W. C. D. Crombie, Orange Hall, 341 Gore Avenue, Vancouver; President, J. C. Irons, Vancouver; 1st Vice-President, Capt. R. G. Parkhurst, Vancouver; 2nd Vice-President, F. H. Clendenning, Vancouver; Executive, K. A. McLennan, E. Beetham, B. C. Keeley, W. M. Crawford, David Baird, B. W. Greer, D. M. Cameron. Meets for election of officers in January each year.

Timber Industries Council of B.C.—President, J. D. McCormack, Canadian Western Lumber Co., Ltd.; Managing Director, W. MacNeill, 911 Metropolitan Building, Vancouver.

Vancouver Association of Electragists—President, C. H. E. Williams, 509 Richards Street, Vancouver; Hon. Secretary, J. C. Reston, 579 Howe Street, Vancouver; Office, 425 Pacific Building. Officers elected annually in September.

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

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

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

UNION DIRECTORY.

In our endeavour to present an up-to-date directory of trade-union organizations and their officials we have been greatly assisted by union secretaries and others, to whom our grateful acknowledgments are tendered. The number of such organizations in the Province does not show any material difference as compared with last year's, a few local organizations having gone out of existence and others having been initiated. The Department will appreciate any intimation of changes in the list which may be made from time to time.

TRADES AND LABOUR CONGRESS OF CANADA.

President, Thomas Moore, Ottawa. Vice-Presidents, J. T. Foster, Montreal; Jas. Simpson, Toronto; Bert. Merston, Toronto. Secretary-Treasurer, P. M. Draper, Hope Building, Ottawa.

B.C. EXECUTIVE OF TRADES & LABOUR CONGRESS OF CANADA.

Chairman, Percy R. Bengough, Room 803, 16 Hastings Street East, Vancouver; Secretary, R. W. Nunn, 238 Queens Avenue, Victoria.

NATIONAL ORGANIZATIONS.

Canadian Merchant Service Guild.

Vancouver—President, Capt. Thomas Rippon, 675 Dunsmuir Street, Vancouver; Secretary, A. Goodlad, 675 Dunsmuir Street, Vancouver. Meets at Imperial Bank Chambers on 9th and 24th of each month.

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

Radio Division, No. 3, of the Electrical Communication Workers of Canada—Chairman, F. J. Hollis, Radio Station, Alert Bay; Secretary, W. T. Burford, 4144 Fourteenth Avenue West, Vancouver. Meets in Hotel Vancouver at call of the Chair.

TRADES AND LABOUR COUNCILS.

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

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

Vancouver Building Trades Council—President, J. H. Flynn, 806 Holden Building, Vancouver; Secretary, Wm. Watt, 805 Holden Building, Vancouver.

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

Victoria—Corresponding Secretary, E. S. Woodward, 1325 Carlin Street. Meets at 8 p.m. on first and third Wednesdays in month at Trades Hall, Broad Street.

Federated Trades Councils (Railroads).

Victoria (Esquimalt & Nanaimo Railway Employees' Federation)—President, Geo. Philbrook, 637 King's Road, Victoria; Secretary, J. Booth, 2421 Mowat Street, Victoria. Meets in Room 4, Green Block, Victoria, at 7.30 p.m. on first Monday in month.

DISTRICT LODGES AND COUNCILS.

United Brotherhood of Carpenters and Joiners.

District Council of Vancouver—President, T. Russell, Hollyburn; Secretary, W. Page, 809 Holden Building, Vancouver.

Commercial Telegraphers' Union of America.

Vancouver District Council No. 15—Secretary, W. T. Jones, 303 Pender Street West, Vancouver.

Electrical Communication Workers of Canada.

British Columbia District Council No. 1—President, W. T. Burford, 4144 Fourteenth Avenue West, Vancouver; Secretary, C. T. Foote, 745 Yates Street, Victoria. Meets in Room 132, Hotel Vancouver, first Sunday in the month at 11 a.m.

International Association of Machinists.

Vancouver District Lodge No. 78—President, Bert. Oliver, 807 Holden Building, Vancouver; Secretary, A. W. Tait, 1865 Tenth Avenue West. Meets on first Wednesday of each month at 807 Holden Building, Vancouver, at 8 p.m.

Allied Printing Trades Council.

Vancouver—President, Frank Milne, Box 66, Vancouver; Secretary, R. H. Neelands, Box 66, Vancouver. Meets at 804 Holden Building, Vancouver, at 5 p.m. on second Monday in month.

Victoria—President, Joseph A. Wiley, 141 Clarence Street, Victoria; Secretary, T. A. Burgess, Box 1183, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on second Friday in month.

British Columbia Federation of Civic and Municipal Employees.

President, W. J. Scribbens, 3208 Pender Street East, Vancouver; Secretary, H. R. Simmers, c/o Building Department, City Hall, Vancouver.

Civic Employees' Federation.

Vancouver—President, A. Watson, 1329 Thirteenth Avenue East, Vancouver; Secretary, H. A. Urquhart, 1145 Semlin Drive, Vancouver.

Theatrical Federation of Vancouver.

President—J. R. Foster, 991 Nelson Street, Vancouver; Secretary, Rocksley Clark, 991 Nelson Street, Vancouver. Meets at 991 Nelson Street at 10 a.m. on Tuesday before first Sunday in month.

TRADE UNIONS.

Ashcroft.

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

Boulder.

Maintenance-of-way Employees & Railway Shop Labourers, No. 15—President, J. H. Davies, Black Pool; Secretary, Noel Montagnon, Vavenby.

Burnaby.

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

Central Park.

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

Cranbrook.

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

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

Locomotive Engineers, Brotherhood of, Local No. 563—President, Hugh J. Brook, Box 551, Cranbrook; Secretary, A. H. Johnson, Cranbrook. Meets at 8 p.m. on alternate Mondays in Maple Hall.

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

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 229—President, Geo. C. Brown, Box 939, Cranbrook; Secretary, Frank Romano, Kitchener. Meets at Cranbrook at call of Secretary.

