PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDING DECEMBER 31ST

1922

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
Printed by WILLIAM H. CULLIN, Printer to the King's Most Excellent Majesty.
1923.

To His Honour WALTER CAMERON NICHOL,

Lieutenant-Governor of the Province of British Columbia.

MAY IT PLEASE YOUR HONOUR:

The Annual Report of the Department of Labour of the Province for the year 1922 is herewith respectfully submitted.

A. M. MANSON,

Minister of Labour.

Office of the Minister of Labour,

May, 1923.

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

SIR,—I have the honour to submit herewith my fifth Annual Report on the work of the Department of Labour up to December 31st, 1922.

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

J. D. McNIVEN,
Deputy Minister of Labour.

Department of Labour, Victoria, B.C.,
May, 1923.

REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1922.

The best that can be said of industrial conditions in the Province during 1922 is that they were a distinct improvement upon those of 1921. The period of depression which descended upon us like a heavy cloud in the fall of 1920 remained with us for the whole of the two following years, but during 1922 there were welcome signs that the cloud was lifting, and at the beginning of 1923 the business weather chart is pointing very definitely towards a revival. It has been a long and trying period not only for ourselves, but for almost every country in the world.

The Claims of the Unemployed.

In the circumstances the unemployment problem could not but be with us for the greater part of the year, and the record of the Department of Labour for 1922 is, in the main, a story of efforts which have been put forward to deal with one phase or another of the situation. At the beginning of the year the trouble was very acute, many thousands of unemployed persons being congregated especially in Vancouver and Victoria. The Dominion Government had laid down the lines on which assistance should be given to enable needy applicants to tide over the unemployment period. They agreed to contribute one-third of any sums of money which were handed out in the form of relief, but made it a condition that the Provincial Government should provide another third and the local authority the remainder. In addition to this form of assistance, which was regarded as a "dole" pure and simple, the Dominion Government encouraged local authorities to proceed with such necessary public works as could be undertaken during the winter months. Where the cost of carrying out the work exceeded the normal by reason of its being undertaken at such period of the year, the Dominion Government stipulated that the normal cost should be paid in full by the municipality, and that the excess cost over and above normal should be shared equally by the Dominion Government, the Provincial Government, and the local authority. Later, on January 25th, the Dominion Government increased its contribution to one-half of the "cost over normal," thus reducing the contribution of the local authority to one-sixth, while that of the Provincial Government remained at one-third.

The position of the Provincial Government in relation to these schemes was this: that it had either to accept or reject proposals of which it had no hand in the making, nor any choice of the manner in which they should be carried out. The Dominion Government drew up the broad outlines of the schemes, and the cities and municipalities decided as to their local application and spent the money. The Provincial Government, however, recognizing that there was a real need to be met, and that it was a case of joint responsibility of all the three authorities, loyally met its one-third share of the bill, and supplemented this contribution by putting in hand works of its own so as to take care of an additional number of unemployed. These works were referred to in detail in our last annual report, and their operation, begun in 1921, was carried over into the opening months of 1922.

Government Contributions for Relief.

The plans for assisting the unemployed remained in force until the end of April. In these first four months of the year the Provincial Government's one-third contribution for relief purposes amounted to $149,624.75, which was paid to various cities and municipalities as follows: Burnaby, $4,513.68; Kamloops, $535.84; New Westminster, $1,570.66; North Vancouver (City), $5,582.41; North Vancouver (District), $2,874.14; Oak Bay, $427.70; Prince Rupert, $5,523.21; Rossland, $223.99; South Vancouver, $43,456.85; Vancouver, $66,841.17; Victoria, $18,175.77; West Vancouver, $99.33.

Payments coming under the head of one-third "cost over normal" were not so large an item, as comparatively few local authorities found themselves in a position to take advantage of the scheme. The following sums were paid out by the Provincial Government: Burnaby, $1,346.04; Kamloops, $72.50; Nanaimo, $233.67; Penticton, $475.30; Saanich, $202.66; South Vancouver, $8,155.40; Vancouver Sewerage Board, $3,501.49; a total of $13,987.06.

DIFFERENCES OF EAST AND WEST.

It may be mentioned that payments for unemployment relief and assistance were proportionately heavier in this Province than in most of the other Provinces of the Dominion, and recent discussions have brought out some rather sharp differences of opinion as to the proper method of approaching the unemployed question.

The older Provinces in the East are inclined to look askance at public expenditure under this head. In older communities, and under more long-established social systems, private charity plays a larger part than public aid in helping the distressed. Consequently, while they had their own unemployed situation on their hands, many of the Provincial Governments and cities in the east did not choose to make payments on their own account which would qualify them to receive the contribution offered by the Dominion Government. This probably explains a disposition which was shown on their part to be critical of expenditure which the Dominion Government sanctioned for aid to the unemployed in the Western Provinces.

THE CASE FOR AND AGAINST "DOLES."

Differences of opinion also developed with respect to the policy of giving "doles"; that is, paying out money in relief to persons who are not expected to give any return for it in the way of work. This policy, after being tried for two years in this Province, met with all-round condemnation, and everybody agreed that it should be stopped and that the recipients of Government assistance should be required to perform some labour for what they received. In our Coast cities it is feasible to insist upon this condition. Practically all the work available for the unemployed is outdoor labour, and in the Coast region such work need never be suspended for more than from four to six weeks during the winter season; and so the condition that work must be done in exchange for assistance given presents no special difficulty. But in the Prairie Provinces and in the interior of our own Province outdoor work in midwinter is plainly impossible, and if the people there are to receive any assistance at all it can apparently be given in no other way than that of the much-debated "doles." We can therefore see that, for one reason or another, an unemployment relief scheme which would very well suit conditions in the Coast area of our own Province would not be acceptable to other parts of the Dominion.

The objections of our own people to the policy of giving doles was unanimously expressed at a meeting of representatives from the municipalities of Vancouver Island and the Lower Mainland, held on August 24th in Victoria. The meeting was addressed by the Honourable John Oliver, Premier, and the Honourable A. M. Manson, Minister of Labour. After a discussion in which a large number of the delegates took part, the meeting declared itself unanimously against the giving of doles, and in favour of appealing to employers to give the first preference in employment to (1) the disabled veterans; (2) to married returned men with families; and (3) to married men who are not returned soldiers. An opinion was also expressed in favour of establishing an intermunicipal Board to act as an advisory body on employment questions. The meeting served the purpose of making clear the feeling prevalent in the Province, preparatory to the discussions upon the unemployment question which took place at Ottawa early in September at a conference attended by representatives of the Dominion and Provincial Governments.

DECISIONS OF OTTAWA CONFERENCE.

The Ottawa Conference brought out some differences of opinion on various aspects of the problem as already indicated, but it showed the existence of a general agreement that the worst period of unemployment had been passed, and that the winter of 1922–23 was not likely to witness such a serious situation as the two previous winters. So far as the Province was concerned, this expectation was borne out by events, as our leading industries were more active in providing employment during the closing months of the year than they had been in the corresponding periods of other recent years. This appealed to the Ottawa Conference as a favourable time to recede somewhat from the position that had been taken up in previous years, and a change of attitude is apparent from the resolutions adopted, and which were in the following terms:—

Resolution 1.—"In connection with the attention which has been given by this Conference to the subject of unemployment and the measures which may be deemed necessary by the public authorities in Canada to provide for the relief of unemployed persons, the Conference hereby

places on record, as an expression of its view, that the problem of unemployment is primarily one of industry and that every effort should be made in industry to prevent the occurrence of unemployment.

"It is recognized that the causes of unemployment in some cases may be outside of particular industries and in part due to causes which are international. This Conference, however, urges upon those engaged in industry the necessity of regulating employment in the interests alike of employer and employee."

Resolution 2.—"That this Conference, after considering the representations made by municipalities, Provincial Governments, and the Federal Government, is of the opinion that at the present time no acute unemployment problem exists throughout the Dominion; and, further, that if during the approaching winter abnormal unemployment should materialize it will be less in extent than during the past winter.

"That the Conference is further of the opinion that the practice of handing out unemployment doles is wrong in principle and often harmful in effect and should not be resorted to until all other measures have failed.

"This Conference is of the opinion that if abnormal unemployment should exist during the approaching winter the Provincial and Federal Governments should jointly meet the situation in the following manner:—

"First: All physically fit single men shall be expected to provide for themselves.

"Second: On the receipt of requests from municipalities for assistance the Federal and Provincial Governments shall jointly investigate same, and if after investigation they are satisfied that the situation warrants their attention any assistance given shall be undertaken on the following basis:—

"(*a.*) That the municipalities provide such emergency relief-work as is possible, and that the Provincial and Federal Governments should each bear a proportion of the additional cost over normal cost for winter construction in the execution of such work:

"(*b.*) That where sufficient relief-work cannot be created direct relief be given in a manner similar to that carried out during the past winter.

"Third: That the Federal Government through the Department of Soldiers' Civil Re-establishment continue to bear the responsibility of looking after the disabled ex-service men."

Resolution 3.—"Whereas in departments of Government, both Federal and local, there are avenues open for employment:

"And whereas the Canadian National Railway Board is the manager and operator of the Canadian National Railway and the Canadian Government system:

"And whereas there are Boards administering, under legislative authority, special departments of public works in the various Provinces:

"And whereas there are recurring periods of unemployment:

"Therefore this Conference recommends that the respective Governments, the National Railway Board, and the Boards administering the special departments of public works in the various Provinces should regulate and carry on their public work and railway operation so as to distribute the work in such a manner as to relieve unemployment to the greatest possible extent throughout Canada."

DOMINION GOVERNMENT'S CHANGE OF POLICY.

The second resolution, while thus condemning the policy of giving doles as harmful, admitted the possibility of giving them as a last resort after other ways of treating the unemployment problem had failed. In point of fact, the necessity for the Government to take this course did not arise. With the industries of the Province absorbing a larger amount of labour, the ordinary channels for giving out relief to necessitous cases did not require, up to the end of the year, to be supplemented by Government aid. Moreover, the Dominion Government, after a survey of conditions throughout the country, announced that the emergency relief measures of the two previous winters would not be reintroduced, and that the municipal authorities would have to take care of their unemployed, with such assistance as they could procure from their Provincial Governments.

In the month of December there were indications that the situation might require further measures, and a meeting for the purpose of gathering information as to unemployment was held in the Court-house, Vancouver. The Deputy Minister of Labour presided, and representatives

were present of all the principal cities and municipalities on the Lower Mainland. Many of them spoke of their experiences in dealing with the unemployed and the situation existing in their own districts, and the general opinion appeared to be that some form of Government aid was required in dealing with the problem. In the afternoon of the same day the Deputy Minister met representatives of the unemployed and heard their views, which on the general situation agreed in the main with those of the municipal representatives.

(Later, early in 1923, the Provincial Government, without calling for assistance from either Dominion or municipal authorities, opened up work in the clearing of land at Point Grey, where 500 men were employed for two months. Schemes on a smaller scale were set on foot in order to assist the unemployed of Victoria and surrounding municipalities, work being done on roads in the district. In other parts of the Province the Government found it necessary to render some slight assistance along similar lines.)

It may be that we have not yet heard the last of the controversy as to how far the responsibility for providing for unemployment rests with the Dominion and how far with the Provincial Government. The causes of unemployment very often are neither local nor Provincial. We have the annual influx of unemployed from the Prairie to the Coast each winter, and we have also the fact that since the war this Province has received far more than her quota of unemployed ex-soldiers, many of them suffering from disabilities. In meeting the responsibilities which the presence of these men in our midst has placed upon us, the Province is entitled to expect some co-operation from the authorities at Ottawa.

CLAIMS OF DISABLED EX-SOLDIERS.

In the latter part of the year the claims of the disabled ex-soldiers who were out of work were brought prominently before the public by the Honourable Minister of Labour, and instructions were given to the Superintendents of Employment Bureaus to do everything in their power to secure suitable employment for these men. This was preparatory to an appeal from the Honourable Minister which was circulated later to all employers of labour in the Province, asking that the disabled men should have first consideration for any employment which was available, and that each large employer should so arrange the work in his establishment as to permit of a number of positions being filled by such men. Some of the employers have received the appeal very sympathetically and have done their best to carry out its suggestions, with the result that a large number of disabled men have now been given employment. Our basic industries are not such as to absorb readily men who are not physically fit, and the Employment Service in the Province has been co-operating as far as possible with the Department of Soldiers' Civil Re-establishment in securing suitable employment for the citizens who, because of war service, find themselves physically unfit for the work they performed prior to the war, in addition to those who meet with misfortune in following their occupations in the industrial life of the Province.

WHITE LABOUR IN PLACE OF ASIATICS.

Another matter which was taken up directly by the Minister of Labour was a request to the railways in the Province that they should agree to hire all the men required for work on section and extra gangs through the Employment Offices, and to refrain from employing the gangs of Asiatics usually hired during the summer months. Through this arrangement more than 2,000 white labourers were sent to employment on railways in British Columbia, and though a large number of those men did not remain in employment, a sufficient number stayed to the end of the summer to render it unnecessary to employ more than a small percentage of the number of Asiatics usually engaged. The rate of wages, and on the more recently constructed railways the absence of proper accommodation for married men, made it somewhat difficult to secure citizens for this work, but many men have reported that, if housing accommodation could be provided for their families, they would follow railway-track work the year round, preferring steady employment to the intermittent work offering in many industries where the operation is of necessity seasonal.

LABOUR DISPUTES OF THE YEAR.

Comparatively few labour disputes took place in the Province during the year. The most serious in extent was that affecting the coal-miners in the Crowsnest area, which was really a part of the larger dispute which spread over a great portion of the mining area of the continent. In the Crowsnest, after a stoppage of nearly five months, from April to August, the miners

signed an agreement making a concession in the way of a lower rate of pay; but this was almost immediately revised, the former rate being restored in conformity with an agreement made in the coalfields of the Central area in the United States. In the lumber industries there were a number of small disputes, and some dissatisfaction was manifested over the charges which employers make for board in camps where the men have no opportunity of arranging for private residence. When very high wages were being paid three years ago, and the cost of food and commodities was much higher than it is to-day, the charge for board was increased to $1.20 and sometimes as high as to $1.50 per day, and this became fairly general. Since then wages in the lumbering industries have gone down, on the average, by $7 to $8 per week, and food, generally speaking, is much cheaper; but some firms have still kept the charge for board at its highest figure, though others have made a reduction. This has caused some discontent, and there does not appear to be any reason why the charge for board should not come down in sympathy with the general movement of prices.

Delay in Payment of Wages.

A large number of complaints have been received during the year regarding violations of the "Semi-monthly Payment of Wages Act." Such violations occur most frequently at camps in isolated districts. Some employers, on having the complaints brought to their attention, have made the excuse that the men had no means of spending their money in the locality where they were working; but this is not a reasonable ground for non-compliance with the law, and, in cases when employers have eventually been unable to meet their obligations, depriving the men of money which they have earned, or delaying the payment indefinitely. Such delay imposes a hardship especially upon men with families to support. Several prosecutions under the Act have resulted from complaints made to this Department, and have been the means of securing redress for the workmen. Men employed in out-of-the-way districts who find a difficulty in obtaining their wages at the proper time should notify the circumstances to the Department of Labour.

Other Questions.

During this year there was a slight downward movement in industrial wages in the Province and a slight upward movement in the matter of working-hours, but both these movements have now been reversed. The activities of the Minimum Wage Board and the Employment Service, the administration of the "Factories Act," the labour disputes of the year, and the collection of statistics of wages and industries are dealt with in separate sections of this report.

STATISTICS OF TRADE AND INDUSTRIES.

With each successive year the section of our annual report appearing under the above title becomes a more complete statement. Since the Department of Labour became into existence, in 1918, an effort has been made every year to assemble details relating to the total pay-roll, rates of wages, nationality, fluctuations of employment, and working-hours of people employed in the industries of the Province. In carrying out this work we are dependent to a very large extent upon the co-operation and goodwill of employers of industrial labour, each of whom is asked at the beginning of the year to furnish the details relating to his own business. It is a pleasure to report that this co-operation has been more effective this year than ever. In 1918, the Department's first year, 1,047 employing firms sent in their reports; in the second year, 1,207; in the third year, 1,869; in the fourth year, 2,275; and for this, the fifth year, we have received no fewer than 2,809 returns. This is truly a remarkable result, and one which, we venture to think, would not have been possible were it not for the recognition, on the part of employers, of the fact that the Department, in collecting and publishing this information, is rendering an important service to the Province and its industries. Doubtless there are some who have not sent in their reports, but they are comparatively few. Our chief regret is that the returns in some cases were not made with greater promptitude. Statistical forms were sent out by the Department at the beginning of the year and were returnable for January 31st; but some firms did not make their returns until the latter part of April, and then only after repeated applications by the Department. But for this dilatoriness on the part of a small number of employers our report would have been published at a much earlier date.

In the first two years for which returns were asked a period was chosen ending with July 31st. Then, in order that statistics might be presented covering as recent a period as possible, the date was moved to September 30th; and carrying the same movement further for the report covering 1921, a full calendar year was chosen. As this change appeared to justify itself, the same plan was again adopted this year, and the returns now presented are for the full year 1922. No change has been made this year in the grouping of the returns, which for the purposes of this report have been assembled under twenty-five heads, and the questions put to employers were also identical with those of last year. In this way there has been avoided anything that would detract from the value of the two reports for the purpose of comparison.

SALARY AND WAGE PAYMENTS.

The salary and wage payments made by the 2,809 firms during the year amounted to $86,192,190.73. This compares with a total of $79,742,380.10 paid out in the previous year by 2,275 firms. The amount paid to officers, superintendents, and managers, $7,730,624.73, is about $500,000 more than in the previous year, but the payments to clerks, stenographers, and salesmen are actually a little less in 1922 than 1921, notwithstanding the increase in the number of firms reporting. The amount paid to purely industrial wage-earners, however, represents an increase of nearly $6,000,000 over the previous year, the total for 1922 being $71,324,416.39. An analysis of these figures shows that, while the number of firms reporting increased by 22½ per cent., their aggregate pay-roll showed an increase of rather less than 9 per cent. This is explained in part, no doubt, by the fact that the 534 employers who sent in returns this year for the first time are mostly firms in a smaller way of business; and also partly by the fact that in most industries wages during 1922 showed a reduction as compared with 1921. This reduction would appear to have been felt most of all by the non-industrial workers. The payments for managerial services in 1921 amounted to 10 per cent. of the total, and in 1922 to 9 per cent.; while the proportion allotted to office-help fell from about 10 per cent. to 8¼ per cent. Perhaps a reason for this may be that a number of firms which closed their works for considerable periods in 1921, but which required office-help to keep together the thread of their business, were operating more steadily in 1922. The total industrial pay-roll would have been augmented to somewhere in the neighbourhood of $100,000,000 had it been found practicable to include the salary and wage payments made in this Province to employees on the various steam-railway systems.

INDUSTRIES WITH A SMALLER PAY-ROLL.

An examination of the pay-roll of the different industries and of the corresponding figures for 1921 affords some interesting comparisons. One of the industries showing a falling-off is that of the breweries, with a pay-roll of $446,424.81 in 1922 as against $654,654.65 in 1921. How far such a result has been produced by changes in the law affecting the sale of beer, the most important of which went into effect in the summer of 1921, it is not within the province of this Department to inquire. Another industry showing a slightly reduced pay-roll is that of cigar and tobacco manufacturing; but with regard to this it may be observed that the largest concern in the Province engaged in this business underwent a reconstruction last spring. Slight reductions are also shown in the pay-roll of the metal trades, and in some of the smaller industries, such as oil-refining and paint-manufacturing. The industry which shows the biggest reduction is that of ship-building, with a pay-roll down from $2,837,344.02 in 1921 to $946,530.73 in 1922. This industry in the last two years has been gradually terminating contracts and engagements entered into during or shortly after the war, when a much more rosy view was taken of the prospects of ship-building on this Coast than would now appear to have been justified. Probably we have reached the low point of depression, and though the ship-building boom times of 1918 and 1919 can hardly be expected to return, we have a number of yards on the Coast equipped for any ship-building that may be required, while the dry-dock developments in Esquimalt and Vancouver will almost certainly mean that a larger amount of ship-repairing will be done here in the future than in the past.

The camparative pay-rolls for 1921 and 1922 also show the pulp and paper manufacturing industry to have been passing through quiet times during the past year, but there is the satisfactory feature that nearly all the mills were employing more help at the end of the year than at the beginning. The pay-roll for public utilities is also down compared with the 1921 total, one of the reasons for this being the adoption of the one-man service on many of the street-cars.

WHERE THE PAY-ROLL HAS INCREASED.

Most of our industries, however, had a larger pay-roll from a bigger number of firms than in the previous year. Conspicuous among these is the lumbering group, in which the 667 firms making returns paid out $23,827,204.80, while in the previous year 533 firms paid $18,180,962.66. It was in the last few months of the year, especially, that the lumbering interests began to show practical signs of recovery after two years of depression, and the outlook at the beginning of 1923 is distinctly better than at any time since the spring of 1920. The building and contracting industries, another large group, improved on their 1921 pay-roll by nearly $3,000,000, or over 40 per cent. The coal-mining pay-roll for the year just more than held its own in comparison with 1921, in spite of the closing-down of the mines in the Fernie area for nearly five months owing to a strike. In the group relating to the manufacture of food products there was an increase of $500,000 paid in wages, mainly owing to the fact that the fish-canneries, though not by any means enjoying a boom, had a better year than 1921. Metal-mining also showed a slight advance, as did printing and publishing.

FLUCTUATIONS IN EMPLOYMENT.

Under the heading "Average Number of Wage-earners," the numbers are given of those employed, month by month, by the 2,809 firms sending in returns. A glance at these figures will at once throw into relief the seasonal character of many of the industries in this Province. For the month of January the number of males employed by these firms is given as 45,577. An improvement began in March, which was continued and accentuated until in May the total was 55,090. The volume of employment reached its peak in August, with a total of 59,670, but it is noticeable that the numbers employed were fairly well maintained until the end of November—a much more healthy state of things than in 1921, when there was a progressive decline from July to the end of the year. From last November to December there was a drop of nearly 6,000, but even after allowing for this the total employed at the close of the year was 5,119 more than at the beginning. This bears out the contention made by the Department, and maintained by various authorities in the last few months, that unemployment in the Province was very much less serious than it had been in the two previous winters. Perhaps it is too much to expect that we shall be able to do away entirely with winter unemployment,

but the evil might be greatly minimized if employers would do their best to spread work over as long a period of the year as possible, and if workmen, in the time when work is steady and wages regular, would have more forethought for the months of scarcity in midwinter.

WORKERS' COUNTRY OF ORIGIN.

A careful effort has again been made to ascertain the countries of origin of the workers in our various industries, and these are shown in the tables headed "Nationality of Employees." The figures all round are higher than the corresponding figures for last year, as was to be expected from the larger number of returns and the increased pay-roll. But otherwise the list conforms fairly closely to those previously published. Native-born Canadian again take the first place, their numbers being rather more than one-third of the total. They are closely followed by natives of Great Britain and Ireland, and if we add to these groups the number of Americans and Australians, we find that approximately 70 per cent. of our industrial workers are of our own race. Of the remaining 30 per cent., rather more than one-half came from the Continent of Europe and rather less than one-half from Asiatic countries. In the lumbering group of industries native Canadians outnumber the British-born by nearly three to one, which is probably explained by the fact that few immigrants coming to this country from the Old Land have had any previous experience of such work. There are also more Canadians than British in the industries of cigar and tobacco manufacturing, manufacture of food products, garment-making, manufacturing jewellery, the metal trades, metal-mining, printing and publishing, and pulp and paper manufacturing. On the other hand, Great Britain supplies the largest number of our workers in breweries, the production of builders' materials, coal-mining, Coast shipping, contracting, explosives and chemicals, manufacture of house furniture, laundries, manufacture of leather and fur goods, oil-refining, paint-manufacture, ship-building, smelting, and public utilities.

WHERE ORIENTALS ARE EMPLOYED.

Oriental workers—i.e., natives of China, India, and Japan—are included in the returns in somewhat higher numbers than last year, the increase being closely in proportion to that of all workers. Each of the three nationalities shares in this increase. The returns for the last five years, however, show a declining percentage of Oriental workers. The first of these returns was for the seven months from January to July, 1918, when the war was in progress and the supply of white labour somewhat limited. Orientals were at that time 20.37 per cent. of our industrial workers. In the following twelve months they were 18.35 per cent., and in 1919-20 they were 16.64 per cent. In 1921 they fell to 14.45 per cent., but for the year now under review there was a very slight advance, to 14.61 per cent. One cause of this may have been the greater activity of the lumbering industries, which absorb nearly two-thirds of our industrial workers of Asiatic origin, and which derive 25.63 per cent. of their labour-supply from this source. This proportion, it may be noted, varies very considerably in the different branches of the lumbering industry. Only 5.34 per cent. of the workers engaged in logging were Orientals; on logging-railways, 9.62 per cent.; in planing-mills, 30.30 per cent.; in sawmills, 39.82 per cent.; and in shingle-mills, 53.68 per cent.

