PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1938

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
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1939.

To His Honour ERIC W. HAMBER,
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 1938 is herewith respectfully submitted.

GEORGE S. PEARSON,
Minister of Labour.

Office of the Minister of Labour,
August, 1939.

The Honourable George S. Pearson,
Minister of Labour.

SIR,—I have the honour to submit herewith the Twenty-first Annual Report on the work of the Department of Labour up to December 31st, 1938.

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

ADAM BELL,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., August, 1939.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1938.

This, the twenty-first Annual Report of the Department of Labour, marks the "coming of age" of the Department.

Throughout the twenty-one years of its life the work of the Department has been extended in many directions. In keeping with the trend of the times an increasing volume of labour legislation has been enacted, and reports from the various Branches of the Department contained in this issue give some idea of the expansion that has taken place.

It has been the consistent endeavour of the Department to administer our labour laws in the spirit in which they were conceived, to stabilize and improve conditions in the industrial field, with resultant all-round benefit to employees, employers, and the public generally.

The fluctuations of trade and commerce create periodical variations in industrial pay-rolls, and for 1938 we have to record a decrease from that of the preceding year.

Average earnings of employees and the volume of employment as described in the ensuing pages have continued at levels which show no marked variation from the figures of 1937, and on the whole the report may be said to portray conditions generally that give cause for satisfaction.

STATISTICS OF TRADES AND INDUSTRIES.

The following statistical data show a decrease in the total industrial pay-roll of approximately five and one-half million dollars from the figures of 1937.

The largest decrease occurred in the lumber industry, resulting from the closing of logging camps for an extended period, due to the exceptionally dry summer season and, towards the close of the year, to world market conditions.

Wages in the pulp and paper industry fell short of the 1937 total by one and one-half million dollars, other industries fluctuated within a closer range.

Unsettled conditions in Europe and in the Far East had an adverse effect and in a large measure were responsible for the decrease in the total pay-roll.

It is gratifying to note that the average industrial weekly wage covering all industries was not affected by the decrease in the total pay-roll, although fluctuations occurred in the average weekly wage in the various industries.

The number of firms reporting increased by 184, and in order that the report of the Department may be in the hands of the public at an earlier date it would be appreciated if industrial firms make their returns promptly.

EMPLOYERS' RETURNS TOTAL 4,895.

The total number of firms reporting in time for tabulation in the tables was 4,895, as compared with 4,711 in 1937, an increase of 184.

PAY-ROLL.

For the 4,895 firms reporting, a summary of the pay-rolls reveals a sum total of $122,498,097. Inasmuch as this figure covers only the industrial pay-rolls, it should not be considered as the total pay-roll of the Province and must be further augmented by the following, yielding an accumulative total of $158,026,375, or a decrease of $4,627,859 over 1937.

Pay-roll of 4,895 firms making returns to Department of Labour	$122,498,097.00
Returns received too late to be included in above summary	655,053.00
Employees in occupations included in Department's inquiry, not sending in returns (estimated pay-roll)	1,400,000.00
Transcontinental railways (ascertained pay-roll)	12,473,225.00
Dominion and Provincial Government workers	5,500,000.00
Wholesale and retail firms	2,950,000.00
Delivery, cartage and teaming, warehousing, butchers, moving-picture operators, coal and wood yards, and auto transportation	3,550,000.00
Ocean services and express companies	7,500,000.00
Miscellaneous	1,500,000.00
Total	$158,026,375.00

PREVIOUS PROVINCIAL PAY-ROLLS.

The total Provincial pay-rolls since 1927 are as follows:—

1927	$177,522,758.00	1933	$99,126,653.00
1928	183,097,781.00	1934	113,567,953.00
1929	192,092,249.00	1935	125,812,140.00
1930	167,133,813.00	1936	142,349,591.00
1931	131,941,008.00	1937	162,654,234.00
1932	102,957,074.00	1938	158,026,375.00

In line with the decrease in the total pay-roll, the percentage of the total payable to wage-earners decreased from 78.67 per cent. in 1937 to 77.10 per cent. in 1938.

	1934.	1935.	1936.	1937.	1938.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	11.05	11.06	10.54	10.00	10.82
Clerks, stenographers, and salesmen	12.71	12.65	11.70	11.33	12.08
Wage-earners	76.24	76.29	77.76	78.67	77.10
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

Of the twenty-five tables, ten show an increased pay-roll, the remaining fifteen revealing decreases. Of the former, miscellaneous trades headed the list with an increase of $1,198,572, followed by metal-mining with $373,284 and public utilities with $249,888; builders' materials increased by $210,019; metal trades with an addition of $132,032; followed by printing and publishing with $35,765; paint-manufacture showed an additional $17,422; laundries, cleaning and dyeing, $7,720; and jewellery-manufacture, $5,348.

The decreases include the following, headed by the lumber industry with a decrease of $2,979,062; pulp and paper mills with a loss of $1,514,470; Coast shipping, $981,099; coal-mining, $376,560; explosives and chemicals, $264,920; garment-making, $235,620; wood (N.E.S.), $114,451; ship-building, $30,301; breweries, $26,679; smelting, $18,882; food products, $7,311; house-furnishings, $6,998; oil-refining, $6,331; cigar and tobacco manufacturing, $4,964; leather and fur goods, $2,402.

Industry.	1936.		1937.		1938.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	36	$944,176.00	35	$1,045,683.00	32	$1,019,004.00
Builders' materials	74	951,875.00	73	1,063,149.00	76	1,273,168.00
Cigar and tobacco manufacturing	5	6,309.00	4	5,918.00	3	954.00
Coal-mining	27	3,416,428.00	27	3,716,206.00	23	3,339,646.00
Coast shipping	116	9,058,328.00	121	9,642,662.00	120	8,661,563.00
Contracting	787	7,097,358.00	887	9,029,033.00	955	9,183,753.00
Explosives and chemicals	16	1,250,844.00	18	1,727,071.00	21	1,462,151.00
Food products	551	9,908,726.00	555	10,752,488.00	559	10,745,177.00
Garment-making	59	664,718.00	68	1,005,868.00	70	770,248.00
House-furnishing	56	905,941.00	57	1,075,290.00	51	1,068,292.00
Manufacturing jewellery	10	192,595.00	12	214,622.00	12	219,970.00
Laundries, cleaning and dyeing	91	1,270,734.00	101	1,462,195.00	100	1,469,915.00
Manufacturing leather and fur goods	50	467,706.00	54	624,492.00	55	622,090.00
Lumber industries	747	23,523,759.00	877	29,570,433.00	893	26,591,371.00
Metal trades	698	7,012,441.00	742	8,319,034.00	766	8,451,066.00
Metal-mining	311	9,532,766.00	310	11,715,113.00	311	12,088,397.00
Miscellaneous	269	3,653,599.00	304	4,095,326.00	368	5,293,898.00
Oil-refining	31	2,349,394.00	41	2,368,523.00	49	2,362,192.00
Paint-manufacture	14	323,419.00	13	328,930.00	12	346,352.00
Printing and publishing	135	3,271,760.00	128	3,480,421.00	133	3,516,186.00
Pulp and paper mills	14	4,695,356.00	17	5,591,394.00	14	4,076,924.00
Ship-building	43	938,111.00	40	1,236,139.00	42	1,205,838.00
Smelting	3	4,702,712.00	5	5,953,407.00	5	5,934,525.00
Street-railways, etc.	108	9,144,584.00	115	9,900,176.00	117	10,150,064.00
Manufacturing wood (N.E.S.)	106	2,208,437.00	107	2,759,804.00	108	2,645,353.00
Totals	4,357	$107,492,076.00	4,711	$126,683,377.00	4,895	$122,498,097.00

INDUSTRIAL DIVISIONS.

Dealing with the segregation of the industrial activities of the Province into three divisions—Greater Vancouver, Vancouver Island, and Rest of Mainland—during the year 1938 the percentage representing the Greater Vancouver area increased from 32.96 per cent. to 35.14 per cent. Vancouver Island continued to gain, increasing from 19.50 per cent. to 20.90 per cent. The mainland percentage, however, decreased from 47.54 per cent. to 43.96 per cent., this being largely due to the decreases evident in the lumbering section of the pay-roll.

The percentages quoted are based on the returns received, the figures contained in the following table being obtained through their application to the total pay-roll.

	1934.	1935.	1936.	1937.	1938.
Greater Vancouver	$45,972,307.59	$49,142,221.94	$48,356,156.06	$53,610,835.53	$55,530,468.18
Rest of Mainland	47,289,695.86	56,728,693.99	67,758,405.32	77,325,822.84	69,468,394.45
Vancouver Island	20,305,950.09	19,941,224.22	26,235,029.62	31,717,575.63	33,027,512.37
Totals	$113,567,953.54	$125,812,140.15	$142,349,591.00	$162,654,234.00	$158,026,375.00

The following shows the various industries as represented in the tables, with the total number of adult males employed for the week of employment of the greatest number, together with the percentages of those in receipt of less than $19 per week:—

Industry.	Number employed.	Per Cent.
Cigar and tobacco manufacturing	2	100.00
House-furnishing	664	45.63
Garment-making	215	39.07
Paint-manufacture	131	37.40
Builders' materials	1,190	33.19
Leather and fur goods	316	32.59
Food products	10,182	29.39
Metal trades	4,583	26.03
Explosives and chemicals	1,127	24.58
Laundries, cleaning and dyeing	530	23.58
Miscellaneous trades and industries	3,717	23.08
Wood (N.E.S.)	2,228	19.66
Smelting	3,670	13.24
Printing and publishing	1,063	13.08
Coal-mining	2,593	12.77
Street-railways, power, etc.	4,769	11.70
Breweries	552	11.41
Contracting	11,650	11.26
Coast shipping	6,434	10.79
Oil-refining	1,131	7.16
Lumber industries	26,257	6.47
Pulp and paper manufacturing	2,938	5.00
Ship-building	1,206	2.90
Metal-mining	8,783	2.20
Jewellery-manufacture	53	1.89

A comparative study of the above figures with similar data for the year 1937 discloses diminishing percentages in the number employed at less than $19 per week. Industries in which these percentages decreased were: Contracting; Coast shipping; garment-making; jewellery-manufacture; laundries, cleaning and dyeing; leather and fur goods; lumber industries; metal trades; miscellaneous trades and industries; oil-refining; printing and publishing; pulp and paper manufacture; street-railways, power, etc., and wood (N.E.S.).

APPRENTICES.

It will be noted that one apprentice is reported in the $40 per week class, a reference to the tables showing this employee to be in the contracting industry. Five are reported as in receipt of from $35 to $40 per week, distributed as follows: Printing and publishing, 1; pulp and paper, 1; street-railways, power, etc., 3. Nine are shown as receiving between $30 and $35 per week, these being segregated as follows: Contracting, 1; printing and publishing, 1; pulp and paper, 1; street-railways, power, etc., 6.

Industries showing an increasing opportunity for apprentices during the year were: Building materials, increased 2; contracting, up 1; jewellery-manufacture, 2; leather and fur goods, 8; lumber industries, 8; metal trades, 5; miscellaneous trades, 37; printing and publishing, 7; smelting, 6; wood (N.E.S.), 1.

Decreases are noted in the following: Breweries, decrease 2; coal-mining, down 1; Coast shipping, 2; explosives and chemicals, 2; food products, 14; garment-making, 13; house-furnishing, 6; laundries, 23; metal-mining, 6; pulp and paper, 11; ship-building, 6; street-railways, etc., 7.

AVERAGE WEEKLY WAGE BY INDUSTRIES.

Based on the week of employment of the greatest number, the average weekly wage for adult male employees increased in sixteen of the twenty-five tables. While considerable difficulty is experienced with some industries in the matter of broken time, the figures have been computed as in previous years—an endeavour being made to base calculations on a full working week. Frequency distributions of employees classified on the basis of weekly earnings from $6 to $50 are used for this purpose, the mid-point of the class limits generally being taken as the rate for each group.

AVERAGE FULL WEEK'S WAGES IN EACH INDUSTRY (ADULT MALES ONLY).

Industry.	1931.	1932.	1933.	1934.	1935.	1936.	1937.	1938.
Breweries	$27.58	$25.65	$25.70	$25.62	$25.79	$25.00	$26.18	$27.42
Builders' materials	25.81	21.95	20.54	20.19	22.07	22.28	22.31	22.82
Cigar and tobacco manufacturing	20.40	14.28	14.67	15.86	16.59	17.75	15.50	13.00
Coal-mining	28.40	28.04	26.80	28.11	28.49	28.75	27.46	28.20
Coast shipping	29.63	26.50	27.62	28.58	26.23	31.61	31.99	32.93
Contracting	27.41	24.78	23.37	22.56	22.72	24.13	25.61	25.81
Explosives and chemicals	26.78	23.34	20.66	22.53	25.34	23.76	24.58	24.20
Food products, manufacture of	23.43	21.88	21.12	21.10	22.00	23.16	23.85	23.70
Garment-making	22.51	24.07	25.29	23.52	21.29	22.74	22.97	23.15
House-furnishing	23.18	20.05	18.91	19.49	20.05	21.29	22.25	20.80
Jewellery, manufacture of	31.29	23.40	30.55	28.88	31.54	34.39	34.60	38.95
Laundries, cleaning and dyeing	25.29	23.26	21.78	20.67	21.92	22.25	22.89	23.33
Manufacturing leather and fur goods	25.81	21.62	20.73	22.34	20.06	20.48	21.23	22.23
Lumber industries	21.09	18.73	18.00	21.32	22.41	24.83	26.81	26.59
Metal trades	27.74	24.24	22.70	22.81	23.67	24.41	24.77	25.09
Metal-mining	30.02	25.50	25.62	27.35	28.65	29.10	30.34	30.48
Miscellaneous trades and industries	23.43	22.78	22.13	21.26	22.29	22.07	23.85	23.46
Oil-refining	31.24	29.34	23.78	25.04	25.55	26.21	27.92	28.68
Paint-manufacturing	26.11	25.00	22.53	22.53	21.53	21.44	23.08	22.78
Printing and publishing	39.78	37.05	32.82	32.51	32.31	32.72	33.69	34.19
Pulp and paper manufacturing	25.94	24.63	21.21	23.22	23.53	24.24	26.75	26.36
Ship-building	29.58	26.17	25.25	26.03	25.83	26.38	27.88	28.76
Smelting	30.44	22.98	23.83	23.88	25.82	24.54	25.08	24.80
Street-railways, gas, water, power, telephones, etc.	29.11	28.89	24.51	25.51	27.09	27.50	27.20	27.78
Manufacturing of wood (N.E.S.)	23.67	20.61	18.05	18.97	18.69	20.32	21.97	22.68

The increases and decreases in the average weekly rates are as follows:—

Increase.

Breweries	$1.24	Metal trades	$0.32
Builders' materials	.51	Metal-mining	.14
Coal-mining	.74	Oil-refining	.76
Coast shipping	.94	Printing and publishing	.50
Contracting	.20	Ship-building	.88
Garment-making	.18	Street-railways, gas, water, power, telephones, etc.	.58
Jewellery, manufacture of	4.35	Manufacturing of wood (N.E.S.)	.71
Laundries, cleaning and dyeing	.44		
Manufacturing leather and fur goods	1.00		

Decrease.

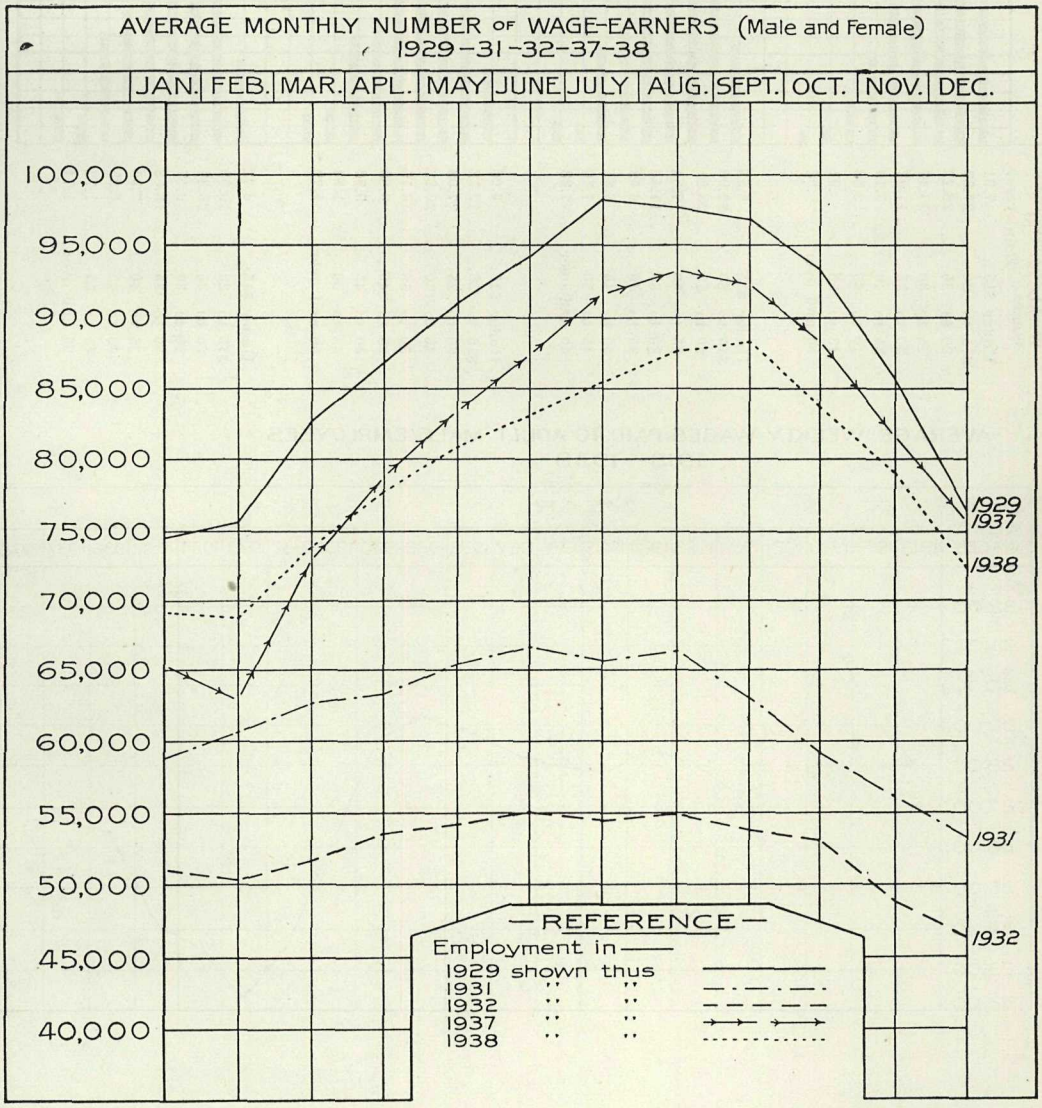
Cigar and tobacco manufacturing	$2.50	Miscellaneous trades and industry	$0.39
Explosives and chemicals	.38	Paint-manufacturing	.30
Food products, manufacture of	.15	Pulp and paper manufacturing	.39
House-furnishing	1.45	Smelting	.28
Lumber industries	.22		

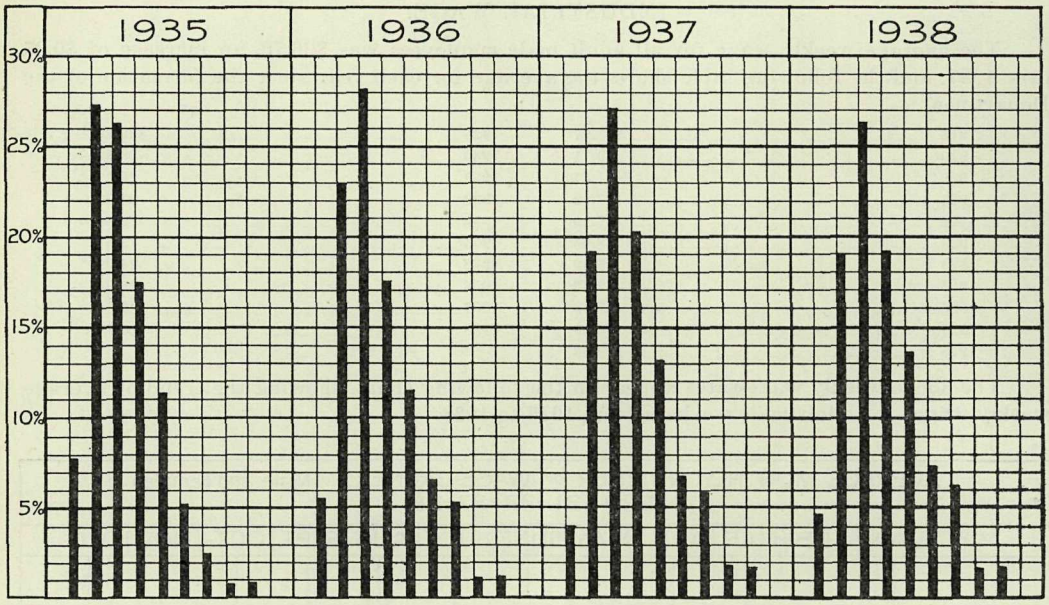
INDUSTRIAL WAGE.

The average weekly wage for all adult male employees was $26.70, an increase of $0.06 over 1937, and the following table shows the average for each year since the formation of the Department:—

1918	$27.97	1929	$29.20
1919	29.11	1930	28.64
1920	31.51	1931	26.17
1921	27.62	1932	23.62
1922	27.29	1933	22.30
1923	28.05	1934	23.57
1924	28.39	1935	24.09
1925	27.82	1936	26.36
1926	27.99	1937	26.64
1927	28.29	1938	26.70
1928	28.96		

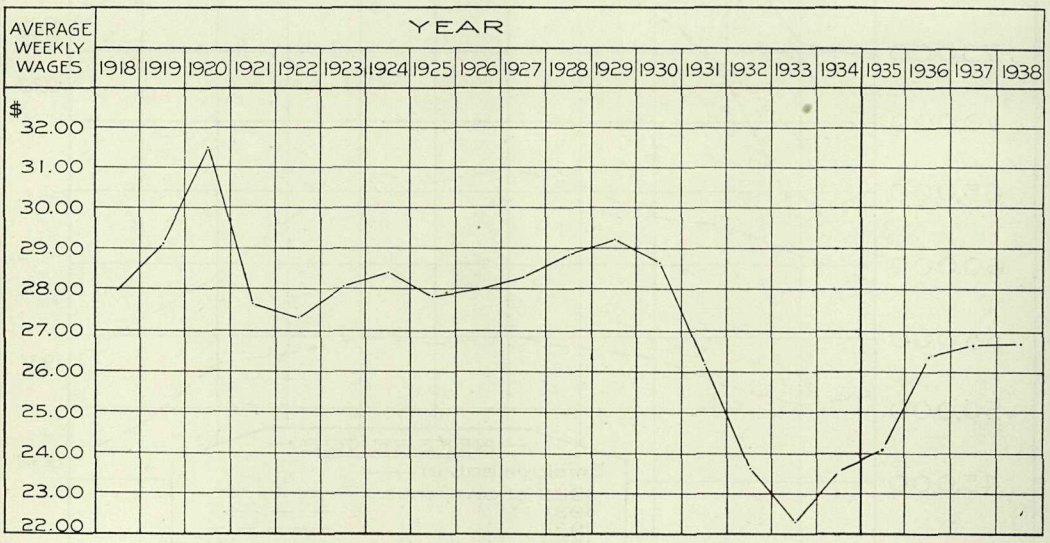
The above weekly wage-rates appear in the following chart, showing the trend of average weekly wages for adult male workers from 1918 to 1938.