Railway Conductors of America, Order of, Local No. 407—President, E. Williams, Cranbrook; Secretary, Jas. Jackson, Cranbrook. Meets at K. of P. Hall, Cranbrook, on second Sunday in month at 2.30 p.m.

Railway Carmen of America, Brotherhood of, Local No. 173—President, W. Hewson, French Avenue, Cranbrook; Secretary, J. F. Lunn, 200 Durick Avenue, Cranbrook. Meets at 8 p.m. at I.O.O.F. Hall, Norbury Avenue, on first Wednesday in month.

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

Railway Trainmen, Brotherhood of, Local 585—Secretary, H. H. Harshaw, Cranbrook. Meets at Maple Hall every Sunday at 7.30 p.m.

Corbin.

United Mine Workers of America, Local No. 2877—President, J. Dorman, Corbin; Secretary, Percy Smallwood, Corbin. Meets at Union Hall, Corbin, every second Sunday at 2 p.m.

Duncan.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 533—Secretary, H. W. McKenzie, Box 356, Duncan.

Essondale.

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

Fernie.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 308—President, J. W. Gladney, McPherson Avenue; Secretary, J. E. Robson, Box 1071, Fernie. Meets at 96 Howland Avenue, Fernie, on first Monday of each month at 7.30 p.m.

Miners' Association (Independent), British Columbia—President, H. A. Bryant, Box 472; Secretary, W. A. Harrison, Box 568, Fernie.

Field.

Railway Carmen of America, No. 1454—Secretary, Thomas Barlow, Box 1587, Field.

Golden.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 165—Secretary, C. Erickson, Box 126, Field. Meets at Golden on the last Sunday of each quarter at 10 a.m.

Kamloops.

Brewery, Flour, Cereal & Soft Drink Workers, No. 276—Secretary, De Lance Green, Box 41, Kamloops. Meets first Tuesday in month at 8 p.m.

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

Locomotive Engineers, Brotherhood of, Division No. 855—Secretary, J. Patterson, Box 201, Kamloops. Meets first and third Sundays at Orange Hall, Kamloops, at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 258—President, H. C. Embree, Kamloops; Secretary, R. Eccles, Box 388, Kamloops. Meets at Orange Hall, Kamloops, at 2.30 p.m. on first and third Tuesdays in month.

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

Railway Carmen, Brotherhood of, Local No. 148—President, O. E. Klemmer, North Kamloops; Secretary, J. Clarke, 903 Battle Street, Box 776, Kamloops. Meets on first and third Thursdays in month at 7.30 p.m.

Railway Conductors of America, Order of, Division No. 611—President, J. Dinsmore, Kamloops; Secretary, A. G. Corry, Box 177, Kamloops. Meets at Orange Hall, Kamloops, on second and fourth Sundays in month at 2 p.m.

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

Railway Trainmen, Brotherhood of, Local No. 519—Secretary, V. A. Mott, Kamloops. Meets at Orange Hall, Kamloops, on second Sunday and fourth Tuesday in month at 7 p.m.

Kitchener.

Maintenance-of-way Employees & Railway Shop Labourers, No. 229—Secretary, Geo. C. Brown, Box 739, Cranbrook.

Lytton.

Maintenance-of-way Employees, Brotherhood of, No. 210—President, J. D. Nicol, Savona; Secretary, R. Halliday, Box 8, Spences Bridge.

Matsqui.

Maintenance-of-way Employees, No. 31—President, P. E. Crick, Kamloops Junction; Secretary, F. Kent, Box A, Lytton. Meets at C.N.R. Freight Office Building, Vancouver, at 11 a.m. on first Sunday in March, June, September, and December.

Michel.

B.C. Miners' Association—Secretary, J. Waddington, P.O. Box 166, Michel. Meets every other week during the summer on Fridays at 7 p.m. in the Michel Hall and the Natal Club Hall alternately, and during the winter on Sundays at 2 p.m.

Mission City.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 168—President, F. W. Brunton, Hatzic Post-office; Secretary, H. Anderson, Box 10, Harrison Mills. Meets at Vancouver on third Sunday in January, April, July, and October at 10.30 a.m.

Nanaimo.

Letter Carriers, Federated Association of, No. 54—Secretary, W. H. McMillan, 410 Bruce Avenue, Nanaimo. Meets at 7.30 p.m. on first Tuesday of month.

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

Nelson.

Barbers' International Union, Journeymen, Local No. 196—President, Eli Sutcliffe, Nelson; Secretary, H. Hughes, P.O. Box 465, Nelson. Meets at 417 Hall Street, Nelson, at 8 p.m. on last Thursday in month.

Dominion Express Employees, No. 18, Brotherhood of—Secretary, L. S. McKinnon, 212 Baker Street, Nelson.

Locomotive Engineers, Brotherhood of, Division No. 579—President, J. Simons, 203 Silica Street, Nelson; Secretary, E. Jeffcott, 610 Mill Street, Nelson. Meets at Recreation Club, Nelson, on first and third Sundays in the month at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Division No. 631—President, Chas. W. Munro, Nelson; Secretary, Stanley Smith, Nelson. Meets second and fourth Sundays at 2 p.m. in I.O.O.F. Hall.

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

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 181—President, Albert Olson, West Grand Forks; Secretary, F. Gustafson, Box 265, Nelson. Meets last Sunday in January, April, July, and October at 10 a.m. at Nelson.

Railway Carmen of America, Brotherhood of, Local No. 98—President, R. Cook, Box 705, Nelson; Secretary, J. Shardelow, Box 765, Nelson. Meets in Recreation Hall, Nelson, at 7.30 p.m. on second Thursday in month.