A SLIGHT FALLING-OFF IN WAGES.

The general decline in industrial wages, which was so marked between 1920 and 1921, was carried further in 1922; but whereas the average decline from 1920 to 1921 was nearly 12½ per cent., between 1921 and 1922 it was only 2¼ per cent., and there is good ground for believing that the present year will witness an upward tendency. Of the twenty-five industrial groups, nineteen registered an average decrease during the year and six an average increase, but the latter include such important groups as lumbering, coal-mining, the manufacture of food products, and pulp and paper manufacturing. In these basic industries the low-water mark was evidently touched during 1921, perhaps with the exception of coal-mining. The general decrease is fairly evenly distributed among the majority of the industries, and is not in any case such as to call for special comment.

Following the practice adopted in our last two reports, a series of diagrams have again been prepared, this time showing the changes in the prevailing industrial wages in the Province over a period of five years. From these diagrams the wage fluctuations between 1918 and 1922 may be seen at a glance.

Weekly Wages.	Percentage of Employees.
Under $15 00	2.64%
$15 to 19 99	14.10%
20 to 24 99	25.78%
25 to 29 99	19.19%
30 to 34 99	15.94%
35 to 39 99	13.71%
40 to 44 99	4.84%
45 to 49 99	1.97%
50 and over	1.83%

Under $15 00	2.49%
$15 to 19 99	10.19%
20 to 24 99	23.69%
25 to 29 99	21.64%
30 to 34 99	16.74%
35 to 39 99	15.13%
40 to 44 99	5.23%
45 to 49 99	2.60%
50 and over	2.29%

Under $15 00	0.79%
$15 to $19 99	4.85%
20 to 24 99	14.29%
25 to 29 99	25.80%
30 to 34 99	19.98%
35 to 39 99	17.89%
40 to 44 99	9.24%
45 to 49 99	4.58%
50 and over	4.58%

Under $15 00	4.35%
$15 to 19 99	13.14%
20 to 24 99	24.62%
25 to 29 99	22.52%
30 to 34 99	15.06%
35 to 39 99	11.52%
40 to 44 99	4.87%
45 to 49 99	2.06%
50 and over	1.86%

Under $15 00	4.70%
$15 to 19 99	17.18%
20 to 24 99	25.83%
25 to 29 99	20.43%
30 to 34 99	13.38%
35 to 39 99	9.82%
40 to 44 99	4.43%
45 to 49 99	2.28%
50 and over	1.95%

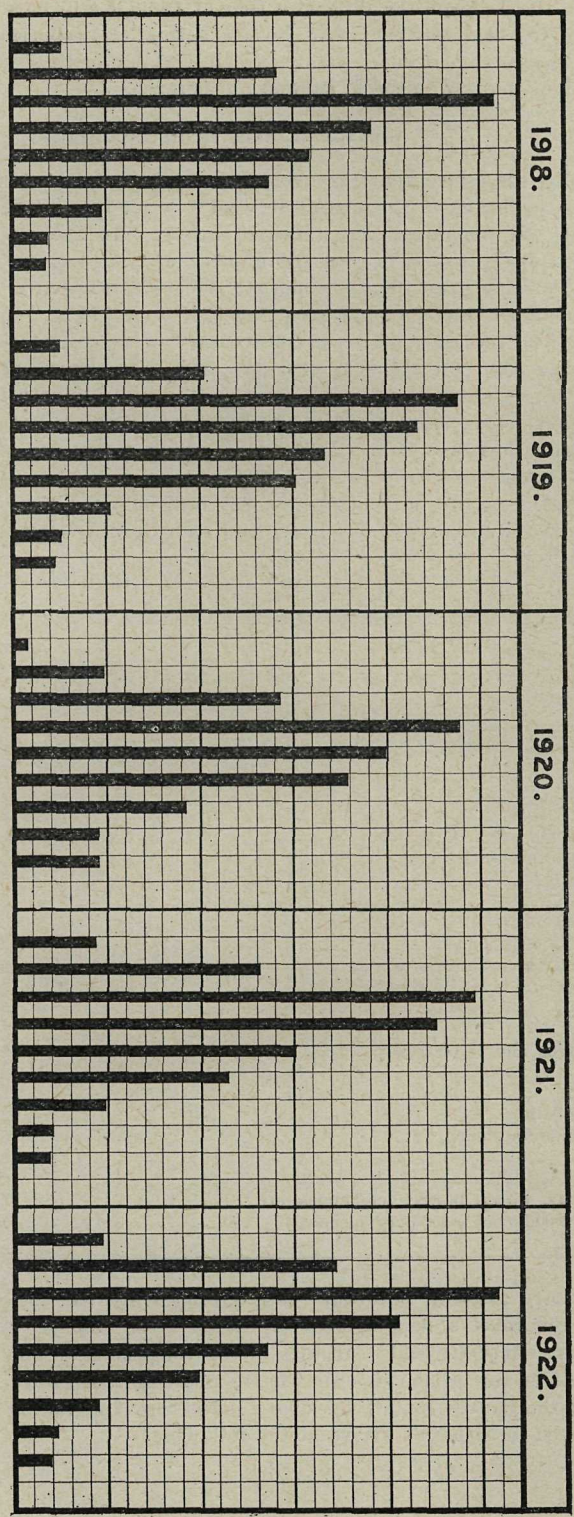


Chart Showing Fluctuation of Wages, 1918 to 1922.

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

Contrasting the diagram for 1922 with that of 1921, it will be seen that a higher proportion of wage-earners received less than $25 a week, a smaller proportion received from $25 to $45 a week, and the percentage of more highly skilled workers, or those holding responsible positions, who received more than $45 a week, showed an increase.

AVERAGE WAGE-RATE IN INDUSTRIES.

For the third successive year the average wage for adult males in each industry has been worked out on the basis of the classified weekly wage-rate. The method was explained in our last report, but may again be indicated briefly. In the questionnaire sent out by the Department firms were asked to give the number of wage-earners within specified limits, but were not asked to give exact figures; so that the 6,433 wage-earners receiving "$24 to $24.99 weekly" will doubtless include some receiving $24, some $24.25, some $24.50, some $24.75, etc.; while the 9,682 who receive "$30 to $34.99 weekly" will be made up, in unknown proportions, of those receiving $30, $31, $32, $33, $34, etc. For the purpose of making an average it has been assumed, where steps of $1 were given in the table, that "$24 to $24.99," for example, meant $24.50, and, where steps of $5 were given, that "$30 to 34.99," for example, meant $32. Lest these assumptions should be criticized as erring a little on the side of generosity, "$50 and over" was taken in all cases to mean $50 only.

Since the same method of computation has been adopted for each of the last three years, the comparison in the following table is claimed as being entirely fair:—

Average Wage in each Industry (Adult Males only).

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

It is necessary to point out that these 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 at certain periods of the year would be much lower, owing to deductions for broken time or when a plant is closed down.

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

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

1918 (January to July)	$27 97
1918-19	29 11
1919-20	31 51
1921	27 62
1922	26 98

The general average for 1922 was the lowest for the past five years.

WORKING-HOURS.

Returns were also made by most of the firms of the number of hours worked weekly by their employees. The tendency in the past year appears to have been in the direction of working longer hours, as the average working-week for all industries was 51.15 hours, which compares with 50.41 hours in 1921 and 50.96 hours in 1920. The industrial group with the longest average working-week was that of smelting (55.87 hours), in which industry there is continuous operation for a seven-day week with three shifts of workers and a legal maximum working-day of eight hours. The shortest average week was worked in the cigar and tobacco manufacturing (44.23 hours).

FIRMS WITH OVER $100,000 PAY-ROLL.

Some attention was attracted last year by a list given in our annual report of large industrial firms in the Province with a pay-roll of over $100,000 for the year. In the returns received for 1921 there were 118 such firms included; but this year the number has grown to 164. These figures take no account of any public authorities, Dominion, Provincial, or municipal, or of the transcontinental railways, wholesale and retail merchants, and deep-sea shipping. The increase in the number for last year is partly accounted for by additional returns received for 1922 from firms who did not send in in 1921, but the higher figure also speaks of business having been done on a larger scale by many firms, to whom the congratulations of the Department are extended. Here, as in other respects which have been noted, the greatest improvement was in the lumbering industries, in which there were 79 firms who passed the $100,000 mark, as against 47 in the previous year. Others were in the following groups: Breweries, 1; producers of builders' materials, 3; coal-mining, 10; Coast shipping, 8; explosives, 2; contracting, 6; house-furnishing, 1; laundries, cleaning and dyeing, 2; manufacture of food products, 13; metal trades, 3; street-railways, gas, power, telephones, etc., 5; manufacturing wood, 1; manufacture of jewellery, 1; manufacturing leather and fur goods, 1; metal-mining, 8; oil-refining, 1; paint-manufacture, 1; printing and publishing, 5; pulp and paper manufacturing, 5; ship-building, 4; smelting, 2; and miscellaneous trades and industries, 2. With so many and varied industries firmly established in our midst on a large scale, there is little fear that our Province will be left behind in the march of industrial progress.

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 23 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$104,760 55
Clerks, Stenographers, Salesmen, etc.	61,486 26
Wage-earners (including piece-workers)	280,178 00
Total	$446,424 81

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	198	1	July	316	3
February	200	1	August	306	2
March	202	1	September	293	3
April	210	3	October	257	1
May	248	3	November	252	1
June	290	4	December	245	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		2			
7.00 to 7.99		1			
8.00 to 8.99		2			
9.00 to 9.99	1	1			
10.00 to 10.99		6		2	
11.00 to 11.99					
12.00 to 12.99	1				
13.00 to 13.99					
14.00 to 14.99	13	2			
15.00 to 15.99	4	2	2		
16.00 to 16.99					
17.00 to 17.99	1	1			
18.00 to 18.99	9	2			
19.00 to 19.99					
20.00 to 20.99	14	1			
21.00 to 21.99	7				
22.00 to 22.99	7				
23.00 to 23.99	21	3			
24.00 to 24.99	18				
25.00 to 25.99	82				
26.00 to 26.99	13				
27.00 to 27.99	27				
28.00 to 28.99	14				
29.00 to 29.99	2				
30.00 to 34.99	43				
35.00 to 39.99	10				
40.00 to 44.99	9				
45.00 to 49.99	3				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	139	1
Great Britain and Ireland	153	2
United States of America	9	
Australasia	1	
Belgium		
France	3	
Italy	15	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	4	
Russia or other Slav country	3	
Other European country	5	
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

10 at 33 hours.	112 at 50 hours.
1 at 36 "	6 at 52 "
9 at 44 "	2 at 54 "
1 at 45 "	9 at 55 "
128 at 48 "	10 at 56 "

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 53 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 150,830 54
Clerks, Stenographers, Salesmen, etc.	222,653 02
Wage-earners (including piece-workers)	901,485 68
Total	$1,274,969 24

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	509	2	July	916	4
February	554	3	August	862	4
March	616	3	September	792	4
April	726	3	October	742	4
May	888	4	November	689	4
June	918	4	December	591	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		1			
8.00 to 8.99		1			1
9.00 to 9.99		1			
10.00 to 10.99	1	1			
11.00 to 11.99					
12.00 to 12.99	6	4			
13.00 to 13.99	10	1			
14.00 to 14.99	6	1			
15.00 to 15.99	87	1	1		
16.00 to 16.99	10	1	2		
17.00 to 17.99	5	1			
18.00 to 18.99	26	1			
19.00 to 19.99	68				
20.00 to 20.99	41		1		
21.00 to 21.99	106	1			
22.00 to 22.99	93	1			
23.00 to 23.99					
24.00 to 24.99	189				
25.00 to 25.99	24				
26.00 to 26.99	26				
27.00 to 27.99	95				
28.00 to 28.99	51				
29.00 to 29.99	23				
30.00 to 34.99	87				
35.00 to 39.99	49				
40.00 to 44.99	47				
45.00 to 49.99	20				
50.00 and over	12				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	271	1
Great Britain and Ireland	302	3
United States of America	28	
Australasia		
Belgium	2	
France	4	
Italy	89	
Germany	1	
Austria	1	
Norway, Sweden, and Denmark	40	
Russia or other Slav country	19	
Other European country	2	
China	192	
Hindustan	56	
Japan	1	
All other countries	16	
Nationality not stated		

Weekly Hours of Labour.

27 at 40 hours.	216 at 54 hours.	18 at 63 hours.
160 at 44 "	88 at 55 "	10 at 70 "
133 at 48 "	42 at 56 "	2 at 72 "
137 at 49 "	1 at 58 "	1 at 77 "
29 at 50 "	40 at 59 "	4 at 84 "
4 at 52 "	174 at 60 "	

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 9 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 18,112 96
Clerks, Stenographers, Salesmen, etc.	7,422 42
Wage-earners (including piece-workers)	68,784 40
Total	$ 94,319 78

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	28	56	July	56	77
February	25	47	August	51	78
March	16	1	September	57	95
April	15	1	October	59	107
May	18	1	November	59	103
June	48	64	December	30	100

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			
$ 6.00 to $ 6.99		2			2
7.00 to 7.99				1	
8.00 to 8.99					38
9.00 to 9.99					6
10.00 to 10.99				19	1
11.00 to 11.99			6	7	
12.00 to 12.99	1		15		
13.00 to 13.99			19	6	
14.00 to 14.99			11	3	
15.00 to 15.99	5		6	4	
16.00 to 16.99	1		7	1	
17.00 to 17.99					
18.00 to 18.99	9		2	1	
19.00 to 19.99			2		
20.00 to 20.99	7		1		
21.00 to 21.99	5				
22.00 to 22.99	2				
23.00 to 23.99	3				
24.00 to 24.99	8				
25.00 to 25.99	9		1		
26.00 to 26.99					
27.00 to 27.99	2		1		
28.00 to 28.99	2		1		
29.00 to 29.99	1				
30.00 to 34.99	1				
35.00 to 39.99	1				
40.00 to 44.99					
45.00 to 49.99	2				
50.00 and over	5				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	30	55
Great Britain and Ireland	9	77
United States of America	15	8
Australasia		2
Belgium		
France		
Italy		9
Germany	1	
Austria		
Norway, Sweden, and Denmark	3	6
Russia or other Slav country		
Other European country	2	1
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

218 at 44 hours.	13 at 48 hours.

TABLE No. 4.

COAL-MINING.

Returns covering 18 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 426,562 38
Clerks, Stenographers, Salesmen, etc.	201,117 22
Wages-earners (including piece-workers)	8,842,872 12
Total	$ 9,470,551 72

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	6,291	8	July	4,837	7
February	6,205	8	August	5,944	8
March	6,158	8	September	6,424	10
April	4,678	7	October	6,408	10
May	4,773	7	November	6,517	11
June	4,712	7	December	6,445	11

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00				1	1
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99		2			
10.00 to 10.99		1			
11.00 to 11.99	1	31			
12.00 to 12.99	104	7	1		
13.00 to 13.99	113	21			
14.00 to 14.99	25	31			
15.00 to 15.99	58	25	2		
16.00 to 16.99	40	20	1		
17.00 to 17.99	100	1	1		
18.00 to 18.99	80	8			
19.00 to 19.99	97	2			
20.00 to 20.99	62	7			
21.00 to 21.99	54	3			
22.00 to 22.99	70				
23.00 to 23.99	47				
24.00 to 24.99	122				
25.00 to 25.99	139				
26.00 to 26.99	125		5		
27.00 to 27.99	139				
28.00 to 28.99	470				
29.00 to 29.99	138				
30.00 to 34.99	1,067				
35.00 to 39.99	849	3			
40.00 to 44.99	806				
45.00 to 49.99	475				
50.00 and over	375				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,029	10
Great Britain and Ireland	3,379	1
United States of America	139	
Australasia	5	
Belgium	58	
France	33	
Italy	639	
Germany	18	
Austria	201	
Norway, Sweden, and Denmark	129	
Russia or other Slav country	323	
Other European country	58	
China	765	
Hindustan		
Japan	81	
All other countries	68	
Nationality not stated		

Weekly Hours of Labour.

268 at 44 hours.	132 at 53 hours.
6,147 at 48 "	66 at 56 "

TABLE No. 5.

COAST SHIPPING.

Returns covering 80 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 262,707 96
Clerks, Stenographers, Salesmen, etc.	318,182 44
Wage-earners (including piece-workers)	3,487,845 23
Total	$ 4,068,735 63

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,707	36	July	2,934	31
February	2,492	37	August	3,073	30
March	2,628	36	September	3,107	28
April	2,566	40	October	3,012	30
May	2,934	42	November	2,945	25
June	3,083	35	December	3,019	24

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		4			
$ 6.00 to $ 6.99					
7.00 to 7.99		2			
8.00 to 8.99	16				
9.00 to 9.99					
10.00 to 10.99	44				
11.00 to 11.99	24	2			
12.00 to 12.99	91	1	2		
13.00 to 13.99	26				
14.00 to 14.99	12				
15.00 to 15.99	127		1		
16.00 to 16.99	104	3	1		
17.00 to 17.99	184		2		
18.00 to 18.99	472		1		
19.00 to 19.99	138		22		1
20.00 to 20.99	81				
21.00 to 21.99	55		5		1
22.00 to 22.99	185		1		
23.00 to 23.99	27		4		1
24.00 to 24.99	197				
25.00 to 25.99	177		2		
26.00 to 26.99	20				
27.00 to 27.99	135				
28.00 to 28.99	353				
29.00 to 29.99	50				
30.00 to 34.99	228				
35.00 to 39.99	205		1		
40.00 to 44.99	128				
45.00 to 49.99	69				
50.00 and over	120				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,214	8
Great Britain and Ireland	1,231	19
United States of America	313	5
Australasia	5	
Belgium		
France	5	
Italy	5	
Germany	1	
Austria	6	
Norway, Sweden, and Denmark	96	
Russia or other Slav country	9	
Other European country	3	
China	250	
Hindustan		
Japan	61	
All other countries		
Nationality not stated	318	

Weekly Hours of Labour.

1 at 37 hours.	61 at 55 hours.
551 at 40 "	268 at 56 "
164 at 44 "	192 at 60 "
1 at 45 "	17 at 63 "
1,455 at 48 "	13 at 70 "
53 at 50 "	276 at 72 "
34 at 54 "	216 at 84 "

TABLE No. 6.

CONTRACTING.

Returns covering 716 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 1,035,981 54
Clerks, Stenographers, Salesmen, etc	806,150 97
Wage-earners (including piece-workers)	7,941,384 18
Total	$9,783,516 69

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females
January	4,536	55	July	8,549	79
February	4,937	59	August	8,566	77
March	5,615	65	September	8,168	83
April	5,978	64	October	7,969	71
May	6,839	71	November	6,747	66
June	7,625	79	December	4,326	54

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			9
$ 6.00 to $ 6.99	4	9			5
7.00 to 7.99	5	16			9
8.00 to 8.99	4	12			3
9.00 to 9.99	1	51			3
10.00 to 10.99	10	73	2	1	6
11.00 to 11.99	14	10	2		8
12.00 to 12.99	74	9	1		7
13.00 to 13.99	33	2	1		3
14.00 to 14.99	20	6	34	1	4
15.00 to 15.99	60	9	10		5
16.00 to 16.99	72	2	3		2
17.00 to 17.99	270		7		2
18.00 to 18.99	101		2		2
19.00 to 19.99	346	1	1		3
20.00 to 20.99	403	1	10		2
21.00 to 21.99	668		6		
22.00 to 22.99	866		4		
23.00 to 23.99	236		4		2
24.00 to 24.99	1,367		2		
25.00 to 25.99	366				
26.00 to 26.99	527				
27.00 to 27.99	569				
28.00 to 28 99	348				
29.00 to 29.99	509				
30.00 to 34.99	1,385		1		
35.00 to 39.99	1,610		1		
40.00 to 44 99	289		1		
45.00 to 49.99	242				
50.00 an 1 over	87				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	4,119	34
Great Britain and Ireland	4,805	37
United States of America	445	3
Australasia	22	
Belgium	15	2
France	59	3
Italy	370	4
Germany	9	
Austria	59	
Norway, Sweden, and Denmark	599	4
Russia or other Slav country	40	
Other European country	22	
China	20	
Hindustan	1	
Japan	34	2
All other countries	24	
Nationality not stated	431	2

Weekly Hours of Labour.

8 at 30 hours.	1 at 46 hours.	4 at 55 hours.
74 at 36 "	14 at 47 "	437 at 56 "
40 at 40 "	3,694 at 48 "	110 at 60 "
26 at 41 "	58 at 49 "	106 at 63 "
12 at 42 "	31 at 50 "	2 at 64 "
1 at 43 "	11 at 51 "	213 at 70 "
4,979 at 44 "	11 at 52 "	5 at 72 "
2 at 45 "	824 at 54 "	2 at 77 "

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 20 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 80,053 45
Clerks, Stenographers, Salesmen, etc	142,066 79
Wage-earners (including piece-workers)	262,215 60
Total	$484,335 84

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	185	4	July	203	6
February	194	4	August	201	7
March	215	3	September	204	7
April	209	3	October	211	6
May	200	6	November	192	7
June	212	7	December	208	5

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99				1	
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99				1	
12.00 to 12.99			1		
13.00 to 13.99	8				
14.00 to 14.99			1		
15.00 to 15.99	5		4		
16.00 to 16.99	7		1		
17.00 to 17.99	1				
18.00 to 18.99	9				
19.00 to 19.99	10				
20.00 to 20.99	30				
21.00 to 21.99	7				
22.00 to 22.99	8				
23.00 to 23.99	9				
24.00 to 24.99	12				
25.00 to 25.99	31				
26.00 to 26.99	9				
27.00 to 27.99	19				
28.00 to 28.99	13				
29.00 to 29.99	5				
30.00 to 34.99	31				
35.00 to 39.99	31				
40.00 to 44.99	4				
45.00 to 49.99					
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	67	6
Great Britain and Ireland	116	2
United States of America	4	
Australasia	2	
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark	2	
Russia or other Slav country	2	
Other European country	49	
China		
Hindustan		
Japan	7	
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

36 at 44 hours.	4 at 63 hours.
94 at 48 "	11 at 70 "
1 at 49 "	3 at 71 "
5 at 50 "	5 at 72 "
1 at 51 "	4 at 79 "
63 at 54 "	3 at 80 "
1 at 59 "	3 at 84 "
18 at 60 "	1 at 94 "

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 255 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 870,801 80
Clerks, Stenographers, Salesmen, etc.	688,030 25
Wage-earners (including piece-workers)	5,026,012 55
Total	$ 6,584,844 60

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,182	431	July	4,568	1,069
February	2,186	440	August	4,609	1,316
March	2,398	431	September	3,943	1,436
April	2,859	461	October	3,675	1,128
May	3,139	480	November	2,912	856
June	4,156	858	December	2,399	481

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	1	1	1
$ 6.00 to $ 6.99	...	1	1	1	...
7.00 to 7.99	...	3	5	8	1
8.00 to 8.99	2	8	13	13	1
9.00 to 9.99	4	19	15	30	2
10.00 to 10.99	7	8	59	19	4
11.00 to 11.99	30	6	26	23	2
12.00 to 12.99	75	9	118	17	4
13.00 to 13.99	10	6	60	2	1
14.00 to 14.99	50	4	291	48	1
15.00 to 15.99	117	8	181	3	1
16.00 to 16.99	188	4	102	7	...
17.00 to 17.99	168	6	88	3	...
18.00 to 18.99	270	13	183	6	...
19.00 to 19.99	208	4	56	1	...
20.00 to 20.99	209	3	52	1	...
21.00 to 21.99	168	8	49	3	...
22.00 to 22.99	237	2	77	...	...
23.00 to 23.99	207	...	28	2	...
24.00 to 24.99	420	1	89	...	...
25.00 to 25.99	529	6	13	...	...
26.00 to 26.99	155	...	6	...	...
27.00 to 27.99	405	...	12	2	...
28.00 to 28.99	228	2	19	...	...
29.00 to 29.99	121	...	6	...	...
30.00 to 34.99	605	...	41	2	...
35.00 to 39.99	485	...	2	...	...
40.00 to 44.99	274	...	...	...	...
45.00 to 49.99	155	...	...	...	...
50.00 and over	152	...	...	...	...