Weekly Wages.	Percentage of Employees. 1935	1936	1937	1938
Under $15	7.91	5.53	4.06	4.72
$15 to 20	27.37	22.96	19.12	19.00
20 to 25	26.27	28.21	27.08	26.37
25 to 30	17.47	17.54	20.22	19.17
30 to 35	11.37	11.44	13.15	13.68
35 to 40	5.16	6.62	6.85	7.35
40 to 45	2.56	5.31	5.96	6.25
45 to 50	.91	1.16	1.84	1.72
50 and over	.98	1.23	1.72	1.74

AVERAGE WEEKLY WAGES PAID TO ADULT MALE EMPLOYEES.
1918—1938



The following table shows the variation of employment in each industry during the past two years:—

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

Industry.	1937.				1938.			
	Month of Most Employment.	Number employed.	Month of Least Employment.	Number employed.	Month of Most Employment.	Number employed.	Month of Least Employment.	Number employed.
Breweries	May	599	Feb.	535	July	591	Jan.	509
Builders' materials	Sept. and Oct.	887	Jan.	497	May	994	Dec.	731
Cigar and tobacco manufacturing	Dec.	12	July	7	Dec.	3	Jan. to Nov.	1
Coal-mining	Dec.	2,806	Oct.	2,445	Jan.	2,908	Sept.	2,488
Coast shipping	Aug.	6,142	Nov.	5,470	July	6,132	Feb.	5,517
Contracting	Aug.	8,166	Jan.	3,856	Aug.	7,826	Jan.	5,064
Explosives, chemicals, etc.	Aug.	1,110	Feb.	710	June	1,028	Nov.	766
Food products, manufacture of	Aug.	12,333	Jan.	4,876	Aug.	13,209	Feb.	4,684
Garment-making	April	864	Jan.	697	April	850	Dec.	713
House-furnishing	Aug.	976	Jan.	813	Nov.	926	May	794
Jewellery, manufacture of	Dec.	77	May and Aug.	68	Dec.	75	Jan., Feb., Mar., and Aug.	72
Laundries, cleaning and dyeing	Aug.	1,622	Jan.	1,439	July	1,614	Feb.	1,435
Manufacturing leather and fur goods	Oct.	509	Jan.	427	Nov.	548	Jan.	431
Lumber industries	July	24,244	Feb.	12,820	May	21,377	Feb.	15,195
Metal trades	July	4,838	Jan.	3,918	July	4,646	Jan.	4,277
Metal-mining	Sept.	7,317	Feb.	5,261	Aug.	7,116	Feb.	6,045
Miscellaneous trades and industries	Sept.	2,954	Feb.	2,093	Sept.	3,658	Feb.	2,705
Oil-refining	July	932	March	684	Aug.	857	Feb.	618
Paint-manufacturing	April	174	Jan.	147	June	156	Jan.	140
Printing and publishing	Oct.	1,414	Jan.	1,234	Dec.	1,365	Jan.	1,276
Pulp and paper manufacturing	June	3,611	Dec.	3,337	Jan.	3,146	June	2,260
Ship-building	May	902	Feb.	674	June	929	Aug.	629
Smelting	Nov.	3,574	Jan.	3,056	Aug.	3,843	Feb.	3,539
Street-railways, gas, water, power, telephones, etc.	June	5,913	Feb.	5,186	Sept.	5,777	Feb.	5,192
Manufacturing of wood (N.E.S.)	Aug.	2,689	Jan.	1,780	Aug.	2,404	Jan.	1,626
All industries	Aug.	93,214	Feb.	62,971	Sept.	88,330	Feb.	68,760

NATIONALITIES OF EMPLOYEES.

With reference to nationalities, of the total 119,492 employees recorded, 92,242 or 77.20 per cent. were natives of English-speaking countries, an increase of 0.48 per cent.; 17.702 or 14.81 per cent. were originally from Continental Europe, a decrease of 0.59 per cent.; natives of Asiatic countries employed showed a total of 8,485 or 7.10 per cent., increasing 0.27 per cent. Employees from other countries decreased from 1.05 to 0.89 per cent.

	1933.	1934.	1935.	1936.	1937.	1938.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Natives of English-speaking countries	76.30	72.83	76.69	75.42	76.72	77.20
Natives of Continental Europe	14.62	15.25	14.51	14.83	15.40	14.81
Natives of Asiatic countries	7.80	8.28	7.08	7.46	6.83	7.10
From other countries, or nationality not stated	1.28	3.64	1.72	2.29	1.05	.89
Totals	100.00	100.00	100.00	100.00	100.00	100.00

FIRMS WITH LARGE PAY-ROLLS.

The number of firms showing a total pay-roll of over $100,000 decreased slightly for the year 1938, showing a total of 219 as against 222 for 1937.

As in previous years, pay-rolls of public authorities (Dominion, Provincial, or municipal) are not included, nor are wholesale and retail firms, transcontinental railways, or vessels engaged in deep-sea transportation.

The lumber industry was again in the lead with 69 firms, a decrease of 4; followed by food products with 27, an increase of 4; metal-mining, 21, down 3; general contracting, 13, no change; Coast shipping, 11, no change; coal-mining, 8, up 1; public utilities, 8, no change; pulp and paper, 7, down 1; garages and oil-refining, 6 each, unchanged; printing and publishing, 5, down 1; wood (N.E.S.), 5, no change; breweries, 4, up 1; miscellaneous metal trades, 4, unchanged; miscellaneous trades and industries, and ship-building, 4 each, up 1 in each case; electrical contracting, laundries, and smelting, 2 each, no change; house-furnishings, 2, down 1; machine-shops, 2, up 1; builders' materials, 1, down 1; explosives, fertilizers and chemicals, jewellery-manufacturing, leather and fur goods, iron and brass foundries, paint-manufacture, 1 each.

Of the 219 firms reported above, two had a pay-roll in excess of $4,000,000, four between $2,000,000 and $3,000,000, and six between $1,000,000 and $2,000,000.

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 gasoline 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, DISTILLERS, AND AERATED WATER MANUFACTURERS.

Returns covering 32 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$253,275.00
Clerks, Stenographers, Salesmen, etc.	167,615.00
Wage-earners (including piece-workers)	598,114.00
Total	$1,019,004.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	468	41	July	523	68
February	476	64	August	502	80
March	468	65	September	481	73
April	481	65	October	463	73
May	494	66	November	458	78
June	519	66	December	471	74

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$6.00 to $6.99		1			
7.00 to 7.99		2			
8.00 to 8.99			1		
9.00 to 9.99	1	5	1		
10.00 to 10.99	1				2
11.00 to 11.99	1				
12.00 to 12.99	2	3	5		
13.00 to 13.99			5		
14.00 to 14.99	21	2	2	1	
15.00 to 15.99	7	5	38	1	
16.00 to 16.99	2	1	20		
17.00 to 17.99	11		6		
18.00 to 18.99	17		2		
19.00 to 19.99	18				
20.00 to 20.99	33				
21.00 to 21.99	2	2			
22.00 to 22.99	54				
23.00 to 23.99	10	1			
24.00 to 24.99	40				
25.00 to 25.99	13				
26.00 to 26.99	14				
27.00 to 27.99	18				
28.00 to 28.99	31				
29.00 to 29.99	26				
30.00 to 34.99	181				
35.00 to 39.99	28		1		
40.00 to 44.99	12				
45.00 to 49.99	2				
50.00 and over	7				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	326	71
Great Britain and Ireland	122	16
United States of America	2	1
Australasia	1	
Belgium	2	
France		
Italy	17	
Germany and Austria	26	
Central European and Balkan States	1	
Norway, Sweden, Denmark, Finland, etc.	12	
Russia and Poland	6	
Other European country		
China		
Hindustan		
Japan	1	
All other countries		

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 76 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$222,755.00
Clerks, Stenographers, Salesmen, etc.	108,354.00
Wage-earners (including piece-workers)	942,059.00
Total	$1,273,168.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	753	12	July	957	10
February	754	11	August	959	12
March	791	12	September	919	10
April	912	10	October	879	9
May	983	11	November	855	9
June	951	10	December	722	9

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1	3			
$6.00 to $6.99	3	1			
7.00 to 7.99	13				
8.00 to 8.99	1				
9.00 to 9.99	9	2			
10.00 to 10.99	17	1			
11.00 to 11.99	11	2			
12.00 to 12.99	15	1	1		
13.00 to 13.99	3	5	2	1	
14.00 to 14.99	24		1		
15.00 to 15.99	22	7	1		1
16.00 to 16.99	154	2	1		1
17.00 to 17.99	69	2			
18.00 to 18.99	53	2			
19.00 to 19.99	100	1	1		
20.00 to 20.99	102	1			
21.00 to 21.99	68				
22.00 to 22.99	60				
23.00 to 23.99	52		1		
24.00 to 24.99	78		1		
25.00 to 25.99	56				
26.00 to 26.99	28				1
27.00 to 27.99	23				
28.00 to 28.99	25				
29.00 to 29.99	16				
30.00 to 34.99	76				
35.00 to 39.99	45				
40.00 to 44.99	40				
45.00 to 49.99	19				
50.00 and over	7				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	653	12
Great Britain and Ireland	338	
United States of America	32	
Australasia		
Belgium	2	
France	3	
Italy	44	
Germany and Austria	20	
Central European and Balkan States	13	
Norway, Sweden, Denmark, Finland, etc.	46	
Russia and Poland	7	
Other European country	3	
China	89	
Hindustan		
Japan	1	
All other countries	17	

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 3 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$ 360.00
Clerks, Stenographers, Salesmen, etc.	.....
Wage-earners (including piece-workers)	594.00
Total	$ 954.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1		July	1	
February	1		August	1	
March	1		September	1	
April	1		October	1	
May	1		November	1	
June	1		December	2	1

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 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	1				
10.00 to 10.99					
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99					
14.00 to 14.99					
15.00 to 15.99					
16.00 to 16.99	1				
17.00 to 17.99					
18.00 to 18.99					
19.00 to 19.99					
20.00 to 20.99					
21.00 to 21.99					
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99					
25.00 to 25.99					
26.00 to 26.99					
27.00 to 27.99					
28.00 to 28.99					
29.00 to 29.99					
30.00 to 34.99					
35.00 to 39.99					
40.00 to 44.99					
45.00 to 49.99					
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2	1
Great Britain and Ireland		
United States of America		
Australasia		
Belgium		
France		
Italy		
Germany and Austria		
Central European and Balkan States		
Norway, Sweden, Denmark, Finland, etc.		
Russia and Poland		
Other European country		
China		
Hindustan		
Japan		
All other countries		

TABLE No. 4.

COAL-MINING.

Returns covering 23 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$113,940.00
Clerks, Stenographers, Salesmen, etc.	139,523.00
Wage-earners (including piece-workers)	3,086,183.00
Total	$3,339,646.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,907	1	July	2,547	1
February	2,853	1	August	2,523	1
March	2,598	1	September	2,487	1
April	2,559	1	October	2,620	1
May	2,553	1	November	2,541	1
June	2,540	1	December	2,670	1

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00					
$6.00 to $6.99					
7.00 to 7.99		2			
8.00 to 8.99		5			
9.00 to 9.99	1	4			
10.00 to 10.99	25	6			
11.00 to 11.99	8	1			
12.00 to 12.99	13	15			
13.00 to 13.99	9	10			
14.00 to 14.99	37	9			
15.00 to 15.99	24	21			
16.00 to 16.99	43	25			
17.00 to 17.99	46	5			
18.00 to 18.99	125	4			
19.00 to 19.99	58	14			
20.00 to 20.99	58		1		
21.00 to 21.99	122	9			
22.00 to 22.99	54	3			
23.00 to 23.99	83	10			
24.00 to 24.99	164	14			
25.00 to 25.99	86				
26.00 to 26.99	175	1			
27.00 to 27.99	215	2			
28.00 to 28.99	92				
29.00 to 29.99	114				
30.00 to 34.99	613	1			
35.00 to 39.99	258				
40.00 to 44.99	78				
45.00 to 49.99	52				
50.00 and over	40				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	940	2
Great Britain and Ireland	960	2
United States of America	32	
Australasia	1	
Belgium	11	
France	8	
Italy	227	
Germany and Austria	24	
Central European and Balkan States	362	
Norway, Sweden, Denmark, Finland, etc.	27	
Russia and Poland	74	
Other European country	6	
China	119	
Hindustan		
Japan	3	
All other countries		

TABLE No. 5.

COAST SHIPPING.

Returns covering 120 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$835,317.00
Clerks, Stenographers, Salesmen, etc.	559,705.00
Wage-earners (including piece-workers)	7,266,541.00
Total	$8,661,563.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,511	49	July	6,034	98
February	5,464	53	August	5,927	96
March	5,621	58	September	5,755	76
April	5,556	55	October	5,745	55
May	5,924	55	November	5,590	53
June	5,808	76	December	5,622	53

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	11				
$6.00 to $6.99	6				
7.00 to 7.99	10	3			
8.00 to 8.99	7	3	1		
9.00 to 9.99	14	1			
10.00 to 10.99	8	5			
11.00 to 11.99	18	1			
12.00 to 12.99	61	3			
13.00 to 13.99	56	5	1		
14.00 to 14.99	39	1	3		
15.00 to 15.99	61	81	12		
16.00 to 16.99	170	2	1		
17.00 to 17.99	135	18			
18.00 to 18.99	98	3	26		
19.00 to 19.99	123	1	9		
20.00 to 20.99	326	9	4		1
21.00 to 21.99	73		1		
22.00 to 22.99	182	7	10	1	
23.00 to 23.99	248	1	2		
24.00 to 24.99	156	2	4		
25.00 to 25.99	469	3	2		
26.00 to 26.99	55				
27.00 to 27.99	59				
28.00 to 28.99	81	1			1
29.00 to 29.99	32				
30.00 to 34.99	592	2			
35.00 to 39.99	596				
40.00 to 44.99	2,419				
45.00 to 49.99	168				
50.00 and over	161				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,834	90
Great Britain and Ireland	2,883	33
United States of America	80	2
Australasia	18	
Belgium	1	
France	21	
Italy	20	
Germany and Austria	107	
Central European and Balkan States	77	
Norway, Sweden, Denmark, Finland, etc.	404	
Russia and Poland	79	
Other European country	5	
China	179	
Hindustan	2	
Japan	20	
All other countries	58	

TABLE No. 6.

CONTRACTING.

Returns covering 955 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$1,162,159.00
Clerks, Stenographers, Salesmen, etc	1,007,434.00
Wage-earners (including piece-workers)	7,014,160.00
Total	$9,183,753.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,977	87	July	7,297	185
February	5,307	97	August	7,670	156
March	5,944	89	September	7,207	98
April	6,323	125	October	6,594	98
May	6,659	160	November	5,811	101
June	7,151	170	December	5,155	97

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	47	10	1		11
$6.00 to $6.99	21	10			10
7.00 to 7.99	10	5			6
8.00 to 8.99	21	8		1	13
9.00 to 9.99	22	3	1		12
10.00 to 10.99	31	12	5		9
11.00 to 11.99	22	21	2		7
12.00 to 12.99	64	7	7		9
13.00 to 13.99	53	9	1		7
14.00 to 14.99	99	14	64	1	12
15.00 to 15.99	136	16	29	1	10
16.00 to 16.99	152	15	10		4
17.00 to 17.99	314	20	24		2
18.00 to 18.99	319	3	7		4
19.00 to 19.99	2,440	34	7		4
20.00 to 20.99	467	1	4		4
21.00 to 21.99	605	2	2		1
22.00 to 22.99	931	4	2		2
23.00 to 23.99	224	1	4		
24.00 to 24.99	880	8	1		
25.00 to 25.99	346	3	2		
26.00 to 26.99	345	1	1		
27.00 to 27.99	331		1		1
28.00 to 28.99	304				
29.00 to 29.99	139	1			1
30.00 to 34.99	1,538	1	2		1
35.00 to 39.99	850		1		
40.00 to 44.99	538				1
45.00 to 49.99	257	1	1		
50.00 and over	143	1			

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	6,406	177
Great Britain and Ireland	4,287	44
United States of America	262	2
Australasia	19	1
Belgium	23	
France	41	
Italy	208	
Germany and Austria	233	1
Central European and Balkan States	149	
Norway, Sweden, Denmark, Finland, etc	701	2
Russia and Poland	266	
Other European country	36	
China	1	
Hindustan	1	
Japan	4	
All other countries	253	1

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 21 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$97,157.00
Clerks, Stenographers, Salesmen, etc	260,817.00
Wage-earners (including piece-workers)	1,104,177.00
Total	$1,462,151.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	774	15	July	1,007	17
February	782	14	August	967	18
March	846	16	September	854	16
April	924	16	October	769	15
May	932	19	November	750	16
June	1,012	16	December	794	14

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	9				
$6.00 to $6.99					
7.00 to 7.99	1				
8.00 to 8.99		1			
9.00 to 9.99	5				1
10.00 to 10.99	4	2	2		
11.00 to 11.99	1	1	4		
12.00 to 12.99	36	4	2		
13.00 to 13.99	33				
14.00 to 14.99	7				
15.00 to 15.99	54	2	3		
16.00 to 16.99	12		1		
17.00 to 17.99	17				
18.00 to 18.99	98		3		
19.00 to 19.99	10				
20.00 to 20.99	88		1		
21.00 to 21.99	35				
22.00 to 22.99	82	2	1		
23.00 to 23.99	56				
24.00 to 24.99	66	2			
25.00 to 25.99	62	1			
26.00 to 26.99	67	1			
27.00 to 27.99	58				
28.00 to 28.99	74				
29.00 to 29.99	34	1			
30.00 to 34.99	170				
35.00 to 39.99	29				
40.00 to 44.99	10				
45.00 to 49.99	2				
50.00 and over	7				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	589	12
Great Britain and Ireland	315	6
United States of America	31	
Australasia	1	
Belgium	2	
France	1	
Italy	13	
Germany and Austria	6	1
Central European and Balkan States	7	
Norway, Sweden, Denmark, Finland, etc.	42	
Russia and Poland	4	
Other European country	1	
China	80	
Hindustan		
Japan	62	2
All other countries	2	

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 559 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$1,524,476.00
Clerks, Stenographers, Salesmen, etc.	1,566,622.00
Wage-earners (including piece-workers)	7,654,079.00
Total	$10,745,177.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,855	938	July	7,970	4,056
February	3,766	918	August	8,286	4,923
March	3,902	1,040	September	7,879	5,120
April	4,484	1,119	October	6,858	3,706
May	5,124	1,178	November	5,478	2,502
June	6,138	1,931	December	4,198	1,153

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	48	28	272	48	3
$6.00 to $6.99	19	124	67	53	6
7.00 to 7.99	32	27	325	30	5
8.00 to 8.99	36	35	139	47	10
9.00 to 9.99	78	19	300	47	3
10.00 to 10.99	130	32	443	35	7
11.00 to 11.99	157	19	571	12	3
12.00 to 12.99	485	57	517	71	8
13.00 to 13.99	304	16	463	14	7
14.00 to 14.99	385	39	697	71	4
15.00 to 15.99	354	42	444	29	3
16.00 to 16.99	392	35	382	15	6
17.00 to 17.99	231	28	373	5	1
18.00 to 18.99	341	27	352	18	.....
19.00 to 19.99	671	23	168	11	1
20.00 to 20.99	587	15	161	7	1
21.00 to 21.99	650	8	115	27	.....
22.00 to 22.99	579	4	70	4	.....
23.00 to 23.99	325	4	81	7	1
24.00 to 24.99	689	13	63	5	.....
25.00 to 25.99	586	10	62	4	.....
26.00 to 26.99	424	10	51	1	.....
27.00 to 27.99	287	3	41	3	.....
28.00 to 28.99	366	4	36	2	.....
29.00 to 29.99	104	2	35	3	.....
30.00 to 34.99	812	1	69	4	.....
35.00 to 39.99	438	1	15	4	.....
40.00 to 44.99	189	1	1	.....	.....
45.00 to 49.99	59	2	6	.....	.....
50.00 and over	433	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	5,258	5,010
Great Britain and Ireland	2,501	751
United States of America	121	78
Australasia	19	6
Belgium	11	5
France	22	31
Italy	87	60
Germany and Austria	145	167
Central European and Balkan States	159	78
Norway, Sweden, Denmark, Finland, etc.	540	91
Russia and Poland	95	61
Other European country	50	9
China	1,811	24
Hindustan	6	.....
Japan	522	604
All other countries	72	45

TABLE No. 9.

GARMENT-MAKING.

Returns covering 70 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$129,497.00
Clerks, Stenographers, Salesmen, etc.	90,182.00
Wage-earners (including piece-workers)	550,569.00
Total	$770,248.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	201	539	July	214	523
February	208	594	August	220	563
March	209	638	September	223	597
April	213	637	October	227	619
May	211	606	November	237	596
June	213	545	December	209	504

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	1	4	1	9
$6.00 to $6.99	2	1	11	1	6
7.00 to 7.99	.....	5	8	9	8
8.00 to 8.99	3	1	12	3	5
9.00 to 9.99	1	1	15	1	3
10.00 to 10.99	7	3	20	5	3
11.00 to 11.99	1	2	5	3	2
12.00 to 12.99	6	1	55	6	.....
13.00 to 13.99	4	3	61	12	.....
14.00 to 14.99	6	2	119	1	.....
15.00 to 15.99	28	.....	83	.....	.....
16.00 to 16.99	5	.....	65	.....	.....
17.00 to 17.99	15	1	29	.....	.....
18.00 to 18.99	6	.....	35	1	.....
19.00 to 19.99	3	.....	14	.....	.....
20.00 to 20.99	19	.....	21	.....	.....
21.00 to 21.99	7	.....	9	.....	.....
22.00 to 22.99	9	.....	5	.....	.....
23.00 to 23.99	4	.....	5	.....	.....
24.00 to 24.99	7	.....	9	.....	.....
25.00 to 25.99	15	.....	8	.....	.....
26.00 to 26.99	5	.....	1	.....	.....
27.00 to 27.99	5	.....	.....	.....	.....
28.00 to 28.99	7	.....	.....	.....	.....
29.00 to 29.99	2	.....	.....	.....	.....
30.00 to 34.99	21	.....	.....	.....	.....
35.00 to 39.99	15	.....	1	.....	.....
40.00 to 44.99	8	.....	1	.....	.....
45.00 to 49.99	1	.....	.....	.....	.....
50.00 and over	3	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	127	376
Great Britain and Ireland	70	144
United States of America	2	6
Australasia	.....	1
Belgium	.....	1
France	3	3
Italy	3	4
Germany and Austria	6	5
Central European and Balkan States	7	13
Norway, Sweden, Denmark, Finland, etc.	8	17
Russia and Poland	16	21
Other European country	1	.....
China	17	24
Hindustan	.....	.....
Japan	2	83
All other countries	1	.....