Railway Conductors of America, Order of, Division No. 460—Chief Conductor, A. B. Hall, 915 Stanley Street, Nelson; Secretary, H. L. Genest, Box 216, Nelson. Meets in K. of P. Hall at 1.30 p.m. on second Sunday in month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, No. 1291—President, P. Craven, General Delivery, Nelson; Secretary, A. T. Richards, Box 701, Nelson. Meets in Nelson on first Thursday of each month at 8.30 p.m.

Railway Trainmen, Brotherhood of, Local No. 558—President, P. Jeffrey, 120 Mines Road, Nelson; Secretary, A. Kirby, 820 Carbonate Street, Nelson. Meets at Community Building, cor. Stanley and Victoria Streets, at 1.30 p.m. on second Sunday in month.

Typographical Union, International, Local No. 340—President, Joseph Clinton, Box 766, Nelson; Secretary, L. E. Pascoe, Box 935, Nelson. Meets in Daily News Office, Nelson, at 5.10 p.m. on last Wednesday in month.

New Denver.

Maintenance-of-way Employees, Brotherhood of, No. 173—Secretary, T. H. Horner, Rosebery.

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

New Westminster.

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

Boilermakers, Iron Shipbuilders and Helpers, International Brotherhood of, No. 466—Secretary, J. F. Lower, 519 Tenth Street, New Westminster.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1251—President, W. Moody, Twentieth Street, Edmonds; Recording Secretary, A. E. Corbett, Labour Temple, New Westminster. Meets at Labour Temple on first Thursday in month at 7.30 p.m.

Civic Employees of New Westminster, Union of—Secretary, Rees Morgan, 313 Regina Street, New Westminster. Meets in Labour Temple at 8 p.m. on first Tuesday in month.

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

Fire Fighters, International Association of, No. 256—President, Geo. Feeney, 906 Fifth Avenue, New Westminster; Secretary, T. A. Briggs, 1123 Eighth Avenue, New Westminster. Meets at No. 1 Fire Hall (no set day) during first week of month at 8 p.m.

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

Longshoremen's Association No. 1, New Westminster and District, Independent—President, R. Butters, 608 Eighth Avenue, New Westminster; Secretary, W. Clitheroe, 124 Fourteenth Avenue East, New Westminster.

Machinists, International Association of, Local No. 151—President, F. Sinnett, 4019 Kingsway; Secretary, D. MacDonald, 360 Sherbrooke Street, New Westminster. Meets in Labour Temple on first Friday in each month at 8 p.m.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 654—President, F. Staton, 906 Tenth Street, New Westminster; Secretary, F. C. Bass, Box 115, New Westminster. Meets in Labour Temple at 2.30 p.m. on fourth Sunday in month.

Plumbers and Steamfitters, United Association of, No. 571—President, C. Porter, 3406 Imperial Street, New Westminster; Secretary, Lloyd Elrick, Port Mann.

Railway Carmen of America, Brotherhood of, Local No. 280—President, F. Woods, Alta Vista; Secretary, M. Sorley, 1556 Fourth Street, New Westminster. Meets at Labour Temple on third Friday in month at 8 p.m.

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

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

Typographical Union, International, Local No. 632—President, A. R. MacDonald, Box 1024, New Westminster; Secretary, R. A. Stoney, Box 1024, New Westminster. Meets in Labour Temple at 8 p.m. on last Friday in month.

Notch Hill.

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

Penticton.

Locomotive Engineers, No. 866—President, C. E. Hulett, Penticton; Secretary, C. Cornock, Box 64, Penticton. Meets at Burtch's Hall, Penticton, on second and fourth Sundays of each month at 3 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 884—President, C. A. Tupper, Penticton; Secretary, R. O. Blackstock, Box 385, Penticton. Meets at Penticton on first and fourth Thursdays of month about 2 p.m.

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

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

Railroad Trainmen, Brotherhood of, Local No. 914—President, Herbert Nicolson, Penticton; Secretary, W. B. McCallum, Penticton. Meets at Burtch's Hall, Penticton, on first and third Sundays of each month at 9.30 a.m. and 2.30 p.m.

Point Grey.

Fire Fighters' International Association, No. 260—President, E. S. Vaughan, 3869 Twentieth Avenue West; Secretary, H. Foulkes, 1395 Sixty-fourth Avenue West, Kerrisdale. Meets at 319 Pender Street West, Vancouver, on first Thursday of each month at 10.30 a.m. and 8.30 p.m.

Port Alberni.

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

Prince George.

Locomotive Engineers, Brotherhood of, Division No. 843—President, W. Kemp, Prince George; Secretary, M. O'Rourke, Box 124, Prince George. Meets in Odd Fellows' Hall on second and fourth Mondays of each month at 2 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Mount Robson Lodge, No. 827—President, E. J. Rice, Prince George; Secretary, F. Hornby, Prince George. Meets in I.O.O.F. Hall at 7.30 p.m. on first and third Sundays in the month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Nechako Lodge, No. 1870—President, W. Cullen, Longworth P.O.; Secretary, T. Nielsen, Box 162, Prince George. Meets alternately at Endako and Prince George about every six weeks; date set at each meeting.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 202—President, C. M. Leclair, Snowshoe; Secretary, F. Swanson, Hutton Mills. Meets at McBride and Prince George about end of each quarter.

Railroad Employees, Local No. 28—President, F. C. Saunders, Prince George; Secretary, H. A. MacLeod, Prince George. Meets at Tenth Avenue, Prince George, first Sunday in month.

Railway Conductors of America, Order of, Local No. 620—Secretary, J. E. Paschall, Box 305, Prince George. Meets in Prince George on second and fourth Sundays in month at 8 p.m.

Prince Rupert.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1735—President, J. J. Gillis, Box 694; Secretary, David M. McLeod, Box 694, Prince Rupert; Financial Secretary, T. Ross Mackay, Box 1573, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first and third Wednesdays of each month.

Deep Sea Fishermen's Union of the Pacific—Secretary-Treasurer, P. B. Gill, P.O. Box 65, Seattle. Meets at 84 Seneca Street, Seattle, also at Prince Rupert and Ketchican on Tuesdays at 7.30 p.m.