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,254	963
Great Britain and Ireland	1,820	638
United States of America	144	63
Australasia	21	6
Belgium	14	8
France	25	14
Italy	48	22
Germany	3	4
Austria	10	5
Norway, Sweden, and Denmark	274	11
Russia or other Slav country	28	1
Other European country	21	9
China	635	...
Hindustan	27	...
Japan	552	59
All other countries	...	...
Nationality not stated	153	8

Weekly Hours of Labour.

83 at 30 hours.	1,905 at 48 hours.	16 at 58 hours.
29 at 36 "	416 at 49 "	2,711 at 60 "
17 at 40 "	217 at 50 "	109 at 64 "
20 at 42 "	55 at 51 "	18 at 68 "
781 at 44 "	35 at 52 "	94 at 70 "
22 at 45 "	185 at 54 "	53 at 72 "
32 at 46 "	54 at 55 "	5 at 76 "
128 at 47 "	62 at 56 "	546 at 90 "

TABLE No. 9.

GARMENT-MAKING.

Returns covering 55 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$112,347 83
Clerks, Stenographers, Salesmen, etc.	82,575 71
Wage-earners (including piece-workers)	570,769 09
Total	$765,692 63

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	166	456	July	176	447
February	170	464	August	187	466
March	176	490	September	182	490
April	183	514	October	179	479
May	182	481	November	202	466
June	185	453	December	199	453

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	...	...	...	5	1
$ 6.00 to $ 6.99	...	2	...	5	...
7.00 to 7.99	2	2	...	5	...
8.00 to 8.99	1	2	...	10	6
9.00 to 9.99	1	3	8	15	10
10.00 to 10.99	4	2	15	12	3
11.00 to 11.99	2	...	4	4	3
12.00 to 12.99	5	1	32	3	1
13.00 to 13.99	1	...	26	2	...
14.00 to 14.99	8	1	104	1	...
15.00 to 15.99	11	2	69	3	...
16.00 to 16.99	3	...	41	...	...
17.00 to 17.99	4	...	17	...	...
18.00 to 18.99	7	...	47	...	...
19.00 to 19.99	1	...	34	...	...
20.00 to 20.99	8	...	24	...	...
21.00 to 21.99	...	...	6	...	...
22.00 to 22.99	6	...	15	...	...
23.00 to 23.99	3	...	4	...	...
24.00 to 24.99	9	...	4	...	...
25.00 to 25.99	17	...	9	...	...
26.00 to 26.99	4	...	1	...	...
27.00 to 27.99	1	...	3	...	...
28.00 to 28.99	5	...	1	...	...
29.00 to 29.99	...	...	...	...	...
30.00 to 34.99	38	...	4	...	...
35.00 to 39.99	28	...	3	...	...
40.00 to 44.99	12	...	1	...	...
45.00 to 49.99	2	...	...	...	...
50.00 and over	5	...	...	...	...

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	171	211
Great Britain and Ireland	82	267
United States of America	9	18
Australasia	1	1
Belgium	...	2
France	2	7
Italy	...	2
Germany	...	1
Austria	3	...
Norway, Sweden, and Denmark	4	5
Russia or other Slav country	15	7
Other European country	7	4
China	11	...
Hindustan	...	...
Japan	3	1
All other countries	4	1
Nationality not stated	3	23

Weekly Hours of Labour.

14 at 43 hours.	30 at 47 hours.
459 at 44 "	166 at 48 "
79 at 46 "	5 at 50 "

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 30 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 63,966 25
Clerks, Stenographers, Salesmen, etc.	45,150 42
Wage-earners (including piece-workers)	288,299 63
Total	$397,416 30

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	258	24	July	265	29
February	269	25	August	268	24
March	258	26	September	267	24
April	241	29	October	280	25
May	267	30	November	299	26
June	277	30	December	285	21

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	4	12			2
$ 6.00 to $ 6.99	1	3			2
7.00 to 7.99	1	4		1	
8.00 to 8.99	4	5		1	4
9.00 to 9.99	6	4			
10.00 to 10.99	4	2	1		4
11.00 to 11.99	4	4	1	1	1
12.00 to 12.99	5	2	3		
13.00 to 13.99	2		1		
14.00 to 14.99	6		1		
15.00 to 15.99	7		1		
16.00 to 16.99	8		5		
17.00 to 17.99	8		1		
18.00 to 18.99	17				
19.00 to 19.99	20		3		
20.00 to 20.99	13		3		
21.00 to 21.99	11		1		
22.00 to 22.99	15				
23.00 to 23.99	3				
24.00 to 24.99	17		1		
25.00 to 25.99	10				
26.00 to 26.99	11				
27.00 to 27.99	6				
28.00 to 28.99	13				
29.00 to 29.99	4		1		
30.00 to 34.99	53				
35.00 to 39.99	23				
40.00 to 44.99	3				
45.00 to 49.99	1				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	147	11
Great Britain and Ireland	158	16
United States of America	5	1
Australasia	1	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	3	
Russia or other Slav country	2	
Other European country		
China	4	
Hindustan		
Japan		
All other countries	1	
Nationality not stated	5	1

Weekly Hours of Labour.

2 at 33 hours.
1 at 38 "
5 at 40 "
153 at 44 "
6 at 46 "
24 at 48 hours.
115 at 49 "
7 at 50 "
3 at 54 "

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 15 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 41,111 88
Clerks, Stenographers, Salesmen, etc.	96,380 13
Wage-earners (including piece-workers)	108,687 09
Total	$246,179 10

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	89	12	July	81	9
February	90	12	August	84	9
March	85	10	September	84	8
April	85	9	October	85	8
May	84	9	November	85	8
June	79	9	December	86	8

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	55	6
Great Britain and Ireland	41	4
United States of America	3	
Australasia	1	
Belgium		
France		
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark	1	
Russia or other Slav country	1	
Other European country		
China	1	
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

40 at 43 hours.
71 at 44 "
14 at 45 "
1 at 48 hours.
7 at 50 "

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 51 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 81,228 34
Clerks, Stenographers, Salesmen, etc	53,542 45
Wage-earners (including piece-workers)	887,390 60
Total	$1,022,161 39

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	330	572	July	380	623
February	335	585	August	377	637
March	336	584	September	374	632
April	350	591	October	370	610
May	353	602	November	354	598
June	372	608	December	338	610

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	2				
8.00 to 8.99				2	1
9.00 to 9.99			1	15	
10.00 to 10.99		2	5	4	7
11.00 to 11.99			18	9	2
12.00 to 12.99	2	2	13	18	13
13.00 to 13.99		2	204	10	7
14.00 to 14.99	16	1	77	10	
15.00 to 15.99	14	3	106		1
16.00 to 16.99	7	2	62		
17.00 to 17.99	3		23		
18.00 to 18.99	14		31		
19.00 to 19.99	23		3		
20.00 to 20.99	17		9		
21.00 to 21.99	13				
22.00 to 22.99	11		3		
23.00 to 23.99	10				
24.00 to 24.99	24				
25.00 to 25.99	50		1		
26.00 to 26.99	18				
27.00 to 27.99	31				
28.00 to 28.99	17				
29.00 to 29.99	13				
30.00 to 34.99	58				
35.00 to 39.99	27				
40.00 to 44.99	13				
45.00 to 49.99	2				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	102	198
Great Britain and Ireland	219	374
United States of America	8	18
Australasia	1	6
Belgium	1	3
France	3	11
Italy	1	6
Germany		
Austria		
Norway, Sweden, and Denmark	2	24
Russia or other Slav country		6
Other European country		1
China	47	
Hindustan	1	
Japan	1	
All other countries	1	
Nationality not stated	9	

Weekly Hours of Labour.

3 at 37 hours.	88 at 47 hours.	3 at 54 hours.
4 at 40 "	322 at 48 "	2 at 55 "
145 at 44 "	9 at 49 "	12 at 60 "
15 at 45 "	1 at 50 "	1 at 65 "
257 at 46 "	1 at 52 "	

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 44 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 48,624 38
Clerks, Stenographers, Salesmen, etc	65,800 99
Wage-earners (including piece-workers)	298,372 86
Total	$412,798 23

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	231	67	July	235	70
February	232	67	August	236	75
March	218	67	September	242	77
April	218	68	October	254	80
May	229	69	November	263	80
June	236	72	December	260	83

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1		1	1	1
$ 6.00 to $ 6.99				3	1
7.00 to 7.99		2			1
8.00 to 8.99	1	2	1		3
9.00 to 9.99	3	4		1	
10.00 to 10.99	1	2		2	1
11.00 to 11.99	1	2	3	3	
12.00 to 12.99	3	1	5	1	
13.00 to 13.99	4	2	2		
14.00 to 14.99	4		5	1	
15.00 to 15.99	3	1	10		
16.00 to 16.99	2	3	3		
17.00 to 17.99	3		1		
18.00 to 18.99	7		10		
19.00 to 19.99	5		11		
20.00 to 20.99	13		3		
21.00 to 21.99	9		3		
22.00 to 22.99	13		7		
23.00 to 23.99	14		1		
24.00 to 24.99	9		1		
25.00 to 25.99	24		3		
26.00 to 26.99	14		1		
27.00 to 27.99	8		2		
28.00 to 28.99	20				
29.00 to 29.99	5				
30.00 to 34.99	56		3		
35.00 to 39.99	14		1		
40.00 to 44.99	7				
45.00 to 49.99	3				
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	67	44
Great Britain and Ireland	157	41
United States of America	17	1
Australasia		
Belgium		
France	6	
Italy	8	
Germany		
Austria	2	
Norway, Sweden, and Denmark	8	1
Russia or other Slav country	4	
Other European country	4	
China		
Hindustan		
Japan	3	
All other countries	2	
Nationality not stated		

Weekly Hours of Labour.

1 at 41 hours.	4 at 46 hours.	75 at 50 hours.
1 at 43 "	7 at 47 "	1 at 53 "
45 at 44 "	183 at 48 "	5 at 54 "
20 at 45 "	10 at 49 "	2 at 55 "

TABLE NO. 14.

LUMBER INDUSTRIES.

Returns covering 667 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 1,791,814 14
Clerks, Stenographers, Salesmen, etc.	872,344 49
Wage-earners (including piece-workers)	21,163,046 17
Total	$23,827,204 80

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	14,293	58	July	20,812	95
February	14,004	62	August	21,227	94
March	15,333	67	September	21,156	98
April	17,338	77	October	22,341	96
May	20,355	90	November	21,730	92
June	21,664	92	December	18,497	88

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		4			
$ 6.00 to $ 6.99		1			
7.00 to 7.99	2	1			1
8.00 to 8.99	10	7	2		2
9.00 to 9.99	54	11	2		
10.00 to 10.99	111	6	2		
11.00 to 11.99	327	7			
12.00 to 12.99	451	23	3	1	
13.00 to 13.99	502	17	2		
14.00 to 14.99	552	6	6	1	
15.00 to 15.99	1,036	17	11		
16.00 to 16.99	1,289	6	10		1
17.00 to 17.99	1,148	5	11		
18.00 to 18.99	2,274	18	22		
19.00 to 19.99	1,519	7	4		
20.00 to 20.99	1,111	5	10		
21.00 to 21.99	2,738	7	13		
22.00 to 22.99	1,264	4	7		
23.00 to 23.99	547	1	1		
24.00 to 24.99	2,790	4	5		
25.00 to 25.99	813	2	4		
26.00 to 26.99	707				
27.00 to 27.99	1,118		2		
28.00 to 28.99	698		2		
29.00 to 29.99	507				
30.00 to 34.99	2,593		3		
35.00 to 39.99	1,225	1	1		
40.00 to 44.99	630	1			
45.00 to 49.99	389				
50.00 and over	427				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	9,642	65
Great Britain and Ireland	3,388	19
United States of America	1,660	11
Australasia	69	
Belgium	40	
France	246	1
Italy	401	3
Germany	106	
Austria	349	3
Norway, Sweden, and Denmark	2,776	10
Russia or other Slav country	1,547	
Other European country	228	1
China	4,163	
Hindustan	1,013	
Japan	2,171	4
All other countries	367	
Nationality not stated	495	11

Weekly Hours of Labour.

64 at 36 hours.	1,103 at 55 hours.	11 at 66 hours.
52 at 40 "	194 at 56 "	71 at 68 "
147 at 44 "	293 at 57 "	30 at 70 "
78 at 45 "	380 at 59 "	7 at 72 "
7,950 at 48 "	6,647 at 60 "	3 at 77 "
3,024 at 50 "	7 at 61 "	1 at 78 "
190 at 52 "	13 at 63 "	17 at 84 "
5,320 at 54 "	7 at 65 "	1 at 91 "

TABLE NO. 15.

METAL TRADES.

Returns covering 333 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 659,720 92
Clerks, Stenographers, Salesmen, etc.	568,947 15
Wage-earners (including piece-workers)	2,405,494 68
Total	$ 3,634,162 75

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,814	12	July	2,092	16
February	1,867	12	August	2,099	16
March	1,884	13	September	2,199	16
April	1,927	13	October	2,090	16
May	2,005	15	November	2,032	16
June	2,036	17	December	1,950	16

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2	7			20
$ 6.00 to $ 6.99	1	10			5
7.00 to 7.99	5	10			2
8.00 to 8.99	6	7			5
9.00 to 9.99		7			
10.00 to 10.99	9	10	1		9
11.00 to 11.99	9	11			8
12.00 to 12.99	101	19	1		3
13.00 to 13.99	22	10	1		1
14.00 to 14.99	5	1			6
15.00 to 15.99	38	6	1		5
16.00 to 16.99	21	13	4		2
17.00 to 17.99	22	2	2		4
18.00 to 18.99	10		2		7
19.00 to 19.99	44	1	3		8
20.00 to 20.99	142				2
21.00 to 21.99	90				3
22.00 to 22.99	120	2	1		3
23.00 to 23.99	37		1		1
24.00 to 24.99	114	2			1
25.00 to 25.99	91				
26.00 to 26.99	70				
27.00 to 27.99	94		1		
28.00 to 28.99	112		1		
29.00 to 29.99	231				
30.00 to 34.99	521		1		
35.00 to 39.99	248				
40.00 to 44.99	54				
45.00 to 49.99	31				
50.00 and over	23				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,196	10
Great Britain and Ireland	1,098	6
United States of America	110	1
Australasia	4	
Belgium	10	
France	7	
Italy	17	
Germany	1	
Austria	3	
Norway, Sweden, and Denmark	37	
Russia or other Slav country	12	
Other European country	5	
China	85	
Hindustan		
Japan	21	
All other countries	2	
Nationality not stated	4	

Weekly Hours of Labour.

1 at 30 hours.	1,405 at 44 hours.	150 at 52 hours.
3 at 34 "	19 at 45 "	14 at 53 "
1 at 35 "	2 at 46 "	14 at 54 "
3 at 36 "	29 at 47 "	3 at 55 "
1 at 38 "	376 at 48 "	4 at 56 "
50 at 40 "	77 at 49 "	1 at 57 "
3 at 41 "	24 at 50 "	26 at 60 "
2 at 42 "	4 at 51 "	1 at 66 "

TABLE No. 16.

METAL-MINING.

Returns covering 126 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 261,086 32
Clerks, Stenographers, Salesmen, etc	116,823 22
Wage-earners (including piece-workers)	3,322,098 05
Total	$3,700,007 59

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,815	14	July	1,354	24
February	1,825	13	August	1,382	25
March	2,196	13	September	1,344	25
April	1,927	16	October	1,386	22
May	2,165	18	November	1,405	21
June	2,416	23	December	2,183	18

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			1		
11.00 to 11.99	3				
12.00 to 12.99	9		1		
13.00 to 13.99					
14.00 to 14.99	2				
15.00 to 15.99	3		11		1
16.00 to 16.99	5				
17.00 to 17.99	5		1		
18.00 to 18.99	16	1			1
19.00 to 19.99	48				
20.00 to 20.99	11				
21.00 to 21.99	98		3		1
22.00 to 22.99	46		2		
23.00 to 23.99	53		1		
24.00 to 24.99	390		3		
25.00 to 25.99	74				
26.00 to 26.99	291		3		
27.00 to 27.99	255				
28.00 to 28.99	243				
29.00 to 29.99	179				
30.00 to 34.99	590				
35.00 to 39.99	1,020				
40.00 to 44.99	119				
45.00 to 49.99	24				
50.00 and over	39				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,279	7
Great Britain and Ireland	836	15
United States of America	261	1
Australasia	14	
Belgium	3	
France	16	
Italy	149	
Germany	9	
Austria	43	
Norway, Sweden, and Denmark	426	2
Russia or other Slav country	123	
Other European country	103	
China	30	
Hindustan		
Japan	24	
All other countries	16	
Nationality not stated	12	

Weekly Hours of Labour.

6 at 42 hours.	7 at 60 hours.	
2 at 47 "	16 at 63 "	
957 at 48 "	3 at 64 "	
29 at 52 "	34 at 70 "	
301 at 54 "	1 at 72 "	
1,880 at 56 "	6 at 84 "	

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 55 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 173,789 03
Clerks, Stenographers, Salesmen, etc	235,989 81
Wage-earners (including piece-workers)	852,248 74
Total	$1,262,027 58

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	586	117	July	651	137
February	540	113	August	623	137
March	530	116	September	609	132
April	562	131	October	595	129
May	575	124	November	602	126
June	624	132	December	581	115

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		2			
7.00 to 7.99		3		1	
8.00 to 8.99		14	1	8	3
9.00 to 9.99	2	8	2	1	1
10.00 to 10.99	10	15	2	6	2
11.00 to 11.99	6	3	1	2	1
12.00 to 12.99	6	6	4		
13.00 to 13.99	6		10	1	
14.00 to 14.99	7		76	2	3
15.00 to 15.99	17	2	14	2	1
16.00 to 16.99	9		3		
17.00 to 17.99	8		7		
18.00 to 18.99	22	1	4		
19.00 to 19.99	15		1		
20.00 to 20.99	38		2		
21.00 to 21.99	21		1		
22.00 to 22.99	55				
23.00 to 23.99	37				
24.00 to 24.99	55		1		
25.00 to 25.99	51	1			
26.00 to 26.99	23				
27.00 to 27.99	26				
28.00 to 28.99	54				
29.00 to 29.99	27				
30.00 to 34.99	124		1		
35.00 to 39.99	48				
40.00 to 44.99	9				
45.00 to 49.99	4				
50.00 and over	5				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	324	57
Great Britain and Ireland	389	87
United States of America	27	2
Australasia		
Belgium		
France	4	
Italy	8	6
Germany		
Austria		
Norway, Sweden, and Denmark	22	
Russia or other Slav country	3	
Other European country	3	
China	3	
Hindustan		
Japan	2	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

11 at 40 hours.	89 at 47 hours.	5 at 52 hours.
8 at 41 "	179 at 48 "	28 at 54 "
215 at 44 "	11 at 49 "	20 at 56 "
14 at 45 "	190 at 50 "	4 at 65 "
4 at 46 "		

TABLE No. 18.

OIL-REFINING.

Returns covering 5 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 4,400 00
Clerks, Stenographers, Salesmen, etc.	116,989 38
Wage-earners (including piece-workers)	420,878 20
Total	$542,267 58

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	275		July	270	
February	250		August	260	
March	266		September	258	
April	238		October	256	
May	244		November	252	
June	263		December	239	

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8 99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99		1			
16.00 to 16.99					
17.00 to 17.99					
18.00 to 18.99	2	2			
19.00 to 19.99	1				
20.00 to 20.99					
21.00 to 21.99	2				
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99	30				
25.00 to 25.99	22				
26.00 to 26.99	1				
27.00 to 27.99					
28.00 to 28.99	4				
29.00 to 29.99	69				
30.00 to 34.99	40				
35.00 to 39.99	92				
40.00 to 44.99	6				
45.00 to 49.99	7				
50.00 and over	6				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	119	
Great Britain and Ireland	140	
United States of America	18	
Australasia	3	
Belgium		
France		
Italy	1	
Germany	2	
Austria		
Norway, Sweden, and Denmark	4	
Russia or other Slav country		
Other European country	1	
China		
Hindustan		
Japan		
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

1 at 44 hours.
298 at 48 "
1 at 56 hours.
2 at 84 "

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 9 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 43,900 00
Clerks, Stenographers, Salesmen, etc.	52,402 33
Wage-earners (including piece-workers)	88,666 95
Total	$184,969 28

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	72	1	July	89	2
February	68	1	August	84	1
March	69	2	September	79	1
April	75	2	October	74	1
May	85	2	November	69	1
June	91	2	December	23	1

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

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

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	30	
Great Britain and Ireland	60	2
United States of America	3	
Australasia		
Belgium		
France		
Italy	1	
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country	1	
Other European country		
China		
Hindustan		
Japan		
All other countries		
Nationality not stated		

Weekly Hours of Labour.

81 at 44 hours.
1 at 45 "
11 at 46 "
2 at 48 "
1 at 49 hours.
7 at 50 "
1 at 84 "

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 89 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 411,828 30
Clerks, Stenographers, Salesmen, etc.	724,272 83
Wage-earners (including piece-workers)	1,239,702 85
Total	$2,375,803 98

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	819	103	July	797	103
February	809	104	August	763	116
March	801	122	September	789	138
April	804	129	October	777	101
May	803	109	November	803	116
June	804	95	December	829	107

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		5			4
$ 6.00 to $ 6.99		5			2
7.00 to 7.99		8			3
8.00 to 8.99		16		2	6
9.00 to 9.99		7			3
10.00 to 10.99	6	9	4	16	5
11.00 to 11.99	2	3	1		2
12.00 to 12.99	6	2	7	4	7
13.00 to 13.99	5	1	3		1
14.00 to 14.99	4	1	15	1	3
15.00 to 15.99	19	10	25	3	4
16.00 to 16.99	4		14	1	1
17.00 to 17.99	5	2	3		3
18.00 to 18.99	13		7		1
19.00 to 19.99	9		8		
20.00 to 20.99	21	1	15		3
21.00 to 21.99	6		4		1
22.00 to 22.99	14	1	3		1
23.00 to 23.99	3		1		1
24.00 to 24.99	7		2		2
25.00 to 25.99	29		1		2
26.00 to 26.99	6				
27.00 to 27.99	15	1			
28.00 to 28.99	4		1		
29.00 to 29.99	9		1		
30.00 to 34.99	28		1		
35.00 to 39.99	91		1		
40.00 to 44.99	315				
45.00 to 49.99	84				
50.00 and over	32				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	458	84
Great Britain and Ireland	348	69
United States of America	46	9
Australasia	5	1
Belgium		
France	1	
Italy		
Germany		
Austria		
Norway, Sweden, and Denmark		
Russia or other Slav country	3	
Other European country		
China	1	
Hindustan		
Japan	20	1
All other countries		
Nationality not stated		6

Weekly Hours of Labour.

7 at 36 hours.	176 at 45 hours.
1 at 38 "	4 at 46 "
4 at 39 "	1 at 47 "
6 at 43 "	399 at 48 "
370 at 44 "	15 at 50 "

TABLE No. 21.

PULP AND PAPER—MANUFACTURE OF.

Returns covering 9 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 292,367 92
Clerks, Stenographers, Salesmen, etc.	152,781 53
Wage-earners (including piece-workers)	3,194,531 50
Total	$3,639,680 95

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,106	60	July	2,173	53
February	2,093	58	August	2,242	54
March	1,812	56	September	2,234	53
April	1,944	53	October	2,141	51
May	2,191	56	November	2,221	54
June	2,201	53	December	2,314	56

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99	3		1		
13.00 to 13.99	25	1			
14.00 to 14.99			5		
15.00 to 15.99	1		5		
16.00 to 16.99	230				
17.00 to 17.99	79		5		
18.00 to 18.99	65		4		
19.00 to 19.99	100		5		
20.00 to 20.99	8		9		
21.00 to 21.99	349		3		
22.00 to 22.99	42		1		
23.00 to 23.99	34		7		
24.00 to 24.99	169				
25.00 to 25.99	382	5	4		
26.00 to 26.99	135				
27.00 to 27.99	86		1		
28.00 to 28.99	196				
29.00 to 29.99	22		1		
30.00 to 34.99	162		2		
35.00 to 39.99	182		3		
40.00 to 44.99	81		1		
45.00 to 49.99	38				
50.00 and over	51				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	659	34
Great Britain and Ireland	581	11
United States of America	89	5
Australasia	8	
Belgium	1	
France	31	
Italy	132	
Germany	8	
Austria	23	
Norway, Sweden, and Denmark	55	
Russia or other Slav country	33	
Other European country	1	
China	123	
Hindustan	29	
Japan	719	6
All other countries	1	
Nationality not stated		

Weekly Hours of Labour.