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 51 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$195,951.00
Clerks, Stenographers, Salesmen, etc.	147,025.00
Wage-earners (including piece-workers)	725,316.00
Total	$1,068,292.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	732	131	July	683	129
February	749	136	August	702	145
March	723	122	September	749	148
April	688	125	October	757	150
May	674	120	November	768	158
June	677	124	December	738	134

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		6	2		1
$6.00 to $6.99		1		1	
7.00 to 7.99	3	7	1	2	1
8.00 to 8.99	2	15	2	3	9
9.00 to 9.99		19	1		
10.00 to 10.99	2	6	4	4	
11.00 to 11.99	14	26	1	3	1
12.00 to 12.99	21	28	12	2	3
13.00 to 13.99	16	31	11		
14.00 to 14.99	22	16	56		
15.00 to 15.99	28	11	22		
16.00 to 16.99	25	8	3		
17.00 to 17.99	90	5	8		2
18.00 to 18.99	80	4	5		
19.00 to 19.99	73	3	1		
20.00 to 20.99	29	1	3		
21.00 to 21.99	32		2		
22.00 to 22.99	40	1	1		
23.00 to 23.99	28		1		
24.00 to 24.99	26		1		
25.00 to 25.99	29		1		
26.00 to 26.99	20				
27.00 to 27.99	6				
28.00 to 28.99	16		1		
29.00 to 29.99	12				
30.00 to 34.99	35		1		
35.00 to 39.99	7				
40.00 to 44.99	3				
45.00 to 49.99	3				
50.00 and over	2				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	589	136
Great Britain and Ireland	182	32
United States of America	11	
Australasia	1	
Belgium		
France	2	1
Italy	11	
Germany and Austria	14	3
Central European and Balkan States	8	
Norway, Sweden, Denmark, Finland, etc.	28	3
Russia and Poland	24	3
Other European country	11	
China		
Hindustan		
Japan	7	
All other countries		

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 12 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$27,872.00
Clerks, Stenographers, Salesmen, etc.	95,299.00
Wage-earners (including piece-workers)	96,799.00
Total	$219,970.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	69	3	July	70	3
February	69	3	August	69	3
March	68	4	September	70	3
April	70	3	October	70	4
May	69	3	November	69	4
June	70	3	December	70	5

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00		2			
$6.00 to $6.99		1			2
7.00 to 7.99					
8.00 to 8.99		3			2
9.00 to 9.99		1			1
10.00 to 10.99					
11.00 to 11.99					1
12.00 to 12.99			2		
13.00 to 13.99					1
14.00 to 14.99					
15.00 to 15.99	1		2		1
16.00 to 16.99					2
17.00 to 17.99			1		
18.00 to 18.99					
19.00 to 19.99					
20.00 to 20.99	1				
21.00 to 21.99					
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99					
25.00 to 25.99	1				
26.00 to 26.99	1				
27.00 to 27.99	5				
28.00 to 28.99					
29.00 to 29.99					
30.00 to 34.99	12				
35.00 to 39.99	7				
40.00 to 44.99	6				
45.00 to 49.99	2				
50.00 and over	17				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	52	4
Great Britain and Ireland	23	1
United States of America	1	
Australasia		
Belgium		
France		
Italy		
Germany and Austria	3	
Central European and Balkan States		
Norway, Sweden, Denmark, Finland, etc.		
Russia and Poland		
Other European country	2	
China		
Hindustan		
Japan		
All other countries	1	

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 100 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$136,150.00
Clerks, Stenographers, Salesmen, etc	270,874.00
Wage-earners (including piece-workers)	1,062,891.00
Total	$1,469,915.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	521	924	July	568	1,046
February	524	911	August	558	1,048
March	534	926	September	552	1,009
April	550	960	October	546	968
May	545	936	November	537	950
June	553	1,005	December	529	959

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	1	12	.....	2
$6.00 to $6.99	4	.....	4	.....	.....
7.00 to 7.99	1	.....	2	8	4
8.00 to 8.99	3	10	11	12	4
9.00 to 9.99	2	3	40	16	11
10.00 to 10.99	5	5	40	4	6
11.00 to 11.99	4	2	71	.....	2
12.00 to 12.99	6	12	91	4	6
13.00 to 13.99	10	6	332	2	2
14.00 to 14.99	10	2	175	.....	.....
15.00 to 15.99	21	12	114	.....	.....
16.00 to 16.99	15	2	31	1	.....
17.00 to 17.99	22	2	20	.....	.....
18.00 to 18.99	22	2	15	.....	.....
19.00 to 19.99	33	1	4	.....	.....
20.00 to 20.99	66	3	18	.....	.....
21.00 to 21.99	20	.....	1	.....	.....
22.00 to 22.99	29	1	2	.....	.....
23.00 to 23.99	16	1	.....	.....	.....
24.00 to 24.99	25	.....	.....	.....	.....
25.00 to 25.99	54	1	4	.....	.....
26.00 to 26.99	32	2	.....	.....	.....
27.00 to 27.99	26	.....	.....	.....	.....
28.00 to 28.99	18	2	1	.....	.....
29.00 to 29.99	7	.....	.....	.....	.....
30.00 to 34.99	55	2	.....	.....	.....
35.00 to 39.99	14	.....	.....	.....	.....
40.00 to 44.99	3	.....	.....	.....	.....
45.00 to 49.99	5	.....	.....	.....	.....
50.00 and over	2	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	296	659
Great Britain and Ireland	222	318
United States of America	12	26
Australasia	5	1
Belgium	1	1
France	1	9
Italy	5	17
Germany and Austria	5	14
Central European and Balkan States	2	8
Norway, Sweden, Denmark, Finland, etc	12	19
Russia and Poland	10	22
Other European country	1	4
China	20	.....
Hindustan	.....	.....
Japan	28	4
All other countries	.....	.....

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 55 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers,	$126,142.00
Clerks, Stenographers, Salesmen, etc	112,570.00
Wage-earners (including piece-workers)	383,378.00
Total	$622,090.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	341	90	July	344	118
February	343	95	August	347	128
March	344	99	September	368	141
April	350	101	October	371	157
May	345	105	November	388	160
June	334	112	December	385	145

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	2	.....	.....	2
$6.00 to $6.99	.....	5	.....	.....	3
7.00 to 7.99	.....	9	1	.....	13
8.00 to 8.99	.....	6	2	1	3
9.00 to 9.99	3	7	2	1	1
10.00 to 10.99	2	8	1	.....	7
11.00 to 11.99	2	7	1	.....	.....
12.00 to 12.99	8	10	5	1	1
13.00 to 13.99	2	1	19	1	.....
14.00 to 14.99	10	3	19	2	.....
15.00 to 15.99	24	2	19	.....	.....
16.00 to 16.99	23	5	18	.....	.....
17.00 to 17.99	9	1	15	.....	.....
18.00 to 18.99	20	4	8	.....	.....
19.00 to 19.99	23	2	6	.....	.....
20.00 to 20.99	22	2	12	.....	.....
21.00 to 21.99	16	.....	2	.....	.....
22.00 to 22.99	17	1	5	.....	.....
23.00 to 23.99	14	.....	.....	.....	.....
24.00 to 24.99	40	.....	4	.....	.....
25.00 to 25.99	14	.....	5	.....	.....
26.00 to 26.99	12	.....	1	.....	.....
27.00 to 27.99	10	.....	.....	.....	.....
28.00 to 28.99	9	.....	.....	.....	.....
29.00 to 29.99	2	.....	.....	.....	.....
30.00 to 34.99	23	.....	.....	.....	.....
35.00 to 39.99	3	.....	.....	.....	.....
40.00 to 44.99	5	.....	.....	.....	.....
45.00 to 49.99	2	.....	.....	.....	.....
50.00 and over	1	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	230	103
Great Britain and Ireland	94	32
United States of America	9	5
Australasia	.....	.....
Belgium	.....	.....
France	12	.....
Italy	31	.....
Germany and Austria	3	4
Central European and Balkan States	6	1
Norway, Sweden, Denmark, Finland, etc.	14	12
Russia and Poland	14	2
Other European country	3	.....
China	.....	.....
Hindustan	.....	.....
Japan	6	1
All other countries	1	.....

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 893 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$1,798,096.00
Clerks, Stenographers, Salesmen, etc.	885,803.00
Wage-earners (including piece-workers)	23,907,472.00
Total	$26,591,371.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	15,650	38	July	18,603	58
February	15,156	39	August	19,340	56
March	18,549	43	September	20,725	53
April	20,448	49	October	19,798	53
May	21,321	56	November	19,616	54
June	20,641	57	December	17,187	41

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2	3	1	2	1
$6.00 to $6.99	1	3	.....	2	.....
7.00 to 7.99	13	3	.....	1	4
8.00 to 8.99	3	2	.....	.....	.....
9.00 to 9.99	14	8	.....	.....	.....
10.00 to 10.99	15	6	.....	.....	.....
11.00 to 11.99	25	3	2	.....	1
12.00 to 12.99	57	70	3	.....	1
13.00 to 13.99	36	30	1	1	.....
14.00 to 14.99	156	138	20	6	3
15.00 to 15.99	93	31	14	1	.....
16.00 to 16.99	334	96	5	1	.....
17.00 to 17.99	348	23	5	1	.....
18.00 to 18.99	603	28	7	.....	.....
19.00 to 19.99	4,532	181	6	.....	1
20.00 to 20.99	1,137	22	5	1	.....
21.00 to 21.99	2,390	25	6	.....	.....
22.00 to 22.99	781	7	4	.....	.....
23.00 to 23.99	746	12	1	.....	.....
24.00 to 24.99	3,325	76	.....	1	1
25.00 to 25.99	985	4	3	.....	.....
26.00 to 26.99	883	16	4	.....	.....
27.00 to 27.99	1,122	23	.....	.....	.....
28.00 to 28.99	769	3	1	.....	.....
29.00 to 29.99	723	8	1	.....	.....
30.00 to 34.99	3,034	1	3	.....	.....
35.00 to 39.99	1,812	.....	.....	.....	.....
40.00 to 44.99	1,346	.....	.....	.....	.....
45.00 to 49.99	568	1	.....	.....	.....
50.00 and over	404	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	13,224	62
Great Britain and Ireland	2,790	9
United States of America	618	1
Australasia	21	.....
Belgium	41	.....
France	133	1
Italy	237	.....
Germany and Austria	542	1
Central European and Balkan States	1,224	2
Norway, Sweden, Denmark, Finland, etc.	3,816	7
Russia and Poland	1,039	.....
Other European country	245	1
China	1,613	.....
Hindustan	619	.....
Japan	1,446	1
All other countries	143	2

TABLE No. 15.

METAL TRADES.

Returns covering 766 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$1,748,020.00
Clerks, Stenographers, Salesmen, etc.	2,025,425.00
Wage-earners (including piece-workers)	4,677,621.00
Total	$8,451,066.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,117	160	July	4,489	157
February	4,177	154	August	4,458	150
March	4,313	151	September	4,432	153
April	4,357	144	October	4,339	148
May	4,455	148	November	4,305	148
June	4,483	154	December	4,254	145

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2	28	6	.....	26
$6.00 to $6.99	4	27	1	2	26
7.00 to 7.99	4	25	2	2	36
8.00 to 8.99	13	34	9	3	51
9.00 to 9.99	16	37	2	7	24
10.00 to 10.99	26	33	7	.....	32
11.00 to 11.99	20	38	5	2	27
12.00 to 12.99	47	41	14	.....	22
13.00 to 13.99	32	33	3	1	21
14.00 to 14.99	62	27	1	1	5
15.00 to 15.99	368	40	21	3	17
16.00 to 16.99	161	24	30	.....	9
17.00 to 17.99	214	7	15	.....	6
18.00 to 18.99	224	9	15	.....	6
19.00 to 19.99	221	3	7	.....	8
20.00 to 20.99	315	4	6	.....	3
21.00 to 21.99	125	2	2	.....	1
22.00 to 22.99	290	2	3	.....	4
23.00 to 23.99	132	.....	3	.....	.....
24.00 to 24.99	212	3	1	.....	3
25.00 to 25.99	240	1	2	.....	1
26.00 to 26.99	158	.....	2	.....	.....
27.00 to 27.99	127	.....	2	.....	2
28.00 to 28.99	186	.....	.....	.....	.....
29.00 to 29.99	96	.....	3	.....	.....
30.00 to 34.99	745	.....	9	.....	.....
35.00 to 39.99	326	.....	6	.....	.....
40.00 to 44.99	97	.....	2	.....	.....
45.00 to 49.99	65	.....	.....	.....	.....
50.00 and over	55	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	4,073	165
Great Britain and Ireland	1,499	25
United States of America	144	3
Australasia	16	.....
Belgium	12	1
France	12	.....
Italy	33	1
Germany and Austria	44	.....
Central European and Balkan States	24	4
Norway, Sweden, Denmark, Finland, etc.	98	1
Russia and Poland	24	.....
Other European country	8	1
China	11	.....
Hindustan	1	.....
Japan	21	1
All other countries	26	.....

TABLE No. 16.

METAL-MINING.

Returns covering 311 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$895,449.00
Clerks, Stenographers, Salesmen, etc	729,953.00
Wage-earners (including piece-workers)	10,462,995.00
Total	$12,088,397.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	6,095	43	July	7,019	55
February	6,003	42	August	7,063	53
March	6,105	41	September	7,039	53
April	6,236	45	October	6,916	57
May	6,672	47	November	6,561	51
June	7,001	51	December	6,169	52

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	13	1	9		1
$6.00 to $6.99	5				5
7.00 to 7.99					
8.00 to 8.99	1	4	1		1
9.00 to 9.99	2	1	4		
10.00 to 10.99	9				
11.00 to 11.99	13	1	2		
12.00 to 12.99	14	3	9		
13.00 to 13.99	4	1	3		2
14.00 to 14.99	6	1	11		2
15.00 to 15.99	8	3	1		
16.00 to 16.99	20		2		2
17.00 to 17.99	25	1	5		2
18.00 to 18.99	73	5	11		3
19.00 to 19.99	44	1	1		
20.00 to 20.99	85	2	4		
21.00 to 21.99	90	2	6		1
22.00 to 22.99	120	3			3
23.00 to 23.99	88	3	1		
24.00 to 24.99	692	7	3		1
25.00 to 25.99	751	3	2		
26.00 to 26.99	200	2	1		
27.00 to 27.99	498	5			
28.00 to 28.99	1,385				
29.00 to 29.99	402				
30.00 to 34.99	2,517	10	1		
35.00 to 39.99	1,071	1	1		
40.00 to 44.99	382	3			
45.00 to 49.99	145				
50.00 and over	120				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	4,346	70
Great Britain and Ireland	1,618	12
United States of America	312	5
Australasia	25	
Belgium	8	
France	31	
Italy	185	1
Germany and Austria	239	1
Central European and Balkan States	458	
Norway, Sweden, Denmark, Finland, etc	1,356	3
Russia and Poland	115	1
Other European country	56	
China	90	
Hindustan		
Japan	25	1
All other countries	135	

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 368 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$1,023,273.00
Clerks, Stenographers, Salesmen, etc	925,075.00
Wage-earners (including piece-workers)	3,345,550.00
Total	$5,293,898.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,388	365	July	2,995	415
February	2,327	378	August	2,908	418
March	2,440	387	September	3,207	451
April	2,575	401	October	2,887	430
May	2,769	398	November	2,793	412
June	2,949	407	December	2,698	420

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	15	22	6		8
$6.00 to $6.99	7	10	5	4	3
7.00 to 7.99	9	13	8	2	1
8.00 to 8.99	12	22	6	5	8
9.00 to 9.99	11	17	1		2
10.00 to 10.99	47	10	6	1	7
11.00 to 11.99	15	15	3		8
12.00 to 12.99	41	35	38	4	8
13.00 to 13.99	37	13	29		6
14.00 to 14.99	113	24	182	2	1
15.00 to 15.99	157	23	87		1
16.00 to 16.99	152	6	33		1
17.00 to 17.99	123	4	19		1
18.00 to 18.99	119	4	21		
19.00 to 19.99	554	13	39		
20.00 to 20.99	127	2	10		
21.00 to 21.99	249		8	1	
22.00 to 22.99	305	1	4		
23.00 to 23.99	113		5		
24.00 to 24.99	312		3		
25.00 to 25.99	178	1	4		
26.00 to 26.99	125	2			
27.00 to 27.99	81	1			
28.00 to 28.99	116				
29.00 to 29.99	27				
30.00 to 34.99	394	1	3		
35.00 to 39.99	135	1			
40.00 to 44.99	73				
45.00 to 49.99	27				
50.00 and over	43				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,521	433
Great Britain and Ireland	1,305	139
United States of America	91	4
Australasia	9	2
Belgium	2	
France	8	1
Italy	35	4
Germany and Austria	45	2
Central European and Balkan States	39	
Norway, Sweden, Denmark, Finland, etc	112	
Russia and Poland	32	9
Other European country	50	
China	25	
Hindustan	11	
Japan	19	12
All other countries	66	6

TABLE No. 18.

OIL-REFINING.

Returns covering 49 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$253,013.00
Clerks, Stenographers, Salesmen, etc.	1,082,248.00
Wage-earners (including piece-workers)	1,026,931.00
Total	$2,362,192.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	619	13	July	778	19
February	606	12	August	835	22
March	612	9	September	832	20
April	623	10	October	826	21
May	670	14	November	706	22
June	762	17	December	656	16

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1		3		
$6.00 to $6.99	3				
7.00 to 7.99					
8.00 to 8.99	1				
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99	3				
12.00 to 12.99	4	1			
13.00 to 13.99		2			
14.00 to 14.99	3				
15.00 to 15.99	23				
16.00 to 16.99	21	1	1		
17.00 to 17.99	10		2		
18.00 to 18.99	12		1		
19.00 to 19.99	92		1		
20.00 to 20.99	36	3	6		
21.00 to 21.99	58		1		
22.00 to 22.99	69	4	1		
23.00 to 23.99	17				
24.00 to 24.99	75		3		
25.00 to 25.99	46	1	2		
26.00 to 26.99	51	3			
27.00 to 27.99	13				
28.00 to 28.99	96				
29.00 to 29.99	7				
30.00 to 34.99	193		1		
35.00 to 39.99	208				
40.00 to 44.99	63				
45.00 to 49.99	11				
50.00 and over	15				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	835	46
Great Britain and Ireland	397	11
United States of America	34	2
Australasia	4	
Belgium		
France	2	
Italy	1	
Germany and Austria	1	
Central European and Balkan States	7	
Norway, Sweden, Denmark, Finland, etc.	108	5
Russia and Poland	3	
Other European country	4	
China	8	
Hindustan		
Japan	12	
All other countries	3	

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 12 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$84,655.00
Clerks, Stenographers, Salesmen, etc.	114,202.00
Wage-earners (including piece-workers)	147,495.00
Total	$346,352.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	122	18	July	134	17
February	123	18	August	131	16
March	132	17	September	133	16
April	138	17	October	124	17
May	137	17	November	124	17
June	138	18	December	124	17

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 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	8			
9.00 to 9.99					
10.00 to 10.99					
11.00 to 11.99			1		
12.00 to 12.99	3	4		1	
13.00 to 13.99	3		1		
14.00 to 14.99	12		3		
15.00 to 15.99	8	2	2		
16.00 to 16.99	8	1	1		
17.00 to 17.99	5		1		
18.00 to 18.99	9				
19.00 to 19.99	6				
20.00 to 20.99	4				
21.00 to 21.99	7				
22.00 to 22.99	6				
23.00 to 23.99	3				
24.00 to 24.99	6				
25.00 to 25.99	8				
26.00 to 26.99	4				
27.00 to 27.99	8				
28.00 to 28.99	14				
29.00 to 29.99	1				
30.00 to 34.99	7				
35.00 to 39.99	4				
40.00 to 44.99	2				
45.00 to 49.99	1				
50.00 and over	1				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	113	14
Great Britain and Ireland	49	4
United States of America	2	1
Australasia		
Belgium		
France		
Italy		
Germany and Austria	1	
Central European and Balkan States	1	
Norway, Sweden, Denmark, Finland, etc.		
Russia and Poland		
Other European country	1	
China		
Hindustan		
Japan		
All other countries		

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 133 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$559,626.00
Clerks, Stenographers, Salesmen, etc.	1,103,446.00
Wage-earners (including piece-workers)	1,853,114.00
Total	$3,516,186.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,108	168	July	1,136	184
February	1,124	168	August	1,123	173
March	1,145	165	September	1,129	172
April	1,138	184	October	1,157	170
May	1,136	174	November	1,164	174
June	1,170	192	December	1,183	182

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	.....	9	5	2	9
$6.00 to $6.99	.....	2	2	2	5
7.00 to 7.99	4	10	3	5	8
8.00 to 8.99	3	15	6	3	8
9.00 to 9.99	5	3	3	.....	6
10.00 to 10.99	11	20	3	1	17
11.00 to 11.99	7	4	6	.....	10
12.00 to 12.99	14	11	21	2	10
13.00 to 13.99	2	3	7	.....	8
14.00 to 14.99	8	5	23	.....	6
15.00 to 15.99	34	9	25	.....	7
16.00 to 16.99	17	1	15	.....	4
17.00 to 17.99	11	1	16	.....	4
18.00 to 18.99	23	2	11	.....	6
19.00 to 19.99	13	.....	3	.....	.....
20.00 to 20.99	38	1	11	.....	6
21.00 to 21.99	12	1	3	.....	3
22.00 to 22.99	29	1	18	.....	2
23.00 to 23.99	17	.....	1	.....	.....
24.00 to 24.99	14	.....	2	.....	2
25.00 to 25.99	44	.....	.....	.....	1
26.00 to 26.99	11	.....	2	.....	3
27.00 to 27.99	25	.....	.....	.....	.....
28.00 to 28.99	16	.....	.....	.....	3
29.00 to 29.99	9	.....	.....	.....	1
30.00 to 34.99	85	.....	2	.....	1
35.00 to 39.99	166	.....	.....	.....	1
40.00 to 44.99	248	.....	1	.....	.....
45.00 to 49.99	110	.....	.....	.....	.....
50.00 and over	87	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,050	244
Great Britain and Ireland	370	37
United States of America	32	2
Australasia	4	1
Belgium	.....	.....
France	1	.....
Italy	1	.....
Germany and Austria	5	.....
Central European and Balkan States	1	.....
Norway, Sweden, Denmark, Finland, etc.	3	.....
Russia and Poland	2	1
Other European country	2	.....
China	.....	.....
Hindustan	.....	.....
Japan	27	.....
All other countries	2	.....

TABLE No. 21.

PULP AND PAPER—MANUFACTURING OF.