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

Longshoremen's Association, No. 2, Canadian Federation of Labour—President, Richard Smith, Box 531, Prince Rupert; Secretary, Wm. T. Pilford, Box 531, Prince Rupert. Meets in Longshoremen's Hall on Monday of each week at 8 p.m.

Machinists, International Association of, Local No. 207—President, W. Horrobin, General Delivery, Prince Rupert; Secretary, J. Campbell, Box 469, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on second Wednesday in month.

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

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

Railway Carmen of America, Brotherhood of, Local No. 426—President, R. M. Tucker, General Delivery, Prince Rupert; Secretary, E. Tulloch, Box 213, Prince Rupert. Meets in Carpenters' Hall, Eighth Street, Prince Rupert, at 8 p.m. on second and third Mondays of each month.

Railway Employees, Brotherhood of, Division No. 154—President, H. R. Hill, General Delivery, Prince Rupert; Secretary, L. A. Austin, Box 32, Prince Rupert. Meets in Carpenters' Hall on second and fourth Fridays at 8 p.m.

Sheet Metal Workers, International Alliance, Local No. 672—President, G. H. Dobb; Secretary, W. N. Perry, Box 826, Prince Rupert. Meets in Trades and Labour Council Hall at 8 p.m. on fourth Monday in the month.

Steam & Operating Engineers, Local No. 510—President, H. J. Smith, 205 Eighth Avenue West, Prince Rupert; Secretary, B. R. Rice, 800 Eighth Avenue West, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first Friday of each month.

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

Revelstoke.

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

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

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 341—President, W. L. Lea, Revelstoke; Secretary, G. P. Deptford, Revelstoke. Meets in Selkirk Hall, Revelstoke, on first and third Wednesdays of each month at 2.30 p.m.

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

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 208—President, A. L. Anderson, Revelstoke; Secretary, A. Blackberg, Revelstoke. Meets in Revelstoke at 2 p.m. on last Sunday in January, April, June, and October.

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

Railway Conductors of America, Order of, Mount Stephen Division, Local No. 487—President, J. Knox, Revelstoke; Secretary, C. R. Clay, Box 444, Revelstoke. Meets in Selkirk Hall on second Monday at 7.30 p.m. and fourth Thursday of each month at 2.30 p.m.

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

Smithers.

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

Locomotive Engineers, Brotherhood of, Local No. 111—Chief Engineer, J. E. Carpenter, Smithers; Secretary, S. J. Mayer, Smithers. Meets at Smithers on first and third Tuesdays in month at 8 p.m.

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

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

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

Railway Carmen of America, Brotherhood of, No. 1415 (Bulkley)—President, J. S. Cathroe, Smithers; Secretary, G. W. Smith, Box 92, Smithers. Meets at Social Hall, Smithers, on first Thursday in month at 7.30 p.m.

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

South Vancouver.

Civic Employees' Union—President, A. W. Richardson, 5775 Prince Edward Street, South Vancouver; Secretary, W. S. Welton, 832 Twenty-eighth Avenue East, South Vancouver. Meets at Municipal Hall, South Vancouver, on second Tuesday in month at 8 p.m.

Fire Fighters, International Association of, No. 259—President, G. Hearnden, 2625 Forty-ninth Avenue East, Collingwood; Secretary, C. W. Goldsmith, 1126 Twenty-sixth Avenue East, South Vancouver. Meets at No. 3 Fire Hall, South Vancouver, at 10 a.m. and 8 p.m. on first Monday of month.

Squamish.

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

Steveston.

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

Stewart.

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

Trail.

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

Vancouver.

Automobile Mechanics, Lodge No. 702, International Association of Machinists—Meets in Room 310, Holden Building, Vancouver, on second and fourth Tuesdays at 8 p.m.

Bakery Salesmen's International Union of America, Local No. 371—President, E. Holmes, 1217 Keefer Street, Vancouver; Secretary, H. A. Bowron, 744 Fifteenth Avenue East, Vancouver. Meets at Holden Building on second Thursday of each month at 8 p.m.

Barbers' International Union, Journeymen, Local No. 158—Secretary, A. R. Jennie, 728 Hastings Street West. Meets at 814 Holden Building at 8 p.m. on second and fourth Tuesdays in month.

Blacksmiths, Drop Forgers & Helpers, International Brotherhood of, Local No. 151—President, W. J. Bartlett, 1154 Howe Street; Secretary, A. Arman, 2048 Second Avenue West, Vancouver. Meets at 16 Hastings Street East at 8 p.m. on last Friday of each month.

Beverage 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.

Boilermakers, Iron Shipbuilders & Helpers, International Brotherhood of, Local No. 194—President, L. C. Campbell, 349 Fifth Street East, Vancouver; Secretary, A. Fraser, 5079 Ross Street, South Vancouver. Meets at Holden Building at 8 p.m. on first and third Mondays of each month.

Bookbinders, International Brotherhood of, Local No. 105—President, F. J. Milne, 536 Drake Street, Vancouver; Secretary, Thomas Carrall, 842 Hamilton Street, Vancouver. Meets at Holden Building, Hastings Street, Vancouver, on second Tuesday of each month at 8 p.m.

Boot and Shoe Workers' Union, Local No. 505—Secretary, T. G. Griffiths, 3622 McGill Street, Vancouver. Meets at 804 Holden Building at 8 p.m. on first Wednesday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, No. 300, International Union of the United—President, Angus McLennan, 6538 Culloden Street, South Vancouver; Secretary, W. McLean, 2035 Broadway West, Vancouver.

Bricklayers, Masons & Tilesetters' International Union of America, Local Union No. 1, B.C.—Secretary, Wm. S. Dagnall, 1244 Twentieth Avenue East, Vancouver. Meets at 808 Holden Building, Vancouver, on second and fourth Wednesdays in month at 8 p.m.