43 at 44 hours.	687 at 56 hours.
287 at 48 "	650 at 60 "
55 at 50 "	30 at 72 "
443 at 54 "	5 at 84 "

TABLE NO. 22.

SHIP-BUILDING.

Returns covering 31 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 91,004 91
Clerks, Stenographers, Salesmen, etc.	110,157 37
Wage-earners (including piece-workers)	745,368 45
Total	$ 946,530 73

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	873		July	529	
February	914	1	August	516	
March	852	1	September	490	
April	645	1	October	454	1
May	696	1	November	481	1
June	578	1	December	436	1

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					4
7.00 to 7.99					
8.00 to 8.99					1
9.00 to 9.99	1	2			2
10.00 to 10.99	1				1
11.00 to 11.99		2			2
12.00 to 12.99					3
13.00 to 13.99	5	1			5
14.00 to 14.99					2
15.00 to 15.99	2	10	1		1
16.00 to 16.99	4				
17.00 to 17.99	9				5
18.00 to 18.99	6				
19.00 to 19.99	142				
20.00 to 20.99	203				
21.00 to 21.99	66				
22.00 to 22.99	71				
23.00 to 23.99	50				
24.00 to 24.99	90				
25.00 to 25.99	22				
26.00 to 26.99	32				
27.00 to 27.99	105				
28.00 to 28.99	80				
29.00 to 29.99	34				
30.00 to 34.99	135				
35.00 to 39.99	67				
40.00 to 44.99	27				
45.00 to 49.99	3				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	380	
Great Britain and Ireland	675	
United States of America	49	
Australasia	1	
Belgium		
France	2	
Italy	21	
Germany		
Austria	1	
Norway, Sweden, and Denmark	40	
Russia or other Slav country	4	
Other European country	3	
China		
Hindustan		
Japan	16	1
All other countries		
Nationality not stated		

Weekly Hours of Labour.

955 at 44 hours.
32 at 48 "
5 at 49 "
5 at 50 hours.
1 at 54 "

TABLE NO. 23.

SMELTING.

Returns covering 3 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 148,317 79
Clerks, Stenographers, Salesmen, etc.	315,579 41
Wage-earners (including piece-workers)	2,468,870 99
Total	$ 2,932,768 19

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,418	24	July	1,549	23
February	1,439	22	August	1,521	22
March	1,487	23	September	1,545	22
April	1,594	25	October	1,629	22
May	1,598	24	November	1,522	22
June	1,568	24	December	1,626	22

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00					
$ 6.00 to $ 6.99					
7.00 to 7.99					
8.00 to 8.99					
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99	3	1			
15.00 to 15.99			2		
16.00 to 16.99			9		
17.00 to 17.99	17		2		
18.00 to 18.99		7			3
19.00 to 19.99	11		3		
20.00 to 20.99	6				
21.00 to 21.99	3	1			3
22.00 to 22.99	2		1		
23.00 to 23.99	181		1		
24.00 to 24.99	72		1		
25.00 to 25.99	113		1		1
26.00 to 26.99					
27.00 to 27.99	202				
28.00 to 28.99	278				
29.00 to 29.99	319				
30.00 to 34.99	197		3		
35.00 to 39.99	228		2		
40.00 to 44.99	72				
45.00 to 49.99	23				
50.00 and over	12				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	470	15
Great Britain and Ireland	722	7
United States of America	69	3
Australasia	5	
Belgium	2	
France	7	
Italy	264	
Germany	2	
Austria	40	
Norway, Sweden, and Denmark	50	
Russia or other Slav country	26	
Other European country	71	
China	47	
Hindustan		
Japan	2	
All other countries		
Nationality not stated		

Weekly Hours of Labour.

25 at 48 hours.
2 at 50 "
1,652 at 56 hours.

TABLE No. 24.

STREET RAILWAYS, GAS, POWER, TELEPHONE, ETC.

Returns covering 62 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 411,465 79
Clerks, Stenographers, Salesmen, etc	1,012,106 83
Wage-earners (including piece-workers)	5,625,334 03
Total	$7,048,906 65

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,087	1,065	July	3,505	1,173
February	3,036	1,063	August	3,287	1,176
March	2,047	1,063	September	3,219	1,147
April	3,223	1,083	October	3,203	1,108
May	3,435	1,099	November	3,065	1,086
June	3,440	1,148	December	2,909	1,079

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	1	1		
7.00 to 7.99	1	1	2		
8.00 to 8.99					2
9.00 to 9.99	1				2
10.00 to 10.99	4	1			
11.00 to 11.99			4		21
12.00 to 12.99	20	8	6		153
13.00 to 13.99	1		5		37
14.00 to 14.99	3	1			
15.00 to 15.99	36	3	333	17	
16.00 to 16.99	3		249	1	
17 00 to 17.99	1	1	24		
18.00 to 18.99	61		131		
19.00 to 19.99	190	1	33		
20.00 to 20.99	72		84		
21.00 to 21.99	248		30		
22.00 to 22.99	70		47		
23.00 to 23.99	114		1		
24.00 to 24.99	290	1			
25.00 to 25.99	233		2		
26.00 to 26.99	62				
27.00 to 27.99	107				
28.00 to 28.99	89				
29.00 to 29.99	62				
30.00 to 34.99	1,518				
35.00 to 39.99	507				
40.00 to 44.99	270				
45.00 to 49.99	63				
50.00 and over	48				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,324	633
Great Britain and Ireland	2,279	577
United States of America	186	49
Australasia	11	7
Belgium	3	
France	11	4
Italy	115	
Germany	9	
Austria	13	
Norway, Sweden, and Denmark	58	5
Russia or other Slav country	7	
Other European country	12	
China	17	
Hindustan	1	
Japan		
All other countries	3	
Nationality not stated	98	3

Weekly Hours of Labour.

1 at 33 hours.	1,666 at 48 hours.	14 at 55 hours.
1 at 40 "	56 at 50 "	308 at 56 "
907 at 42 "	54 at 52 "	222 at 60 "
1,287 at 44 "	260 at 54 "	1 at 84 "
55 at 45 "		

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 51 Firms.

Salary and Wage Payments, 1922.

Officers, Superintendents, and Managers	$ 143,839 75
Clerks, Stenographers, Salesmen, etc	68,196 19
Wage-earners (including piece-workers)	833,878 75
Total	$1,045,914 69

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	709	2	July	869	19
February	669	14	August	902	21
March	714	17	September	820	19
April	741	17	October	803	19
May	786	22	November	776	19
June	837	20	December	678	2

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	18 Yrs. & over.	Under 18 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		1			1
$ 6.00 to $ 6.99		5			
7.00 to 7.99		1			
8.00 to 8.99	5	4			
9.00 to 9.99	4	3			
10.00 to 10.99	12	15			
11.00 to 11.99	24	5	3		
12.00 to 12.99	26	13	3	4	4
13.00 to 13.99	35	4			1
14.00 to 14.99	25	3	7		
15.00 to 15.99	38	8	6		
16.00 to 16.99	67				
17.00 to 17.99	66	3			
18.00 to 18.99	33	1			
19.00 to 19.99	22		1		
20.00 to 20.99	29				
21.00 to 21.99	34				
22.00 to 22.99	62				
23.00 to 23.99	27				
24.00 to 24.99	32				
25.00 to 25.99	25				
26.00 to 26.99	45				
27.00 to 27.99	34				
28.00 to 28.99	21				
29 00 to 29.99	31				
30.00 to 34.99	98				
35.00 to 39.99	55				
40.00 to 44.99	18				
45.00 to 49.99	6				
50.00 and over	3				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	455	20
Great Britain and Ireland	265	2
United States of America	26	1
Australasia	1	
Belgium	2	
France	2	
Italy	19	
Germany	4	
Austria	1	
Norway, Sweden, and Denmark	17	
Russia or other Slav country	3	
Other European country	1	
China	89	
Hindustan	6	
Japan	40	
All other countries	6	
Nationality not stated	23	

Weekly Hours of Labour.

2 at 30 hours.	109 at 49 hours.	45 at 59 hours.
6 at 40 "	104 at 50 "	7 at 60 "
1 at 42 "	1 at 52 "	1 at 64 "
240 at 44 "	50 at 53 "	2 at 72 "
38 at 45 "	270 at 54 "	1 at 84 "
2 at 46 "	3 at 56 "	1 at 104 "
87 at 48 "		

SUMMARY OF ALL TABLES.

Returns covering 2,809 Firms.

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

Total Salary and Wage Payments during Twelve Months ending 31st December, 1922:—

Officers, Superintendents, and Managers	$ 7,730,624 73
Clerks, Stenographers, Salesmen, etc.	7,137,149 61
Wage-earners (including piece-workers)	71,324,416 39
Total	$86,192,190 73

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	45,577	3,180
February	45,403	3,215
March	46,912	3,218
April	49,336	3,340
May	55,090	3,365
June	58,715	3,837
July	58,206	4,099
August	59,670	4,395
September	58,879	4,548
October	59,250	4,125
November	56,474	3,805
December	50,696	3,360

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	26,001	2,483
Great Britain and Ireland	23,253	2,276
United States of America	3,685	199
Australasia	181	23
Belgium	151	15
France	467	29
Italy	2,304	52
Germany	175	5
Austria	756	8
Norway, Sweden, and Denmark	4,650	68
Russia or other Slav country	2,208	14
Other European country	601	16
China	6,484	.....
Hindustan	1,134	.....
Japan	3,758	74
All other countries	513	11
Nationality not stated	1,551	52

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

For Week of Employment of Greatest Number.	Males. 18 Yrs. & over.	Males. Under 18 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	9	49	2	9	42
$ 6.00 to $ 6.99	7	47	2	9	22
7.00 to 7.99	18	56	7	17	17
8.00 to 8.99	49	80	17	36	77
9.00 to 9.99	79	128	28	62	29
10.00 to 10.99	229	161	92	81	43
11.00 to 11.99	448	86	70	50	52
12.00 to 12.99	992	107	217	49	196
13.00 to 13.99	809	69	335	27	56
14.00 to 14.99	765	59	639	68	19
15.00 to 15.99	1,695	110	807	42	19
16.00 to 16.99	2,076	55	518	10	6
17.00 to 17.99	2,111	22	195	3	14
18.00 to 18.99	3,531	54	447	7	14
19.00 to 19.99	3,018	16	190	1	12
20.00 to 20.99	2,556	18	223	1	9
21.00 to 21.99	4,762	20	124	3	6
22.00 to 22.99	3,275	10	169	.....	6
23.00 to 23.99	1,666	4	54	2	3
24.00 to 24.99	6,433	8	110	.....	3
25.00 to 25.99	3,323	14	43	.....	3
26.00 to 26.99	2,295	.....	16	.....	.....
27.00 to 27.99	3,488	1	22	2	....
28.00 to 28.99	3,315	2	25	.....	.....
29.00 to 29.99	2,365	.....	9	.....	.....
30.00 to 34.99	9,682	.....	60	2	.....
35.00 to 39.99	7,105	4	15	.....	.....
40.00 to 44.99	3,203	1	3	.....	.....
45.00 to 49.99	1,651	.....	.....	.....	.....
50.00 and over	1,414	.....	.....	.....	.....

Weekly Hours of Labour.

94 at 30 hours.	12,232 at 44 hours.	5,634 at 56 hours.	3 at 71 hours.
13 at 33 "	456 at 45 "	294 at 57 "	381 at 72 "
3 at 34 "	402 at 46 "	17 at 58 "	5 at 76 "
1 at 35 "	388 at 47 "	466 at 59 "	6 at 77 "
178 at 36 "	26,523 at 48 "	10,776 at 60 "	1 at 78 "
4 at 37 "	889 at 49 "	7 at 61 "	4 at 79 "
3 at 38 "	4,024 at 50 "	174 at 63 "	3 at 80 "
4 at 39 "	71 at 51 "	115 at 64 "	256 at 84 "
764 at 40 "	486 at 52 "	12 at 65 "	546 at 90 "
38 at 41 "	197 at 53 "	12 at 66 "	1 at 91 "
948 at 42 "	7,972 at 54 "	89 at 68 "	1 at 94 "
62 at 43 "	1,340 at 55 "	405 at 70 "	1 at 104 "

GOVERNMENT EMPLOYMENT SERVICE.

General Superintendent .....J. H. McVety, 714 Richard Street, Vancouver.

Branch Offices.

Vancouver, 714 Richard Street .....Superintendent, W. S. Dickson.
Vancouver, 53 Powell Street .....Assistant Superintendent, J. Mitchell.
Vancouver (Women's Branch), 714 Richard Street, Supt., Miss A. L. Davidson.
Victoria, Langley and Broughton Streets.....Superintendent, H. Crisford.
Victoria (Women's Branch), Langley & Broughton Sts., Supt., Miss W. Marlatt.
New Westminster, 44 Eighth Street.....Superintendent, M. Standbridge.
Nanaimo .....Superintendent, J. T. Carrigan.
Kamloops .....Superintendent, J. H. How.
Vernon .....Superintendent, G. E. Street.
Nelson .....Superintendent, G. Anderson.
Cranbrook .....Superintendent, J. E. Kennedy.
Fernie .....Superintendent, E. Hooper.
Revelstoke .....Superintendent, H. M. Coursier.
Prince Rupert .....Superintendent, J. M. Campbell.
Prince George .....Superintendent, G. Sinclair.

In this statement, which represents the fourth annual report of the British Columbia branch of the Employment Service of Canada, the period dealt with is the year ending with December 31st, 1922. The Service is both Federal and Provincial in character, the Dominion Government contributing a proportion not exceeding one-half of the operating expenses, while the administration is carried on by the Provincial Government as a branch of the Department of Labour.

The number of offices in operation in the Province was the same as in the preceding year, sixteen, and they were situated as follows: Vancouver, 3; Victoria, 2; and one each in Nanaimo, Prince Rupert, Prince George, Fernie, Cranbrook, Nelson, Revelstoke, Kamloops, Vernon, Kelowna, and New Westminster; separate offices for the employment of women being operated in Vancouver and Victoria.

THE ABSORPTION OF THE UNEMPLOYED.

In the early part of the year there was a considerable amount of unemployment in the Province, but the unemployed were gradually absorbed in the spring owing to the expansion of our industries and the opportunity presented in April of sending approximately 1,600 men to the Prairie Provinces as farm-labourers. This number was augmented in August by an additional 4,500 harvesters. These various movements greatly relieved the situation throughout the Province.

Although there were no railway-construction or other similar works requiring a large number of men, and the movement of farm-labourers to the Prairie Provinces was smaller than that of the previous year, the Employment Offices placed a larger number of persons in employment within the Province during the period under review than in the last preceding year, this expansion being due largely to the increasing popularity of the Service among both employers and workmen.

BUSINESS TRANSACTED DURING THE YEAR.

The tables appearing on another page show the business transacted by the Employment Service for the period under review, both by months and offices. Eight offices show increases in placements—namely, Cranbrook, Nanaimo, Prince George, Vancouver (Richards Street, Powell Street, and the Women's Branches), Victoria, (Men's and Women's Branches). The other offices show small decreases, reflecting, in the main, the comparative conditions in the industries operating in the areas which they served. Approximately 1,700 of the men and women placed were secured by offices other than where the order was originally placed by

the employer, the system of organization being such that the importation of labour from other Provinces or countries is discouraged until workers in every part of our own Province have been given an opportunity to accept the vacancies. This system has a beneficial effect on the communities where there is a surplus of labour, and also those where a shortage exists, not forgetting the benefit to the men and women who, through the medium of our offices, are placed in employment in vacancies of the existence of which they were not previously aware.

The number of applicants for work increased from 99,240 to 147,787, this increase being accounted for to some extent by applicants for relief being required to register each week instead of every two weeks, which is the usual practice. The balance of the increase is due to the larger number of workers who are using the Employment Offices. Employers' orders increased from 38,079 to 40,721, although no operations calling for large bodies of men were carried on in the Province during the year. The increase in the number of orders is accounted for by a gradual widening of the field covered by the Employment Service and the more complete recognition by employers of the value of the Service.

Rise and Fall of Placements, etc.

The chart shows rather more graphically the rise and fall by weeks in the number of applicants, vacancies, and placements. It will be noted that during the months of April and August the placement-line rises (particularly in the latter month) far above that showing the vacancies. This is due to the movement of farm-labourers out of the Province, vacancies in other Provinces being recorded in the reports of the Province in which the placements are made. The rapid rise in the number of vacancies in June and July is caused by the demand for pickers for the small-fruit crops, this labour being required principally in the Victoria and Hatzic Districts.

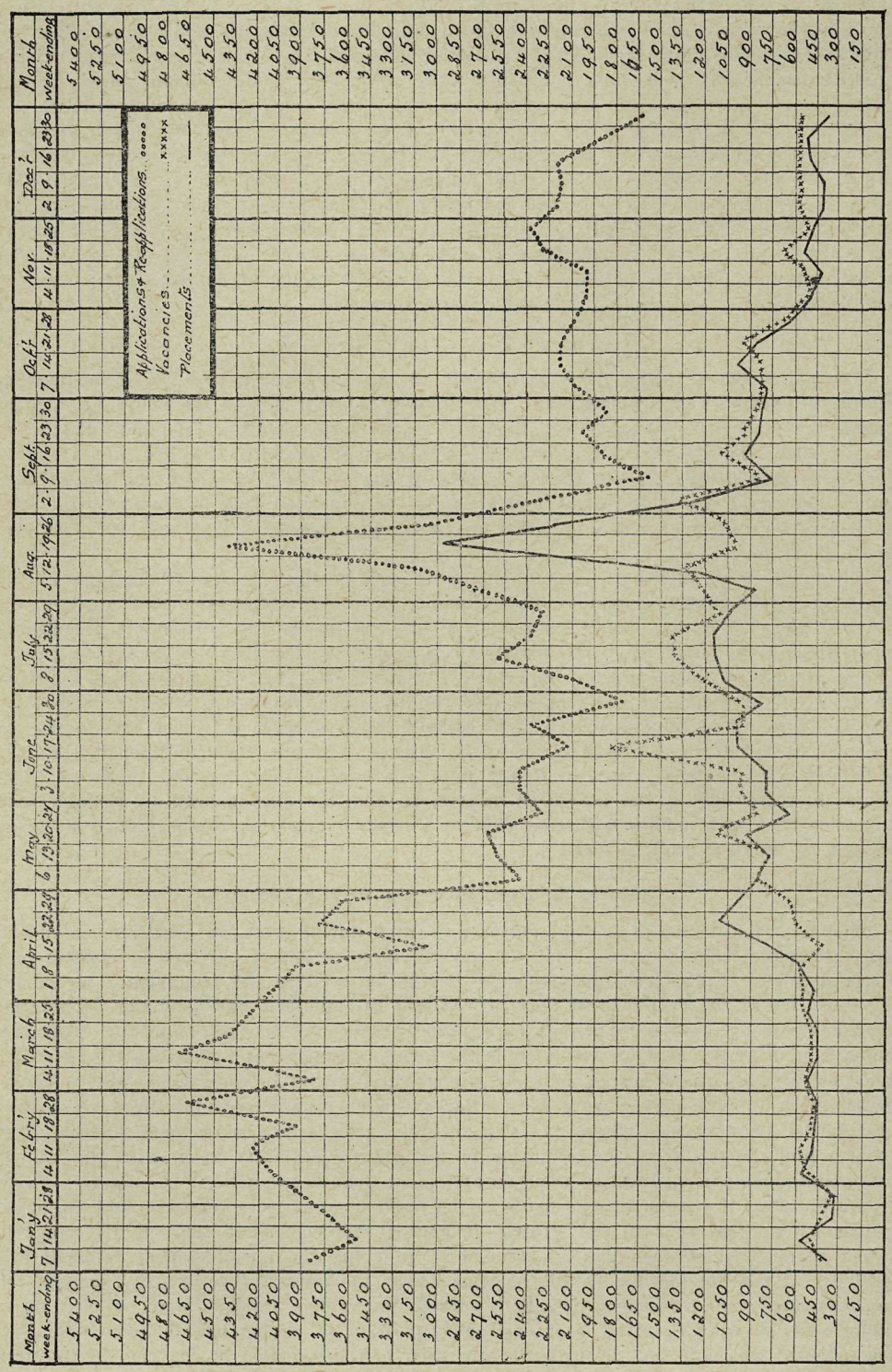
The number of applicants fluctuated greatly and quickly. It was at its peak about the middle of March, but the gradual discontinuance of relief measures during April, and altogether at the end of that month, caused an almost precipitous fall. This was accentuated to some extent by a return from the weekly to bi-weekly registrations and by the migration of a large number of single men to the Prairie Provinces and other districts where employment was likely to be secured. The number rose rapidly again in August, when harvest-labourers were being recruited for the Prairie, and early in September there was a fall to the lowest number recorded during the year owing to the absence of several thousand men in the harvest-fields. The number rose again gradually until the end of the year, but this was only the normal increase due to the return of harvesters and the closing-down of certain seasonal industries, and was further reduced owing to a heavy emigration to the United States, particularly of building-trade mechanics.

Harvest Labour Movement to the Prairie.

Owing to the degree of unemployment prevailing during 1921, an arrangement was made with the Employment Service officials of the Provinces of Alberta and Saskatchewan to take all the available experienced farm-labourers for spring seeding and ploughing. Accordingly a representative of the Employment Service was sent to Winnipeg, and with the co-operation of the officials from the Prairie Provinces a reduced rate was secured from the railway companies. Counting the workers who went to the farms in the spring, approximately 6,600 British Columbia workers found employment at a wage guaranteed by the Employment Service of the Province to which they were sent. For the first time harvest-labourers were selected through the Employment Offices. As a result the farmers secured a more suitable class of labourer and the labourers the assurance of guaranteed minimum wage, with the knowledge that definite employment awaited them on arrival at their destination.

During 1922 the arrangements made in the previous year were renewed, and although the number of workers sent to the Prairie Provinces was somewhat smaller, the opportunity offered to place these men greatly assisted in relieving the unemployment problem in this Province. A notable feature of this movement was the presentation by 1,004 men of letters from the employers for whom they had worked during the previous year offering them re-employment, showing that the most desirable condition of having both employers and workmen satisfied was obtained through the care used in the selection of the men in the first instance.

CHART SHOWING APPLICATIONS, VACANCIES, AND PLACEMENTS WEEK BY WEEK DURING 1922.



A Satisfactory Movement.

If the absence of complaints can be accepted as conclusive, the men who went to the Prairies during 1921 and 1922 received all that they were promised, and hundreds received very much higher wages than the amount guaranteed by the Employment Offices. In the cases of the few who had not been able to collect their wages before leaving, the Saskatchewan officials did so for them on receipt of the details. The whole movement appears to have met with the approval of all parties concerned.

As in former years, the terms of the Federal Order in Council, by which the issue of relief by municipalities was authorized, required that all applicants for relief must first secure a certificate from a Government Employment Office certifying that the applicant had applied for employment and that none was available. During the months the Order in Council was in force this work consumed a great deal of the time of the members of the staff in the Coast city offices, and created the impression in some quarters that the Employment Offices were for relief purposes and supplied only the class of labourers usually found in the ranks of relief applicants.

Exceptional activity along the Grand Trunk Pacific line of the Canadian National Railway in the timber industry created a considerable shortage in the supply of tie-makers, and through the organization of the Employment Service it was possible to transfer all the unemployed of this class from the Coast cities to work in the north-eastern portion of the Province. This movement had the effect of reducing the surplus on the one hand and the shortage on the other.

A Check on the Entry of Aliens.

The arrangement between the Employment Service and the Department of Immigration, whereby aliens are prevented from entering British Columbia except when suitable persons cannot be found in Canada to fill vacancies, has been continued, and has worked most satisfactorily. Many applications for permission to import aliens have been refused, and aliens illegally in Canada have been deported and the vacancies, or positions in which they were employed, have been filled by citizens of the Dominion. In many instances, however, it has been found impossible to secure help in Canada to fill certain positions where technical or highly specialized knowledge was required, and in such cases permission has been granted to import labour in order to keep the industries operating, and thus make employment available for other workers who would otherwise be laid off. Forty-five applications were received for the admission of 364 workers from the United States, but only thirty-seven of the positions were filled by the admission of Americans, the balance being supplied through the Employment Offices.

Government and Private Employment Offices.

Under the legislation in force in this Province it is unlawful to receive a "fee or compensation" for directing workmen to employment, and the practice of charging applicants for this service has practically ceased.

The Legislature, during the 1921 session, amended the Act in order more definitely to include school-teachers. In the early part of the present year a complaint was received that a school-teacher had been charged 3 per cent. of her salary for being directed to employment. The person making the charge was prosecuted and a conviction obtained, a fine and costs being imposed.