Returns covering 14 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$408,519.00
Clerks, Stenographers, Salesmen, etc.	490,682.00
Wage-earners (including piece-workers)	3,177,723.00
Total	$4,076,924.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,069	77	July	2,211	71
February	3,016	71	August	2,248	85
March	2,942	72	September	2,498	91
April	2,896	74	October	2,466	86
May	2,525	74	November	2,480	81
June	2,189	71	December	2,434	77

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2	2	2	.....	.....
$6.00 to $6.99	1	.....	.....	.....	.....
7.00 to 7.99	.....	.....	2	.....	1
8.00 to 8.99	.....	.....	.....	.....	.....
9.00 to 9.99	1	.....	.....	.....	1
10.00 to 10.99	1	1	.....	.....	2
11.00 to 11.99	1	.....	.....	.....	2
12.00 to 12.99	1	1	1	.....	1
13.00 to 13.99	3	1	4	.....	.....
14.00 to 14.99	5	1	2	.....	5
15.00 to 15.99	5	5	14	.....	1
16.00 to 16.99	3	.....	9	1	.....
17.00 to 17.99	16	2	2	.....	1
18.00 to 18.99	108	3	23	.....	1
19.00 to 19.99	223	11	11	.....	2
20.00 to 20.99	38	1	9	.....	.....
21.00 to 21.99	565	17	6	.....	.....
22.00 to 22.99	176	.....	1	.....	.....
23.00 to 23.99	338	.....	.....	.....	9
24.00 to 24.99	98	1	1	.....	2
25.00 to 25.99	246	17	.....	.....	.....
26.00 to 26.99	117	5	.....	.....	.....
27.00 to 27.99	116	2	.....	.....	1
28.00 to 28.99	94	.....	.....	.....	.....
29.00 to 29.99	48	.....	.....	.....	2
30.00 to 34.99	366	1	1	.....	1
35.00 to 39.99	204	.....	.....	.....	1
40.00 to 44.99	78	.....	.....	.....	.....
45.00 to 49.99	39	.....	.....	.....	.....
50.00 and over	45	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,402	80
Great Britain and Ireland	832	14
United States of America	30	.....
Australasia	5	.....
Belgium	.....	.....
France	2	.....
Italy	27	2
Germany and Austria	21	1
Central European and Balkan States	7	.....
Norway, Sweden, Denmark, Finland, etc.	62	5
Russia and Poland	21	.....
Other European country	10	.....
China	84	.....
Hindustan	.....	.....
Japan	494	7
All other countries	146	.....

TABLE No. 22.

SHIP-BUILDING.

Returns covering 42 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$138,133.00
Clerks, Stenographers, Salesmen, etc.	96,091.00
Wage-earners (including piece-workers)	971,614.00
Total	$1,205,838.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	642	2	July	728	8
February	720	3	August	620	9
March	812	3	September	669	8
April	810	3	October	816	3
May	901	3	November	717	3
June	924	5	December	676	3

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	1				4
$6.00 to $6.99	3				
7.00 to 7.99	3				3
8.00 to 8.99					5
9.00 to 9.99	2				3
10.00 to 10.99	2				1
11.00 to 11.99	1	5			7
12.00 to 12.99	1	2			
13.00 to 13.99	2	1			
14.00 to 14.99	3	1			4
15.00 to 15.99	3		3		2
16.00 to 16.99	3		2		2
17.00 to 17.99	2	4	2		3
18.00 to 18.99	9				4
19.00 to 19.99	3	19			
20.00 to 20.99	1		1		
21.00 to 21.99	2				
22.00 to 22.99	369				
23.00 to 23.99	13				
24.00 to 24.99	46				1
25.00 to 25.99	23				
26.00 to 26.99	10				
27.00 to 27.99	29				
28.00 to 28.99	91				
29.00 to 29.99	87				
30.00 to 34.99	228	1			
35.00 to 39.99	228				
40.00 to 44.99	26				
45.00 to 49.99	11				
50.00 and over	4				

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	647	6
Great Britain and Ireland	453	
United States of America	65	
Australasia	1	
Belgium	2	
France	3	
Italy	8	
Germany and Austria	1	
Central European and Balkan States	4	
Norway, Sweden, Denmark, Finland, etc.	37	
Russia and Poland	3	
Other European country	2	
China		
Hindustan		
Japan	48	1
All other countries	2	

TABLE No. 23.

SMELTING.

Returns covering 5 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$272,288.00
Clerks, Stenographers, Salesmen, etc.	783,635.00
Wage-earners (including piece-workers)	4,878,602.00
Total	$5,934,525.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,594	23	July	3,754	25
February	3,515	24	August	3,818	25
March	3,589	25	September	3,765	25
April	3,628	25	October	3,698	25
May	3,704	26	November	3,689	23
June	3,703	25	December	3,603	22

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	76		1		
$6.00 to $6.99	14	1			
7.00 to 7.99	27				1
8.00 to 8.99	20	1			6
9.00 to 9.99	11	1			8
10.00 to 10.99	19	2	1		3
11.00 to 11.99	19		15		2
12.00 to 12.99	20				5
13.00 to 13.99	23	8			10
14.00 to 14.99	20	3			4
15.00 to 15.99	28	5			10
16.00 to 16.99	82	1			2
17.00 to 17.99	53	4			2
18.00 to 18.99	74	1	5		5
19.00 to 19.99	78	3			2
20.00 to 20.99	139	5			4
21.00 to 21.99	218	14	3		3
22.00 to 22.99	317	10			2
23.00 to 23.99	341	14			4
24.00 to 24.99	278	3			
25.00 to 25.99	272	6			1
26.00 to 26.99	227	2			
27.00 to 27.99	208	4			
28.00 to 28.99	259	3			
29.00 to 29.99	168				
30.00 to 34.99	519	1			
35.00 to 39.99	142				
40.00 to 44.99	16				
45.00 to 49.99	2				
50.00 and over					

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	1,765	17
Great Britain and Ireland	1,144	3
United States of America	107	
Australasia	6	
Belgium	6	
France	5	
Italy	411	4
Germany and Austria	55	1
Central European and Balkan States	80	
Norway, Sweden, Denmark, Finland, etc.	158	
Russia and Poland	37	
Other European country	11	
China	3	
Hindustan		
Japan	40	
All other countries	2	

TABLE No. 24.

STREET RAILWAYS, GAS, WATER, LIGHT, POWER, TELEPHONES, ETC.

Returns covering 117 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$834,892.00
Clerks, Stenographers, Salesmen, etc	1,842,838.00
Wage-earners (including piece-workers)	7,472,334.00
Total	$10,150,064.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,701	1,566	July	4,064	1,691
February	3,627	1,565	August	4,088	1,673
March	3,724	1,554	September	4,144	1,633
April	4,010	1,549	October	4,194	1,558
May	4,038	1,599	November	4,131	1,598
June	4,051	1,720	December	4,014	1,625

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	4	.....	5	.....	3
$6.00 to $6.99	1	.....	1	2	.....
7.00 to 7.99	1	3	.....	.....	.....
8.00 to 8.99	23	.....	1	.....	.....
9.00 to 9.99	18	.....	3	5	.....
10.00 to 10.99	17	.....	.....	.....	.....
11.00 to 11.99	24	2	22	.....	.....
12.00 to 12.99	19	1	22	.....	.....
13.00 to 13.99	35	4	19	.....	.....
14.00 to 14.99	152	11	1	.....	.....
15.00 to 15.99	59	5	554	.....	.....
16.00 to 16.99	113	.....	182	.....	1
17.00 to 17.99	53	.....	21	.....	1
18.00 to 18.99	39	.....	104	.....	.....
19.00 to 19.99	491	.....	51	.....	1
20.00 to 20.99	120	.....	533	.....	.....
21.00 to 21.99	112	.....	133	.....	.....
22.00 to 22.99	108	.....	.....	.....	.....
23.00 to 23.99	124	.....	40	.....	4
24.00 to 24.99	321	.....	7	.....	.....
25.00 to 25.99	168	.....	.....	.....	2
26.00 to 26.99	160	.....	.....	.....	2
27.00 to 27.99	412	.....	.....	.....	3
28.00 to 28.99	255	.....	.....	.....	.....
29.00 to 29.99	201	.....	.....	.....	2
30.00 to 34.99	837	.....	1	.....	6
35.00 to 39.99	407	.....	.....	.....	3
40.00 to 44.99	344	.....	.....	.....	.....
45.00 to 49.99	86	.....	.....	.....	.....
50.00 and over	65	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	2,630	1,560
Great Britain and Ireland	2,364	476
United States of America	201	50
Australasia	14	1
Belgium	3	.....
France	8	.....
Italy	85	2
Germany and Austria	61	.....
Central European and Balkan States	60	.....
Norway, Sweden, Denmark, Finland, etc.	149	8
Russia and Poland	50	.....
Other European country	15	2
China	14	.....
Hindustan	3	.....
Japan	.....	.....
All other countries	47	6

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 108 Firms.

Salary and Wage Payments, 1938.

Officers, Superintendents, and Managers	$412,386.00
Clerks, Stenographers, Salesmen, etc	187,752.00
Wage-earners (including piece-workers)	2,045,215.00
Total	$2,645,353.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,571	55	July	2,183	132
February	1,641	58	August	2,302	102
March	1,766	72	September	2,139	106
April	1,926	95	October	2,041	92
May	2,012	129	November	2,021	89
June	2,107	137	December	1,845	74

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	2	5	.....	.....	.....
$6.00 to $6.99	1	4	.....	.....	1
7.00 to 7.99	2	1	1	.....	3
8.00 to 8.99	4	1	.....	.....	1
9.00 to 9.99	2	4	2	3	2
10.00 to 10.99	2	13	4	.....	.....
11.00 to 11.99	6	49	2	.....	.....
12.00 to 12.99	12	116	15	2	1
13.00 to 13.99	30	85	5	.....	6
14.00 to 14.99	93	99	17	1	1
15.00 to 15.99	24	49	29	.....	.....
16.00 to 16.99	56	14	22	2	1
17.00 to 17.99	145	12	7	1	1
18.00 to 18.99	59	3	3	2	.....
19.00 to 19.99	398	49	8	.....	.....
20.00 to 20.99	149	7	3	1	.....
21.00 to 21.99	227	18	1	.....	.....
22.00 to 22.99	84	1	.....	.....	.....
23.00 to 23.99	54	.....	.....	.....	.....
24.00 to 24.99	348	.....	1	.....	.....
25.00 to 25.99	71	1	1	.....	.....
26.00 to 26.99	105	.....	.....	.....	.....
27.00 to 27.99	72	.....	.....	.....	.....
28.00 to 28.99	66	.....	.....	.....	.....
29.00 to 29.99	30	.....	.....	.....	.....
30.00 to 34.99	79	.....	.....	.....	.....
35.00 to 39.99	67	.....	.....	.....	.....
40.00 to 44.99	18	.....	.....	.....	.....
45.00 to 49.99	17	.....	.....	.....	.....
50.00 and over	5	.....	.....	.....	.....

Nationality of Employees.

Country of Origin.	Males.	Females
Canada and Newfoundland	1,843	95
Great Britain and Ireland	464	12
United States of America	36	1
Australasia	3	1
Belgium	5	.....
France	5	.....
Italy	24	2
Germany and Austria	33	4
Central European and Balkan States	47	.....
Norway, Sweden, Denmark, Finland, etc.	113	5
Russia and Poland	64	.....
Other European country	14	.....
China	30	4
Hindustan	3	.....
Japan	71	17
All other countries	26	.....

SUMMARY OF ALL TABLES.

Returns covering 4,895 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1938.

Officers, Superintendents, and Managers	$13,253,401.00	
Clerks, Stenographers, and Salesmen, etc.	14,793,170.00	
Wage-earners (including piece-workers)	94,451,526.00	
		$122,498,097.00
Returns received too late to be included in above Summary	$655,053.00	
Estimated pay-roll of employers in occupations covered by Department's inquiry, and from whom returns were not received	1,400,000.00	
Transcontinental Railways	12,473,225.00	
Dominion and Provincial Government workers	5,500,000.00	
Wholesale and Retail Firms	2,950,000.00	
Delivery, Cartage and Teaming, Warehousing, Butchers, Moving-picture Operators, Coal and Wood Yards, and Auto Transportation	3,550,000.00	
Ocean Services and Express Companies	7,500,000.00	
Miscellaneous	1,500,000.00	
		$35,528,278.00
Total		$158,026,375.00

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	63,786	5,358
February	63,331	5,429
March	68,178	5,609
April	71,896	5,813
May	74,854	5,945
June	76,085	6,913
July	76,309	9,086
August	77,665	9,955
September	78,257	10,073
October	75,162	8,515
November	71,790	7,300
December	66,408	5,824

Nationality of Employees.

Country of Origin.	Males.	Females.
Canada and Newfoundland	52,751	9,445
Great Britain and Ireland	25,282	2,121
United States of America	2,267	189
Australasia	173	14
Belgium	132	8
France	324	46
Italy	1,718	97
Germany and Austria	1,640	205
Central European and Balkan States	2,743	106
Norway, Sweden, Denmark, Finland, etc.	7,846	178
Russia and Poland	1,985	120
Other European country	537	17
China	4,194	52
Hindustan	646	.....
Japan	2,859	734
All other countries	1,003	60

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

For Week of Employment of Greatest Number.	Males.		Females.		Apprentices.
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.	
Under $6.00	234	123	329	54	80
$6.00 to $6.99	95	191	91	67	67
7.00 to 7.99	133	115	353	59	95
8.00 to 8.99	154	174	191	78	126
9.00 to 9.99	220	136	375	80	78
10.00 to 10.99	381	165	536	50	96
11.00 to 11.99	373	199	713	20	73
12.00 to 12.99	950	426	820	93	75
13.00 to 13.99	697	267	967	32	70
14.00 to 14.99	1,293	398	1,396	86	47
15.00 to 15.99	1,570	371	1,517	35	53
16.00 to 16.99	1,964	239	834	20	35
17.00 to 17.99	1,964	140	571	7	26
18.00 to 18.99	2,531	104	654	21	29
19.00 to 19.99	10,207	359	337	11	19
20.00 to 20.99	3,987	79	813	9	19
21.00 to 21.99	5,685	100	301	28	9
22.00 to 22.99	4,691	52	127	5	13
23.00 to 23.99	3,046	47	145	7	18
24.00 to 24.99	7,898	129	104	6	10
25.00 to 25.99	4,763	52	98	4	5
26.00 to 26.99	3,229	45	63	1	6
27.00 to 27.99	3,754	40	44	3	7
28.00 to 28.99	4,370	13	39	2	4
29.00 to 29.99	2,287	12	39	3	6
30.00 to 34.99	13,132	22	93	4	9
35.00 to 39.99	7,060	3	25	4	5
40.00 to 44.99	5,995	4	5	.....	1
45.00 to 49.99	1,654	4	7	.....	.....
50.00 and over	1,667	1	.....	.....	.....
Totals	95,984	4,010	11,587	789	1,081

REPORT OF THE BOARD OF INDUSTRIAL RELATIONS.

Members of the Board.

1. Adam Bell, Deputy Minister of Labour, Chairman.....Parliament Buildings, Victoria.
2. Christopher John McDowell.....1000 Douglas Street, Victoria.
3. Fraudena Eaton.....1902 Blenheim Street, Vancouver.
4. James Thomson.....789 Pender Street West, Vancouver.
5. J. A. Ward Bell.....789 Pender Street West, Vancouver.

Secretary.

Mabel A. Cameron.....Parliament Buildings, Victoria.

Head Office.....Parliament Buildings, Victoria.
Branch Office.....789 Pender Street West, Vancouver.

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

SIR,—The Fifth Annual Report of the Board of Industrial Relations for the year ended December 31st, 1938, is presented herewith.

MEETINGS AND DELEGATIONS.

That it was a busy year is evidenced by the fact that seventy-five sessions were held, some of which took the form of public hearings in Vancouver and Victoria, the balance being regular Board meetings.

Much time is devoted by the Members to hearing delegations representative of many occupations and industries. The Board as a whole met forty-four such groups during 1938, receiving verbal and written information pertaining to their respective businesses and callings, which, in many instances, was presented with a view to having new Orders made or existing Orders altered and revised. Men and women through their Unions, or appearing in individual groups, presented their requests.

To accommodate employees who cannot appear during the day frequent evening sessions have been convened.

When a new Order is under consideration the Board has met employers and employees who would ultimately be affected, sometimes in separate meetings and at other times jointly. Circumstances have to be carefully weighed before a decision is reached regarding the type of meeting to be arranged.

In addition, of course, to material presented at these gatherings, its own officials collect and assemble valuable information for the use of the Board.

NEW OR REVISED ORDERS.

A brief review of Orders and Regulations made during 1938 follows.

The Order relating to the hotel and catering industry for women employees was the subject of important revisions during the year. After holding public inquiries in Victoria and in Vancouver the Board by Order No. 52 reduced the charges that could be made to employees for room and board, made provision for the furnishing and laundering of uniforms without expense to the employee, prohibited deductions for accidental breakages, wrote into the Order the section that entitles every employee to a rest period of twenty-four consecutive hours in each calendar week, and, what has had a very marked effect on learners in the occupation, equalized the rates for beginners of any age, through the permit system.

The former Order allowed girls under 18 to be employed for a training period at lower rates than were permitted for inexperienced employees 18 years of age or over. Now that there is no difference in the rates or length of training period employment opportunities for the unskilled workers have been placed on an even footing. Close check is kept of these employees by means of their permits.

As in former years, a special Order (No. 52A) was put into effect covering resort hotels in unorganized territory during the summer season, enabling them to meet conditions that did not exist in the urban areas.

Order No. 52B prescribed that employees in the hotel and catering industry working on split shifts should have their hours confined within fourteen hours immediately following commencement of work, but one and one-half times her regular rate of pay had to be given to any employee for any portion of her split shift that extended over twelve hours following commencement of her work.

For resort hotels in unorganized territory Order No. 52C granted certain concessions from September 16th, 1938, to June 15th, 1939, which had the effect in many instances of keeping on employees for full-time work after the tourist business ceased. Had the Order not been passed these girls would have been out of employment at the end of the summer.

Orders Nos. 53 and 54 for female and male elevator operators included provisions for improved working conditions that had not been incorporated in the former Orders.

The fruit and vegetable industry each year seems to require special attention from the Board. Orders Nos. 46C and 47C took care of an emergent situation in Kelowna with reference to the dehydrating of apples, and remained in force from March 10th to May 7th, 1938.

Women and men engaged in canning tomatoes were covered by Orders Nos. 46D and 47D.

Order No. 26 relating to the transportation industry was varied by Order No. 26B to allow the Board to approve of a different arrangement respecting the cost of uniforms when applications by employers and employees seemed to justify a variation from the clause in the original Order, which required that uniforms be furnished and kept up without cost to the employee.

To clarify the situation pertaining to bicycle-riders or foot messengers employed exclusively by wholesale or retail establishments, Order No. 26C took them out of the scope of Order No. 26 and placed them definitely under Order No. 59 relating to the mercantile industry.

Order No. 33B amended the Order relating to the occupation of taxicab-driver with reference to the cost of uniforms, giving employers and employees the privilege of making written application to the Board for approval of a different arrangement than provided by Order No. 33, which made it obligatory on employers requiring employees to wear uniforms to furnish them and keep them in repair without cost to the worker.

A new Order No. 58 affecting the carpentry trade in Vancouver and vicinity set a minimum wage of 75 cents per hour, which had a beneficial effect in stabilizing conditions not only in that branch of the construction industry but in other trades as well.

The former Order covering male employees in the mercantile industry was revised as No. 59, the principal changes being in the form of the Order, and adding provisions for semi-monthly payment of wages, the furnishing of uniforms free of cost to employees in cases where uniforms were required by the employers, and for providing a rest period of twenty-four hours each week.

Owing to certain local conditions in the taxicab industry in Victoria and its environs Order No. 60 was made, granting an increase in the daily wage-rate and putting into force new conditions regarding hours, rest periods, uniforms, and the semi-monthly payment of wages.

Prior to the Christmas season supplementary Orders and Regulations were promulgated to meet the exigencies of the trade in mercantile establishments to control working conditions at this busy period, both for men and women employees.

For the first time in its history the Board framed an Order (No. 61) to fix an hourly rate of 40 cents for males engaged in operations in or incidental to the cutting, gathering, hauling, and shipping of trees and evergreens to be used for decorative purposes during the Christmas season. This industry had assumed large proportions in recent years, and in some cases workers spent many hours in the woods gathering trees and boughs, and before their wages had been paid the companies had left the locality and, with no protective Orders, the employees suffered hardships from non-payment or low payment of wages.

REGULATIONS UNDER THE "HOURS OF WORK ACT."

Regulations under the "Hours of Work Act" granted the privilege of a nine-hour day to logging operations east of the Cascades, to bring them into line with a similar ruling affecting sawmills in that area.

Employees working on split shifts in the catering industry as a whole were allowed by Regulation 18A to have their shifts confined within fourteen hours from time of starting work, provided they received one and one-half times their regular rate of pay for any hours that were beyond twelve from the time they started work. Their actual working-hours must not be more than eight.

The taxicab industry, in which hours were previously unlimited, was brought under the Act, but a leeway of six hours per week in excess of forty-eight was granted, with the provision that no employee should be required to work more than nine hours in any one day. This Regulation applied to all parts of the Province except Victoria and vicinity, for which special regulations were made by Order, as stated previously in this Report.

Summaries of the foregoing Orders and Regulations, and subsequent ones made in 1939 prior to the Report going to press, will be found in the Appendix to this section of the Report.

STAFF CONFERENCE.

The annual staff conference was convened in January at Vancouver, all branches of the Department being represented. Inspectors of the Board from outlying parts of the Province were given an opportunity to discuss their numerous problems and talk over their work with officials from headquarters.

During the three days the conference lasted, matters of vital interest from the standpoint of administration and policy were dealt with, all those participating in the discussions receiving valuable assistance from the interchange of views. The correlation of the various branches of the Department was stressed, and the importance of all working in co-operation was emphatically demonstrated.

Informative addresses were given by different officials of the Department. Mr. Robert Morrison, Chief Inspector, took as his topic " Administrative Mechanics " and ably pictured the scope and functions of the Department, with special reference to head office in Victoria. Ideals as well as difficulties were outlined in graphic manner.

Mr. H. Douglas, Factory Inspector, dealt with " Industrial Home-work." He submitted data proving that the amendments to the " Factories Act " had enabled his branch to check home-work in the Province before it had reached a stage that would have made its suppression far from easy.

The question of "Apprenticeship " was informatively presented by Mr. Hamilton Crisford, who is in charge of that phase of the work under the "Apprenticeship Act." He mentioned that in the enforcement of the new legislation and the establishment of new principles or the re-establishment of old, the spirit of reasonableness must be paramount, especially where the co-operation of the apprentice and his parents, the employer and his journeymen, is a requisite to success. It was along those lines that the branch was achieving its good results.

Mr. J. A. Ward Bell, Chief Administrative Officer under the " Trade-schools Regulation Act " enlightened the conference on this comparatively new type of legislation in the Province. It had been the aim of the committee in charge to safeguard the interests of the students, and at the same time protect established trade and industry. Abuses in connection with so-called trade-schools had been corrected under the Act, and reliable schools having registered and complied with the regulations were benefiting in their operations on account of the protection afforded them.

" Methods and Procedure of Minimum Wage Inspections " was the title of the address given by Mr. James Thomson, Member of the Board in charge of the Vancouver Office. Inside the large area under his jurisdiction, with employers of all nationalities, inspection work is a complicated affair. Officials are called upon to exercise much tact and patience when meeting employers and employees on occasions when differences have arisen regarding wages and working conditions, or in the ordinary routine of their investigation work.

The staff under his direction come in contact with all types of employers and, like the balance of the inspection staff, strive to educate those affected by the Orders and Regulations along lines that tend towards co-operation with the Department. As the requirements become better known less trouble is experienced, but new-comers to the Province and a certain type of employer who wilfully misunderstands his obligations necessitate constant vigilance by the Inspectors.

Mr. Thomson stated, however, that whole-hearted co-operation was being given by a substantial proportion of firms, and public-spirited citizens helped in many instances in

imparting information regarding suspected violations. In the latter case the complaints received did not always prove well founded, but investigations were made to check on the data supplied.