Bridge & Structural Iron Workers, International Association of, Local No. 97—President, J. F. Burns, 2533 Turner Street, Vancouver; Secretary, W. J. Cook, 4058 Berry Road, South Vancouver. Meets at 611 Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. each Monday.

Carpenters of Canada, Amalgamated Branch No. 1—President, Geo. Richardson, 2856 Oxford Street, Vancouver; Secretary, J. T. Bruce, 827 Cordova Street East, Vancouver. Meets at 163 Hastings Street West at 8 p.m. on second and fourth Tuesdays of each month.

Carpenters of Canada, Amalgamated, Branch No. 2—President, A. E. Arnold, 209 Twenty-fifth Avenue West, North Vancouver; Secretary, W. Bray, 72 Sixteenth Avenue West, Vancouver. Meets at Flack Building, 163 Hastings Street West, on first and third Tuesdays of month at 8 p.m.

Carpenters & Joiners, United Brotherhood of, Local No. 452—President, R. W. Hatley, 4441 Commercial Drive, Vancouver; Secretary, W. Page, 809 Holden Building, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on second and fourth Mondays in month.

Carpenters & Joiners, United Brotherhood of (Floorlayers), No. 1875—President, E. C. Woodward, 1402 Fifth Avenue West, Vancouver; Secretary, A. Reid, 2339 Trafalgar Street, Vancouver.

Cigarmakers, International Union of America, Local No. 357—President, J. Halawell, 3939 Thirteenth Avenue West, Vancouver; Secretary, R. A. Shaw, 1022 Seymour Street, Vancouver. Meets at 804 Holden Building, Vancouver, at 8 p.m. on first Tuesday in month.

City Hall Employees' Association—President, D. Hargreaves, 562 Twelfth Avenue East, Vancouver; Secretary, J. Tarbuck, 2792 Pender Street East, Vancouver. Meets at 445 Richards Street, Vancouver, at 8 p.m. on first Wednesday of each month.

Civic Employees' Federal, Local No. 28 (Chartered by Trades & Labour Congress of Canada)—Secretary, G. Harrison, 1182 Parker Street, Vancouver. Meets at 445 Richards Street, Vancouver, at 8 p.m. on first and third Fridays in month.

Civil Servants of Canada, Amalgamated—President, R. D. McMahon, North Lonsdale; Secretary, J. Linson, Patterson Road, Eburne.

Commercial Telegraphers' Union of America, C.P.R. System, Division No. 1—Chairman, W. D. Brine, Box 432, Vancouver; Secretary, F. Powers, Box 432 Vancouver. Meets at Room 132, Hotel Vancouver, no regular time set.

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

Dominion Express Employees, Brotherhood of, Local No. 15—President, E. Ensor, 315 Eighth Avenue East, Vancouver; Secretary, H. C. Haines, 1919 Kingsway, Vancouver. Meets at 810 Holden Building first Friday of each month at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 213—Secretary and Business Agent, E. H. Morrison, Room 5, 319 Pender Street West, Vancouver. Meets at 319 Pender Street West on Monday at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 310—President, J. Harkness, Fourteenth Avenue East, Vancouver; Secretary, F. Buckle, 2525 Wellington Street, Vancouver. Meets at 319 Pender Street West at 8 p.m. on Wednesdays.

Fire Fighters, No. 18, International Association of—President, J. Anderson, No. 2 Fire Hall; Financial Secretary, C. A. Watson, No. 3 Fire Hall, Vancouver. Meets every month at call of President at 251½ Hastings Street East, Vancouver.

Granite Cutters, International Association of—Secretary, John Philip, 2537 Trinity Street. Meets on third Friday of month at Holden Building, 16 Hastings Street East, at 7.30 p.m.

Hotel & Restaurant Employees, International Alliance, Local No. 28—President, W. Colman, 441 Seymour Street, Vancouver; Secretary, A. Graham, 441 Seymour Street, Vancouver. Meets at 441 Seymour Street first and third Wednesdays.

Jewellery Workers, International Union of, Local No. 42—President, Len. C. Simpson, 3492 Thirty-eighth Avenue West, Vancouver; Secretary, F. C. Yarrall, 1836 Alberni Street, Vancouver. Meets on first Thursday in month at 8 p.m.

Lathers, Wood, Wire & Metal, International Union, Local No. 207—Secretary, A. Jenkins, 50 Forty-fifth Avenue West, Vancouver. Meets at Room 209, Holden Building, Vancouver, at 8 p.m. on first and third Fridays in month.

Lithographers of America, Amalgamated, Local No. 44—President, C. Addie, 217 Twenty-third Avenue, Vancouver; Secretary, J. Thompson, Vancouver. Meets at Room 804, Holden Building, Vancouver, at 8 p.m. on third Wednesday in month.

Locomotive Engineers, Brotherhood of, Kamloops Division No. 320—President, G. P. Boston, 1763 Third Avenue West, Vancouver; Secretary, H. O. B. McDonald, 1222 Pendrell Street, Vancouver. Meets at I.O.O.F. Hall on second Tuesday in month at 8 p.m. and on fourth Tuesday in month at 2 p.m.

Locomotive Engineers, Brotherhood of, No. 907—Chief Engineer, J. H. Jones, 1847 Kitchener Street, Vancouver; Secretary, T. Retallack, 1749 Seventh Avenue East, Vancouver.

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

Lumber Handlers' Association (Independent)—Secretary, J. Grider, 157 Cordova Street West, Vancouver.

Lumber Workers' Association, Canadian (C.F. of L.)—Secretary, D. H. Marr, 2016 Third Avenue West, Vancouver.

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

Machinists, International Association of, Local No. 182—President, Geo. J. Johnston, 1212 Granville Street, Vancouver; Secretary, J. H. Wallace, 2170 Trutch Street, Vancouver. Meets at 313 Holden Building, Vancouver, at 8 p.m. on second and fourth Fridays.

Machinists, International Association of, Local No. 692—Secretary, John Robb, 215 Thirty-first Avenue East, Vancouver. Meets at 807 Holden Building, Vancouver, at 8 p.m. on second and fourth Tuesdays.