Although it is unlawful to receive compensation for directing workmen to employment, a number of individual employers and groups still continue to patronize private offices in the City of Vancouver, which offices confine their work almost exclusively to supplying labour for the logging and lumbering companies operating in the Coast area. Gradually, however, employers are coming to the conclusion that the expenditure in maintaining private employment agents is unnecessary, and that a better service can be secured by utilizing the offices of the Employment Service of Canada, with sixteen branches in the Province of British Columbia and eighty in the Dominion of Canada, all of which are available to the employer if the necessity arises. Many testimonials have been received from employers regarding the service received by them from our offices, and many of these firms until recently patronized private offices and were frankly sceptical that an equal or better service could be furnished by the Government Offices. Where the change has been made no instance is known where an employer has transferred back to private agents.

THE SUPPLY OF FRUIT-PICKERS.

During the fruit-picking season many requests are made by the growers in the Province to our offices in Vancouver and Victoria for a supply of temporary help to be sent out from those cities. The work is such as can be done by men or women, or by older boys and girls who wish to earn a little money during the long school vacation. Ever since the Employment Service was established it has done its best to meet the demand for this kind of help. The conditions of the industry, as a rule, will apparently afford only a moderate remuneration, and this, together with the fact that there is more fruit to be handled year after year, and that the supply of this kind of labour available is by no means unlimited, has made it at times a difficult task for the Employment Service to meet growers' requirements. Among the people who go out fruit-picking there is a decided preference for ranches from which they can return at night to their own homes, and pickers who go out to camp or board at the more distant ranches are apt to make their stay extremely short if they find conditions not to their liking. There are some large growers who have made excellent arrangements for the comfort of their pickers, and these are usually able to obtain an adequate supply of efficient help. On the other hand, it looks as if any ranch where conditions and accommodation are not of a fairly good standard will experience a scarcity of help in the future.

THE SERVICE BETTER APPRECIATED.

Confronted at first by suspicions of both employers and workmen, the Employment Service has gradually, by a system of fair dealing and by endeavouring to give out accurate information regarding industrial conditions, attained a position where the service rendered is better appreciated and understood by all sections of the population. It has proved of the greatest value to employers and workmen engaged in the outlying sections of the Province, by giving the employer the advantage of obtaining men from the larger centres when none are available locally, and discouraging the unemployed workmen from wasting time and money in travelling to districts in search of employment where none exists.

That the work of the Employment Service of Canada is becoming known over a wider field is evidenced by the large number of letters received from prospective settlers from all parts of the Empire and from foreign countries, inquiring as to conditions in the Province. Other inquiries of a similar nature are referred to the Employment Service by municipal officials and other organizations. Replies are made in such terms as will enable the applicants to visualize the conditions in the particular industries in which they are interested.

With brighter prospects for the coming year, the Employment Service should further increase its usefulness to the citizens of the Province, thereby reducing the economic waste which exists where industries in one part of the Province are in need of employees and workmen in other districts are in need of employment.

Total of Year's Business by Months.

Month.	Applicants and Reapplicants.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out B.C.
January	15,051	1,673	1,514	41	...
February	16,868	2,001	1,813	27	2
March	17,152	2,009	1,820	51	23
April	18,703	2,762	2,482	71	1,422
May	9,971	3,597	3,071	110	76
June	11,130	5,622	4,649	179	1
July	9,032	5,143	4,306	165	6
August	15,673	5,924	4,353	391	4,439
September	7,342	3,838	3,387	223	23
October	8,405	3,275	3,285	162	1
November	10,733	2,805	2,595	190	11
December	7,727	2,072	1,872	80	...
Totals	147,787	40,721	35,147	1,690	6,004

Total of Year's Business by Districts.

Office.	Applicants and Reapplicants.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out B.C.
Cranbrook	3,876	4,047	3,100	198	16
Fernie	898	1,374	852	27	19
Kamloops	3,201	1,710	1,257	31	37
Kelowna	869	305	287	...	3
Nanaimo	2,343	557	592	2	30
Nelson	4,876	2,009	1,644	73	140
New Westminster	5,119	1,595	1,408	5	403
Prince George	1,272	1,464	1,179	46	48
Prince Rupert	7,524	1,521	1,436	55	9
Revelstoke	643	763	536	17	13
Vancouver (Richards Street)	33,834	3,663	3,251	320	2,139
Vancouver (Powell Street)	40,132	10,174	9,622	717	2,258
Vancouver (Women)	13,541	4,532	3,987	125	124
Vernon	3,752	995	752	2	71
Victoria	21,052	3,050	2,945	29	668
Victoria (Women)	4,855	2,962	2,299	43	26
Totals	147,787	40,721	35,147	1,690	6,004

ASSOCIATIONS OF EMPLOYERS.

In the list of associations which follows it is sought to include only those organizations which have direct connection with the employment of labour. Those whose functions have to do only with trade or commercial or social matters are not included.

The particulars given have been corrected at the last possible moment before going to the press, and may therefore be taken as authentic. The name of one new association appears in the list, and the names of two others which have gone out of existence during the year have been removed.

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

Canadian Jewellers' Association (B.C. Section) —President, G. E. Trorey; Vice-President, Thomas Lyttleton; Secretary-Treasurer, A. Fraser-Reid, 1635 Napier Street, Vancouver. Executive (District): J. Little, Victoria; E. W. Harding, Nanaimo; J. O. Patenaude, Nelson; C. J. Whiten, Vernon; W. J. Kerr, Kamloops.

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

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

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

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

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

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

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

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

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

Empress Manufacturing Company; Secretary, Hugh Dalton, 402 Pender Street West, Vancouver.

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

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

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

General Contractors' & Master Builders' Association—President, Colonel E. J. Ryan, Vancouver; Secretary, J. Hart, 929 Granville Street, Vancouver.

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

Manufacturers' Association of B.C.—Hon. President, J. H. Falconer, Vancouver; President, J. A. Cunningham, President B.C. Refining Company, Vancouver; Secretary, J. Hart, 929 Granville Street, Vancouver. Election of officers takes place annually within eight weeks of beginning of year.

Metal Trades' Employers' Association of B.C. (Vancouver Division)—President, E. Davies, Vancouver Engineering Works, 519 Sixth Avenue West, Vancouver; Secretary, J. Hart, 929 Granville Street, Vancouver. Meets for election of officers in January or February each year.

Metal Trades' Section, Manufacturers' Association—President, Innes Hopkins, foot Victoria Drive, Vancouver; Secretary, J. Hart, 929 Granville Street, Vancouver. Election of officers in February each year.

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

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

Mountain Lumber Manufacturers' Association—President, H. Burns, Blairmore, Alta.; Secretary, I. R. Poole, Nelson. Officers elected at annual meeting held in January.

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

Retail Merchants' Association of Canada, Inc., B.C. Board—President, Harvey Murphy, Nanaimo; Vice-President, Daryl H. Kent, Vancouver; 2nd Vice-President, H. S. Stephenson, Victoria; 3rd Vice-President, A. P. G. MacDonald, New Westminster; Treasurer, T. F. McDowell, Vancouver; Acting-Secretary, Walter F. Ing, Vancouver, Head Provincial Office at 420 Pacific Building, Vancouver. Branches are established at Agassiz, Armstrong, Chilliwack, Courtenay, Cranbrook, Cumberland, Duncan, Esquimalt, Grand Forks, Kamloops, Kelowna, Ladner, Ladysmith, Lytton, Maple Ridge, Merritt, Mission, Nanaimo, Nelson, New Westminster, Princeton, Revelstoke, Trail, Vancouver, Vernon, Victoria, and White Rock.

Sheet Metal Employers' Association of B.C.—Secretary, J. Hart, 929 Granville Street, Vancouver.

Shingle Manufacturers' Association of B.C.—President, J. A. Edgecombe, c/o Canada Shingle Company; Secretary, F. H. Lamar, 905 Metropolitan Building, Vancouver. Meets for election of officers in January each year.

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

Vancouver Association of Electragists—President, S. E. Jarvis, 570 Richard Street; Secretary, R. A. Graham, 929 Pender Street West, Vancouver; office, 425 Pacific Building. Officers elected annually in September.

Vancouver Association of Sanitary & Heating Engineers—President, David Ross, 751 Howe Street, Vancouver; Secretary, Robert G. Hargreaves, 425 Pacific Building, Vancouver. Officers elected annually in June.

Vancouver Hotels' Association—President, T. H. Whelan, Regent Hotel, Vancouver; Secretary, Ernest A. Masters, 333 Dunsmuir Street. Officers elected in January each year.

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

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

Vancouver Typothetæ—President, John B. Cowan, 500 Beatty Street; Secretary and Manager, Wm. Brand, 511 North-west Building, Vancouver. Officers elected annually on the last Wednesday in May.

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

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

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

UNION DIRECTORY.

There has been a slight increase in the number of trade-union organizations in the Province during 1922. Some branches of unions went out of existence, but their number is exceeded by new branches reporting, of which the Department had no previous record. Every care has been taken to obtain reliable particulars of the most recent date, and our thanks are due to trade-union secretaries and others who have supplied us with this information. The Department will be grateful if union officials will kindly notify any changes which may be made from time to time.

TRADES AND LABOUR CONGRESS OF CANADA.

President, Thomas Moore, Ottawa. Vice-Presidents, Bert Merson, Toronto; J. T. Foster, Montreal; A. McAndrews, Moose Jaw, Sask. Secretary-Treasurer, P. M. Draper, Hope Building, Ottawa.

B.C. EXECUTIVE OF TRADES & LABOUR CONGRESS.

Chairman, W. J. Bartlett, 1193 Burrard Street, Vancouver; Members, A. D. McDonald, Box 271, Prince Rupert, and E. S. Woodward, Box 302, Victoria. Meets at call of Chairman.

NATIONAL ORGANIZATIONS.

Canadian Merchants' Service Guild.

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

Victoria—President, Capt. W. J. Boyce, 1037 Southgate Street, Victoria; Secretary, T. H. Brown, 311 Union Bank Building.

National Association of Marine Engineers.

Vancouver Council No. 7—President, W. A. McAlpine, 3729 Sixteenth Avenue West, Vancouver; Secretary, E. Read, 232 Thirteenth Street West, North Vancouver. Meets at 407 Hastings Street West.

Victoria Council No. 6—President, W. Jordan, 2929 Queen's Avenue; Secretary, A. Stewart, 82 Moss Street, Victoria. Meets at 401 Union Bank Building at 8 p.m. on first and third Mondays of month.

TRADES AND LABOUR COUNCILS.

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

New Westminster—President, F. A. Browne, 1575 Inverness Street; Secretary, Mrs. Mary England, c/o Municipal Hall, Edmonds. Meets second and fourth Wednesdays in month at Labour Temple, New Westminster.

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

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

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

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

Federated Trades Councils (Railroads).

Victoria (Esquimalt & Nanaimo Railway Employees' Federation) — President, Geo. Philbrook, 637 King's Road, Victoria; Secretary, Charles Rose, 315 Wilson Street, Victoria. Meets in Room 4, Green Block, Victoria, at 7.30 p.m. on third Monday in month.

METAL TRADES COUNCILS.

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

DISTRICT LODGES AND COUNCILS.

United Brotherhood of Carpenters and Joiners of America.

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

International Association of Machinists.

Vancouver District Lodge No. 78—President, W. Clarke, 2044 York Street West, Vancouver; Secretary, Evan Macmillan, 1820 Thirtieth Avenue West. Meets on first Sunday of each month at 319 Pender Street West, Vancouver, at 2.30 p.m.

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

Allied Printing Trades Council.

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

Victoria—President, C. K. Christian, 434 Simcoe Street, Victoria; Secretary, C. F. Banfield, 642 Craigflower Road, Victoria. Meets at Trades Hall, Broad Street, at 8 p.m. on second Friday in month.

Theatrical Federation of Vancouver.

President—E. A. Jamieson, 991 Nelson Street; Secretary, C. H. Williams, 2200 Ontario Street, Vancouver. Meets at 991 Nelson Street at 10 a.m. on Tuesday before first Sunday in month.

Civic Federation.

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

TRADE UNIONS.

Amsbury.

Commercial Telegraphers' Union of Canada (Government Division, British Columbia)—Secretary, R. Gooding, Amsbury.

Ashcroft.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 210—President, J. D. Nichol, Spatsum via Spences Bridge; Secretary, E. W. Kirby, Box 76, Lytton. Meets quarterly at 7.30 p.m. on third Saturday in March, June, September, and December at Ashcroft.

Barrett Lake.

Maintenance-of-way Employees & Railway Shop Labourers, No. 340—President, F. H. Fljozdal, Smithers; Secretary, G. J. Maggs, 506 Scott Building, Winnipeg.

Boulder.

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

Burnaby.

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

Central Park.

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

Copper Mountain.

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

Chilliwack.

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

Cranbrook.

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

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

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

Locomotive Engineers, Brotherhood of, Local No. 563—President, Hugh J. Brook, Box 551, Cranbrook; Secretary, G. L. Ingram, P.O. Box 1, Cranbrook. Meets at 7.30 p.m. on alternate Mondays in Maple Hall.

Machinists, International, No. 588—President, W. Henderson, Cranbrook; Secretary, P. C. Hartnell, Cranbrook.

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

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

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

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

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, No. 1292—President, G. Merrington, Cranbrook; Secretary, E. G. Dingley, Box 728, Cranbrook.

Corbin.

United Mine Workers of America, Local No. 2877—President, G. Findlay, Corbin; Secretary, J. MacDonald, Box 273, Corbin. Meets at Corbin every second Sunday at 2 p.m.

Duncan.

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

Fernie.

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

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 308—President, J. W. McGladrey, McPherson Avenue; Secretary, J. E. Robson, Box 1071, Fernie. Meets at Howland Avenue, Fernie, on first Monday of each month at 7 p.m.

United Mine Workers of America, Local No. 2314—President, Wm. Hunter, Dalton Avenue, Fernie; Secretary, T. Whitehouse, Chipman Avenue, Fernie. Meets at South Room, Miners' Theatre, on Fridays at 7.30 p.m.

Field.

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

Golden.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 165—President, G. Carlson, Golden; Secretary, W. Johnson, R.R. No. 3, Armstrong. Meets at Golden on the last Sunday of each quarter at 10 a.m.

Greenwood.

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

Kamloops.

Brewery, Flour, Cereal & Soft Drink Workers, No. 296—Secretary, T. E. Sanderson, 179 Hill Street, Kamloops.

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

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

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

Railroad Employees, No. 611—President, J. E. Fitzwater, Kamloops; Secretary, A. S. Greig, Kamloops.

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

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

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

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

Lucerne.

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

Locomotive Firemen & Enginemen, No. 904—President, P. Sorenson, Lucerne; Secretary, C. M. Richmond, Lucerne.

Railroad Trainmen, Brotherhood of, No. 737—President, G. M. Booton, Lucerne; Secretary, C. Hedberg, Lucerne.

Railway Conductors, No. 674—Chief Conductor, M. J. Williams, Lucerne; Secretary, R. C. Woods, Lucerne.

Lytton.

Maintenance-of-way Employees & Railway Shop Labourers, No. 210—President, J. D. Nicol, Spatsum via Spences Bridge; Secretary, E. W. Kirby, Box 76, Lytton.

Matsqui.

Maintenance-of-way Employees & Railway Shop Labourers, No. 31—President, E. Hall, Rosedale; Secretary, T. J. Blackadder, Box 134, Matsqui.

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, Harrison Mills. Meets once in three months (no date set).

Michel.

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

Nanaimo.

Letter Carriers, Federated Association of, No. 54—President, W. Johns, Rosehill Avenue, Townsite, Nanaimo; Secretary, W. H. McMillan, 410 Bruce Avenue, Nanaimo. Meets (at discretion of President) at 7.30 p.m. on 5th of month.

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

Nelson.

Barbers' International Union, Journeymen, Local No. 196—President, A. E. Allanay, Nelson; Secretary, T. Dunbar, Nelson. Meets in Nelson at 8 p.m. on third Thursday in month.

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

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

Locomotive Engineers, Brotherhood of, Division No. 579—President, J. Simons, Nelson; Secretary, P. C. Lindsay, Box 805, or 204 Latimer Street, Nelson, Meets at K. of P. Hall, Nelson, on first and third Sundays in the month at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Division No. 631—President, G. Turner, Box 1084, Nelson; Secretary, Stanley Smith, Box 1084, Nelson. Meets second and fourth Sundays at 1.30 p.m. in I.O.O.F. Hall.

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

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 181—President, H. Erickson, Midway; Secretary, F. Gustafson, Box 265, Nelson. Meets last Sunday in January, April, July, and October at 2 p.m. at Nelson.

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

Railway Carmen of America, Brotherhood of, Local No. 98—President, W. Beatty, Box 614, Nelson; Secretary, R. Vyse, Box 884, Nelson. Meets in Labour Temple at 7.30 p.m. on second and fourth Thursdays in month.

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

Railway Trainmen, Brotherhood of, Local No. 558—President, C. H. Sewell, Victoria Street, Nelson; Secretary, A. Kirby, 820 Carbonate Street, Nelson. Meets at 11 a.m. on second and fourth Sundays in month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, No. 1291—President, James Kay, Nelson; Secretary, A. T. Richards, Box 701, Nelson.

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

New Denver.

Maintenance-of-way Employees & Railway Shop Labourers, No. 173—Secretary, R. McPherson, New Denver.

Mine, Mill & Smelter Workers, No. 98—Secretary, J. H. Strickland, New Denver.

New Westminster.

Barbers' International Union, Journeymen, Local No. 573—President, R. Collins, B.C.E.R. Barber Shop, New Westminster; Secretary, Geo. Yorkstown, 35 Eighth Street, New Westminster. Meets at 35 Eighth Street on fourth Tuesday in month at 7.30 p.m.

Blacksmiths, Drop Forgers & Helpers, International Brotherhood of, Local No. 392—President, G. Couldwell, 412 Fourth Avenue, New Westminster; Secretary, A. Buckingham, 1329 Strike Avenue, New Westminster.

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

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

Cigar Makers of America, International Union of, Local No. 486—Secretary, A. C. Miller, 243 Boyne Street, New Westminster. Meets at Labour Temple on the first Wednesday in month at 8 p.m.

Civic Employees of New Westminster, Union of—President, Richard Reid, 527 Ninth Street, New Westminster; Secretary, Rees Morgan, 313 Regina Street, New Westminster. Meets in Labour Temple at 8 p.m. on first Tuesday in month.

Civil Servants of Canada (Amalgamated)—President, D. K. Chester, New Westminster; Secretary, H. G. Cox, New Westminster.

Fishermen's Protective Association of B.C.—President, L. Patterson, Annieville; Secretary, H. Iverson, Annieville.

Longshoremen's Union (International), Local 38-54, New Westminster Auxiliary—Business Agent, A. A. Stewart, Carnarvon Street, New Westminster.

Machinists, International Association of, Local No. 151—President, H. Bailey, 321 Third Street, New Westminster; Secretary, T. Kenyon, 620 Fader Street, New Westminster. Meets in Labour Temple on first and third Fridays in each month at 7.30 p.m.

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

Railway Carmen of America, Brotherhood of, Local No. 280—President, J. Huggan, New Westminster; Secretary, A. H. Muttitt, 212 Fifth Avenue, New Westminster. Meets at Labour Temple on fourth Tuesday in month at 8 p.m.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 134—President, R. C. Higgins, 1019 Hamilton Street, New Westminster; Secretary, J. B. Mouat, 525 Tenth Street, New Westminster. Meets in Labour Temple at 8 p.m. on second and fourth Tuesdays in month.

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

Notch Hill.

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

Penticton.

Locomotive Engineers, 866—Secretary, S. Cornock, Penticton.

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

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

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

Typographical Union, International, Local 541—President, H. de Pencier, Penticton; Secretary, E. C. Murray, Penticton. General meetings, Kelowna; monthly meetings, Penticton, at 8.30 p.m. on fourth Saturday of month. Area comprises Vernon, Armstrong, Kelowna, Penticton, and Princeton.

Railway Carmen of America, Brotherhood of, No. 1426—President, H. Suckling, Box 322, Penticton; Secretary, W. G. Archard, General Delivery, Penticton.

Port Alberni.

Longshoremen's Association, International, No. 38-22—President, L. Larsen, Port Alberni; Secretary, W. G. Bigmore, Port Alberni.

Powell River.

Paper Makers, International Brotherhood of, Local No. 142—President, Raymond Newby, Powell River; Corresponding Secretary, E. L. Dollar, Box 153, Powell River; Financial Secretary, W. Hutchinson, Powell River. Meets in Central Hall at 7 p.m. on second Sunday of each month.

Pulp, Sulphite & Paper Mill Workers of United States and Canada, International Brotherhood of, Local No. 76—President, George P. O'Malley, Powell River; Secretary, J. A. Goddard, Powell River. Meets first and third Sundays of each month at Central Hall.

Prince George.

Locomotive Engineers, Brotherhood of, Division No. 843—President, George Abbott, Prince George; Secretary, J. A. McMillan, Prince George. Meets in Odd Fellows' Hall on second and fourth Mondays of each month at 2.30 p.m.

Locomotive Firemen & Enginemen, Brotherhood of, Local No. 827—President, F. Armstrong, Prince George; Secretary, M. Whitford, 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, G. Sturley, Eugen Post Office; Secretary, T. Nielsen, Box 162, Prince George. Meets at Prince George about once in six weeks.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 202—President, A. Peterson, Newlands; Secretary, W. Sims, Giscome. Meets at McBride or Prince George on first and third Sundays each quarter at 8.30 a.m.

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

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

Prince Rupert.

Carpenters & Joiners of America, United Brotherhood of, Local No. 1735—President, J. J. Gillis, Prince Rupert; Secretary, F. Clark, 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.

Civic Employees' Association—President, G. B. Casey (fireman); Secretary, Miss C. Orchard, Box 474, Prince Rupert. Meets in Carpenters' Hall on second Thursday in month at 8 p.m.

Deep Sea Fishermen's Union of the Pacific—Secretary-Treasurer, P. B. Gill, Box 65, Seattle. Meets at Seattle, Prince Rupert, and Ketchican on Tuesdays at 7 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 second Friday of each month.

Longshoremen's Association, International, Local No. 38-41—President, Manuel Borgis, Box 531, Prince Rupert; Secretary, T. Rosie, Box 531, Prince Rupert. Meets at Prince Rupert on Monday of each week at 8 p.m.

Machinists, International Association of, Local No. 207—President, J. McLean, 1060 Seventh Avenue East, 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. C. Walker, Shames, c/o C.N. Railways; Secretary, W. H. Wilson, Amsbury, c/o C.N. Railways. Meets at Carpenters' Hall, Prince Rupert, at call of President and Secretary.

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

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

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

Railway Employees, Brotherhood of, Division No. 154—President, J. Wolstenholme, P.O. Box 270, Prince Rupert; Secretary, F. A. Roberts, P.O. Box 447, Prince Rupert. Meets at Carpenters' Hall, Fraser Street, on the last Thursday of each month.

Railway Carmen of America, Brotherhood of, No. 426—President, H. Leaper, Box 465, Prince Rupert; Secretary, F. Derry, Box 498, Prince Rupert.

Sheet Metal Workers, International Alliance, Local No. 672—President, G. Dodds; Secretary, N. C. Robinson, Box 820, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on fourth Friday in the month.

Steam & Operating Engineers, Local No. 510—President, R. C. Parsons, Box 720, Prince Rupert; Secretary, A. A. McEwen, Box 720, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on first and third Fridays of each month.

Typographical Union, International, Local No. 413—President, S. D. MacDonald, Box 689, Prince Rupert; Secretary, J. M. Campbell, Box, 689, Prince Rupert. Meets in Carpenters' Hall at 8 p.m. on last Thursday of each month.

Revelstoke.

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

Boilermakers, Iron Shipbuilders & Helpers of America, International Brotherhood of, Local No. 466—President, Thomas McMillan, Revelstoke; Secretary, Allen McMahon, Box 407, Revelstoke. Meets in Selkirk Hall, Revelstoke, at 3.15 p.m. on third Sunday of each month.

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

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

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

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

Railway Carmen of America, Brotherhood of, Local No. 481—President, J. Bell, Revelstoke; Secretary, H. Parsons, Box 42, Revelstoke. Meets in Smyth's Hall at 7 p.m. on third Tuesday of each month.

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

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

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, 1257—Secretary, R. Hodson, Box 254, Revelstoke.

Rosebery.

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

Salmon Arm.

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

Slocan Lake.