Mrs. Rex Eaton, a Member of the Board, gave a thoughtful paper on "Vocational Training in Relation to Labour Legislation." She pointed out that most of the plans adopted by the Departments of Labour and Education in British Columbia had been recommended by the Federal Committee in its Youth Training Project, thereby demonstrating that this Province was keeping up its reputation for leadership in labour affairs.

Vocational and recreational classes for young people had been formed to meet a specific need for the future—training to assist with employment, and recreation to improve health and morale.

The problem of the unemployed was closely bound up with the plans for youth training. Graduates of the vocational classes would eventually be competing for positions in occupations for which minimum wages had been set. Careful direction and thought, therefore, had to be given to this interrelation of governmental activities, and the speaker appealed to the conference for sympathetic understanding of the vocational training classes.

Following these addresses round-table discussions took place at which the conferees had the opportunity to offer suggestions or ask for further explanation of points not extensively covered by the respective speakers in the limited time at their disposal.

At a luncheon meeting the Minister of Labour gave an address which, presented in his usual vivid manner, proved of great benefit to all present. He outlined his ideas of a proper functioning Department, mentioned methods of administration which he approved, warned against the type to be avoided, and definitely stressed the opportunities for advancement by the staff if serious study were given by the individuals to the far-reaching aspects of a labour department whose activities were of such primary importance in an era beset with changing economic problems.

STATISTICS COVERING WOMEN AND GIRL EMPLOYEES.

From 1919 when the original Minimum Wage Board started to collect statistical data covering women and girl employees the practice has been continued each year, and interesting comparisons are available.

Employers are asked to submit figures covering the week of greatest employment.

It has been the custom to show tabulations for a five-year period so that the trend in wages and hours may be studied in a convenient form.

Over a period of years the returns show a gradual increase in the numbers employed, and it is gratifying to note that the forms are more correctly and completely made out each succeeding year.

Statistical forms were received from 4,259 employers of women and girls, an increase of 510 over the 1937 figure. The returns received covered some 26,732 women workers for the year 1938, this figure revealing an increase of 2,648 women and girl employees on the pay-rolls when compared with previous yearly period.

The following tables cover the occupations for which minimum wages have been set by the Board:—

Mercantile Industry.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	538	507	479	421	390
Total number of employees	5,315	5,010	4,723	4,382	4,239
Over 18 years	4,851	4,540	4,326	3,960	3,870
Under 18 years	464	470	397	422	369
Total weekly wages—					
Employees over 18 years	$65,856.44	$60,373.35	$56,086.46	$51,158.70	$48,968.56
Employees under 18 years	$4,695.22	$4,638.65	$3,523.49	$3,353.22	$2,750.77
Average weekly wages—					
Employees over 18 years	$13.58	$13.30	$12.96	$12.92	$12.65
Employees under 18 years	$10.12	$9.66	$8.88	$7.95	$7.45
Percentage of employees under 18 years	8.73%	9.38%	8.40%	9.63%	8.70%
Average hours worked per week	43.48	40.47	40.58	40.38	40.92

Increases are generally evident in the above table. For the year 1938 the number of firms reporting increased by 31, an additional 305 employees being shown over the previous year.

The average weekly wage for women 18 years of age or over rose from $13.30 to $13.58, and for the younger employee the average weekly wage for the year under review stood at $10.12 as against $9.66.

The increase in the average working-hours for 1938 over those of the previous year caused us to make an analysis of the figures submitted. As the figures are given for the busiest week of the year, which in this industry will be one of the weeks prior to Christmas, it was found that one of the larger departmental stores sent in their returns for 1937 when, on account of statutory holidays, their working-week was 42½ hours, while the same firm, with many employees, chose a period for 1938 during which their staff worked from 47 to 48 hours. In view of the employment weight of this firm the whole average would be affected. Close scrutiny of individual forms showed no marked increase in hours generally.

Increased employment in the industry was noticeable in the group containing workers 18 years of age and over. Those under 18 were fewer by six than in the previous year.

LAUNDRY INDUSTRY.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	95	86	81	81	72
Total number of employees	1,095	1,084	991	900	847
Over 18 years	1,029	1,014	911	857	810
Under 18 years	66	70	80	43	37
Total weekly wages—					
Employees over 18 years	$13,565.23	$13,083.49	$11,462.44	$10,517.50	$9,679.17
Employees under 18 years	$567.74	$575.71	$658.04	$406.74	$309.74
Average weekly wages—					
Employees over 18 years	$13.18	$12.90	$12.58	$12.27	$11.95
Employees under 18 years	$8.60	$8.22	$8.23	$9.46	$8.37
Percentage of employees under 18 years	6.03%	6.46%	8.07%	4.78%	4.37%
Average hours worked per week	42.74	41.90	41.94	41.12	39.91

The number of firms reporting in the above industry increased by 9 for the year 1938, the returns covering 1,095 employees as against 1,084 for the previous year.

Average weekly wages for employees over 18 years increased from $12.90 to $13.18, and in the under 18 group from $8.22 to $8.60.

The percentage of employees under 18 years of age continued to drop, the 1938 figures revealing 6.03 per cent. of total in this group as against 6.46 per cent. shown in the previous year.

Average weekly working-hours increased from 41.90 to 42.74.

We are pleased to note a gradual increase in average wages, as this industry is one in which broken time and attendant lowering of earnings is specially noticeable.

HOTEL AND CATERING INDUSTRY.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	765	532	500	429	433
Total number of employees	3,970	3,424	2,961	2,343	2,256
Over 18 years	3,878	3,302	2,878	2,303	2,209
Under 18 years	92	122	83	40	47
Total weekly wages—					
Employees over 18 years	$53,223.45	$46,840.82	$40,265.89	$30,189.28	$29,243.64
Employees under 18 years	$1,058.77	$1,353.11	$956.54	$452.10	$499.15
Average weekly wages—					
Employees over 18 years	$13.72	$14.19	$13.99	$13.11	$13.24
Employees under 18 years	$11.51	$11.09	$11.52	$11.30	$10.62
Percentage of employees under 18 years	2.32%	3.56%	2.80%	1.71%	2.08%
Average hours worked per week	42.95	42.43	42.79	41.31	41.31

As the number of janitresses and women elevator operators throughout the Province does not reach a very high figure these workers have been included with others in the hotel and catering industry. In former years these two classes were actually covered by the Order relating to the public housekeeping industry. The new name—hotel and catering industry—seems to designate the occupation more clearly than the former one.

The number of firms increased from 532 in 1937 to 765 in 1938, with a corresponding gain in employees of 546.

The decrease of 47 cents in the weekly average for the 18-and-over class is due to the fact that the change in the Order permitted unskilled employees 18 years of age and over to be trained at the same figure as the younger girls, which was a reduction from the previous Order. While $14 is the weekly minimum for experienced employees of the older group for a week of 40 to 48 hours, the average recorded above does not disclose wholesale infractions, but, as explained above, the inexperienced employees were included in the figures. On account of the equalization of the rates for learners of all ages it was apparent that employers took advantage of the fact that the older workers could be employed at learners' rates and seemed to prefer to employ them in preference to the younger girls. Both classes had to obtain permits from the Board before they could work at the trainees' rate of pay.

The percentage of girls under 18 fell from 3.56 in 1937 to 2.32 in 1938, although their average wage increased from $11.09 to $11.51.

OFFICE OCCUPATION.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	2,096	1,891	1,848	1,727	1,716
Total number of employees	7,367	5,911	5,344	4,827	4,818
Over 18 years	7,273	5,802	5,280	4,809	4,783
Under 18 years	94	109	64	18	35
Total weekly wages—					
Employees over 18 years	$132,369.27	$106,395.64	$94,789.14	$84,596.16	$82,745.51
Employees under 18 years	$1,115.55	$1,306.60	$645.41	$195.20	$347.80
Average weekly wages—					
Employees over 18 years	$18.20	$18.34	$17.95	$17.59	$17.30
Employees under 18 years	$11.87	$11.99	$10.08	$10.84	$9.94
Percentage of employees under 18 years	1.28%	1.84%	1.20%	0.37%	0.73%
Average hours worked per week	40.16	40.79	40.88	40.79	40.59

This classification continues to employ the greatest number of women employees, returns being received from 2,096 firms for the year 1938, an increase of 205 over the 1937 figure.

Total number of employees reported gained by 1,456, showing a total of 7,367 as against 5,911 for 1937.

The weekly average wage for the experienced workers decreased slightly, the average being $18.20 as against $18.34 for the year previous. Fractional decrease is also noted in the average for the section under 18 years, the average weekly wage standing at $11.87 as against $11.99.

The percentage of younger workers decreased, however, over the previous year.

A drop of more than half an hour a week is noted in the weekly average of working-hours, so the decrease in average wages is balanced by a shorter week.

It is interesting to note some of the numbers receiving the more worth-while salaries. A $65 monthly rate is the legal minimum for experienced employees 18 years of age or over.

There were	1,620	employed at	$65.00	per month.
"	421	"	70.00	"
"	456	"	75.00	"
"	298	"	80.00	"
"	278	"	85.00	"
"	253	"	90.00	"
"	90	"	95.00	"
"	256	"	100.00	"
"	78	"	110.00	"

There were	50	employed at	$115.00	per month.
"	25	"	120.00	"
"	72	"	125.00	"
"	46	"	130.00	"
"	13	"	135.00	"
"	25	"	140.00	"
"	46	"	150.00	"
"	106	"	*more than $150.00 per month.*	

The above figures show those actually receiving the quoted monthly rates, and do not include, for instance, those getting between $65 and $70, or between $70 and $75, and so on down the list.

PERSONAL SERVICE OCCUPATION.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	161	157	138	108	110
Total number of employees	509	481	427	376	384
Over 18 years	495	472	417	374	378
Under 18 years	14	9	10	2	6
Total weekly wages—					
Employees over 18 years	$6,723.47	$6,283.69	$5,486.48	$4,873.84	$4,932.31
Employees under 18 years	$57.75	$45.09	$66.05	$18.00	$10.25
Average weekly wages—					
Employees over 18 years	$13.58	$13.31	$13.16	$13.03	$13.05
Employees under 18 years	$4.13	$5.01	$6.60	$9.00	$1.71
Percentage of employees under 18 years	2.75%	1.87%	2.34%	0.53%	1.56%
Average hours worked per week	37.87	37.85	38.07	36.81	37.95

Included in the above figures are employees of beauty-parlours and theatre ushers. The irregular hours of the latter employees have the effect of reducing the average weekly hours to the low figure of 37.87 per week.

The number of firms filing returns in this classification increased by four over the year previous. Total employees increased from 481 to 509 for the year under revision.

The weekly average for the experienced workers continued to rise, reaching $13.58 from $13.31 in 1937.

FISHING INDUSTRY.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	6	5	6	4	2
Total number of employees	36	37	32	11	11
Experienced	23	26	24	10	11
Inexperienced	13	11	8	1	.....
Total weekly wages—					
Experienced employees	$267.35	$330.84	$234.20	$101.35	$96.85
Inexperienced employees	$134.37	$90.67	$26.73	$4.00	.....
Average weekly wages—					
Experienced employees	$11.62	$12.72	$9.76	$10.13	$8.80
Inexperienced employees	$10.34	$8.24	$3.34	$4.00	.....
Percentage of inexperienced employees	36.11%	29.73%	25.00%	9.09%	.....
Average hours worked per week	34.61	37.02	26.24	25.33	26.50

As the Order of the Board does not cover women workers in fish-canneries, this group comprises a rather negligible number. Fractional changes are noted in the number employed and firms reporting. While the average weekly wage for experienced workers decreased from $12.72 to $11.62, more were employed in the inexperienced group with an increase in average wages in this section from $8.24 to $10.34. As much of the labour in this industry is seasonal and casual, the drop in average weekly hours from 37.02 to 34.61 will no doubt account for the corresponding decrease in the average wage for experienced workers.

Telephone and Telegraph Occupation.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	137	142	124	120	109
Total number of employees	1,815	1,934	1,791	1,689	1,589
Experienced	1,759	1,720	1,571	1,630	1,583
Inexperienced	56	214	220	59	6
Total weekly wages—					
Experienced employees	$32,238.68	$31,284.95	$28,717.26	$27,776.16	$26,909.12
Inexperienced employees	$434.46	$2,497.70	$2,462.93	$673.00	$52.50
Average weekly wages—					
Experienced employees	$18.33	$18.19	$18.28	$17.04	$17.00
Inexperienced employees	$7.76	$11.67	$11.20	$11.41	$8.75
Percentage of inexperienced employees	3.09%	11.06%	12.28%	3.49%	0.38%
Average hours worked per week	40.71	40.59	40.46	39.53	39.75

Included with regular telephone and telegraph company employees are those who operate switchboards in offices and other establishments, such as hotels, hospitals, etc.

Slight decreases are noted in the above table, both in the number of firms reporting and total employees shown.

The average weekly wage for experienced operators increased from $18.19 to $18.33. In the inexperienced group, however, the average wage declined from $11.67 to $7.76, no doubt due to broken time worked by relief operators and casual help.

A very slight increase in weekly hours is evident, the average figure being 40.71 as against 40.59.

As the drop in employment in this occupation occurs largely in the inexperienced section, it is probable that owing to contemplated change to the dial system telephone, training of large numbers of workers at low rates of wages will be no longer necessary.

Manufacturing Industry.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	380	358	314	311	284
Total number of employees	3,085	2,652	2,500	2,310	2,249
Experienced	2,701	2,297	2,167	2,111	1,955
Inexperienced	384	355	333	199	294
Total weekly wages—					
Experienced employees	$40,177.04	$32,469.11	$30,694.89	$29,869.50	$26,975.51
Inexperienced employees	$3,482.01	$3,247.59	$3,015.36	$1,734.50	$2,504.27
Average weekly wages—					
Experienced employees	$14.87	$14.14	$14.16	$14.15	$13.80
Inexperienced employees	$9.07	$9.15	$9.06	$8.72	$8.52
Percentage of inexperienced employees	12.45%	13.39%	13.32%	8.61%	13.07%
Average hours worked per week	41.92	41.65	42.92	43.28	42.34

There were 22 more firms sending in returns, with an increase of 433 employees in this industry over 1937.

In the experienced class of employees the average weekly wage rose to $14.87 from $14.14 for the year previous, this increase of 73 cents being the greatest in any of the occupations covered.

The percentage of inexperienced workers dropped slightly from the 1937 figure. Fractional increase is noted in the average working-hours.

Reference to the summary of Orders will show that the Order covering the manufacturing industry embraces workers in a very diversified group of occupations. Some of the work is seasonal, but in most factories the employees are assured of continuous employment. The practice has been developing lately that when business slackens the work is spread over the entire staff with reduced working-hours. In this way the employer has his entire crew on hand when peak production is required.

FRUIT AND VEGETABLE INDUSTRY.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	81	71	75	71	76
Total number of employees	3,540	3,551	3,155	3,096	2,986
Experienced	3,316	3,298	2,803	2,681	2,680
Inexperienced	224	253	352	415	306
Total weekly wages—					
Experienced employees	$54,275.82	$54,279.51	$41,831.03	$41,167.84	$40,681.77
Inexperienced employees	$2,247.52	$2,650.17	$3,082.70	$4,032.30	$2,824.65
Average weekly wages—					
Experienced employees	$16.37	$16.46	$14.92	$15.36	$15.18
Inexperienced employees	$10.03	$10.48	$8.76	$9.72	$9.23
Percentage of inexperienced employees	6.33%	7.12%	11.16%	13.40%	10.25%
Average hours worked per week	46.90	47.78	46.02	46.68	47.17

Ten more firms filed returns in this industry than in the previous year.

In line with other years the number of experienced workers continued to increase with a corresponding drop in the percentage of inexperienced help.

Only very slight decreases occurred in the average weekly wage-rates, the rates of $16.37 for experienced workers and $10.03 for unskilled employees being in each case only a few cents below the highs reported for 1937.

Slight decreases in wages are understandable in the light of the drop in average working-hours, which decreased from 47.78 to 46.90 for the year under revision.

SUMMARY OF ALL OCCUPATIONS.

	1938.	1937.	1936.	1935.	1934.
Number of firms reporting	4,259	3,749	3,565	3,272	3,192
Total number of employees	26,732	24,084	21,924	19,934	19,379
Over 18 years, or experienced	25,325	22,471	20,377	18,735	18,279
Under 18 years, or inexperienced	1,407	1,613	1,547	1,199	1,100
Total weekly wages—					
Employees over 18 years, or experienced	$398,696.76	$351,341.40	$309,567.79	$280,250.33	$270,232.44
Employees under 18 years, or inexperienced	$13,793.39	$16,405.29	$14,437.25	$10,869.06	$9,299.13
Average weekly wages—					
Employees over 18 years, or experienced	$15.74	$15.64	$15.19	$14.96	$14.78
Employees under 18 years, or inexperienced	$9.80	$10.17	$9.33	$9.07	$8.45
Percentage of employees under 18 years, or inexperienced	5.26%	6.70%	7.06%	6.01%	5.68%
Average hours worked per week	42.42	42.05	41.98	41.79	41.81

Actual figures concerning 26,732 women and girl employees are shown in the above table.

These workers comprise the staffs of 4,259 firms and their aggregate wages and salaries for one week totalled $412,490.15, or an increase of $44,743.46 over the 1937 total.

The experienced employees continued to gain with an average weekly wage of $15.74, this figure again creating a new high for the past six years.

The lowest legal wage for women 18 or over in the various classifications covered by Orders of the Board is $12.75 in the mercantile industry, ranging up to $15.50 in the fishing group. It will be seen, therefore, that taking all classes of employment together, the general average is still above the highest minimum set by law.

While the Orders permit of a 48-hour week, the average week for 26,732 gainfully employed women and girls was only 42.42 hours.

The percentage of employees under 18 years of age or inexperienced further decreased from 6.70 per cent. to 5.26 per cent.

In looking back over all the tabulations it is noted that the average wages in five of the occupations register increases over those of 1937 for the adult or experienced worker, these being the mercantile, laundry, personal service, telephone and telegraph, and manufacturing industries. Slight decreases are recorded in the hotel and catering, office, fishing, and fruit and vegetable groups.

With almost 27,000 gainfully employed women it must be admitted that they are playing an important rôle in the business life of the Province. The figures cover those for whom Orders are made, and it must be remembered that this total does not include domestic workers, fruit-pickers, or farm-labourers, who are excluded from the provisions of the Act.

Returns are not requested for women and girls employed in banks, as their conditions of employment are regulated by the Dominion "Bank Act." Federal employees are likewise not covered by the Provincial legislation, although in most cases their wages and hours compare favourably with those set by the Board's Orders.

Another group to whom the Board's Orders do not apply is comprised of women in fish-canneries. At the time the Fishing Order was made it was realized that many Indian women were engaged in this type of work, and as they are wards of the Dominion Government it was deemed inadvisable for obvious reasons to include them in the Order.

While the total of women workers is an imposing one for 1938, the inclusion of some of the seasonal workers would mean that not all these 27,000 employees have year-round work with the employers who sent in their returns. Fortunately in some cases girls are able to fit into positions where the peak of seasonal work occurs at different times of the year, thus keeping busy for as long as possible over the twelve-month period.

Industry or Occupation.	Legal Minimum Wage for Full-time Experienced Employees.	Receiving Actual Minimum Wage set for Experienced Workers.		Receiving More than Minimum Wage set for Experienced Workers.		Receiving Less than Minimum Wage set for Experienced Workers.		Total.
		No. of Employees.	Per Cent.	No. of Employees.	Per Cent.	No. of Employees.	Per Cent.	
Mercantile	$12.75*	2,019	37.99	2,409	45.32	887	16.69	5,315
Laundry	13.50†	100	9.13	403	36.80	592	54.07	1,095
Hotel and catering	14.00*	1,518	38.24	1,302	32.79	1,150	28.97	3,970
Office	15.00‡	1,620	21.99	4,834	65.62	913	12.39	7,367
Personal service	14.25*	136	26.72	199	39.10	174	34.18	509
Fishing	15.50†	1	2.78	5	13.89	30	83.33	36
Telephone and telegraph	15.00†	132	7.27	1,478	81.43	205	11.30	1,815
Manufacturing	14.00†	382	12.38	1,492	48.36	1,211	39.26	3,085
Fruit and vegetable	14.40†	72	2.03	2,156	60.91	1,312	37.06	3,540
Totals, 1938	.....	5,980	22.37	14,278	53.41	6,474	24.22	26,732
Totals, 1937	.....	5,439	22.58	12,460	51.74	6,185	25.68	24,084

* 40 to 48 hours per week. † 48 hours per week. ‡ 37½ to 48 hours per week.

Increasing from a comparative percentage figure for the previous year, the number of employees included in the returns who were receiving wages in excess of the legal minimum rose to 53.41 per cent. The group receiving less than the rates for experienced employees decreased from 25.68 to 24.22 per cent. This group comprises those younger and less skilled girls for whom lower rates are fixed, and those who are working part time and are thus unable to earn a sum equal to the weekly rate set for full-time employees.

The 1938 percentage of women receiving more than the legal rate is much higher than in 1937, while the figures for those whose wages stand at the actual legal minimum, or are lower for the above-mentioned reasons, are correspondingly less than in the previous year.

The hotel and catering industry, with 38.24 per cent. receiving $14 per week, holds most closely to the rates fixed in the Orders.

The telephone and telegraph occupation continues to pay a high percentage of its employees above the legal minimum, 81.43 per cent. of its total employees receiving more than $15 per week.

Office workers rank next, with 65.62 per cent. having pay-cheques above the legal standard. In the fruit and vegetable industry 60.91 per cent. are able to earn more than the rates fixed in the Orders. Manufacturing employees, amounting to 48.36 per cent., earned more than the $14 minimum. Next in line, the mercantile industry showed 45.32 per cent. of its employees above the fixed minimum rate. In the personal service occupation 39.10 per cent. earned above the legal minimum. Laundry employees above the minimum, 36.80 per cent., and hotel and catering 32.79 per cent.

Each year attention is drawn to the highest weekly wage in each occupation. For 1938 a weekly salary of $65 drew top place in the mercantile industry. The top rating in the laundry, cleaning, and dyeing industry was a weekly wage of $44.40. The highest figure in the hotel and catering industry was $54 per week. Amongst office employees the most remunerative position reported carried with it a salary of $75 per week. In the personal service occupation one employee was recorded as receiving $50 each week. The highest wage earned and reported in the fishing group was $20 weekly. The peak wage in the telephone and telegraph occupation was $41.50, and in the manufacturing industry $50 weekly. In the fruit and vegetable industry one employee was reported as having received $52.30 for her week's work.

TABLE SHOWING NUMBER OF SINGLE, MARRIED, AND WIDOWED EMPLOYEES AND THEIR EARNINGS FOR WEEK REPORTED.

Industry or Occupation.	Single.	Earnings.	Married.	Earnings.	Widowed.	Earnings.	Total Earnings for Week reported.
Mercantile	4,375	$56,878.94	772	$11,034.51	168	$2,638.21	$70,551.66
Laundry	759	9,541.86	297	4,043.06	39	548.06	14,132.98
Hotel and catering	2,671	36,602.14	1,046	14,065.83	253	3,614.25	54,282.22
Office	6,343	114,268.91	835	15,499.14	189	3,716.77	133,484.82
Personal Service	382	4,818.61	110	1,707.80	17	254.81	6,781.22
Fishing	23	236.02	12	150.70	1	15.00	401.72
Telephone and telegraph	1,548	27,621.70	236	4,435.03	31	616.41	32,673.14
Manufacturing	2,289	31,862.54	687	10,020.62	109	1,775.89	43,659.05
Fruit and vegetable	1,856	26,725.44	1,610	28,502.89	74	1,295.01	56,523.34
Totals	20,246	$308,556.16	5,605	$89,459.58	881	$14,474.41	$412,490.15
1938 per cent.	75.74%	.....	20.97%	.....	3.29%	.....	.....
1937 per cent.	75.43%	.....	21.10%	.....	3.47%	.....	.....