Machinists, International Association of, No. 702 President, W. W. Hague, 3489 Forty-first Avenue West, Vancouver; Secretary, J. A. Holmes, 1754 Pendrell Street, Vancouver.

Mailers' Union, No. 170 (I.T.U.)—Secretary, Herbert E. E. Fader, 2718 Oxford Street, Vancouver.

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

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1734—Secretary, John Roscow, 14 Fourteenth Avenue West, Vancouver. Meets at Eagle Hall at 3 p.m. last Sunday in month.

Marine Engineers, National Association of, No. 6—President, H. J. Hutchinson, 1936 First Avenue West, Vancouver; Secretary, E. Read, 232 Thirteenth Street West, North Vancouver.

Marine Transport Workers' Union, No. 510 (I.W.W.)—Secretary, J. W. Owen, 27 Hastings Street West, Vancouver. Meets at 27

Hastings Street West at 7.30 p.m. on Wednesdays.

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

Mill & Factory, Local Union No. 1599—President, Allan Graham, 1825 Forty-fifth Avenue East, Vancouver; Recording Secretary, B. Holden, 1710 Fifth Avenue West, Vancouver. Meets at 313 Holden Building, Vancouver, on first and third Thursdays of each month at 8 p.m.

Moulders of North America, International Union of, Local No. 281—Secretary, J. Pinkerton, 2159 Victoria Drive, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on first and third Fridays in month.

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

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 145—President, E. C. Miller, 991 Nelson Street; Secretary, Edward A. Jamieson, 991 Nelson Street, Vancouver. Meets at G.W.V.A. Auditorium, 901 Dunsmuir Street, Vancouver, at 10 a.m. on second Sunday in month.

Newspaper Vendors, Federal Labour Union No. 7 (T. & L.C.)—President, John Bell; Secretary, J. R. Fraser, Room 803 Holden Building, Vancouver.

Painters, Decorators & Paperhangers of America, Local No. 138—Secretary, W. Wilson, 1033 Haro Street, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Thursdays of month.

Photo Engravers' International Union of North America, Local No. 54—President, G. L. Edwards, 2723 Fifth Avenue West, Vancouver; Secretary, Peter Rutherford, 794 Twenty-second Avenue West, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 8 p.m. on first Wednesday in month.

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

Plasterers & Cement Finishers, International Association of the United States and Canada, Local No. 89—President, Chas. Keall, 1295 McKay Avenue, Burnaby; Secretary, Edward Williams, 1131 Barclay Street, Vancouver. Meets at Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. on first Wednesday in month.

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 170—President, S. G. Smylie, 3765 Thirtieth Avenue West, Vancouver; Secretary and Business Agent, Wm. Watt, 984 Seventh Avenue West, Vancouver. Meets at Holden Building, 16 Hastings Street East, Vancouver, at 8 p.m. on second and fourth Fridays.

Policemen's Federation (Chartered by Trades & Labour Congress of Canada), Local No. 12—President, David Mitchell, 3142 Twentieth Avenue East, Vancouver; Secretary, W. M. Thompson, 1362 Seventeenth Avenue East, Vancouver. Meets at 16 Hastings Street East, Vancouver, at 7.30 p.m. on fourth Tuesday in month.

Printing Pressmen & Assistants, International Union of North America, Local No. 69—President, H. F. Longley, 308 Sixth Street, North Vancouver; Secretary, W. W. Quigley, 2083 Second Avenue West, Vancouver. Meets at 213 Holden Building, Vancouver, at 8 p.m. on second Tuesday in month.

Radio Division, Electrical Communication Workers of Canada, British Columbia, No. 3—District Chairman, C. W. Mellish, Prince Rupert; Secretary, H. Wolfe, Estevan; Assistant District Secretary, C. T. Foote, 745 Yates Street, Victoria.

Railroad Trainmen, Brotherhood of, No. 144—President, G. H. Patterson, 877 Hornby Street, Vancouver; Secretary, D. A. Munro, 70 Seventh Avenue West, Vancouver. Meets at I.O.O.F. Hall, Hamilton Street, on first Tuesday at 7.30 p.m. and third Sunday at 2.30 p.m.

Railway Carmen of America, Brotherhood of, Local No. 58—President, A. S. Ross, 5873 Prince Edward Street, Vancouver; Secretary, J. D. Vulliamy, 2215 Fifteenth Avenue West, Vancouver. Meets at Cotillion Hall, Davie and Granville Streets, on first and third Fridays in month at 8 p.m.

Railway Conductors of America, Order of, Division No. 267—President, J. R. Burton, 1324 First Avenue East, Vancouver; Secretary, J. B. Physick, 1156 Thurlow Street, Vancouver. Meets at I.O.O.F. Hall on first Sunday at 2 p.m.

Railway Employees, Canadian Brotherhood of, Division No. 59—President, C. Bird, 2030 Union Street, Vancouver; Secretary, H. Winter, 2404 Guelph Street, Vancouver. Meets at I.O.O.F. Hall, 515 Hamilton Street, at 8 p.m. on first Friday in month.

Railway Mail Clerks' Association—President, H. F. Hatt, c/o Railway Mail Service, Vancouver; Secretary, A. A. Overend, c/o Railway Mail Service, Vancouver. Meets in Room 18, Post Office Building, Vancouver, at 2.30 p.m. on last Tuesday of month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, No. 630—President, J. Brodie; Secretary, J. W. Hope, 110 Empire Building, Vancouver. Meets at Belvedere Hall, cor. of Tenth and Main Streets, at 8 p.m. on first Monday in month.

Railway & Steamship Clerks, Lodge 626—President, H. P. Wilson, 1758 Thirty-third Avenue East, Vancouver; Secretary, E. Baldock, 6433 Argyle Street, Vancouver. Meets at C.P.R. Storeroom, foot of Drake Street, Vancouver, on last Friday of month at 8 p.m.