Mine, Mill & Smelter Workers, International Union of, Local No. 98—President, J. H. Strickland; Secretary, A. Shilland, New Denver. Meets at New Denver at 8 p.m. on Wednesdays.

Smithers.

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

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

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

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

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

Railway Trainmen, Brotherhood of, No. 869—President, A. Greenhalgh, Box 12, Smithers.

Railway Carmen of America, Brotherhood of, No. 1415—President, E. Hann, Smithers; Secretary, J. G. Calderwood, Box 122, Smithers.

South Vancouver.

Civic Employees' Union—President, A. W. Richardson, City Hall, South Vancouver; Secretary, W. S. Welton, City Hall, South Vancouver.

Squamish.

Railway Carmen of America, Brotherhood of, No. 1419—Secretary, W. F. Ogilvie, Squamish.

Steveston.

Fishermen's Benevolent Society (Japanese Independent)—President, Goro Shimono, Box 54, Steveston; Secretary, E. Kuwabara, Box 54, Steveston.

Stewart.

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

Trail.

Machinists, International Association of, Local No. 763—President, H. A. Johnston, Trail; Secretary, Alex. Balfour, Box 114, Trail. Meets in Miners' Hall at call of Chair.

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

Vancouver.

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

Barbers' International Union, Journeymen, Local No. 120—President, C. E. Herrett, 71 Hastings Street East; Secretary, A. R. Jennie, 320 Cambie Street. Meets at Room 313, 319 Pender Street West, at 7.15 p.m. on second and fourth Tuesdays in month.

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

Boilermakers, Iron Shipbuilders, & Helpers, international Brotherhood of, Local No. 194—President, P. Wilkies, 260 Dufferin Street East, Vancouver; Secretary, A. Fraser, 5079 Ross Street, South Vancouver. Meets at 319 Pender Street West at 8 p.m. on first and third Mondays of each month.

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

Boot & Shoe Workers' Union, Local No. 505—President, T. M. Spence, 1812 Forty-seventh Avenue East, Vancouver; Secretary, Tom Cory, 445 Vernon Drive, Vancouver. Meets at 319 Pender Street West at 8 p.m. on first Wednesday in month.

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of, Local No. 281—President, F. W. Graham, 2284 Fourth Avenue West, Vancouver; Secretary, W. H. McLean, 2035 Broadway West, Vancouver. Meets at Labour Temple, 319 Pender Street West, at 8 p.m. on third Wednesday in month.

Bricklayers, Masons & Plasterers' International Union of America, Local Union No. 1, B.C.—President, H. Cupit, 1606 McLean Drive, Vancouver; Secretary, W. S. Dagnall, Box 53, Vancouver. Meets at 319 Pender Street, Vancouver, on second and fourth Wednesdays in month at 8 p.m.

Bridge & Structural Iron Workers, International Association of, Local No. 97—President, R. Massecar, Box 1196, Vancouver; Secretary, W. L. Yule, Box 1196, Vancouver. Meets at Room 310, 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Mondays of each month.

Carpenters & Joiners, Amalgamated Society of, Branch No. 1—President, W. Taylor, 3030 Miller Avenue, McKay Post-office; Secretary, C. E. Ellis, 1657 Thirty-sixth Avenue East, South Vancouver. Meets at 148 Cordova Street West at 8 p.m. on second and fourth Tuesdays of each month.

Carpenters & Joiners, Amalgamated Society of, Branch No. 2—President, G. Finlay, 454 Twentieth Avenue East, Vancouver; Secretary, W. Bray, 72 Sixteenth Avenue West, Vancouver. Meets at 148 Cordova Street West on first and third Tuesdays of month at 8 p.m.

Carpenters & Joiners, United Brotherhood of, Local No. 452—President, W. Dunn, 1510 Eleventh Avenue East, Vancouver; Secretary, G. H. Hardy, 1925 Sixty-seventh Avenue East, South Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Mondays in month.

Cigarmakers, International Union of America, Local No. 357—President, G. Thomas, 1199 Bidwell Street, Vancouver; Secretary, F. Brown, 53 Twenty-sixth Avenue West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on first Tuesday in month.

City Hall Employees' Association—President, R. W. Armstrong, 2565 Tenth Avenue West, Vancouver; Secretary, D. Robson, c/o 1006 Pendrell Street, Vancouver. Meets at Roaf Building, 432 Richards Street, Vancouver, at 8 p.m. on first Wednesday of each month.

Civic Employees' Federal, Local No. 28 (Chartered by Trades & Labour Congress of Canada)—President, D. Cuthell, 2852 Albert Street, Vancouver; Secretary, G. Harrison, 1335 Woodland Drive, Vancouver. Meets at 148 Cordova Street West, Vancouver, on first and third Fridays in month at 8 p.m.

Civil Servants of Canada, Amalgamated—President, H. E. Warburton, Box 322, Vancouver; Secretary, M. W. Buck, Box 322, Vancouver. Meets at Eagle Hall, Homer Street, on second Tuesday in month at 8 p.m.

Civil Servants of Canada, Amalgamated (Post Office Department Group)—President, D. T. McCarthy, 2325 Maple Street, Vancouver; Secretary, J. Linsen, 1728 Yew Street, Vancouver.

Commercial Telegraphers' Union of America, Division 65 (Canadian Government Radio)—President, J. Daniel, 1132 Seventh Avenue West, Vancouver; Secretary, W. L. Parkin, Wireless Station, Vancouver.

Commercial Telegraphers' Union of America, C.P.R. System, Division No. 1—Chairman, W. D. Brine, Box 432, Vancouver; Secretary, H. S. Cunningham, Box 432, Vancouver. Meets at 319 Pender Street West on first Sunday in month at 2.30 p.m.

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, J. Greenwood, Mayne Avenue, Burnaby; Secretary, F. Christie, 124 Wessex Street, South Vancouver. Meets at Belvedere Court, Tenth Avenue and Main Street, on first Tuesday and third Friday of each month at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 213—President H. Northrop; Secretary, D. S. Pallen, 1811 Trafalgar Street; Financial Secretary and Business Agent, E. H. Morrison, 148 Cordova Street West, Vancouver. Meets at 148 Cordova Street West on Mondays at 8 p.m.

Electrical Workers, International Brotherhood of, Local No. 310—President, A. S. Baird, 3660 Twenty-seventh Avenue East, Vancouver; Recording Secretary, Lloyd Purdy, 3754 Inverness Street, Vancouver; Financial Secretary, F. G. Hurst, 3043 Forty-third Avenue West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. every Monday.

Fire Fighters, International Association of, Local No. 18—President, C. A. Watson, 1644 Tenth Avenue East, Vancouver; Secretary, H. A. Urquhart, 1145 Semlin Drive, Vancouver. Meets at Trades and Labour Council, 319 Pender Street West.

Garment Workers of America, United, Local No. 160—President, Mrs. W. Mahon, 843 Cardero Street, Vancouver; Secretary, Miss May Ward, 1020 Eveleigh Street, Vancouver. Meets at 319 Pender Street West at 6 p.m. on first Thursday in month.

Granite Cutters, International Association of—President, G. Fordyce, 533 Fifty-third Avenue East, Vancouver; Secretary, John Philip, 2537 Trinity Street. Meets on third Friday of month at 319 Pender Street West at 7.30 p.m.

Hotel & Restaurant Employees, International Alliance, Local No. 28—President Minnie Barnes, 541 Burrard Street, Vancouver; Secretary, A. Graham, 441 Seymour Street, Vancouver. Meets at 441 Seymour Street at 2.30 and 8.30 p.m. each Wednesday.

Jewellery Workers, International Union of, Local No. 42—President, O. Holtham, 685 Homer Street, Vancouver; Secretary, R. C. Wilson, 2239 Granville Street, Vancouver. Meets on second and fourth Mondays in month.

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

Lithographers of America, Amalgamated, Local No. 44—President, H. J. Rhodes; Secretary, C. Spain, 1947 Wolfe Street, South Vancouver. Meets at Room 302, 319 Pender Street West, Vancouver, at 8 p.m. on third Wednesday in month.

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

Locomotive Firemen & Enginemen, Local No. 656—President, T. McEwen, 157 Sixteenth Avenue West, Vancouver; Secretary, S. H. Waterhouse, 1425 Sixth Avenue West, Vancouver. Meets at I.O.O.F. Hall on first Thursday of each month.

Longshoremen's Association, International, Local No. 38-52—President, W. A. Pritchard, 152 Cordova Street East, Vancouver; Secretary, G. Thomas, 152 Cordova Street East, Vancouver. Meets at 152 Cordova Street East, Vancouver, at 8 p.m. on first and third Fridays in month.

Longshoremen's Association, Auxiliary, Local (Waterfront Freight Handlers)—President, A. Rawden, 233 Main Street, rear, Vancouver; Secretary, L. G. Hillier, 233 Main Street, rear, Vancouver. Meets at 233 Main Street, rear, Vancouver, on first and third Wednesdays in month at 8 p.m.

Lumber Workers' Industrial Union of Canada, Coast Branch—Secretary, J. M. Clarke, 61 Cordova Street, Vancouver. Meets on second and fourth Sundays of each month at 2 p.m.

Machinists, International Association of, Local No. 182—President, L. B. George, 538 Georgia Street West, Vancouver; Secretary, J. G. Keefe; Business Agent, P. R. Bengough. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Tuesdays.

Machinists, International Association of, Local No. 692—President, E. Dawson, 842 Nineteenth Street, North Vancouver; Secretary, P. R. Bengough, Room 309, 319 Pender Street West, Vancouver. Meets at 319 Pender Street West, Vancouver at 8 p.m. on second and fourth Tuesdays.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 167—President, C. J. Beck, 1612 Eighth Avenue West, Vancouver; Secretary, A. D. McDonald, 991 Pender Street West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on third Thursday in month.

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood of, Local No. 1734—President, W. Egan, Ardley; Secretary, J. Roscoe, 22 Fourteenth Avenue West, Vancouver. Meets at 3 p.m. last Sunday in month.

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

Marine Engineers, National Association of, No. 7—President, L. A. McAlpine, 3729 Sixteenth Avenue West, Vancouver; Secretary, E. Read, 232 Thirteenth Street West, North Vancouver. Meets at 10 Jones Building, 407 Hastings Street West, on Fridays in winter months and on second and fourth Fridays in summer months at 8 p.m.

Milk Drivers & Dairy Employees, Local No. 464—President, H. C. McBride, 430 Fifty-second Avenue East, Vancouver; Secretary, B. Showler 1115 Robson Street, Vancouver. Meets at 319 Pender Street West at 8 p.m. on second and fourth Fridays in month.

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

Moving Picture Machine Operators, Local No. 348—President, W. Tenney, 506 Hornby Street; 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 Moose Hall, Homer Street, Vancouver, at 10 a.m. on second Sunday in month.

Painters, Decorators & Paperhangers of America, Local No. 138—President, W. Hunt, 2063 Fourth Avenue West, Vancouver; Secretary, R. A. Baker, 5136 Prince Edward Street, Vancouver. Meets at Labour Party Hall, 148 Cordova Street, Vancouver, at 8 p.m. on second and fourth Thursdays in month.

Pile Drivers, Bridge, Wharf & Dock Builders, Local No. 2404, United Brotherhood of Carpenters & Joiners—President, W. H. Pollard, Box 320, Vancouver; Secretary, J. Thomson, Box 320, Vancouver. Meets at 112 Hastings Street West, Vancouver, at 8 p.m. on second and fourth Fridays of month.

Photo Engravers' International Union of North America, Local No. 54—President, W. W. Looney, Vancouver; Secretary, Gordon Edwards, 2723 Fifth Avenue West, Vancouver. Meets at 319 Pender Street, Vancouver, at 8 p.m. on first Wednesday in month.

Plasterers & Cement Finishers, International Association of the United States and Canada, Local No. 89—President, W. R. Strickland, 289 Forty-sixth Avenue East, South Vancouver; Secretary, Andrew Campbell, 464 Fifty-sixth Avenue East Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on first Wednesday in month.

Plumbers & Steam Fitters of the United States and Canada, United Association of, Local No. 170—President, B. Stinchcombe, 1759 Thirty-fourth Avenue East, Vancouver; Secretary, J. Gillies, Vancouver; Business Agent, S. G. Smylie, Box 1131, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second and fourth Fridays.

Policemen's Federation (Chartered by Trades & Labour Congress of Canada), Local No. 12—President, J. Ellice, 1306 Bidwell Street, Vancouver; Secretary, C. McDonald, 726 Vernon Drive, Vancouver. Meets at 319 Pender Street West, Vancouver, at 7.30 p.m. on first Tuesday after change of shift.

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

Printing Pressmen & Assistants, International Union of North America, Local No. 69—President, H. F. Longley, North Shore Press, North Vancouver; Secretary, F. P. Lacey, 2221 McGill Street, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. on second Tuesday in month.

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

Railroad Employees, Canadian Brotherhood of, No. 187—Secretary, R. Lydiard, 288 Twenty-second Avenue East, Vancouver.

Railroad Trainmen, Brotherhood of, No. 144—President, G. H. Patterson, 1776 Thirty-ninth Avenue East, Vancouver; Secretary, D. A. Munro, 70 Seventh Avenue West, Vancouver.

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

Railway Conductors of America, Order of, Division No. 267—President, J. R. Burton, 1324 First Avenue East, Vancouver; Secretary, J. B. Physick, 1156 Thurlow Street, Vancouver. Meets at I.O.O.F. Hall on first Sunday at 2 p.m. and on third Thursday at 8 p.m.

Railway Mail Clerks' Federation (Dominion)—President, H. F. Hatt, 1317 Eighteenth Avenue East, Vancouver; Secretary, C. S. Bate, 2172 Seventh Avenue West, Vancouver. Meets in Post Office Building, Vancouver, at 2.30 p.m. last Tuesday of month.

Railway & Steamship Clerks, Freight Handlers, Express & Station Employees, Brotherhood of, No. 630—President, J. Brodie, Thirteenth Avenue East, Vancouver; Secretary, A. McNaughton, Box, 1184, Vancouver. Meets at Eagle Hall, Richard Street.

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

Railway Trainmen, Brotherhood of, Local No. 144—President, G. H. Patterson, 1776 Thirty-ninth Avenue East, Vancouver; Secretary, D. A. Munro, 70 Seventh Avenue West, Vancouver. Meets at I.O.O.F. Hall, Hamilton Street, Vancouver, at 7.30 p.m. on first Tuesday and 2.30 p.m. on third Sunday.

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

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

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

Sheet Metal Workers, Local No. 280—President, T. Burke, 2731 Twenty-fourth Avenue East, Vancouver; Secretary, J. Hale, 825 Twenty-fifth Avenue East, Vancouver. Meets at 319 Pender Street at 8 p.m. on second and fourth Thursdays.

Soft Drink Dispensers' Union, No. 676—President, Frank McCann, 1423 Eleventh Avenue East, Vancouver; Secretary, T. J. Hanafin, 2376 Sixth Avenue West, Vancouver. Meets at 319 Pender Street West, Vancouver, at 2.30 p.m. on first Sunday in month.

Steam Engineers, Sawyers, Filers & Mill Mechanics, Canadian Society of Certified, Headquarters No. 1—President, W. W. Burton, 1030 Pender Street East, Vancouver; Secretary, H. Isherwood, 858 Sixty-sixth Avenue East, South Vancouver. Meets on second and fourth Mondays in month at 152 Hastings Street West, Vancouver, at 7.30 p.m.

Steam & Operating Engineers, International Union of, Local No. 844—President, J. Flynn, 319 Pender Street, Vancouver; Secretary, N. Green, 953 Hornby Street, Vancouver. Meets at 319 Pender Street West, Vancouver, at 8 p.m. every Thursday.

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

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

Stereotypers & Electrotypers, International Union of, Local No. 88—President, H. G. Woodbury, 180 Gothard Street, Vancouver; Secretary, A. Keddy, 1828 Eighth Avenue East, Vancouver. Meets at 319 Pender Street West at 4 p.m. on second Monday in month.

Stone-cutters' Association of North America—President, J. Pennock, 2227 Eighth Avenue West, Vancouver; Secretary, F. Lowe, 3225 Twenty-sixth Avenue East, Vancouver. Meets at 319 Pender Street West on first Tuesday in month at 8 p.m.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 101—President, F. A. Hoover, 2409 Clark Drive; Secretary, W. H. Cottrill, 166 Seventeenth Avenue West, Vancouver. Meets at K. of P. Hall, Eighth Avenue and Kingsway, Vancouver, at 10.15 a.m. on first Monday and 7 p.m. on third Monday.

Switchmen's Union of North America, Local No. 111—President, J. D. Murray, 1161 Comox Street, Vancouver; Secretary, A. S. Crosson, 1228 Homer Street. Meets at 319 Pender Street West at call of Secretary.

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 319 Pender Street West, Vancouver, at 8 p.m. on first Thursday in month.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 371 (Bakery Drivers)—President, J. Brightwell, 2020 Quebec Street, Vancouver; Secretary, H. A. Bowron, 2849 Burns Street, Vancouver. Meets on second Thursday of each month at 319 Pender Street West, Vancouver, at 8 p.m.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 464 (Milk Wagon Drivers and Dairy Employees)—President, H. C. McBride, 430 Fifty-second Street East, Vancouver; Secretary, B. Showler, 1115 Robson Street, Vancouver. Meets at 319 Pender Street West on second and fourth Fridays in month at 8 p.m.

Teamsters, Chauffeurs, Stablemen & Helpers, No. 655 (General Teamsters and Chauffeurs)—Secretary, B. Showler, 1115 Robson Street, Vancouver; President, W. M. Brown, 141 Forty-ninth Avenue East, Vancouver. Meets at 319 Pender Street West, Vancouver, on second and fourth Wednesdays in month at 8 p.m.

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

Telegraphers' Union of America, Division 65, Commercial (Canadian Government Radio Division)—President, W. L. Parkin, Wireless Station, Point Grey; Secretary, W. D. Burford, Digby Island, Prince Rupert.

Theatrical Stage Employees & Moving Picture Machine Operators of the United States and Canada, International Alliance of, Local No. 118—President, A. L. Harrington, Box 711, Vancouver; Secretary, G. Martin, P.O. Box 711, 2835 Stephens Street, Vancouver. Meets at 991 Nelson Street, Vancouver, at 9.30 a.m. on second Friday in month.

Theatrical Stage Employees & Moving Picture Operators of the United States and Canada, International Alliance of, Local No. 348—President, W. Tenney, 506 Hornby Street, Vancouver; Secretary, G. Gerrard, Box 345, Vancouver. Meets at 991 Nelson Street, Vancouver, on first Sunday in month at 8 p.m.

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

Wood-workers, Amalgamated Society of Shipyard, Branch No. 2—President, F. L. Barrett, 1762 Fifteenth Avenue East, Vancouver; Secretary, W. Bray, 72 Sixteenth Avenue West, Vancouver. Meets at F.L.P. Hall, 148 Cordova Street West, Vancouver, at 8 p.m. first and third Tuesdays of each month.

Victoria.

Barbers, Journeymen, International Union of, Local No. 372—President, J. A. Green, 1319 Douglas Street, Victoria; Secretary, G. W. Wood, 1242 Government Street. Meets at Cooks & Waiters' Hall on fourth Monday in month at 8 p.m.

Bridge, Dock & Wharf Builders, No. 2415—President, J. McLeod, 7 Boyd Street, Victoria; Secretary, E. E. Goldsmith, 2565 Grahame Street, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. first and third Mondays in each month.

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

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

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

Brewery, Flour, Cereal & Soft Drink Workers of America, International Union of United, Local No. 280—President, G. W. Brewer, 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, Fred. Plows, corner of King's Road and Grahame Street, Victoria; Secretary, J. Owen, 541 Toronto Street, Victoria. Meets at K. of P. Hall, Victoria, at 8 p.m. on second Monday in month.

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

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

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

Civic Employees, Local No. 50—President, James Walker, 221 Robertson Street, Victoria; Secretary, W. Whitecomb, City Yard, Garbally Road, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on second Wednesday.

Civil Service Association—President, C. B. Peterson, Lands Department, Parliament Buildings, Victoria; Secretary, A. M. D. Fairbairn, Parliament Buildings, Victoria. Meets usually at Campbell Building, Victoria, when called.

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

Cooks, Waiters & Waitresses, Local No. 459—President, M. C. V. Moir; Secretary, W. H. Hatcher, P.O. Box 14, Victoria. Meets at 1305 Government Street on first and third Tuesdays in month.

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

Electrical Workers, International Brotherhood of, Local No. 230—President, H. Popham, 1045 Yates Street, Victoria; Secretary, W. Reid, 2736 Asquith Street, Victoria. Meets at Labour Hall, Broad Street, at 8 p.m. every Monday.

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

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

Firefighters, Civic, Local No. 13—President, H. Dyer, Headquarters Fire Hall, Victoria; Secretary, L. Colombin, Headquarters Fire Hall, Victoria. Meets at Headquarters Fire Hall, Cormorant Street, at 8 p.m. on first Monday of each month.

Letter Carriers, Federated Association of, No. 11—President, C. Tubbs, Victoria; Secretary, H. J. Brown, 405 John Street, Victoria.

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

Longshoremen's Association, International, Local No. 38-46—President, John Shelley, Box 1315, Victoria; Secretary, Thomas Bourne, Box 1315, Victoria (residence, 427 Luxton Avenue, Victoria). Meets at 565 Johnson Street at 7.30 p.m. on first and third Wednesdays of each month.

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

Maintenance-of-way Employees & Railway Shop Labourers, United Brotherhood, Local No. 2824—President, J. Reece, 783 Market Street, Victoria; Secretary, G. E. Wilkinson, 50 Sims Avenue, Victoria. Meets at 50 Sims Avenue about 18th of March, June, September, and December at 2 p.m.

Marine Engineers, National Association of, No. 6—President, W. G. Gordon, 2929 Quadra Street, Victoria; Secretary, A. McNiven.

Meat Cutters & Butchers, International Union of, Local No. 485—President, W. J. O'Connor, c/o Hollywood Meat Market, Foul Bay; Secretary, R. Elliott, 2347 McBride Avenue, Victoria. Meets at Labour Hall, Broad Street, Victoria, at 8 p.m. on second Monday in month.

Moulders, International Union of North America, Local No. 144—President, J. Stewart, 1231 Pandora Avenue; Secretary, J. Dakers, Box 127, Victoria; Financial Secretary, W. Kaye, 421 Portage Street, Victoria. Meets at K. of P. Hall at 8 p.m. on second Wednesday in month.

Musicians, American Federation of (Musicians' Mutual Protective Association), Local No. 247—President, Stanley Peele, 1214 Oxford Street, Victoria; Secretary, W. H. Press, 1060 Burdette Avenue, Victoria. Meets at K. of P. Hall at 2.30 on second Sunday in month.

Pattern Makers' League of North America—Secretary, John L. Parkinson, 1235 Lyall Street, Victoria. Meets on second Thursday each month.

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

Pile Drivers & Wooden Bridgemen, No. 185—President, Joseph Munroe, 1117 Hillside Avenue, Victoria; Secretary, E. E. Goldsmith, 2565 Grahame Street, Victoria. Meets at Trades Hall at 8 p.m. on first and third Mondays.

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

Policemen's Federal Union, Local No. 24—President, H. F. Jarvis, 1536 Westall Avenue; Secretary, A. H. Bishop, 316 Skinner Street, Victoria. Meets at 25 Fisgard Street at 8.15 p.m. on second Tuesday in month.

Printing Pressmen & Assistants, International Union of North America, Local No. 79—President, Thomas Nute, 534 Michigan Street, Victoria; Secretary, Robert C. Malcolm, 1405 Grant Street, Victoria. Meets at Labour Hall, Broad Street, at 8 p.m. on second Monday in month.

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

Railway Trainmen, Brotherhood of, Local No. 613—President, E. A. Wyatt, 58 Portland Rooms, Yates Street; Secretary, W. M. Parlby, 780 Dominion Road, Esquimalt. Meets at A.O.F. Hall, Broad Street, Victoria, at 7 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, E. Lamphere, 2636 Roseberry Street, Victoria; Secretary, T. Brooke, P.O. Box 1093, Victoria. Meets at K. of P. Hall, 842 North Park Street, at 8 p.m. on third Thursday.

Shipwrights, United Brotherhood of, Local No. 1598—President, F. H. Williams, 2112 Richmond Avenue, Victoria; Secretary, A. G. MacLennan, 2523 Government Street, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 8 p.m. on first Monday.