The percentage of unmarried employees increased slightly during 1938, so corresponding decreases are noted in the married and widowed classes.

In the fruit and vegetable industry a fairly high proportion of married workers is recorded, but when perishable products come in with a rush all available help must be used. Many of these workers, too, are wives of growers and others vitally interested in the industry.

Since figures have been kept relating to the marital status of women employees very little variation has been noted in the percentages of the different groups.

The returns showed such a negligible number as having been divorced or separated it was not considered necessary to compile separate figures for them, and they were, therefore, included in the totals of the married employees.

TABLE SHOWING YEARS OF SERVICE OF EMPLOYEES WITH EMPLOYERS REPORTING FOR 1938.

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 Years or over.	Number of Employees reported.	Number of Firms reporting.
Mercantile	809	1,920	647	491	278	201	139	100	99	115	105	411	5,315	538
Laundry	9	318	209	135	101	42	27	20	25	33	39	137	1,095	95
Hotel and catering	223	1,562	704	445	272	138	82	83	69	100	58	234	3,970	765
Office	332	1,319	1,078	819	534	448	302	199	207	316	324	1,489	7,367	2,096
Personal service	67	168	62	56	38	30	16	19	7	8	7	31	509	161
Fishing	.....	19	7	.....	.....	.....	4	3	.....	.....	2	1	36	6
Telephone and telegraph	9	283	297	264	130	59	24	15	32	81	120	501	1,815	137
Manufacturing	45	1,033	452	332	221	163	107	88	89	106	93	356	3,085	380
Fruit and vegetable	957	1,223	426	274	186	143	86	71	26	33	22	93	3,540	81
Totals	2,451	7,845	3,882	2,816	1,760	1,224	787	598	554	792	770	3,253	26,732	4,259

The table indicating the length of time each woman employee had been on the staff of the employer who sent in the return, sets out the length of service according to occupation.

It is noted that 7,845 employees were working less than 1 year when the pay-rolls were sent in.

In compiling the figures, the employee in each occupation with the greatest number of years to her credit was noted. In the mercantile industry one employee was listed with 31 years' service. In the laundry, cleaning, and dyeing industry one worker is credited with 34 years' employment in the one firm. A record of 30 years is the highest in the hotel and catering section. One office employee was shown as having served 41 years with the same firm. In the personal service occupation one long-service employee is credited with 23 years' service. In the fishing group one woman has 35 seasons' experience in the industry. Record service in the telephone and telegraph industry is credited to one worker with 35 years' experience with her present firm. One employee in the manufacturing industry has served 34 years with her present employer, and 22 consecutive years is the long-term record in the fruit and vegetable group.

COLLECTIONS AND INSPECTIONS.

During 1938 the Inspectors of the Board made 15,223 personal investigations throughout the Province, an increase of 2,011 over the 1937 figure. In doing this work a thorough check of the pay-roll and working conditions in some places entails a great deal of work, and may necessitate the Inspector working several days at one place before a final report can be made on the activities of a firm whose pay-roll contains hundreds of names. An inspection of this nature would count as one only.

We would like at this time to express appreciation for co-operation extended to the staff in the routine course of its work. This always lightens the duties and establishes a satisfactory relationship between the employer and the Department.

Occasionally, of course, the Inspectors come in contact with employers or their officials who grudgingly give the required information, and thus make the work much more difficult than it should be.

Through negotiation between employer, employee, and the Board's representatives, adjustments were made for arrears of wages in the sum of $53,202.82, of which $38,259.59 represented payments made to male employees and $14,943.23 was turned over to women and girls whose wages had not equalled the amounts required under the respective Orders of the Board.

In addition to this amount, $2,371.56 was ordered paid to employees as results of Court actions, the Minimum Wage Acts having clauses which provide for payment of arrears, when convictions have been obtained for non-compliance with the regulations in so far as they affect wages.

The sum of $55,574.38 is, therefore, a tangible manifestation of protection afforded employees against employers who through ignorance, neglect, or wilful action fail to pay the correct wage.

Cases for collection of wages taken in the Civil Courts by employees themselves to recover amounts due them are naturally not recorded by the Board.

COURT CASES.

The Board's policy has been to refrain from Court action until all other avenues of settlement have been explored, but circumstances do arise which make it necessary to start prosecutions when infractions of the various labour laws occur and amicable settlements cannot be made out of Court.

The following is a summary of Court cases segregated by statutes under which prosecutions were initiated. The nature of the charge and the result of each case are briefly noted:—

	Cases.	Convictions.	Dismissed or Withdrawn.
"Female Minimum Wage Act"	66	57	D., 7; W., 2
"Male Minimum Wage Act"	43	32	D., 8; W., 3
"Hours of Work Act"	76	70	D., 5; W., 1
"Semi-monthly Payment of Wages Act"	28	23	D., 1; W., 4
"Factories Act"	6	6	------- -------
"Criminal Code"	1	1	------- -------
Totals	220	189	21; 10

"Female Minimum Wage Act."

Name of Employer.	Charge.	Sentence and Remarks.
Patricia Café, Cranbrook	Failure to pay minimum wage	Fined $25; costs, $2.75; arrears, $8.75.
A. Sciarreti, Rossland	Failure to pay minimum wage	Suspended sentence; ordered to pay arrears of $10.58.
George Clerihen, Trail	Failure to produce records	Fined $25 and $2.50 costs.
New Coleen Grocery and Confectionery, 1116 Robson Street, Vancouver	Failure to pay minimum wage	Dismissed.
Orida Kosi, 503 Granville Street, Vancouver	Failure to pay minimum wage (two charges)	Fined $75; costs, $5; ordered to pay arrears of $5.80.
Walter Askew, Natal	Failure to keep true and correct records	Fined $10 and $3.75 costs.
Cook's Quality Meat Market, Natal	Failure to pay minimum wage	Fined $25 and ordered to pay arrears of $195.
National Grocery, Robert Hesleton, Natal	Failure to produce all records	Fined $10 and $3.75 costs.
C. H. Lutch, 303A Pender Street West, Vancouver	Failure to pay minimum wage	Fined $25; costs, $2.50; and ordered to pay arrears of $32.60.
C. H. Lutch, 303A Pender Street West, Vancouver	Failure to pay minimum wage	Costs $2.50 and ordered to pay arrears of $27.30.
C. H. Lutch, 303A Pender Street West, Vancouver	Failure to keep records	Fined $10 and $2.50 costs.
John Shean, Creston	Failure to pay minimum wage	Dismissed.
Alexandria Hotel, Tony Svec, Natal	Failure to pay minimum wage	Fined $25 and $2 costs; ordered to pay arrears of $101.67.
Mrs. K. Tatebe, 620 Sixth Street, New Westminster	Failure to keep true and correct records	Fined $10 and costs or ten days.
Tourist Hotel, 348 Columbia Avenue, New Westminster	Failure to produce records	Fined $10.
Tourist Hotel, 348 Columbia Avenue, New Westminster	Failure to keep records	Withdrawn.
Yates Grocery, Frank Yates, Natal	Failure to pay minimum wage	Fined $25 and $2.50 costs; ordered to pay arrears of $44.60.
Yates Grocery, Frank Yates, Natal	Failure to pay minimum wage	Fined $25 and ordered to pay arrears of $102.04.
B.C. Café, Charlie Yen, Natal	Failure to pay minimum wage	Fined $25 and ordered to pay arrears of $56.02.
B.C. Café, Charlie Yen, Natal	Failure to pay minimum wage	Fined $25; costs, $2; ordered to pay arrears of $39.91.
Venetia Hotel, Pete Zoretti, Natal	Failure to pay minimum wage	Fined $25; costs, $2; ordered to pay arrears of $104.75.
Spiro's Café, 824 Granville Street, Vancouver	Failure to pay minimum wage (six charges)	Costs $7.50 and ordered to pay following amounts: $18.60, $10.60, $8.25, $11.60, $9.60, $2.
City Café (Tom Gee), Rossland	Failure to pay minimum wage	Costs $2.50 and ordered to pay arrears of $20.
Mrs. Grace Hall, Kimberley	Failure to give information to an Inspector (sec. 16 (*d*))	Suspended sentence.
Commodore Hotel, Phillip Morissette, Wells	No register; records of hours and wages incomplete	Fined $10 and $4.50 costs or one month.
Crystal Café (Dick Moon), Wells	No records	Fined $10 and $4.50 costs or one month.

COURT CASES—*Continued.*

"FEMALE MINIMUM WAGE ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
De Luxe Café, Wm. C. Wing, Wells	No records	Fined $10 and $4.50 costs or one month.
Best Café, Mr. A. Floeting, 844 Pender Street West, Vancouver	Failure to keep records	Fined $10.
Best Café, Mr. A. Floeting, 844 Pender Street West, Vancouver	Failure to launder uniforms	Costs $2.50.
Portland Hotel, Victoria	Failure to keep records	Suspended sentence.
H. Taylor, Trail	Failure to pay minimum wage	Fined $25; costs, $4; ordered to pay arrears of $33.60.
Empire Café, Kamloops	Failure to pay minimum wage (two charges)	Fined $25 each charge; ordered to pay arrears of $69.
Pete Zaratte, Natal	Failure to pay minimum wage	Withdrawn.
Killas & Christopher, Commodore Café, Prince Rupert	Failure to give employee rest period of twenty-four consecutive hours in each calendar week	Fined $25; in default, distress.
S. H. Bradley, c/o Bradley & Jackson, Clayburn	Failure to pay minimum wage	Fined $25 and pay arrears of $97.55.
Golden Pheasant Café, Chew Sing, Prince George	Failure to pay minimum wage	Fined $25 and pay arrears of $55.
National Café, J. George, Prince George	Failure to keep records	Suspended sentence.
National Café, J. George, Prince George	Failure to pay minimum wage	Fined $25 and pay arrears of $85.
Pacific Co-operative Union, Mission	Failure to keep records	Fined $10; costs, $2.75.
Pacific Co-operative Union, Mission	Failure to pay minimum wage	Dismissed.
Prince George Grill, George Kolias, Prince George	Failure to pay minimum wage	Fined $25 and pay arrears of $77.
Prince George Grill, George Kolias, Prince George	Excessive hours	Suspended sentence.
Prince George Grill, George Kolias, Prince George	Failure to give employee rest period of twenty-four consecutive hours in each calendar week	Suspended sentence.
Retail Credit Grantors Bureau, Ltd., 535 Georgia Street West, Vancouver	Excessive hours	Suspended sentence; costs, $2.50.
Shasta Café, Wm. Manson, Prince George	Excessive hours	Suspended sentence.
Shasta Café, Wm. Manson, Prince George	Failure to pay minimum wage	Fined $25 and pay arrears of $55.
Shasta Café, Wm. Manson, Prince George	Failure to pay minimum wage	Fined $25 and pay arrears of $149.50.
Shasta Café, Wm. Manson, Prince George	Excessive hours	Suspended sentence.
Shasta Café, Wm. Manson, Prince George	Failure to give employee rest period of twenty-four consecutive hours in each calendar week	Suspended sentence.
Shasta Café, Wm. Manson, Prince George	Failure to give employee rest period of twenty-four consecutive hours in each calendar week	Suspended sentence.
Allan Hotel Grill, Wade Ricketts, Rossland	Failure to produce records	Fined $10; costs, $2.50.
Brown Derby Café, Thos. Sheils, Jr., 2735 Granville Street, Vancouver	Failure to pay minimum wage	Fined $25; costs, $2.50; and pay arrears of $33.60.
May Fayolle, 3890 Hudson Street, Vancouver	Failure to produce records	Dismissed.
May Fayolle, 3890 Hudson Street, Vancouver	Failure to pay minimum wage	Dismissed.
May Fayolle, 3890 Hudson Street, Vancouver	Failure to post notice	Dismissed.
May Fayolle, 3890 Hudson Street, Vancouver	Failing to produce records. Court decided employee was domestic servant	Dismissed.
Grandview Hospital, 1090 Victoria Drive, Vancouver	Failure to pay minimum wage	Fined $25 and ordered to pay arrears of $104.60.
National Café, Prince George	Failure to pay minimum wage	Fined $25 and ordered to pay arrears of $79.45.
Right Lunch Café, Nelson	Failure to pay minimum wage	Fined $25 and ordered to pay arrears of $36.53.

COURT CASES—*Continued.*

"MALE MINIMUM WAGE ACT."

Name of Employer.	*Charge.*	*Sentence and Remarks.*
Mrs. R. Di Pasquale, Trail	Failure to pay minimum wage	Dismissed.
J. J. Hawryluck, Agassiz	Failure to pay minimum wage (two cases)	Dismissed.
John Nicholas, Vancouver	Failure to pay minimum wage (three cases)	One dismissed, two withdrawn.
Victor Ross, Trail	Failure to pay minimum wage	Suspended sentence; paid arrears, $130; costs, $20.90.
Wm. Konkin, Castlegar	Failure to pay minimum wage	Fined $50 and $6.80 costs.
Wm. Morosoff, Castlegar	Failure to produce records	Fined $10 and $4.50 costs or thirty days.
B.C. Bakery, Natal	Failure to keep true and correct records	Fined $10.
Cook's Quality Meat Market, Natal	Failure to keep true and correct records	Fined $10 and $2 costs.
Nick Harshenin, Brilliant	Failure to keep true and correct records in English language	Suspended sentence; costs, $3.75.
Central Meat Market, John Oley, Natal	Failure to keep true and correct records	Fined $25 and $2 costs.
Natal Meat Market, Frank Svec, Natal	Failure to keep true and correct records	Fined $20 and $2 costs.
K. H. Sing, General Store, Wells	Failure to keep proper register and records	Fined $10 and $4.50 costs or one month.
Deep Bay Logging Co., Ltd., Fanny Bay	Failure to pay minimum wage	Fined $50; costs, $2.50; and pay arrears of $19.20.
W. Hutton, Cumberland	Failure to pay minimum wage	Fined $50; costs, $2.50.
Royston Lumber Co., Ltd., Royston	Failure to pay minimum wage	Fined $50; costs, $2.50.
Chilliwack Bakery, Ltd., Chilliwack	Failure to pay minimum wage	Suspended sentence; costs, $4.50; arrears, $19.20.
Consolidated Cleaners and Dyers, 3243 Main Street, Vancouver	Failure to produce records	Dismissed.
Olive Palmer, Engle Lodge, 786 Bute Street, Vancouver	Failure to pay minimum wage	Costs, $3.50; ordered to pay $22.80.
Olive Palmer, Engle Lodge, 786 Bute Street, Vancouver	Excessive hours	Dismissed.
Olive Palmer, Engle Lodge, 786 Bute Street, Vancouver	Failure to allow employee twenty-four successive hours off duty	Suspended sentence; costs, $2.50.
Mayo Bros. Timber Co., Ltd., Paldi	Failure to keep true and correct records	Fined $50.
Pioneer Hallock Box Co., M. Shibuya, 662 Alexander Street, Vancouver	Failure to pay wages	Fined $10; costs, $2.50.
Pioneer Hallock Box Co., M. Shibuya, 662 Alexander Street, Vancouver	Failure to pay wages	Suspended sentence; costs, $2.50.
Ruskin Box Manufacturing Co., M. S. Takumaga, Ruskin	Failure to pay wages	Fined $10 and costs.
New Laundry, Prince Rupert	Failure to pay minimum wage	Dismissed.
Powell Lake Shingle Co., Ltd., J. F. Jameson, Powell River	Failure to pay minimum wage	Fined $50 and ordered to pay arrears of $40.75.
Chilliwack Cartage Co., Ltd., Chilliwack	Failure to keep true and correct records	Fined $10; costs, $4.75.
Y. Takimoto, Mission	Failure to pay minimum wage	Fined $50 and pay arrears of $29.55.
Ahar Singh, 1763 Second Avenue West, Vancouver	Failure to pay minimum wage (three charges)	Fined $50 and costs and pay arrears of $161.75.
N. H. Davis, Vancouver	Refusal to give information to person authorized in writing by the Chairman of the Board of Industrial Relations	Fined $10.
Dominion Bakery, Tony Crncich, 2342 Hastings Street East, Vancouver	Failure to keep records	Fined $10.
Edwards Manufacturing Co., 823 Union Street, Vancouver	Failure to pay minimum wage	Ordered to pay arrears of $16.51.
New Pier Café, S. Muraki, 220 Main Street, Vancouver	Failure to keep true and correct records	Fined $35.
Patterson Fuel, 2804 Main Street, Vancouver	Failure to keep records	Dismissed.

COURT CASES—*Continued.*

"MALE MINIMUM WAGE ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Patterson Fuel, 2804 Main Street, Vancouver	Failure to produce records	Withdrawn.
Rama, Queensborough	Failure to produce records	Fined $10.
Eli Sopon, Crescent Valley	Failure to pay minimum wage	Ordered to pay arrears of $69.20.
Eli Sopon, Crescent Valley	Failure to pay minimum wage	Fined $50; costs, $24; and ordered to pay arrears of $27.60.

"HOURS OF WORK ACT."

Name of Employer.	Charge.	Sentence and Remarks.
P. Bain Lumber Mills, Ltd., Whonnock	Failure to post schedule of hours (two cases)	Fined $25 and costs in each case.
P. Bain Lumber Mills, Ltd., Whonnock	Excessive hours (two cases)	Fined $10 and costs in each case.
Canadian Pacific Railway Co., Empress Hotel, Victoria.	Working hours in excess of those allowed in the case of split shifts (four charges)	Fined $10 on each charge.
Safeway Stores, A. J. McLeod, manager, Trail	Working employee outside of hours shown on schedule	Withdrawn.
F. W. Collings, Trail	Working male employee over eight hours in the day	Fined $25 and $2.50 costs.
Nils Noren, Trail	Working male employee over forty-eight hours, week of May 1–7, 1938	Fined $25 and $2.50 costs.
John Penverseff, Trail	Failure to keep true and correct records	Suspended sentence; paid $2.50 costs.
Loy Kee Laundry, 217 Georgia Street East, Vancouver	Failure to post schedule of hours	Suspended sentence; costs, $2.50.
T. Chake, Chake Fish Market, 262 Powell Street, Vancouver	Employing a person in excess of the hours fixed on notice	Fined $25.
Haney Meat Market, Haney	Employing a person in excess of the hours fixed on notice	Fined $25; costs, $4.50.
H. Hayashi, 269 Powell Street, Vancouver	Employing a person in excess of the hours fixed on notice	Fined $25.
O.K. Stores, 2481 Hastings Street East, Vancouver	Employing a person in excess of the hours fixed on notice	Fined $25.
Superior Stores (B.C.), Ltd., Vancouver	Employing a person in excess of the hours fixed on notice	Fined $25.
C. E. Disher, 1152 Twenty-third Avenue East, Vancouver	Employing a person in excess of the hours fixed on notice	Suspended sentence; costs, $2.50.
Keefer Laundry, Wong June, 238 Keefer Street, Vancouver	Employees working outside hours as posted (three charges)	Dismissed.
T. Nakamura, Star Market, 353 Powell Street, Vancouver	Employing a person outside hours fixed on schedule	Fined $25; costs, $2.50.
Powell Box Factory, Masayoshi Fujimoto, 1260 Powell Street, Vancouver	Failure to keep true and correct records	Fined $10; costs, $2.50.
Powell Box Factory, Masayoshi Fujimoto, 1260 Powell Street, Vancouver	Failure to post schedule of hours	Suspended sentence; costs, $2.50.
Union Fish Co., Ltd., Vancouver	Employing person outside hours fixed on schedule	Fined $25; costs, $2.50.
Sam Wise, Trail	Employing person outside hours fixed on schedule (two charges)	Fined $25 and costs, $2.50; second charge dismissed.
New Laundry, Samuel Currie, Prince Rupert	Failure to keep proper records	Fined $10; default, seven days' imprisonment.
Kapoor Lumber Co., Ltd., Sooke Lake	Failure to keep proper records	Fined $10; costs, $2.50.
Lake Logging Co., Ltd., Lake Cowichan	Excessive hours	Fined $10; costs, $1.75.
Richard Rydeen, Lake Cowichan	Excessive hours	Fined $10; costs, $3.75.
Maikawa, Limited, 333 Powell Street, Vancouver	Employing person outside the hours posted	Fined $25; costs, $2.50.
Powell Lake Shingle Co., Ltd., J. F. Jameson, 119 Pender Street West, Vancouver	Excessive hours	Fined $25.

COURT CASES—*Continued.*

"HOURS OF WORK ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Leong Bun, 1602 Commercial Drive, Vancouver	Employing person outside the hours posted	Fined $25 and $2.50 costs; in default, distress; and in default of distress, ten days in jail.
McGavins, Limited, Chilliwack	Employing person outside the hours posted	Fined $25 and $4.75 costs.
McGavins, Limited, Chilliwack	Failure to post schedule of hours	Suspended sentence.
Leong Bun, 1602 Commercial Drive, Vancouver	Employee working outside hours shown on schedule	Fined $35; costs, $2.50.
Dominion Furniture Co., 1062 Granville Street, Vancouver	Failure to post notice	Fined $10.
Dominion Furniture Co., 1062 Granville Street, Vancouver	Failure to notify employee of hours at which work begins and ends	Suspended sentence; costs, $2.50.
Fairmont Market, 4201 Main Street, Vancouver	Working employees outside hours on schedule	Fined $25; costs, $2.50.
Fairmont Market, 4201 Main Street, Vancouver	Working employees outside hours on schedule	Suspended sentence; costs, $2.50.
Ideal Showcase & Fixture Co., 1965–75 Main Street, Vancouver	Excessive hours	Fined $25; costs, $2.50.
Bun, Leong, 1187 Commercial Drive, Vancouver	Employee working outside hours shown on schedule	Fined $25; costs, $2.50.
Mark Joe, Cranbrook	Failure to keep true and correct records	Fined $10.
Wallace Bakery, R. W. Hall, Kimberley	Failure to produce records	Fined $10; costs, $2.75.
Western Produce Company, 4178 Main Street, Vancouver	Excessive hours	Fined $25; costs, $2.50.
A. E. Burnett, 251 Eighteenth Avenue West, Vancouver	Failure to produce records	Fined $20 and costs.
A. E. Burnett, 251 Eighteenth Avenue West, Vancouver	Failure to post notice	Dismissed.
Jang Wah and Mew Chon Jawg, Commercial Fruit, 1144 Commercial Drive, Vancouver	Employee working outside hours shown on schedule	Suspended sentence; costs, $2.50.
Mitchell Lumber Co., Ltd., Mitchell Island	Failing to produce records	Suspended sentence.
Peter Yee, Muir Café, 106 Hastings Street East, Vancouver	Failure to keep records	Fined $10; default, five days.
T. Iwata, Newton Café, 168 Powell Street, Vancouver	Failure to post schedule	Fined $25; default, ten days.
K. Tanaka, New Fish Market, 394 Powell Street, Vancouver	Failure to post schedule	Fined $25; costs, $2.50.
Ontario Fuel, Granville Island, Vancouver	Failure to post schedule	Fined $25; default, ten days.
Trocadero, Ltd., 156 Hastings Street West, Vancouver	Employee working hours outside those shown on schedule	Costs, $2.50.
Blue Owl Café, John Michas, 1743 Burrard Street, Vancouver	Failure to post schedule	Fined $25.
B.C. Bakery Co., N. W. Ham, 1500 Hastings Street East, Vancouver	Failure to keep records	Costs, $2.50.
Robert Beaton, 3159 Twenty-eighth Avenue East, Vancouver	Being an employee did work in excess of eight hours in one day	Fined $10; costs, $2.50.
J. S. Browne, Penticton	Failure to produce records	Fined $20.
Chong Hee Fruit Market, 739 Columbia Street, New Westminster	Failure to post notice	Fined $25.
Commercial Taxi Co., 638 Helmcken Street, Vancouver	Employee working hours outside those shown on schedule	Costs, $5.
Edwards Manufacturing Co., 823 Union Street, Vancouver	Excessive hours	Fined $25.
Liberty Café, Blonde Tong, 941 Granville Street, Vancouver	Failure to post schedule	Fined $25.
McGavin Bakeries, Ltd., Victoria	Excessive hours (nine charges)	Fined $25.
Scott's, Ltd., 722 Granville Street, Vancouver	Employee working hours outside those shown on schedule	Suspended sentence.
Thompson & Clark, Bowser	Excessive hours	Fined $10; costs, $2.50.
Thompson & Clark, Bowser	Excessive hours	Suspended sentence.