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

Retail Employees Association No. 1 (Independent), Vancouver—President, S. J. Blight; Secretary, Robert Skinner, 536 Twenty-second Avenue East, Vancouver.

Sailors & Firemen's Union of Canada, National—Secretary, W. Griffiths, 305 Cambie Street, Vancouver.

Seafarers' Union of B.C., The Federated—President, R. Thom, 565 Howe Street; Vice-President, D. Gillespie, Vancouver; Secretary, W. Donaldson, 2054 Wall Street, Vancouver.

Sheet Metal Workers, Local No. 280—President, N. C. Smith, 4425 Inman Avenue, Vancouver; Secretary, A. P. Ashton, 4503 Spruce Street. Burnaby. Meets at Holden Building, 16 Hastings Street East, at 8 p.m. on second and fourth Thursdays.

Shinglers' Union (Independent), Vancouver—President, Wm. Harris, 843 Sixty-third Avenue East; Secretary, J. W. Austin, 565 Beatty Street, Vancouver.

Shingle Weavers' Union, No. 17813—President, J. N. Chute, 1163 Pender Street East, Vancouver; Secretary, W. H. Matthew, Joyce P.O., South Vancouver. Meets in Holden Building, Vancouver, on the fourth Sunday at 7.30 p.m.

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

Steam & Operating Engineers, International Union of, Local No. 844—President, R. Finley, 1171 Forty-first Avenue East, Vancouver; Secretary, D. Hodges, 3731 Georgia Street East, Vancouver. Meets at 806 Holden Building, Vancouver, at 8 p.m. every Thursday.

Steam & Operating Engineers, Industrial Union of No. 882—Vice-President, W. G. Hulbert, 1639 Fourth Avenue West; Secretary, Chas. Watson, 871 Thirteenth Avenue East, Vancouver. Meets every second Wednesday at 8 p.m., Room 806, Holden Building, Vancouver.

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

Stereotypers & Electrotypers, International Union of, Local No. 88—President, C. Bailey; Secretary, J. McKinnon, 1614 Keefer Street, Vancouver. Meets at 310 Holden Building at 4 p.m. on second Monday in month.

Stone-cutters' Association of North America—President, E. J. Thomas, Fifty-ninth Avenue, Vancouver; Secretary, E. W. Tonge, 4119 Grace Avenue, Burnaby Lake. Meets at 810 Holden Building on second Tuesday in month at 8 p.m.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 101—President, J. E. Smith, 1549 Thirty-seventh Avenue East, Vancouver; Secretary, H. C. Griffin, 447 Sixth Avenue East, Vancouver. Meets at K. of P. Hall, Eighth Avenue and Scotia Street, Vancouver, at 10.15 a.m. on first Monday and 7 p.m. on third Monday.

Switchmen's Union of North America, Local No. 111—Secretary, A. S. Crosson, 1228 Howe Street. Meets at 209 Holden Building on first Sunday in month.

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

Teamsters, Chauffeurs, Stablemen & Helpers, No. 466, International Brotherhood of—President, L. Warren, 1043 Burrard Street, Vancouver; Secretary, A. P. Black, 880 Homer Street, Vancouver.

Theatrical Stage Employees' Federation & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 118—President, G. W. Allin, Box 711, Vancouver; Secretary, G. Martin, Box 711, Vancouver. Meets at 991 Nelson Street, Vancouver, at 9.30 a.m. on second Friday in month.

Typographical Union, International, Local No. 226—President, C. S. Campbell, P.O. Box 66, Vancouver; Secretary, R. H. Neelands, P.O. Box 66, Vancouver. Meets at Room 213, Holden Building, Vancouver, at 2 p.m. on last Sunday in month.

Upholsterers' International Union No. 26—President, J. W. Gordon, 2292 Wellington Avenue, South Vancouver; Secretary, J. Chapple, 4354 Twelfth Avenue West, Vancouver. Meets at 342 Pender Street West, Vancouver, on fourth Monday of month at 8 p.m.

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

Waterfront Workers' Association (Independent), Vancouver and District—Secretary, C. J. Wilson, 211 Hastings Street East, Vancouver.

Wood-workers, Amalgamated Society of, No. 1 Branch—President, G. Richardson, 2856 Oxford Street, Vancouver; Business Agent, J. McKinley, 607 Fifty-second Avenue East; Secretary, C. E. Ellis, 1657 Thirty-sixth Avenue East, South Vancouver. Meets at Flack Building, 163 Hastings Street West, Vancouver, at 8 p.m. on second and fourth Tuesdays of each month.

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

Vernon.

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

Victoria.

Barbers, Journeymen, International Union of, Local No. 372—President, J. A. Green, 1319 Government Street, Victoria; Secretary, J. Langlois, Sayward Block, Douglas Street. Meets at A.O.F. Hall on fourth Monday in month at 8 p.m.

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

Bookbinders, International Brotherhood of, Local No. 147—President, W. W. Laing, 125 Linden Avenue, Victoria; Secretary, E. Sturgeon, 141 Eberts Street, Victoria. Meets at Sussex Block, Yates Street, Victoria, at 8 p.m. on fourth Friday in month.

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

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

Carpenters & Joiners (Shipwrights), United Brotherhood of, Local No. 1598—President, W. Farquhar, 543 Manchester Road; Recording Secretary, T. S. S. Stott, 1191 St. Patrick Street. Meets at Trades Hall, Broad Street, at 8 p.m. on first and third Mondays in month.

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

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

Dominion Express Employees, Brotherhood of, No. 20—President, T. C. John; Secretary, F. E. Dutot, 1549 Bank Street, Victoria. Meets at Canadian Pacific Railway Building on first Monday in month at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 230—President, John Grant, 830 Princess Avenue, Victoria; Secretary, W. Reid, 2736 Asquith Street, Victoria. Meets at Harmony Hall, Fort Street, at 8 p.m. on first and third Tuesdays of month.