Street & Electric Railway Employees of America, Amalgamated Association of, Division No. 109—President, W. H. Gibson, 1512 Fort Street, Victoria; Secretary, R. A. C. Dewar, 1218 Johnson Street, Victoria. Meets corner Broad and Yates Streets, Victoria, at 10 a.m. and 7 p.m. on second Tuesday in month.

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

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

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

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

Typographical Union, International, Local No. 201—President, John Chrow, 1030 Burdette Avenue, Victoria; Secretary, Chas. F. Banfield, 642 Craigflower Road, Victoria. Meets at Trades Hall, Broad Street, Victoria, at 2 p.m. on last Sunday in month.

Upholsterers & Trimmers, No. 25—President, P. Clift, 516 Joffre Street, Victoria; Secretary, F. Jenkins, Colville Road, Victoria. Meets in Campbell Building at 8 p.m. on second and fourth Mondays in month.

Wellington.

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

LABOUR DISPUTES IN BRITISH COLUMBIA IN 1922.

Comparatively few labour disputes disturbed business in the Province during the year 1922. Only 10 which involved a stoppage of work came within the cognizance of the Department of Labour in the course of the year, which is the lowest number for any of the last five years, 21 having been reported in 1921 and as many as 68 in 1920. Speaking generally, employers and employed appear to have been willing to accept the wages and working conditions already established before the end of 1921, or to make only slight changes in them, and any differences that developed were found adjustable without a dispute coming to a head. In our large basic industries, which are often closed down for a few months in the winter season, rates of pay are set when the new season's work begins, and changes may be made without the process of negotiation which is found necessary in industries where employment is continuous. Wages in these basic industries were, as a rule, a little higher in 1922 than in the previous year, but this was the result rather of increased business activity than of any pressure from organized labour.

THE STRIKE OF PRINTERS.

One of the longest labour disputes ever recorded in the history of the Province is that affecting the printers in Vancouver, who left work on May 1st, 1921, with the object of securing a 44-hour working-week. After lasting for nearly two years the dispute is apparently as far off as ever from a formal settlement. Some of the employers have conceded the terms of the men, and others are still holding out against them, having found available a sufficient amount of non-union help to enable them to carry on their business. At the end of the year there were still 15 men in receipt of strike pay.

MINERS' WAGES IN CROWSNEST DISTRICT.

The most important dispute of the year was one which affected the important coal-mining industry in the south-eastern portion of the Province, and which lasted from the beginning of April until late in August. The dispute was, in reality, part of the larger struggle in which the miners over most of the North American Continent were engaged.

In District 18 of the United Mine Workers of America the miners had an agreement with the operators which expired on March 31st. The district comprised mines both in Alberta and British Columbia and the workers affected in this Province numbered 1,756, of which 856 were in Fernie, 670 in Michel, and 230 in Corbin.

Prior to the expiration of the old agreement two conferences were held during March, at which both sides submitted proposals for amended terms. The men asked for the adoption of a 6-hour day, the maintenance of the existing basic day-wage, and an increase of 25 per cent. on all contract mining rates; failing such increase, the miners demanded the abolition of the contract system.

The counter-proposals submitted by the operators were that the contract rate should revert to the scale of 1915, plus 22 per cent., thus making a reduction of between 20 and 25 per cent. The reductions proposed in the basic day-rate schedules were from $6.89 to $3.80 for underground labour, from $6.58 to $3.25 for surface labour, and from $7.50 to $4.50 for the miners' minimum day-rate. An extraordinary feature of the dispute, therefore, was the very wide difference between the demands of the two sides.

AGREEMENT REACHED.

Efforts to bring the parties to an agreement were unavailing, and on April 1st the men left work.

The dispute continued for nearly five months, and then, on August 23rd, an agreement was arrived at by the parties, the terms of which were as follows:—

"1. That the general clauses of the agreement which expired on March 31st, 1922, between the Western Canada Coal Operators' Association and the United Mine Workers of America, District 18, shall be continued unchanged to the 31st day of March, 1923.

"2. That all day-wage and contract rates in the said agreement and supplement dated October 25th, 1920, shall be reduced 15 per cent., effective at once, and shall remain in effect to March 31st, 1923:

"Provided that if at any time before the said March 31st, 1923, not less than 75 per cent. of the Union miners in the Central Competitive Field, comprising Western Pennsylvania, Ohio, Indiana, and Illinois, shall have negotiated through the executive heads of the United Mine Workers of America a new agreement with the operators in that field, the day-wage and contract rates in District 18 shall, subject to the provisions of paragraph 3 hereof, be amended so that the same relation shall exist between the new rates and those which expired in this district on March 31st, 1922, as exists in the Central Competitive Field between the new rates and those which also expired on the 31st day of March, 1922, there.

"3. That the decision as to the time when and the extent to which such an agreement shall have been consummated in the Central Competitive Field shall be left to the Federal Minister of Labour, the Hon. James Murdock, and that amendment of the rates referred to in paragraph 2 shall become effective as and from the date notification of such decision shall have been received by this Association and by the United Mine Workers of America, District 18.

"4. Respecting the dispute over the construction of the make-up clause, it is agreed that the minimum wage shall be the same as a miner working on company work, $7.50 per day. This construction to be effective only from date of this agreement.

"5. That the Western Canada Coal Operators' Association and United Mine Workers of America, District 18, shall meet in conference thirty days prior to March 31st, 1923, to consider the terms of a new agreement for this district.

"6. This agreement shall be forthwith submitted by the Union for ratification by referendum vote to its membership in District 18, and upon being ratified by a majority voting upon such referendum, this agreement and all and every the provisions hereof shall be deemed to have become and to have been binding on the Union and upon such and every of its members in the said district as and from the day of the date hereof."

The agreement was signed by the following: For the Western Canada Coal Operators' Association, Jesse Gouge, Vice-President, and R. M. Young, Secretary; for the United Mine Workers of America, District 18, Robert Livett, William Potter, N. McDonald, William Sherman, R. Peacock, Conference Committee.

It will be seen from the above that an important condition was attached to the acceptance of a 15-per cent. reduction. Its effect was that, if any new agreement were entered into by 75 per cent. of the union miners in the Central Competitive Field, comprising Western Pennsylvania, Ohio, Indiana, and Illinois, the agreement affecting the British Columbia and Alberta miners should then be revised in conformity with it. On September 1st, only three days after work in British Columbia and Alberta had been resumed, a new agreement became effective in the Central Competitive Field, and in accordance with its provisions the wage-rates of 1921 were reverted to in the mines affected in this Province and Alberta. A later agreement between the parties made these terms effective until March 31st, 1924.

THE PAYMENT FOR SALMON-FISHING.

At the commencement of the fishing season the firms operating canneries on Rivers Inlet fixed the price to be paid for sockeye salmon at 30 cents each if caught with "cannery gear" and 40 cents if caught with "independent gear." Some of the fishermen, among whom, it was stated, a number of Finns were prominent, organized a demand for 45 cents a fish. This the companies stated they could not comply with owing to market conditions. Accordingly the boats, instead of going out on June 20th, remained tied up and 950 men remained idle. This number embmraced 478 whites, 346 Indians, and 126 Japanese. The cannery managers invited the men to a full and free discussion, at which the prevailing business conditions were clearly explained.

For two weeks after the date mentioned very few sockeyes were reported in the inlet, so that there was little inducement to fish. Soon after the run began, however, about 200 men, mostly Indians, went out to fish on July 9th and the remainder followed on the ensuing days, thus bringing the dispute to an end.

The following is a summary of the year's disputes in brief:—

Industry of Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Loggers— Merritt	Commenced February 6th. Men demanded $4 for an 8-hour day and employers offered $3 for 10 hours. Settled on employers' terms. Work resumed on February 15th	150	1,200
Tie-makers— Prince George	Commenced February 23rd. Dispute caused by differences as to rates of pay. Work resumed on March 21st on employers' terms	100	2,300
Pile-drivers, etc.— Esquimalt	Commenced March 15th. Pile-drivers, dock and bridge builders, etc., refused to agree to a reduction in wages. Vacancies were filled chiefly by new men who accepted employers' terms. Work resumed on March 31st	23	300
Coal-miners— Fernie	Commenced April 1st. Wage agreement previously in existence expired on March 31st, and in District 18 of the United Mine Workers' of America, which includes the Fernie area of British Columbia, both employers and employed demanded a rearrangement more favourable to themselves. No agreement being reached, the miners, in common with others in many of the coal areas of the Continent, left work. The dispute lasted nearly five months. On August 23rd an agreement was reached which involved the temporary acceptance of a 15-per cent. reduction, but this was revised a few days later in accordance with a new agreement in the Central American coalfields, and the former rates were restored. The 1921 rates are to be effective until March 31st, 1924.	1,756	150,000
Engineers— Vancouver	Commenced April 15th. For an increase of wages for operating and hoisting engineers. Increase granted after mediation. Work resumed on April 25th	36	300
Brewery-workers— Fernie	Commenced May 31st. Old agreement having expired, employers asked for a reduction of pay of $1.50 a day. Workers resisted demand and left work. Resumption of work on basis of 50 cents a day reduction took place on June 15th	15	200
Shipyard-workers— North Vancouver	Commenced June 1st. Employers had asked for a reduction averaging 45 cents a day in wages of shipwrights, shipjoiners, boat-builders, and caulkers, and men refused to agree. Employers reverted to former rate of pay and work was resumed on June 10th	300	2,400
Fishermen— Rivers Inlet	Commenced June 20th. Employers had fixed pay of fishermen for sockeye salmon at 30 cents each if caught with "cannery gear" and 40 cents if caught with "independent gear." Fishermen demanded 45 cents a fish, but when the "run" began they gradually accepted the employers' terms	950	4,000
Carpenters— New Westminster	Commenced about July 7th. Dispute with employers was over question of what should constitute a working-week. Employers' terms accepted and work resumed after five days	17	85
Compositors— Vancouver	Commenced May 1st, 1921, the men's demand being for a 44-hour week. Some employers had conceded the 44-hour week and some still operated on the 48-hour week. Dispute unfinished at end of year	20	6,000
	Totals	3,369	166,785

INSPECTION OF FACTORIES.

Chief Factories Inspector .....R. J. Stewart.
Inspector .....H. Douglas.
Inspector .....Miss J. Dickinson.
Inspector .....Mrs. W. Mahon.
Office .....Court-house, Vancouver.

In the year 1922 the industries of the Province were still very much under the influence of the depression which set in towards the close of 1920, and which is only now showing signs of clearing away. At such times the work of factory inspection has to be performed with more than ordinary vigilance; for experience has taught us that during these periods of retrenchment second-hand machines of an obsolete nature are often purchased in the interest of economy. When such machines are located it is often necessary either to prohibit their use or to specify certain improvements which, when completed, would cost as much as up-to-date machines, and which even then are far from rendering as good results, either from a producing or an accident-prevention point of view.

Accident-prevention.

Under this heading all orders for the safeguarding of dangerous machinery are issued by the Factory Inspector, with the authority of the Workmen's Compensation Board, on forms supplied by them. After these orders are mailed from the Inspector's office all correspondence in connection therewith is taken up directly with the Board.

The duties of the factory inspection officials, as Inspectors for the Workmen's Compensation Board, are not confined to ordering guards on dangerous machinery, but extend to seeing that guards already installed are maintained in place. This particular phase of the work requires at times the greatest persuasive powers, for the reason that there are still found employees who believe little in the value of a guard as a preventive of accidents in their own work. Some men seem to regard its use as a sign of timidity, and apparently think that ignoring or dispensing with it is the way to demonstrate their courage.

In the course of the year all major and a great many minor accidents are investigated, and reports of such inquiries sent to the Workmen's Compensation Board. These reports are made use of in connection with the injured persons' claims for compensation. Apart, however, from this aspect of the matter, the investigation of an accident serves a twofold purpose—it enables the Inspector, in conjunction with the employer and employee, either to design a guard or to change the mode of operation. The possession of particulars in connection with any one industrial accident serves as a guide to the Inspector in having precautionary measures taken in other plants with hazards of a like nature. In other words, there is an endeavour to make one accident prevent another.

The past year has revealed a substantial reduction in the number of accidents of a serious nature in plants over which supervision is exercised, and this shows that the educative work which has been carried on in previous years is now beginning to bear fruit. If, however, this reduction is to be made of a lasting nature, it will require the united efforts of both the employers and employees.

Working-hours in Laundries.

The 1922 Amendment to the "Factories Act" was the means of compelling the laundries operated by Orientals in the Province to observe the statutory holidays and hours of labour as prescribed for that industry. Previous to that amendment being passed it was practically impossible to obtain compliance with the law owing to the fact that the Police Magistrate had discretionary powers in respect to fixing the amount of fines. These in most cases amounted to only $5 or $10, notwithstanding the fact that the same offenders had previously been convicted of similar offences. Under these circumstances the impression seemed to be prevalent among the proprietors of these laundries that it was cheaper to pay a small fine than to abide by the restrictions.

During the first two months following the passage of this amendment successful prosecutions were instituted against several offenders, and fines aggregating $450 were imposed. These results have only been attained through frequent inspections, and any laxity in conducting future inspections would result in these laundries operating an unlimited number of hours.

DUST AND FUMES.

As in former years, a portion of the activities of the inspectorate have been devoted to the suppression or removal of dust and fumes which are generated in the course of manufacturing operations. Marked improvement in this respect is to be noted, particularly in the shingle industry of the Province. In the manufacture of shingles a great deal of fine cedar dust is generated, and if allowed to go uncontrolled is detrimental to the health of the employees. Mechanical exhaust systems have been and are now being installed in a great number of the plants, which has revolutionized the working condition in this industry.

The introduction of the electric melting-pot on linotype machines in printing-offices has resulted in healthier working conditions for the operators of these machines and other employees. Previous to the elimination of gas for heating purposes, suction-fans and piping were necessary for the purpose of removing the gas fumes from work-rooms. Since the introduction of the electric heater, however, a number of these systems have either been removed or their use discontinued.

CHILD-LABOUR.

While no prosecutions for the employment of children under age have taken place, it has been found, nevertheless, that children who had not attained the required age as defined by the Act were occasionally working in factories. As the violations usually were not wilful acts on the part of the factory proprietors, it was thought that, in the circumstances, the ends of justice would be served by warning the employers and prohibiting the children from further work.

During the summer school holidays many requests are made for permission to allow boys under the age-limit to be employed in certain industries. Invariably the reason given is that the money is required to permit the boys to purchase school-books. As the Act does not permit of any latitude in this respect, there has been no other course open than to refuse the requests.

There are, moreover, certain industries in the Province in which young boys, even after they have attained the age-limit as prescribed by the Act, should not be employed. All too frequently our Inspectors are called upon to investigate the loss of one or more fingers, and sometimes even a hand is sacrificed by these young industrial workers, in the majority of instances through lack of realization of the hazards of machinery. It is regrettable that any one of such immature years should be thus handicapped so early in life.

ELEVATORS.

It is gratifying to be able to report the non-occurrence of any fatal accidents on passenger-elevators during the year 1922. This record reflects great credit on the efficiency of the operators and those in charge of the maintenance of the elevators. When one considers the vast number of persons who are daily making use of this form of convenience, with its attendant hazards, it must be recognized that a record of this nature has not been left to an element of chance.

During the past year some progress has been made formulating a set of rules and regulations pertaining to the installation and operation of passenger-elevators. In the preparation of these rules it has been sought to embody all safety devices which have passed the experimental stage and which will be adaptable to present and future installations.

REPORT OF THE MINIMUM WAGE BOARD.

Secretary of Board .....Miss Mabel A. Cameron.
Office .....Parliament Buildings, Victoria.
Inspector ..... Mrs. Winifred Mahon.
Office .....Court-house, Vancouver.

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

SIR,—We have the honour to present the fifth annual report of the Minimum Wage Board of British Columbia, covering the various matters which have been dealt with by the Board during the year 1922.

The number of meetings held by the Board during the year was fourteen, some of them being held in Victoria and some in Vancouver. Several important matters in connection with the administration of the "Minimum Wage Act" have been under consideration.

ADMINISTRATION OF ACT AND ENFORCEMENT OF ORDERS.

The Board has given a large amount of attention during the year to cases brought to its notice of evasions of the law by employers. Such evasions most commonly take the form of paying a lower scale of wages than that set by the Board. It cannot be too widely known that where an employer, either deliberately or inadvertently, has employed female labour for less than the legal minimum, not only has he committed an offence punishable by law, but, what is probably a more satisfactory feature of the case to the underpaid employee, the balance between the amount actually paid and the legal minimum is recoverable as a civil debt. This has been very pertinently brought home to a number of employers who had so offended. When the facts came to the knowledge of the Board, communication was opened with the employers in question. A good deal of time and trouble was thus expended in correspondence and personal interviews, and, thanks to the firm line taken, nearly all the employers concerned paid over the money due without the cases having to be taken into Court. A sum of about $400 was obtained in this way by Minimum Wage Board officials on behalf of girls and women who had been underpaid, the individual amounts ranging from $1.16 to $66.

A tendency to evade the law in another direction is shown in respect of working-hours. In each of the Orders issued by the Board a specified maximum number of working-hours is laid down, with a margin in some industries for overtime, for which extra payment must be made. The most numerous infractions of this provision were on the part of hotel and restaurant proprietors, especially in the smaller towns and in country districts. The Order relating to this industry defines the working-week as 48 hours, with an extra four hours for overtime; but it was found that a period of 56 hours was being worked in some cases, or eight hours daily on seven days a week. The intervention of the Board has, however, secured a more general recognition of the practice of allowing one day's relief from duty each week.

MEASURES TAKEN AGAINST DELINQUENTS.

As has already been shown, the great majority of cases where the Minimum Wage Orders were not being complied with have been settled privately, on full redress being obtained, without taking a complaint into Court. It is no part of the Board's policy to show a vindictive spirit in dealing with delinquents, while at the same time making their requirements clear and insisting that employers shall live up to them. In only two cases during the year were the stronger measures found necessary. In the clause relating to Orders fixed by the Board, the "Minimum Wage Act" states that "each employer shall be required to post a copy of said Order in each room in which employees affected by the Order are employed." Two informations were laid against a firm in Vancouver, one for failure to post the Order of the Board, and the other for failure to pay the minimum wage. Before the case came on for hearing, however, the defendant paid the amount of the wage deficiency to three employees and pleaded guilty to the first charge. The second charge was then withdrawn, and on the other a conviction was entered with a fine of $25.

In another case a charge was brought against a Victoria employer for failure to pay the minimum wage, but a settlement was arrived at and the charge withdrawn on payment of the arrears of wages in full.

DIFFICULTIES IN ENFORCING THE ACT.

In any efforts to bring matters to an issue with employers who have disregarded their Orders, the Board are almost invariably handicapped by the unwillingness of the women on whose behalf they are acting to have their identity known. It is a common thing for complaints to be sent in by parties who insist upon their names being entirely suppressed; or, if there is any question of a prosecution and evidence is required, the girls concerned will resolutely refuse to appear in Court. Sometimes complaints are made in anonymous letters, and almost invariably, of course, these have to be ignored. While the Board is obliged to respect a girl's desire to be spared the ordeal of an appearance in the witness-box, and also her fear that in some way such an appearance will tell against her at some future time when she is seeking employment, it is felt that such reticence is a factor subverting the firm administration of the Minimum Wage Law.

In the past year, in cases where the Board took action to see that employers obeyed its Orders, such action was prompted sometimes by information received by the Board from other sources, quite independently of the employees. Where action was taken on the complaint of an employee herself, it was almost an invariable rule that such information was not supplied to the Board until after she had left that particular employment.

Special difficulties have arisen in dealing with cases where piece-rates were paid for work done. Sometimes it would appear that a female employee who was paid in this manner was not earning an amount equal to the minimum wage in her industry. On the matter being brought to the attention of the employer by the Board, the deficiency has been made good, but some employers have announced their intention of obtaining more competent or more rapid workers, so that such deficiencies would not need to be paid. The subject is a somewhat technical one, and it would require a good deal of expert knowledge of an industry to determine what would be an adequate scale of pay for piece-work.

SUMMARY OF ORDERS.

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

Mercantile Industry.

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

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

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

Apprentices over 18 years of age: A weekly wage of not less than $9 for first three months, $10 for second three months, $11 for third three months, $12 for fourth three months, and $12.75 thereafter. Licences required in this class. Application forms supplied.

Laundry, Cleaning, and Dyeing Industries.

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

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

Apprentices over 18 years of age: A weekly wage of not less than $9 for the first four months, $10.50 for second four months, $12 for third four months, and $13.50 thereafter. Licences required in this class. Application forms supplied.

Public Housekeeping Occupation.

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

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

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

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

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

Office Occupation.

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

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

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

Apprentices over 18 years of age: A weekly wage of not less than $11 for first three months, $12 for second three months, $13 for third three months, $14 for fourth three months, and $15 thereafter. Licences required in this class. Application forms supplied.

Manufacturing Industry.

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

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

Personal Service Occupation.

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

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

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

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

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

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

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

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

Telephone and Telegraph Occupation.

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

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

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

NOTE.—Except as hereinafter mentioned, the maximum hours of labour shall be not more than 8 hours in any one day nor more than 48 hours in any one week, and every employee shall have one full day off duty in every week. Where telephone and telegraph employees are customarily on duty between the hours of 10 p.m. and 8 a.m., 10 hours on duty shall be construed as the equivalent of 8 hours of work in computing the number of hours of employment a week. In cases where employees reside on the employer's premises, the employer shall not be prevented from making an arrangement

with such employees to answer emergency calls between the hours of 10 p.m. and 8 a.m. In cases of emergency 56 hours a week may be worked. Time and one-half shall be paid for work in excess of 48 hours and up to 56 hours. The total number of inexperienced female employees shall not exceed 35 per cent. of the total number of females employed in any plant or establishment.

Fishing Industry.

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

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

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

Fruit and Vegetable Industry.

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

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

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

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

REOPENING OF THE FRUIT AND VEGETABLE ORDER.

It is provided in the "Minimum Wage Act" that, where an Order has been made fixing the hours and rates of wages of female employees in a particular industry, such Order may be reviewed, and, if thought desirable, amended, on a petition to the Board from either employers or employees. Two of the Orders made by the Board have come under review during the past year. One of these, relating to the fruit and vegetable industry, stipulated a minimum wage for experienced help of $14 a week. As long ago as July, 1921, a request was made to the Board by the employers that steps should be taken to have the minimum lowered. The reasons given were that the depressed condition of the business made it necessary for employers to ask for this concession, and that the cost of living, upon which the Order was based, had gone down since the Order was made. It was pointed out at that time that a considerable period must elapse before any change in the Order could come into effect, and that no change could therefore be made to affect the payment for work in connection with that year's crop. The question accordingly was allowed to remain in abeyance until the following spring.

On March 9th, 1922, however, a petition was received by the Board, influentially signed by fruit packers and canners in the Okanagan Valley. They set forth that, "owing to the reduced prices now received for our fresh and canned fruits, and also the general all-round wage reductions that have taken place within the last twelve months," the time had arrived for a reduction in the minimum wage.

CONFERENCE AT KELOWNA AND VANCOUVER.

In accordance with this petition it was decided to hold a Conference for the purpose of reviewing the Order, and, as the industry both at the Coast and in the Interior was affected, it was arranged for meetings to be held at Kelowna and Vancouver. Mrs. MacGill, a member of the Board, and Miss Cameron, Secretary, paid a visit to the Okanagan Valley, and held preliminary meetings at Penticton, Summerland, Naramata, Peachland, Kelowna, and Vernon, chiefly for the purpose of gathering information as to the cost of living.

At the Conference proper the decisions rested with a committee of nine, consisting of three representatives of the employers, three representatives of the employees, and three of the outside public.

The employers were represented by Colonel C. E. Edgett, of Vernon, associated with the Okanagan Fruit Growers, Limited; Mr. E. L. Cross, of the Dominion Canners, B.C., Limited, Kelowna; and Mr. W. A. Hunter, of the Empress Manufacturing Company, Limited, Vancouver.

The employees were represented by Mrs. Margaret Paul, of Kelowna; Miss Elsie King, of Kaleden; and Miss Isabel Smythe, of Penticton.

Mrs. Paul Smith, of New Westminster; Mrs. Wm. McConkey, of Naramata; and Mr. Arthur Creagh, of Vancouver, were the representatives of the public.

Mr. J. D. McNiven, Deputy Minister of Labour and Chairman of the Minimum Wage Board, presided over the Conference, and explained that, as it was necessary for the minimum wage to be adequate to supply the necessary cost of living, a large amount of data bearing upon this subject had been gathered from employers, employees, and the general public in all parts of the Province.

METHOD OF TAKING THE VOTE.