COURT CASES—*Continued.*

"SEMI-MONTHLY PAYMENT OF WAGES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Fort Langley Sawmills, Ltd., Fort Langley	Failure to pay wages semi-monthly	Fined $100.
Fort Langley Sawmills, Ltd., Fort Langley	Failure to pay wages semi-monthly	Suspended sentence.
W. R. Rough, Vancouver	Failure to pay wages semi-monthly	Suspended sentence.
W. Eaton, Whonnock	Failure to pay wages semi-monthly	Fined $100 and costs or sixty days.
K. Kaminura, Hatzic Prairie	Failure to pay wages semi-monthly	Fined $100 and costs or sixty days.
J. H. Norman, Fort Steele	Failure to pay wages semi-monthly	Arrears paid, charge withdrawn.
G. D. Parker Logging Co., Ltd., Standard Bank Building, Vancouver	Failure to pay wages semi-monthly	Fined $250 and costs.
G. D. Parker Logging Co., Ltd., Standard Bank Building, Vancouver	Failure to pay wages semi-monthly	Fined $250 and costs.
F. W. Scott, Port Coquitlam	Failure to pay wages semi-monthly	Suspended sentence.
F. W. Scott, Port Coquitlam	Failure to pay wages semi-monthly	Suspended sentence.
Frank Willis, Port Coquitlam	Failure to pay wages semi-monthly	Suspended sentence.
Martin Ross & Sons, Harrison Mills	Failure to pay wages semi-monthly	Suspended sentence.
Martin Ross & Sons, Harrison Mills	Failure to pay wages semi-monthly	Fined $100 and costs; default sixty days.
W. D. Jones, Straiton	Failure to pay wages semi-monthly	Suspended sentence.
Duncan McAllister, Courtenay	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $67.
Enos W. Brooks, Parksville	Failure to pay wages semi-monthly	Suspended sentence; costs, $1.75.
R. Eveleigh, Lake Cowichan	Failure to pay wages semi-monthly	Suspended sentence; ordered to pay arrears, $113.
T. Odamura, Growers Box Manufacturing Co., Haney	Failure to pay wages semi-monthly	Fined $10 and costs.
L. F. McDorman, Manson Creek	Failure to pay wages semi-monthly	Fined $200 and $2.50 costs.
S. H. Bradley, c/o Bradley & Jackson, Clayburn	Failure to pay wages semi-monthly	Suspended sentence.
L. Frederickson, Steelhead	Failure to pay wages semi-monthly	Fined $100 and costs.
L. Frederickson, Steelhead	Failure to pay wages semi-monthly	Fined $100 and costs.
Bert McDonald, Lost Creek Gold Placers, Ltd., North Vancouver	Failure to pay wages semi-monthly	Withdrawn.
Fred Saunders, Steelhead	Failure to pay wages semi-monthly	Withdrawn.
Fred Saunders, Steelhead	Failure to pay wages semi-monthly	Fined $100.
Gust Norgren, Mission	Failure to pay wages semi-monthly	Withdrawn.
Art Bellos, Quesnel	Failure to pay wages semi-monthly	Suspended sentence; costs, $5.25.
R. J. Upton & Associates, 339 Pender Street West, Vancouver	Failure to pay wages semi-monthly	Dismissed.

"FACTORIES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Nelson Laundries, Ltd., Vancouver	Excessive hours	Fined $50 and costs, $2.50.
Guarantee Cleaners & Dyers, Izzy Harrison, 1100 Union Street, Vancouver	Excessive hours	Fined $50; costs, $2.50 or thirty days.
Nu-Way Cleaners & Dyers, Jack Zacks, 1656 Fourth Avenue West, Vancouver	Excessive hours	Fined $50; costs, $2.50 or thirty days.
Toshio Odamura, Growers Box Supply Co., Haney	Excessive hours	Fined $50; costs, $2.50.
Famous Foods, Limited, 1315 Hastings Street East, Vancouver	Employing female employee so that her health was likely to be injured (sec. 12)	Fined $50 and costs.
Imperial Laundry, John Cook, Nanaimo	Employing persons on Remembrance Day	Fined $50 and costs.

COURT CASES—*Continued.*

"CRIMINAL CODE."

Name of Employer.	Charge.	Sentence and Remarks.
David B. Munroe, Red Gap	Corruptly receiving money from employees	Committed to higher Court.

Above case tried at the Nanaimo Assizes. Jury returned verdict of "Guilty"; fined $200.

COMPARATIVE WAGES, 1918, 1936, 1937, 1938.

It was in 1918 that the first figures were compiled relating to women employees in the Province, and it is interesting to note the trend in wages in the non-seasonal occupations during the past three years, with the rates of 20 years ago in juxtaposition.

The tables that follow, in addition to wage comparisons, also show a very marked drop in employment percentages of the younger or inexperienced worker.

MERCANTILE INDUSTRY.

	1918.	1936.	1937.	1938.
Average weekly wages—				
Employees over 18 years	$12.71	$12.96	$13.30	$13.58
Employees under 18 years	$7.70	$8.88	$9.66	$10.12
Percentage of employees under 18 years	15.49%	8.40%	9.38%	8.73%

LAUNDRY INDUSTRY.

Average weekly wages—				
Employees over 18 years	$11.80	$12.58	$12.90	$13.18
Employees under 18 years	$9.78	$8.23	$8.22	$8.60
Percentage of employees under 18 years	21.80%	8.07%	6.46%	6.03%

HOTEL AND CATERING INDUSTRY.

Average weekly wages—				
Employees over 18 years	$14.23	$13.99	$14.19	$13.72
Employees under 18 years	$11.77	$11.52	$11.09	$11.51
Percentage of employees under 18 years	5.51%	2.80%	3.56%	2.32%

OFFICE OCCUPATION.

Average weekly wages—				
Employees over 18 years	$16.53	$17.95	$18.34	$18.20
Employees under 18 years	$10.88	$10.08	$11.99	$11.87
Percentage of employees under 18 years	7.45%	1.20%	1.84%	1.28%

PERSONAL SERVICE OCCUPATION.

Average weekly wages—				
Employees over 18 years	$13.83	$13.16	$13.31	$13.58
Employees under 18 years	$6.96	$6.60	$5.01	$4.13
Percentage of employees under 18 years	15.38%	2.34%	1.87%	2.75%

TELEPHONE AND TELEGRAPH OCCUPATION.

Average weekly wages—				
Experienced employees	$15.55	$18.28	$18.19	$18.33
Inexperienced employees	$11.90	$11.20	$11.67	$7.76
Percentage of inexperienced employees	8.70%	12.28%	11.06%	3.09%

MANUFACTURING INDUSTRY.

Average weekly wages—				
Experienced employees	$12.54	$14.16	$14.14	$14.87
Inexperienced employees	$9.57	$9.06	$9.15	$9.07
Percentage of inexperienced employees	28.64%	13.32%	13.39%	12.45%

SPECIAL LICENCES.

In order to allow unskilled employees to start work on a fair competitive basis with those who have gained experience, and to compensate employers for time spent in training new help, provision is made in the Minimum Wage Acts for the issuance of licences which may set out lower rates than those established for the experienced employees.

Application forms are required to be filled in by the would-be licensee and the employer before the licences are granted, and a check is made to see if the circumstances are such that benefit would result to the employee and employer by the issuance of a licence.

The Act limits the number that may be issued to a firm to not more than one-seventh of the total number of female employees in any plant. Where less than seven are on the staff one licence may be issued.

When the application forms disclose previous experience in the line of work desired, credit is given the employee and the licence is made out for the appropriate period. The Orders relating to women's work in the different occupations set out definitely the rates and length of time leading up in a graduated scale to the minimum for experienced employees.

Details for learners' wages will be found in the section of the Report summarizing the Orders.

During 1938 a total of 703 special licences were issued to inexperienced women and girls. They were spread over the occupational groups as follows:—

Name of Industry or Occupation.	Number of Licences issued.
Personal service	11
Laundry, cleaning, and dyeing	55
Mercantile	84
Manufacturing	104
Office	223
Hotel and catering	226
Total	703

The Order covering male employees in the mercantile industry allows permits in two age-groups for beginners between 18 and 21 and from 21 to 24 years.

There were 156 permits issued under this Order, and it was gratifying to note that in many instances the employers agreed to start the youthful trainees at a wage slightly in advance of those required by the Order, and the permits in such cases were made out on the higher wage-levels.

"HOURS OF WORK ACT."

Since the "Hours of Work Act" became effective the Board has shown the average hours by industries, and the accompanying table sets out comparative figures for the years 1930 to 1938, inclusive.

It will be noted that with thirty industries covered, eight reveal fractional increases in the average weekly hours worked, the remaining twenty-two registering decreases.

COMPARATIVE FIGURES, 1930 TO 1938.

Year.	Firms reporting.	Employees reported.	48 Hours or less per Week.	Between 48 and 54 Hours per Week.	In excess of 54 Hours.
			Per Cent.	Per Cent.	Per Cent.
1930	4,704	87,821	77.60	13.36	9.04
1931	4,088	84,791	83.77	6.79	9.44
1932	3,529	68,468	80.36	7.70	11.92
1933	3,530	71,185	77.95	10.93	11.12
1934	3,956	75,435	85.18	5.76	9.06
1935	4,153	81,329	88.78	5.26	5.96
1936	4,357	90,871	87.12	6.42	6.46
1937	4,711	102,235	89.31	4.57	6.12
1938	4,895	96,188	88.67	5.29	6.04

The average weekly working-hours for all employees for same years being:—

1938	46.84
1937	47.25
1936	47.63
1935	47.17
1934	47.32
1933	47.35
1932	47.69
1931	47.37
1930	48.62

The 4,895 industrial firms submitting forms to the Department of Labour gave information regarding hours covering 96,188 male and female employees. A segregation shows 88.67 per cent. working 48 hours or less per week, 5.29 per cent. working from 48 to 54 hours per week, and 6.04 per cent. working in excess of 54 hours per week.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

	1934.	1935.	1936.	1937.	1938.
Breweries	46.41	45.15	44.98	44.60	44.53
Builders' materials, etc.	44.97	44.55	44.44	45.15	44.63
Cigar and tobacco manufacturing	44.13	44.38	43.45	42.73	24.00
Coal-mining	48.00	47.99	48.03	47.91	47.93
Coast shipping	50.04	49.72	48.58	46.93	48.54
Contracting	43.68	43.81	44.57	44.11	43.85
Explosives, chemicals, etc.	47.76	48.36	43.83	46.70	47.20
Food products, manufacture of	50.60	48.85	50.54	49.05	47.43
Garment-making	44.89	42.60	44.79	44.39	43.22
House-furnishing	43.91	45.50	44.92	45.61	44.33
Jewellery, manufacture of	43.47	43.54	44.43	44.30	42.01
Laundries, cleaning, and dyeing	44.05	44.49	44.74	45.20	44.14
Leather and fur goods, manufacture of	46.17	46.18	45.61	45.33	44.31
Lumber industries—					
Logging	48.33	48.46	48.66	48.49	48.38
Logging-railways	49.69	52.46	50.70	50.91	49.51
Lumber-dealers	45.93	47.30	45.07	45.77	44.67
Planing-mills	48.00	49.16	48.45	48.45	48.37
Sawmills	48.37	48.35	48.50	48.23	47.99
Shingle-mills	46.69	47.46	47.28	46.65	47.46
Metal trades	45.39	45.02	45.36	45.46	45.00
Metal-mining	51.51	50.05	49.89	50.25	50.30
Miscellaneous trades and industries	45.82	48.93	46.17	46.20	45.78
Oil-refining	44.82	42.76	47.29	46.70	48.81
Paint-manufacturing	44.01	43.81	43.87	44.16	44.11
Printing and publishing	44.37	44.10	44.54	44.37	43.55
Pulp and paper manufacturing	47.93	47.99	47.85	47.95	44.29
Ship-building	44.06	43.97	43.75	43.85	44.05
Smelting	41.39	44.27	47.90	47.92	47.95
Street-railways, gas, water, power, etc.	44.67	44.87	45.29	45.36	45.23
Wood-manufacture (not elsewhere specified)	44.19	46.09	46.05	46.72	46.29

CONCLUSION.

The policy of the Board of administering the labour laws entrusted to its care with a spirit of fairness to all has been maintained. Firmness must be exercised to ensure that the right-minded employer is protected against his unfair competitor. The legislation and its resultant Orders and Regulations are thus a benefit to the employing class as well as to the employed.

The far-sighted firm realizes, too, that employees who are sufficiently well paid to be free from financial worry will be in a position to render a higher standard of service than those harassed with low-wage cares.

Women and girls as a general rule do not work unless necessity requires them to do so. For a long time emphasis has been placed on the responsibilities of male employees, but too little credit has been given to the girl who not only supports herself but contributes in no ungenerous measure to the monetary needs of other members of her family.

Since critics of recent years have sometimes tried to place the unemployment problem on the door-step of women holding down jobs, the United States Industrial Conference Board, a research organization dominated by males, citing cold statistics, supported by industries and large corporations, declared in a New York dispatch carried by the Canadian Press in November, 1938, "the percentage of male workers in the total population has been approximately the same since 1870," that "the increase in the number of women workers has not been at the cost of men," and, furthermore, that "particularly in the years up to 1930 it would have been impossible to maintain the level of industrial production without female employees."

We have found that in matters of this kind what applies south of the International Boundary is true of conditions in Canada as well. So to these women employees in our own Province who give their time and service alongside male employees that business may flourish, we will continue to render the protection afforded through our Orders. For the men who work in greater numbers an ever-expanding list of Orders ensure fair working conditions.

Enforcement of the regulations is made effective by a staff of officials who, along with the Board, desire to express appreciation for the three-fold co-operation from employer, employee, and the general public, all of whom are becoming more familiar with the ramifications and scope of this protective legislation.

We have the honour to be,

Sir,

Your obedient servants,

ADAM BELL, *Chairman.*
CHRISTOPHER JOHN MCDOWELL.
FRAUDENA EATON.
JAMES THOMSON.
J. A. WARD BELL.

APPENDIX.

SUMMARY OF ORDERS MADE PURSUANT TO "MALE MINIMUM WAGE ACT" AND "FEMALE MINIMUM WAGE ACT."

BAKING INDUSTRY (MALE).

ORDER NO. 17, EFFECTIVE NOVEMBER 23RD, 1934.

Includes all operations in or incidental to the manufacture and delivery of bread, biscuits, or cakes.

Occupation.	Hourly Rate.	Weekly Hours.
Bakers—		
21 years of age and over	40c.	48
18 years and under 19 years	25c.	48
19 years and under 20 years	30c.	48
20 years and under 21 years	35c.	48
Delivery salesmen	40c.	54

BARBERING (MALE).

ORDER NO. 42, EFFECTIVE JUNE 14TH, 1937.

(Superseding Order No. 8, Effective August 3rd, 1934.)

Barbering shall have the meaning set out in section 2 of the "Barbers Act," chapter 5, Statutes, 1924, and amendments.

Occupation.	Rate.	Hours per Week.
Barbers	$18.00 week	40 to 48 hours.
Barbers	45c. per hour	Less than 40 hours.
(Maximum hours, 48 per week.)	Daily minimum, $1.80	

BOX-MANUFACTURING (MALE).

ORDER NO. 55, EFFECTIVE APRIL 4TH, 1938.

(Superseding Order No. 37 of April 1st, 1936, and Order No. 7 of August 3rd, 1934.)

Includes all operations in or incidental to the making of wooden boxes, box-shooks, barrels, barrel staves and heads, kegs, casks, tierces, pails, or other wooden containers.

	Hourly Rate.	Hours per Week.
Adult males, 90% of total	40c.	48
Adult males, 10% of total, not less than	30c.	48
Males, 18 to 21 years of age	30c.	48
Males, under 18 years of age	25c.	48

NOTE.—(*a.*) Above rates apply only to those not included in any other Order of the Board.
(*b.*) Wages to be paid semi-monthly.

BUS-DRIVERS (MALE).

ORDER NO. 31, EFFECTIVE OCTOBER 28TH, 1935.

Includes every employee in charge of or driving a motor-vehicle with seating accommodation for more than seven passengers used for the conveyance of the public, for which a charge is made.

Area.	Hourly Rate.	Hours.
Victoria, Esquimalt, Oak Bay, Saanich	45c.	40 to 50.
	50c.	Less than 40.
	67½c.	In excess of 9 hours in any one day or 50 hours in any one week.

CARPENTRY TRADE (MALE).

ORDER NO. 66, EFFECTIVE AUGUST 21ST, 1939.

(Superseding Order No. 40, Effective February 1st, 1937.)

Includes all work usually done by carpenters in connection with the construction and erection of any new building or structure or part thereof, and of the remodelling, alteration, and repairing of any existing building or structure or any part thereof.

Area.	Hourly Rate.	Weekly Hours not to exceed.
Land Districts of Victoria, Lake, North Saanich, South Saanich, Esquimalt, Highland, Metchosin, Goldstream, Sooke, Otter, Malahat, and Renfrew	75c	48.

CARPENTRY TRADE (MALE).

ORDER NO. 58, EFFECTIVE NOVEMBER 7TH, 1938.

Area.	Hourly Rate.	Weekly Hours not to exceed.
Vancouver and District	75c.	48.

NOTE.—(*a.*) This Order shall not apply to permanent employees employed in maintenance-work in industrial and manufacturing establishments.

(*b.*) Employees shall be paid at least semi-monthly.

CARPENTRY TRADE (MALE).

ORDER NO. 65, EFFECTIVE AUGUST 1ST, 1939.

Area: Provincial Electoral Districts of.	Hourly Rate.	Weekly Hours not to exceed.
Rossland-Trail	75c.	48
Grand Forks-Greenwood	75c.	48
Kaslo-Slocan	75c.	48
Nelson-Creston	75c.	48

NOTE.—(*a.*) This order shall not apply to regular employees of industrial or manufacturing establishments engaged in repair, servicing, or upkeep of plant or equipment used in such manufacturing plant or establishment; nor to regular employees engaged in work in connection with new installations, alterations, or extensions.

(*b.*) Wages to be paid at least as often as semi-monthly.

CHRISTMAS-TREE INDUSTRY (MALE).

ORDER NO. 68, EFFECTIVE SEPTEMBER 11TH, 1939.

"Christmas-tree industry" includes all operations in or incidental to the cutting, gathering, hauling, and shipping of evergreen trees to be used for decorative purposes.

Male employees, 85 per cent. not less than 40c. per hour.

Permissible, 15 per cent. not less than 30c. per hour.

NOTE.—(*a.*) Wages shall be paid semi-monthly.

(*b.*) The above is a new order in place of Order No. 61, which expired December 31st, 1938.

CONSTRUCTION INDUSTRY (MALE).*

ORDER NO. 12, EFFECTIVE OCTOBER 19TH, 1934.

ORDER NO. 12A, EFFECTIVE FEBRUARY 28TH, 1938.

ORDER NO. 12B, EFFECTIVE JULY 20TH, 1939.

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

Area.	Hourly Rate, 21 Years and over.	Hourly Rate, under 21 Years.	Hours per Week.
Vancouver, West Vancouver, North Vancouver, Victoria, Nanaimo, New Westminster, Prince Rupert, Esquimalt, Saanich, Burnaby, Oak Bay	45c.	35c.	48
Rest of Province	40c.	30c.	48

* Consolidated for convenience only.

NOTE.—(*a.*) Above rates do not apply to indentured apprentices under "Apprenticeship Act."

(*b.*) Wages to be paid semi-monthly (Order 12B).

ELEVATOR OPERATORS AND STARTERS (MALE).

ORDER NO. 54, EFFECTIVE MARCH 3RD, 1938.

(Superseding Order No. 32, Effective November 28th, 1935.)

Includes every male elevator operator and starter.

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$14.00 per week.	37½c. per hour. Daily minimum, $1.50.

NOTE.—(*a.*) Full week's board (21 meals), $4.00 per week.

(*b.*) Individual meals, twenty cents (20c.) each.

(*c.*) Board charges may be deducted only when meals are partaken of by the employee.

(*d.*) Full week's lodging of seven (7) days, $2.00 per week.

(*e.*) Wages shall be paid at least as often as semi-monthly.

(*f.*) Uniforms or special wearing-apparel, required by the employer, must be supplied and laundered without cost to the employee.

(*g.*) The Board may order seat or chair to be furnished the employee.

(*h.*) Employees must be given twenty-four (24) consecutive hours' rest in each calendar week.

(*i.*) Wage Order and schedule of daily shifts must be posted.

ELEVATOR OPERATORS AND STARTERS (FEMALE).

ORDER NO. 53, EFFECTIVE MARCH 3RD, 1938.

(Superseding Order No. 30, October 3rd, 1935, and Order No. 5 of May 24th, 1934.)

Includes every female operator and starter.

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$14.00 per week.	37½c. per hour. Daily minimum, $1.50.

NOTE.—As for male elevator operators, *see* Order No. 54.

ENGINEERS, STATIONARY STEAM (MALE).

ORDER NO. 18, EFFECTIVE MARCH 1ST, 1935.

Includes every employee engaged in producing steam in a steam plant under the authority of a certificate of competency, or who is in charge of, or responsible for, any steam boiler or engine while under steam-pressure or in motion. "Special engineer" means holder of a special or temporary certificate. (*See* "Boiler Inspection Act," section 28 (1).)

Occupation.	Hourly Rate.	Hours per Week.
Engineer	50c.	48
Engineer, special	40c.	48

NOTE.—(*a.*) Where engineers do not come within the provisions of the "Hours of Work Act" 48 hours per week may be exceeded but hourly rate must be paid.

(*b.*) For engineers in apartment buildings *see* Janitors' Order.

(*c.*) Engineers employed in a plant which does not require a certificate of competency shall be paid 40 cents per hour (Order 18B).

FIRST-AID ATTENDANTS (MALE).

ORDER NO. 39, EFFECTIVE AUGUST 1ST, 1936.