Firefighters, City Union No. 258—President, Henry Dyer, No. 5 Fire Hall, Victoria; Secretary, T. A. Heaslip, No. 5 Fire Hall, Victoria. Meets at Headquarters Fire Hall, Cormorant Street, at 8 p.m. on or about first of each month.

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

Letter Carriers, Federated Association of, No. 11—Secretary, W. Cragmyle, 2872 Inez Drive, Victoria. Meets in Surrey Block, Yates Street, at 7.30 p.m. on third Thursday in month.

Locomotive Firemen & Engineers, Brotherhood of, Local No. 690—President, E. S. Cottle, Mary Street, Victoria; Secretary, H. Richmond, 615 Wilson Street, Victoria. Meets at A.O.F. Hall, Broad Street, at 8 p.m. on first Wednesday and third Thursday in month.

Longshoremen's Association, No. 38-46, International—President, Joseph Ward; Secretary, Francis Older, 746 Humboldt Street, Victoria.

Machinists, Local No. 456—Secretary, C. B. Lister, 3226 Oak Street, Saanich. Meets at K. of P. Hall, North Park Street, fourth Thursday in month at 8 p.m.

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

Moulders, International Union of North America, Local No. 144—President, G. Stancombe; Secretary, W. Kaye, 421 Vincent Street, Saanich. Meets at K. of P. Hall at 8 p.m. on second Wednesday in month.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 247—President, Stanley Peele, 1210 MacKenzie Street, Victoria; Secretary, W. H. Press, 1060 Burdette Avenue, Victoria. Meets at K. of P. Hall at 2 p.m. on second Sunday in October and April and 10.30 a.m. in May and September.

Painters, Dectorators & Paper-hangers, Brotherhood of, Local No. 1119—President, A. Weatherill, 1269 Pembroke Street, Victoria; Secretary, F. Pomeroy, 2631 Willows Road, Victoria. Meets at Room 16, Green Block, Broad Street, on first and third Thursdays in month at 8 p.m.

Pattern Makers' League of North America—President, J. LeSueur, 1272 Walnut Street, Victoria; Secretary, J. A. McCahill, P.O. Box 851, Victoria. Meets on second Monday each month at 326 John Street at 8 p.m.

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

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

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 17—President, J. Fox, 2858 Austin Avenue; Secretary, H. Johnson, 3261 Harriet Road, Victoria. Meets at K. of P. Hall at 8 p.m. on second and fourth Tuesdays.

Policemen's Federal Union, Local No. 24—President, John Geo. Foster, 733 Pembroke Street, Victoria; Secretary, Geo. R. Clare, 538 Sumas Street, Victoria. Meets at Police Headquarters at 3.15 p.m. on first Tuesday in month.

Postal Clerks' Association (Dominion)—President, L. F. Hawkes, Cowper Apartments, Menzies Street, Victoria; Secretary, G. S. Bloomfield, 2528 Garden Street, Victoria. Meets at P.O. Building, Victoria.

Printing Pressmen & Assistants, International Union of North America, Local No. 79—President, Thomas Nute, 534 Michigan Street, Victoria; Secretary, F. H. Larssen, 1236 Mackenzie Street, Victoria. Meets at Campbell Building (sixth floor) at 8 p.m. on second Monday in month.

Railway Carmen of America, Victoria Lodge No. 50—Secretary-Treasurer, John H. Booth, 2421 Mowat Street (Willows), Victoria. Meets in Green Block on first Monday in each month at 7.30 p.m.

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

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, No. 1137—President, E. Leonard, 1221 Whittaker Street, Victoria; Secretary, H. McDougall, 1484 Lang Street, Victoria. Meets at Trades Hall at 8 p.m. on first Thursday in month.

Railway Trainmen, Brotherhood of, Local No. 613—President, C. H. Cross, 704 Lampson Street, Esquimalt; Secretary, W. M. Parlby, 780 Dominion Road, Esquimalt. Meets at A.O.F. Hall, Broad Street, Victoria, at 8 p.m. on second Tuesday and last Friday in month.

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

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

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

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

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 109—President, E. F. Fox, 1219 Basil Avenue, Victoria; Secretary, W. Turner, 2169 Fair Street, Victoria. Meets corner Broad and Yates Streets, Victoria, at 10 a.m. and 7 p.m. on second Tuesday in month.

Stonecutters' Association of North America (Journeymen)—President, W. Mackay, P.O. Box 853, Victoria; Secretary, J. Barlow, P.O. Box 853, Victoria. Meets at 8 p.m. on second Thursday in Labour Hall, Broad Street, Victoria.

Tailors' Journeymen Union of America, Local No. 142—President, M. Mobray; Financial Secretary, H. D. Reid, 3034 Washington Avenue, Victoria. Meets at 8 p.m. on first Monday in month.

Teamsters & Chauffeurs, Stablemen & Helpers, International Brotherhood of, Local No. 365—President, N. Hanson, 1463 Bay Street, Victoria; Secretary, P. G. Rabey, 2536 Blanshard Street, Victoria. Meets at Veterans of France, Douglas and Courtney Streets, Victoria, at 8 p.m. on first Tuesday.

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

Typographical Union, International, Local No. 201—President, F. G. Wyatt; Secretary, T. A. Burgess, P.O. Box 1183, Victoria. Meets at Campbell Building (sixth floor), Victoria, at 2 p.m. on last Sunday in month.

Upholsterers & Trimmers, No. 25—Secretary, J. F. Sharp, 570 Yates Street, Victoria. Meets in Campbell Building at 8 p.m. on second and fourth Mondays in month.

Willow River.

Maintenance-of-way Employees, Railway & Shop Labourers, No. 202—President, C. M. LeClaire, Snowshoe; Secretary, F. Swanson, Hutton Mills.

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Mine, Mill and Smelters, International Union—Secretary, W. B. McIsaac, Ymir.

VICTORIA, B.C.:
Printed by Charles F. Banfield, Printer to the King's Most Excellent Majesty.
1926.