The method used in the collection of this data may be explained. An itemized list was prepared of the various heads of expenditure which would be necessary for a prudent, self-supporting woman following an occupation in the industry in question in the course of a year. Each person to whom the list was sent was asked to give his or her estimate of the amounts which would be so expended. These estimates were returned by 86 persons, and the average for each item of expenditure and the general average for all were then worked out. It was thus found that the general average estimated as the cost of living of a woman working in the industry was $16.97 per week. It may be recalled that when the original Order for the industry was made in 1919 a similar method was employed in determining the cost of living. On that occasion the average for the general estimate was $15.57 per week.

At the meetings at Kelowna on May 26th and at Vancouver on May 29th the Conference heard the views of a large number of interested parties, and the figures relating to cost of living were also carefully considered. As the different members of the Conference held widely divergent views as to the figure at which the minimum wage should be fixed, a series of straw ballots were taken, each member of the Conference giving the figure at which, in his or her opinion, the weekly wage should be set. In the ballot there voted: One for $12; one for $13.25; three for $14; one for $16; and two for $16.50—an average of $14.50. An informal discussion followed, and then a second ballot, which raised the average to $14.56. A third ballot reduced it to $13.93, a fourth gave $14.25, a fifth $13.93, and a sixth was taken without the latter figure being changed, the final vote being: One for $13, six for $14, and one for $14.50. Then, as it did not appear that any further ballot would give a different result, a resolution was put and carried unanimously that the rate for experienced women workers in the fruit and vegetable industry should be not less than $14 for a week of 48 hours. A resolution was then approved, reaffirming the recommendations of the Order of 1919 in their entirety. Thus the Conference, which had brought out some keen differences of opinion, terminated in a spirit of compromise and mutual concession.

CONSIDERATION OF THE MANUFACTURING ORDER.

In the original Order relating to the manufacturing industry, which became effective on September 1st, 1919, rules were laid down as to the employment of girls under 18, and inexperienced women workers over that age. for a limited period at less than the normal minimum wage. After some experience of the working of the Order, it became evident that the rules in question were not sufficiently elastic to afford proper provision for the very various requirements of the numerous industries which it covered. This part of the Order was accordingly withdrawn, with a view to the making of new rules to regulate the wage and other working conditions of employees of this section. At a later date the Minimum Wage Board suggested the division of the manufacturing industries in which female labour is employed in the Province into four groups, and drew up tentatively a schedule of wages for inexperienced women 18 years of age and over and for girls under 18 years of age in each group. These schedules were published in full in the last annual report of the Board.

It was then announced by the Board that, before finally approving these regulations and putting them into effect, it was desirous of hearing the views of employers and employees on the subject, and persons interested were invited to attend public meetings at Victoria and Vancouver on April 5th and 6th respectively.

AN OBJECTION BY EMPLOYERS.

At the Victoria meeting the views of both employers and employees were presented; but at Vancouver, while the employees were fairly well represented, unfortunately the delegation representing the manufacturing interests took the view that they would not take part or assist in any way unless the Board immediately desisted from this discussion to reopen the whole wage question, both for experienced and inexperienced workers.

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

In the circumstances the Board did not feel themselves in a position to issue any amendment to the existing Order for the time being. Later a petition was received from the manufacturing employers, asking for a Conference to be held at which the entire Order could be reviewed. This petition was accepted by the Board, and much of the work of preliminary inquiry has been done, but the conditions obtaining in these industries present such a variety of problems which must be thoroughly investigated that up to the end of the year the time had not been thought opportune for the holding of the necessary Conference.

STATISTICAL REPORT.

As in former years, pay-rolls were obtained by the Board from employers throughout the Province having women or girls in their employ. The information received relates to the week ending November 18th, 1922, except in the case of the very seasonal occupations—namely, the fruit and vegetable industry and the fishing industry. For these two divisions the Board called for returns for "the week of greatest employment during the season of 1922."

Tabulation of the data furnished by the employers has been arranged in nine groups, corresponding to the Orders of the Board. In five of these classes, mercantile, laundry, public housekeeping, office, and manufacturing, it will be noted a comparison is available for four years—1919, 1920, 1921, and 1922. The figures for the remaining four groups are for the three latter years only, as in 1919 no Orders were in effect in the occupations or industries classified as personal service, telephone and telegraph, fruit and vegetable, and fishing.

The Board received a total of 2,135 returns, as against 1,943 in 1921, being an increase of 192 firms reporting. The number of employees recorded shows a gain of 509, the figures having risen from 9,722 in 1921 to 10,231 in 1922. This advance has been achieved in spite of the fact that 124 employers who in 1921 had one or more women workers sent in returns this year advising they had no female employees.

The tables for the various groups are set out below, with brief comment in each case:—

MERCANTILE INDUSTRY.

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

The minimum wage in this industry was set at $12.75 for a week of 48 hours. From figures compiled in 1922 it is found 2,111 women and girls are employed, as compared with 2,054 reported the previous year. Returns were received from 42 more firms than in 1921. The average weekly wage for employees over 18 years of age works out at $15.09, being $2.34 in excess of the minimum, but 90 cents lower than the average in 1921. For girls under 18 years we find the average weekly wage has increased 15 cents since the previous year. There has been a very slight rise—less than 1 per cent.—in the number of employees under 18 years of age. The average hours worked have dropped from 44.17 to 43.7 per week. The highest weekly wage noted in this industry is paid by a Vancouver establishment. The figure stands at $67.30 per week. A Victoria firm holds the record for long service, 22 years being given as the period during which one employee has served the same employer continuously.

In this occupation 456 women and girls are reported as receiving weekly wages between $12 and $13. The wage next in order of frequency is between $15 and $16, with 308 employees in this group. Out of 2,111 workers in this industry, 847 are working a 44-hour week, 364 are engaged 44½ hours, and 265 work 47 hours. The working-week of the remainder varies from short hours in some cases to fairly long in others. It must be noted in this connection that employees working over 48 hours in any week are entitled to an hourly rate for the extra time they are on duty.

LAUNDRY INDUSTRY.

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

The total number of employees reported in this industry is 575, being 56 in excess of last year's figures, which were compiled from 33 returns. In 1922 46 firms supplied the necessary information for the Board. The legal minimum wage for experienced women of 18 years or over is $13.50 for a 48-hour week. The average weekly wage for 1922 figures out at $14.51 for experienced workers—over $1 in excess of the minimum and 8 cents in advance of last year's average. The weekly average for girls under 18 has also risen slightly for 1922. Last year it stood at $11.96 a week, while it now appears at $12.03. An increase of 4.08 per cent. in the number of workers under 18 years of age is noted over the previous year's figures. Even with this advance the percentage is 17.57, practically the same as in 1919, although there was an appreciable drop in 1920 and 1921. The average hours worked per week are 44.73 for this year, as against 44.74 during 1921, scarcely any change being revealed.

The peak in numbers receiving a certain wage is reached in the division between $13 and $14, 153 women and 18 girls being recorded in this classification. A 48-hour week is worked by the greatest number of employees, 158 being employed for this time. The next most prevalent working period is that in which 129 workers are engaged for 46 hours a week.

In one establishment an employee is credited with 16 years' service, the longest reported in this industry. The highest weekly wage is $30, paid by a dyeing and dry-cleaning firm, whose workers are covered by this Order.

PUBLIC HOUSEKEEPING OCCUPATION.

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

Returns in this group accounted for 1,215 employees, 195 more than reported last year, spread over 45 more establishments than in 1921. The prescribed minimum wage in this occupation is $14 for experienced women over 18 years of age working a 48-hour week. It is gratifying to note that the average weekly wage—namely, $15.98—is $1.98 in excess of the minimum, and this figure surpasses last year's average by 11 cents. The weekly average for the younger workers is shown at $14.95, compared with $14.35 a year ago, registering a gain of 60 cents. A slight increase is shown in the percentage of employees under 18 years of age, the figures for 1922 appearing at 3.62 per cent., while 2.55 per cent. was the quota last year. The average working-week in 1921 was 45.26 hours and for the current year it is shown at 46.23 hours.

The weekly wage-rate paid to the greatest number of employees in this occupation is between $14 and $15. Altogether 329 workers, 11 of whom are under 18 years of age, are receiving this amount. In the next classification—between $15 and $16—251 employees are found, all but 10 being adults. The Order governing this occupation provides that not more than $3 a week may be deducted from an employee's wages when lodging is furnished, and meals are valued at 25 cents each, or $5.25 for a full week's board of 21 meals. More than half the workers in this occupation, or 665 out of 1,215, are working a 48-hour week, while 112 are reported on duty for the shorter 44-hour week.

The longest continuous service with one employer is 19 years, and the highest weekly wage $35.

OFFICE OCCUPATION.

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

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

Weekly Wages.	No. of Employees.	Weekly Wages.	No. of Employees.
$25.00 to $25.99	96	$35.00 to $35.99	3
26.00 „ 26.99	31	26.00 „ 36.99	2
27.00 „ 27.99	29	37.00 „ 37.99	2
28.00 „ 28.99	41	38.00 „ 38.99	3
29.00 „ 29.99	5	40.00 „ 40.99	4
30.00 „ 30.99	19	43.00 „ 43.99	2
31.00 „ 31.99	11	46.00 „ 46.99	5
32.00 „ 32.99	10	50.00 or over	1
34.00 „ 34.99	13	Total	277

From returns received by the Board 2,593 women and girls were reported in this occupation. The legal weekly minimum wage for experienced women over 18 years of age for a 48-hour week is $15. The average weekly wage of $19.32 exceeds this by $4.32, which is only 5 cents lower than the 1921 average. For girls under 18 the weekly average for the present year—$12.20—surpasses the previous year's sum by 66 cents. Since last year there has been an increase of approximately 1.5 per cent. in the employment of young girls. The average hours worked per week have risen from 40.89 in 1921 to 41.93 in 1922.

This occupation stands out above all others as offering the best wages to the greatest number of employees. In the division between $15 and $16 a week 401 employees are recorded; between

$16 and $17 there are 225; 289 are receiving between $17 and $18; 318 between $18 and $19; 184 are in the $19–$20 class; 289 between $20 and $21; 195 receive between $23 and $24; and 277 are getting $25 a week or over. A detailed table of these 277 appears above. It must be borne in mind that these highly paid employees are included in the general table dealing with the office occupation, and obviously their wages tend to keep the average high. Another noticeable feature in analysing these returns is that over 5 per cent. of those reported have been with their present employers for 10 years or longer.

There are three outstanding working-weeks, differentiated by the number of hours worked. It is found 678 employees, or over 26 per cent., have a 44-hour week, 461 are engaged for a 39-hour week, and 225 are kept on duty 48 hours. The highest weekly wage reported is $50, while a term of service extending over 29 years with the same firm establishes a record in this occupation.

MANUFACTURING INDUSTRY.

	1922.	1921.	1920.	1919.
Number of firms reporting	231	199	181	127
Number of employees—				
Over 18 years	1,093	1,145	989	837
Under 18 years	203	298	201	264
Total weekly wages—				
Employees over 18 years	$17,485.00	$18,323.42	$16,454.96	$12,694.00
Employees under 18 years	$2,150.50	$2,939.00	$2,087.00	$2,939.00
Average weekly wages—				
Employees over 18 years	$16.00	$16.00	$16.64	$15.13
Employees under 18 years	$10.59	$9.86	$10.38	$11.13
Percentage of employees under 18 years	15.66%	20.65%	16.89%	23.93%
Average hours worked per week	43.92	42.63	43.8	45.9

In this industry 1,296 employees are reported this year from 231 firms. This is a slight decrease in the number of women and girl workers, although more establishments returned the forms. For experienced women of 18 years of age or over the minimum wage is $14 for a 48-hour week. In working out the average weekly wage for this class of worker it is found to stand at $16, the same as for 1921, and $2 a week in advance of the prescribed minimum. For the younger workers an increase of 73 cents a week is noticed in the weekly average. A substantial decrease in the percentage of young workers is recorded, the figures for 1922 being 5 per cent. lower than for the previous year. The average hours worked per week rose from 42.63 in 1921 to 43.92 this year, an increase of 1.29 per week.

The wage classification between $14 and $15 embraces more employees than any other. Adult workers numbering 200 and 10 girls are placed in this scale; 457 employees are found to be working 44 hours a week, and 241 are grouped in the 48-hour class, the limit set under the "Factories Act." The highest wage reported is $44 a week, while the longest term of service is 38 years.

PERSONAL SERVICE OCCUPATION.

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

The total number of female employees is 97, an advance of 10 over last year's figures. For experienced women over 18 years of age the minimum wage is $14.25 weekly. The average for this class appears at $15.33 per week, $1.08 over the minimum, but 29 cents a week less than last year. Between the 1922 and 1921 figures for girls under 18 years of age there is a difference of 2 cents only in the weekly average. They stood at $11.28 last year and $11.26 this year. A drop from 20.06 per cent. to 19.59 per cent. occurs in the percentage of employees under 18 years of age.

Unlike most of the other occupations, the greatest number of employees receiving a given wage does not appear in the class of the prescribed minimum, but is found in the next higher division between $15 and $16. In this group 18 employees are recorded, 5 of whom are under 18 years of age. The average weekly hours have fallen from 38.52 in 1921 to 38.03 this year. Theatre ushers are included in this occupation and their short-hour employment is the cause of the low average. Twenty-two employees are shown to be working 48 hours per week and 20 enjoy the 44-hour period.

The highest weekly wage recorded is $35 and the longest term of service is set at 10 years, this occurring in 2 cases in different establishments.

TELEPHONE AND TELEGRAPH OCCUPATION.

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

This year the total number of employees reported is 1,226, an advance of 80 over 1921, spread over 14 more firms than last year. The minimum wage for experienced workers of any age in this occupation is $15 for a week of 48 hours. In cases of emergency the hours may be extended to 56 a week; the additional time, however, calls for pay at the rate of time and one-half. The average weekly wage for experienced employees for 1922 works out at $17.25, $2.25 in excess of the legal minimum and $1.07 in advance of last year's average. For the inexperienced workers there has been a decrease of $2.46 in the weekly average since last year, the figures having fallen from $13.38 to $10.92. This is coupled with a decrease of 2.22 per cent. in the number of inexperienced workers employed, the 1922 percentage standing at 11.58, against 13.8 for 1921. A slight reduction in working-hours is also noted. Whereas the average week was formerly 41.7 hours, it now appears at 41.53 hours.

The wage classification between $15 and $16 covers the greatest number of employees in this occupation. There are 249 in this group, 194 between $16 and $17 and 134 whose wages range from $18 to $19. The highest wage reported is $35 a week and a term of continuous service for 19 years outclasses all others in this work.

Fishing Industry.

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

The number of women and girls reported in this industry is 65, an increase of 17 over last year, although returns were received from 9 firms only, in place of 12 in 1921. The legal minimum for experienced women is set at $15.50 a week, the highest in effect in this Province. In both the experienced and inexperienced classes increases over last year's weekly averages are apparent. The figures in the higher-paid group rose from $14.81 in 1921 to $15.56 the following year, while the average for inexperienced women advanced from $11.96 to $12.10 weekly. There was a falling-off of almost 2 per cent. in the number of inexperienced employees. In 1921 25 per cent. of unskilled workers were employed, but in 1922 this had dropped to 23.08 per cent.

The 1922 season was a busier one than the previous year had been, and consequently the average hours worked per week show an advance. In the slacker year the working-week averaged 41.5 hours, but in 1922 46.08 hours constituted the average week. More employees are reported receiving wages between $15 and $16 a week than any other amount, and the 48-hour week was in vogue for about 50 per cent. of the employees. The highest wage recorded was $22.50 a week and the longest period of service is given as 3 years.

Fruit and Vegetable Industry.

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

The employees reported in this occupation number 1,053, an advance of 122 over last year's figures. The minimum wage for this work is set at $14 for a 48-hour week, with increased rates for overtime. In tabulating the data received by the Board the employees were divided into two classes, time-workers and piece-workers, 816 being placed in the former group and 237 in the latter. In this connection where actual hours were given for piece-workers for the week reviewed they were classified with the time-workers, so that the average hours worked per week could be calculated for as many employees as possible.

For experienced time-workers the average weekly wages stood at $18.46, as against $17.37 the previous year. The wage for the same class of piece-workers was $19.40, compared with $23.95 in 1921. The percentage of inexperienced employees rose from 25.92 per cent. in 1921 to 32.67 per cent. in 1922. This is partially due to an extraordinarily heavy crop of tomatoes in the Okanagan Valley, the handling of which necessitated the employment in the canneries of many women and girls who had never done such work before.

More workers are reported in the wage class of $25 a week and over than in any other group, 100 earning this high wage, and 93 appearing in the $14–$15 division. The average hours worked per week by the time-workers are calculated at 43.07. The highest individual weekly earnings for the period reviewed were set down at $50.

SUMMARY OF ALL OCCUPATIONS.

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

This table is an aggregation of the figures for wage-earners in all industries in the Province coming under the "Minimum Wage Act," and comparative figures are given for the year 1922 and the two preceding years. As considerably more returns were received this year than last year a larger number of employees was accounted for. The percentage of inexperienced employees, or those under 18 years of age, though slightly in excess of that for 1921, is considerably less than the proportion for 1920. Under the Act an employer is permitted to engage inexperienced help at a rate of pay lower than the official minimum wage to the extent of 35 per cent. of his total female employees; but from the figures supplied we find that the average employer employs only a little over 12 per cent. of inexperienced help, from which it would appear that the margin of inexperienced help under the Act is generous enough for the requirements of industry.

For the 8,989 experienced women employees whose names were given in the returns the average wage was exactly $17 per week. This, it is noted, is well above the legal minimum wage, as the average minimum permitted under our various Orders is $14.23 weekly, so that the employers of the Province are actually paying to their female employees an amount equal to $2.77 per week for each woman over and above the amount they are compelled to pay. This is one more refutation of the argument we have so often met, that the legal minimum wage in industry tends to become the maximum.

Similarly, with reference to the hours worked, the average is found to be 43.28 per week, although all the Orders which specify the number of working-hours permit of a 48-hour week.

LENGTH OF SERVICE.

In connection with the following table showing the labour turnover in each of the nine industries it is self-explanatory and needs but little comment. It might be well to point out, with reference to the large number of employees reported in the fruit and vegetable industry as having been with the concern for a period under one year, that this is perhaps a little misleading. Most of these establishments are running for a few months only each year, and although some of their employees may have served them for several seasons, still they are reported on the form as being employed less than 1 year.

The office occupation records more long service with the same employer than any of the other groups. The peak for service in the telephone and telegraph occupation appears between

2 and 3 years. In the public housekeeping occupation practically 50 per cent. of the employees reported had been with their present employers less than 1 year. It is gratifying to note that 289 employees out of a total of 10,231, or 2.8 per cent., had served continuously 10 years or longer.

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	32	784	462	302	179	125	82	38	16	20	16	55	2,111	320
Laundry	49	199	109	84	52	46	11	9	1	3	6	6	575	46
Public housekeeping	15	625	222	158	87	42	21	16	7	9	2	11	1,215	287
Office	35	611	428	481	319	233	153	86	43	30	35	139	2,593	1,097
Manufacturing	50	460	209	172	153	95	57	33	12	17	12	26	1,296	231
Personal service	3	36	22	10	11	6	3	2	1	..	1	2	97	32
Telephone and telegraph	32	237	155	352	148	85	74	39	9	15	30	50	1,226	83
Fishing	..	62	..	2	1	..	..	..	..	..	..	..	65	9
Fruit and vegetable	57	926	15	26	17	9	3	..	..	..	..	..	1,053	30
Totals	273	3,940	1,622	1,587	967	641	404	223	89	94	102	289	10,231	2,135

A MOVEMENT TO AMEND MINIMUM WAGE LAW.

Towards the close of the year a movement was inaugurated by the British Columbia Division of the Canadian Manufacturers' Association in favour of drastic changes in the Minimum Wage Law of the Province. Their proposals were laid before the Honourable the Minister of Labour, with a lengthy memorandum giving their reasons for advocating the changes indicated. Vigorous opposition to such changes was voiced by the representatives of organized labour in the Province and by various women's organizations. Finally it was intimated by the Minister that, in view of the great divergence of opinion on the subject, he did not feel that he could accede to the request of the Manufacturers' Association that he should bring in a Bill to effect the changes proposed. He suggested, however, that the parties concerned should meet together for discussion, and decide what changes, if any, in the existing law would be mutually acceptable, and that they should then lay their proposals before the Government. Efforts have been made to carry out the Honourable Minister's suggestions, but up to the time of this report going to press these have not been attended with success.

DECISION OF U.S. SUPREME COURT DOES NOT AFFECT OUR LEGISLATION.

Although, so far as we are aware, no one has ever questioned the competence of the Legislature of British Columbia to pass Minimum Wage Laws for the Province, a number of communications have recently come to hand, inquiring whether we are affected in any way by the decision of the Supreme Court of the United States, the effect of which was to declare unconstitutional the Minimum Wage Law of the District of Columbia, which includes, of course, the City of Washington. The answer to these inquiries may be given briefly: the decision does not affect us at all. What its precise effect may be in relation to the Minimum Wage Laws now in operation in many States of the Union we are unable to say, but as British Columbia is not one of these States the question for us has only an indirect interest. About our own Constitution and the power of our Legislature, in dealing with the subject, to pass and to enforce such legislation as it thinks fit, there is fortunately no ambiguity.

The decision of the American Supreme Court was given in a case in which the plaintiff was a young woman who formerly operated the elevator in an hotel in Washington. Her pay was $35 a month, and she also received two meals a day. When the Minimum Wage Law became effective in the city her employers stated that they could not afford to pay her more than they were already paying, and so she lost her employment. Declaring that she was satisfied with the wages she had been receiving, she brought an action to establish her right to retain her position at the old rate of pay, and in this contention she was upheld by five Judges out of eight. The immediate effect of this decision is to cancel the Minimum Wage Law in the District of Columbia.

EMPLOYMENT NOT REDUCED BY THE ACT.

Advocates of Minimum Wage Laws have always seen the possibility of isolated cases where employment, under conditions which would not support the payment of a legal minimum wage, might be terminated under the operation of such an Act, but in practical experience such cases occur very rarely. It would be surprising indeed to find any community where a minimum wage for women has been enacted, in which the total number of female wage-earners has not increased after the passing of such an Act. To legislate for the occasional exception would be to demonstrate once more the soundness of the old legal truism, that "Hard cases make bad law." And so, if the decision of the American Supreme Court is really as far-reaching as many people in the United States appear to think, we shall very probably see a determined effort to reverse it by giving the people of that country the power to pass legislation for themselves which will be in harmony with modern social needs.

Meanwhile the decision appears to be having some very disquieting effects. One American journal informs us that cuts in wages in Washington are "coming fast and furious. A whole chain of stores in the National Capital has reduced the wages of its saleswomen by 50 per cent. and the girls are now earning but $8 and $9 per week. Others are laying off their girls in large numbers, undoubtedly with the view of filling their places with cheaper help. In this situation even the employer who desires to keep up wage standards will soon find himself helpless in face of competition." Steps are being taken to meet the emergency and the friends of adequate pay for female workers are very far from being in a despairing mood.

The results which appear to have followed from the suspension of the "Minimum Wage Act" in the City of Washington are only another reminder to us of the value of such a law in its unimpaired condition to the working women and girls of this Province. They may also be quoted in answer to some who have contended that wages could be maintained at their present level just as well without the "Minimum Wage Act" as with it. Our Act, like all other human institutions, may have its imperfections, but there can be no doubt as to the enormous benefit it has conferred upon a class of the community who, without it, would have no adequate means of securing for themselves a living wage.

We have the honour to be,

Sir,

Your obedient servants,

J. D. MCNIVEN, *Chairman.*

THOMAS MATHEWS.

CHAPTER 56.

An Act to Fix a Minimum Wage for Women.

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

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

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

Short title.

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

Interpretation.

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

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

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

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

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

Minimum Wage Board constituted.

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

Provision for staff and expenses.

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

Duties and powers of Board.

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

Power to hold public meetings and inquiries.

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

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

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

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

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

Inexperienced employees over eighteen years to be licensed.

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

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

Reconsideration of minimum wage upon petition.

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

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

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

Licences to inexperienced women fixing special minimum wage.

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

Licences to be issued in discretion of Board.

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

Employment of special licensees limited.

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

Employment of licensees and girls under eighteen years limited.

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

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

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

Penalty for discrimination against employee taking part in investigations.

Penalty for violation of Act.

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

Employee entitled to recover full minimum wage.

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

Application of Act.

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

Evidence of effectiveness of orders.

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

Section retrospective.

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

VICTORIA, B.C.:
Printed by WILLIAM H. CULLIN, Printer to the King's Most Excellent Majesty.
1923.