First-aid attendant means every male employee employed in whole or in part as a first-aid attendant under the authority of a certificate of competency in first aid, satisfactory to the Workmen's Compensation Board of British Columbia, and designated by his employer as the first-aid attendant in charge.

	Hourly Rate.	Daily Rate.
First-aid attendant	———	$4.00
Assistant first-aid attendant	———	4.00
Overtime rate when engaged in first-aid work	50c.	———

NOTE.—(*a.*) "Hours of Work Act" regulates the daily hours in the industry, but should overtime be necessary, attendant must be paid overtime rate.

(*b.*) If a higher minimum wage has been fixed for any industry or occupation within an industry, the first-aid attendant employed in such industry or occupation must be paid such higher rate.

(*c.*) Actual expenses and transportation costs, in addition to the minimum wage, must be paid any first-aid attendant while attending a patient being conveyed to the medical practitioner or hospital.

FISHING INDUSTRY (FEMALE).

EFFECTIVE SINCE FEBRUARY 28TH, 1920.

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

Weekly Minimum Wage.

Experienced Workers.	Inexperienced Workers.
$15.50 per week. 32 7/24c. per hour.	$12.75 per week for 1st 4 months. 13.75 per week for 2nd 4 months. 14.75 per week for 3rd 4 months. Licences required for inexperienced employees 18 years of age or over.

FRUIT AND VEGETABLE INDUSTRY (MALE).

ORDER NO. 47, EFFECTIVE JULY 15TH, 1937.

(Superseding Order No. 22, Effective April 18th, 1935.)

Includes all operations in or incidental to the canning, preserving, drying, packing, or otherwise adapting for sale or use of any kind of fruit or vegetable or seed.

(*See* Order No. 64 for wage-rates in fruit and vegetable canneries from June 1st, 1939, to December 31st, 1939.)

	Hours per Day.	Hourly Rate.
21 years or over	First 10 hours	38c.
	11th and 12th hours	57c.
	In excess of 12 hours	76c.
Under 21 years	First 10 hours	28c.
(Not to exceed 15 per cent. of male employees in plant.)	11th and 12th hours	42c.
	In excess of 12 hours	56c.

NOTE.—(1.) In cases where employees' regular rates of pay are in excess of the rate for work up to 10 hours per day, no deduction shall be made from such regular rate to be applied to wages due for working overtime in excess of 10 hours in any one day, and in no case shall the rates of pay for overtime in excess of 10 hours be less than the rates prescribed for such time in excess of 10 hours and in excess of 12 hours respectively.

(2.) Piece-workers to receive not less than minimum rates.

(3.) After five (5) hours continuous employment, employees must have one (1) hour free from duty, unless shorter period approved by the Board of Industrial Relations.

(4.) Daily guarantee of three hours' work.

FRUIT AND VEGETABLE CANNING INDUSTRY (MALE).

ORDER NO. 64, EFFECTIVE JUNE 1ST, 1939, TO DECEMBER 31ST, 1939.

(Varying Order No. 47.)

Includes all operations in or incidental to the canning of any kind of fruit or vegetable.

	Hours per Day.	Hourly Rate.
21 years and over	First 10 hours	35c.
	11th and 12th hours	52½c.
	In excess of 12 hours	70c.
Under 21 years	First 10 hours	25c.
(Not to exceed 15 per cent. of male employees in plant.)	11th and 12th hours	37½c.
	In excess of 12 hours	50c.

NOTE.—(1.) In cases where employees' regular rates of pay are in excess of the rate for work up to 10 hours per day, no deduction shall be made from such regular rate to be applied to wages due for working overtime in excess of 10 hours in any one day, and in no case shall the rates of pay for overtime in excess of 10 hours be less than the rates prescribed for such time in excess of 10 hours and in excess of 12 hours respectively.

(2.) Piece-workers to receive not less than minimum rates.

(3.) After five (5) hours continuous employment, employees must have one (1) hour free from duty, unless shorter period approved by the Board of Industrial Relations.

(4.) Daily guarantee of three (3) hours work.

(5.) Wages to be paid semi-monthly.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

ORDER NO. 46, EFFECTIVE JULY 12TH, 1937.

(Superseding Order No. 21, Effective April 16th, 1935.)

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

(*See* Order No. 63 for wage-rates in fruit and vegetable canneries from June 1st, 1939, to December 31st, 1939.)

	Hours per Day.	Hourly Rate.
Experienced rate	First 10 hours	30c.
(Payable to 90 per cent. of employees.)	11th and 12th hours	45c.
	In excess of 12 hours	60c.
Inexperienced rate	First 10 hours	25c.
(Payable to 10 per cent. of employees.)	11th and 12th hours	37½c.
	In excess of 12 hours	50c.

NOTE.—(1.) In cases where employees' regular rates of pay are in excess of the rate for work up to 10 hours per day, no deduction shall be made from such regular rate to be applied to wages due for working overtime in excess of 10 hours in any one day, and in no case shall the rates of pay for overtime in excess of 10 hours be less than the rates prescribed for such time in excess of 10 hours and in excess of 12 hours respectively.

(2.) Piece-workers to receive not less than minimum rates.

(3.) After five (5) hours continuous employment, employees must have one (1) hour free from duty, unless shorter period approved by the Board of Industrial Relations.

(4.) Daily guarantee of three hours' work.

FRUIT AND VEGETABLE CANNING INDUSTRY (FEMALE).

ORDER NO. 63, EFFECTIVE JUNE 1ST, 1939, TO DECEMBER 31ST, 1939.

(Varying Order No. 46.)

Includes all operations in or incidental to the canning of any kind of fruit or vegetable.

	Hours per Day.	Hourly Rate.
Experienced rate	First 10 hours	27c.
(Payable to 90 per cent. of employees.)	11th and 12th hours	40c.
	In excess of 12 hours	54c.
Inexperienced rate	First 10 hours	25c.
(Payable to 10 per cent. of employees.)	11th and 12th hours	37½c.
	In excess of 12 hours	50c.

NOTE.—(1.) In cases where employees' regular rates of pay are in excess of the rate for work up to 10 hours per day, no deduction shall be made from such regular rate to be applied to wages due for working overtime in excess of 10 hours in any one day, and in no case shall the rates of pay for overtime in excess of 10 hours be less than the rates prescribed for such time in excess of 10 hours and in excess of 12 hours respectively.

(2.) Piece-workers to receive not less than minimum rates.

(3.) After five (5) hours continuous employment, employees must have one (1) hour free from duty, unless shorter period approved by the Board of Industrial Relations.

(4.) Daily guarantee of three (3) hours work.

(5.) Wages to be paid semi-monthly.

HOTEL AND CATERING INDUSTRY (FEMALE).

ORDER NO. 52, EFFECTIVE FEBRUARY 14TH, 1938.

(Superseding Order No. 30 of December 3rd, 1935, and Order No. 5 of May 25th, 1934.)

Includes the work of females in:—

(*a.*) Hotels, lodging-houses, clubs, or any other place where lodging is furnished, for which a charge is made.

(*b.*) Hotels, lodging-houses, restaurants, cafes, eating-houses, dance-halls, cabarets, banquet halls, cafeterias, tea-rooms, lunch-rooms, lunch-counters, ice-cream parlours, soda fountains, hospitals, nursing-homes, clubs, dining-rooms, or kitchens in connection with industrial or commercial establishments or office buildings or schools, or any other place where food is cooked, prepared, and served, for which a charge is made; whether or not such establishments mentioned above are operated independently or in connection with any other business.

This Order does not apply to females employed as graduate or undergraduate nurses in hospitals, nursing-homes, or other similar establishments.

EXPERIENCED EMPLOYEES.
(Any age.)

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$14.00 per week.	37½c. per hour. Daily guarantee, $1.50.

INEXPERIENCED EMPLOYEES.
(Any age.)

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$9.00 per week, 1st 2 months. 10.50 per week, 2nd 2 months. 12.00 per week, 3rd 2 months. 14.00 per week thereafter.	25c. per hour, 1st 2 months. 30c. per hour, 2nd 2 months. 35c. per hour, 3rd 2 months. 37½c. per hour thereafter.
Licences required for all inexperienced employees working at above rates.	Daily guarantee of four (4) hours pay per day.

NOTE.—(*a.*) Full week's board (21 meals), $4.00 per week.

(*b.*) Individual meals, twenty cents (20c.) each.

(*c.*) Board charges may be deducted only when meals are partaken of by the employee.

(*d.*) Full week's lodging of seven (7) days, $2.00 per week.

(*e.*) Emergency overtime up to ten (10) hours per day, but not to exceed fifty-two (52) hours in any one (1) week.

(*f.*) Time and one-half shall be paid for all hours in excess of eight (8) in the day, or forty-eight (48) in the week.

(*g.*) Split shifts shall be confined within fourteen (14) hours from commencement of such split shift. (*See* Order 52B.)

(*h.*) Wages shall be paid at least as often as semi-monthly.

(*i.*) Uniforms or special wearing-apparel required by the employer must be supplied and laundered free of cost to the employee.

(*j.*) Accidental breakages shall not be charged to employees.

(*k.*) Employees must be given twenty-four (24) consecutive hours' rest in each calendar week.

(*l.*) *See* Order 52D for "Resort Hotels."

HOTEL AND CATERING INDUSTRY (FEMALE).

ORDER NO. 52B, EFFECTIVE MAY 19TH, 1938.

Allows a split shift to be spread over 14 hours immediately following commencement of work, thereby cancelling section 8 of Order No. 52. Every employee whose split shift extends over 12 hours shall be paid at the rate of one and one-half times her regular rate of pay for such portion of the split shift as is not confined within 12 hours immediately following commencement of her work.

HOTEL AND CATERING INDUSTRY (FEMALE).

ORDER NO. 52D (RESORT HOTELS), EFFECTIVE JUNE 15TH, 1939, TO SEPTEMBER 15TH, 1939.

(Superseding Order 52A.)

Covers the work of females in any establishment in unorganized territory wherein meals or lodging are furnished to the general public, for which a charge is made.

Allowing:—

Hours not to exceed ten (10) in any one day, nor more than fifty-four (54) in any one week.

Hours in excess of forty-eight (48) in any one week shall be paid at not less than time and one-one-half (1½) of the legal rate fixed in Order No. 52, or her regular rate of pay.

Provides for a rest period of twenty-four (24) consecutive hours in each calendar week.

HOUSEHOLD-FURNITURE MANUFACTURING INDUSTRY (MALE).

ORDER NO. 51, EFFECTIVE NOVEMBER 22ND, 1937.

Includes the manufacture of kitchen furniture, dining-room furniture, bedroom furniture, living-room furniture, hall furniture, and other articles of household furniture, customarily manufactured in a furniture factory.

Males.	Rate per Hour.	Hours per Week.
21 years of age or over	40c.	48
Under 17 years of age	20c.	48
17 years and under 18 years of age	25c.	48
18 years and under 19 years of age	27½c.	48
19 years and under 20 years of age	30c.	48
20 years and under 21 years of age	35c.	48

NOTE.—(*a.*) 60 per cent. of all male employees must be paid not less than 40c. per hour.

(*b.*) This Order does not apply to apprentices duly indentured under the "Apprenticeship Act."

JANITORS (MALE).

ORDER NO. 43, EFFECTIVE JUNE 1ST, 1937.

(Superseding Order No. 23, in Effect from April 18th, 1935, and Order No. 23A, in Effect from October 3rd, 1935.)

1. Includes every person employed as janitor, janitor-cleaner, or janitor-fireman.

2. Janitor, when employed by the hour, thirty-seven and one-half cents (37½c.) per hour.

3. (*a.*) Resident janitor in apartment buildings of four (4) residential suites and under, thirty-seven and one-half cents (37½c.) per hour.

(*b.*) Resident janitor in apartment buildings, containing:—

5 residential suites, $22.00 per month;
6 residential suites, $25.00 per month;
7 residential suites, $28.00 per month;
8 residential suites, $31.00 per month;
9 residential suites, $34.00 per month;
10 residential suites, $37.00 per month;
11 residential suites, $40.00 per month;
12 residential suites, $43.00 per month;
13 residential suites, $46.00 per month;
14 residential suites, $49.00 per month;
15 residential suites, $52.00 per month;
16 residential suites, $55.00 per month;
17 residential suites, $58.00 per month;
18 residential suites, $61.00 per month;
19 residential suites, $64.00 per month;
20 residential suites, $67.00 per month;
21 residential suites, $70.00 per month;
22 residential suites, $73.00 per month;
23 residential suites, $75.00 per month;
24 residential suites, $77.00 per month;
25 residential suites, $79.00 per month;
26 residential suites, $81.00 per month;
27 residential suites, $83.00 per month;
28 residential suites, $85.00 per month;
29 residential suites, $87.00 per month;
30 residential suites, $89.00 per month;
31 residential suites, $91.00 per month;
32 residential suites, $93.00 per month;
33 residential suites, $95.00 per month;
34 residential suites, $97.00 per month;
35 residential suites, $99.00 per month;
36 residential suites, $101.00 per month;
37 residential suites, $103.00 per month;
38 residential suites, $105.00 per month;
39 residential suites, $107.00 per month;
40 residential suites, $109.00 per month;
41 residential suites, $111.00 per month;
42 residential suites, $113.00 per month;
43 residential suites, $115.00 per month;
44 residential suites, $117.00 per month;
45 residential suites, $119.00 per month;
46 residential suites, $121.00 per month;
47 residential suites, $123.00 per month;
48 residential suites, $125.00 per month;
49 residential suites, $125.00 per month;
50 residential suites, $125.00 per month;
over 50 residential suites, $125.00 per month.

(*c.*) In any apartment building where two or more janitors are employed, at least one shall be designated as resident janitor, and be recorded as resident janitor on the pay-roll, and shall be paid according to the rates fixed in clause (*b*).

Where more than one janitor is designated and recorded on the pay-roll as resident janitors, each janitor so designated and recorded must be paid the rates fixed in clause (*b*).

Other janitors in the same apartment building shall be paid thirty-seven and one-half cents (37½c.) per hour for each hour worked.

4. Where suite is supplied, not more than $20 per month may be deducted for two (2) rooms and bath-room, and $5 for each additional room, but in no case shall the rental value deducted exceed $25 per month.

A deduction of not more than $4 per month may be made for electricity and (or) gas.

5. (*a.*) In any apartment building containing twenty (20) residential suites and over, every janitor shall be given twenty-four (24) consecutive hours free from duty in each calendar week.

(*b.*) In any apartment building containing not more than nineteen (19) and not less than twelve (12) residential suites, every janitor shall be given eight (8) consecutive hours free from duty in each calendar week.

6. During the rest periods, substitute janitor (including any member of the janitor's family) shall be paid by the owner or agent of the apartment building according to the provisions of this Order.

7. Where there is no central heating plant, or facilities for supplying central heat to the tenants, the resident janitor may be paid on an hourly basis according to section 2 of this Order.

JANITRESSES (FEMALE).

ORDER NO. 44, EFFECTIVE JUNE 1ST, 1937.

(Superseding Order No. 29, in Effect from October 3rd, 1935.)

1. Includes every person employed as janitress, janitress-cleaner, or janitress-fireman.

2. Janitress, when employed by the hour, thirty-seven and one-half cents (37½c.) per hour.

3. (*a.*) Resident janitress in apartment buildings of four (4) residential suites and under, thirty-seven and one-half cents (37½c.) per hour.

(*b.*) Resident janitress in apartment buildings, containing:—

5 residential suites, $22.00 per month;	29 residential suites, $87.00 per month;
6 residential suites, $25.00 per month;	30 residential suites, $89.00 per month;
7 residential suites, $28.00 per month;	31 residential suites, $91.00 per month;
8 residential suites, $31.00 per month;	32 residential suites, $93.00 per month;
9 residential suites, $34.00 per month;	33 residential suites, $95.00 per month;
10 residential suites, $37.00 per month;	34 residential suites, $97.00 per month;
11 residential suites, $40.00 per month;	35 residential suites, $99.00 per month;
12 residential suites, $43.00 per month;	36 residential suites, $101.00 per month;
13 residential suites, $46.00 per month;	37 residential suites, $103.00 per month;
14 residential suites, $49.00 per month;	38 residential suites, $105.00 per month;
15 residential suites, $52.00 per month;	39 residential suites, $107.00 per month;
16 residential suites, $55.00 per month;	40 residential suites, $109.00 per month;
17 residential suites, $58.00 per month;	41 residential suites, $111.00 per month;
18 residential suites, $61.00 per month;	42 residential suites, $113.00 per month;
19 residential suites, $64.00 per month;	43 residential suites, $115.00 per month;
20 residential suites, $67.00 per month;	44 residential suites, $117.00 per month;
21 residential suites, $70.00 per month;	45 residential suites, $119.00 per month;
22 residential suites, $73.00 per month;	46 residential suites, $121.00 per month;
23 residential suites, $75.00 per month;	47 residential suites, $123.00 per month;
24 residential suites, $77.00 per month;	48 residential suites, $125.00 per month;
25 residential suites, $79.00 per month;	49 residential suites, $125.00 per month;
26 residential suites, $81.00 per month;	50 residential suites, $125.00 per month;
27 residential suites, $83.00 per month;	over 50 residential suites, $125.00 per month.
28 residential suites, $85.00 per month;	

(*c.*) In any apartment building where two or more janitresses are employed, at least one shall be designated as resident janitress, and be recorded as resident janitress on the pay-roll, and shall be paid according to the rates fixed in clause (*b*).

Where more than one janitress is designated and recorded on the pay-roll as resident janitresses, each janitress so designated and recorded must be paid the rates fixed in clause (*b*).

Other janitresses in the same apartment building shall be paid thirty-seven and one-half cents (37½c.) per hour for each hour worked.

4. Where suite is supplied, not more than $20 per month may be deducted for two (2) rooms and bath-room, and $5 for each additional room, but in no case shall the rental value deducted exceed $25 per month.

A deduction of not more than $4 per month may be made for electricity and (or) gas.

5. (*a.*) In any apartment building containing twenty (20) residential suites and over, every janitress shall be given twenty-four (24) consecutive hours free from duty in each calendar week.

(*b.*) In any apartment building containing not more than nineteen (19) and not less than twelve (12) residential suites, every janitress shall be given eight (8) consecutive hours free from duty in each calendar week.

6. During rest periods, substitute janitress (including any member of the janitress's family) shall be paid by the owner or agent of the apartment building according to the provisions of this Order.

7. Where there is no central heating plant, or facilities for supplying central heat to the tenants, the resident janitress may be paid on an hourly basis according to section 2 of this Order.

LAUNDRIES, CLEANING AND DYEING (FEMALE).

ORDER IN EFFECT SINCE MARCH 31ST, 1919.

Experienced Employee—Weekly rate, $13.50. Hours per week, 48.

Inexperienced employee	Under 18 years of age. Weekly rate. $8.00 for 1st 4 months. 8.50 for 2nd 4 months. 9.00 for 3rd 4 months. 10.00 for 4th 4 months. 11.00 for 5th 4 months. 12.00 for 6th 4 months.	18 years of age and over. Weekly rate. $9.00 for 1st 4 months. 10.50 for 2nd 4 months. 12.00 for 3rd 4 months. Licences required in this class.	Hours per week, 48.

NOTE.—(*a.*) Above rates are based on a 48-hour week.
(*b.*) Hours of work governed by "Factories Act."

LOGGING (MALE).

ORDER NO. 1, EFFECTIVE APRIL 27TH, 1934.

Includes all operations in or incidental to the carrying-on of logging; pole, tie, mining-prop, and pile cutting; and all operations in or incidental to driving, rafting, and booming of logs, poles, ties, mining-props, and piles.

	Rate.	Hours per Week.
Male employees	40c. per hour	48
Trackmen	37½c. per hour	48
Cook- and bunk-house employees	$2.75 per day	Unlimited.

NOTE.—Certain exemptions regarding working-hours. (*See* "Hours of Work" Regulations.)

MANUFACTURING INDUSTRY (FEMALE).

ORDER NO. 25, EFFECTIVE JULY 1ST, 1935.

(Superseding Order in Effect since November 20th, 1923.)

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

	Weekly Rate.	Hours per Week.
Experienced employees	$14.00	48

Inexperienced Employees—Schedule 1.

Includes the manufacture, preparation, or adapting for use or sale of: Tea, coffee, spices, essences, sauces, jelly-powders, baking-powders, molasses, sugar, syrups, honey, peanut butter, cream and milk products, butter, candy, confectionery, bread, biscuits, cakes, macaroni, vermicelli, meats, eggs, soft drinks, yeast, chip and shoe-string potatoes, cereals, cooked foods, salads, ice-cream cones, other food products, cans, fruit and vegetable containers, paper boxes and wooden boxes, buttons, soap, paint, varnish, drug and toilet preparations, photographs, ink, seeds, brooms, brushes, whisks, pails, wash-boards, clothes-pins, matches, explosives, munitions, gas-mantles, window-shades, veneer products, batteries, plant fertilizers, maps, saw-teeth and holders, mats, tiles, ropes, and shingles	Whether on a time-work or piece-work basis. Not less than— $8.00 a week for the first two months of employment. 10.00 a week for the second two months of employment. 12.00 a week for the third two months of employment. 14.00 a week thereafter. Hours per week, 48.

Inexperienced Employees—Schedule 2.

Includes the manufacture of: Cotton bags, paper bags, envelopes, overalls, shirts, ladies' and children's wear, uniforms, gloves, hats, caps, men's neckwear, water-proof clothing, boots and shoes, tents, awnings, regalia, carpets, furniture, bedding, pillow-covers, loose covers, mattress-covers, draperies, casket furnishings, factory-made millinery, knitted goods, blankets, machine-made cigars, pulp and paper-mill products, artificial flowers, lamp-shades, flags and other decorations, worsted-mill products, baskets, wreaths, and other floral pieces, pianos, optical goods, aeroplanes, toys and novelties, rayon products, stockings and lingerie (including repair of same), and dipped chocolates	Whether on a time-work or piece-work basis. Not less than— $8.00 a week for the first four months of employment. 10.00 a week for the second four months of employment. 12.00 a week for the third four months of employment. 14.00 a week thereafter. Hours per week, 48.

Inexperienced Employees—Schedule 3.

Includes bookbinding, embossing, engraving, printing, dress-making, men's and women's tailoring, taxidermy, and the manufacture of ready-to-wear suits, jewellery, furs, leather goods, hand-made cigars, and hand-made millinery	Whether on a time-work or piece-work basis. Not less than— $7.00 a week for the first six months of employment. 10.00 a week for the second six months of employment. 13.00 a week for the third six months of employment. 14.00 a week thereafter. Hours per week, 48.

NOTE.—Licences required for inexperienced employees 18 years of age or over.

MERCANTILE (MALE).

ORDER NO. 59, EFFECTIVE OCTOBER 20TH, 1938.

(Superseding Order No. 38, dated June 26th, 1936.)

Includes all establishments operated for the purpose of wholesale and (or) retail trade.

Experienced Employees.	Rate.	Hours.
(2.) 21 years of age and over	$15.00 per week	37½ to 48 hours per week.
(3.) 21 years of age and over	40c. per hour	If less than 37½ hours.
Minimum rate per day	$1.60 per day	

MALES UNDER TWENTY-ONE (21) YEARS OF AGE.

Minimum Rates for Beginners under Eighteen (18) Years of Age.

37½ to 48 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
(4.) (1.)			
$6.00 per week	Under 17 years	15c.	60c.
7.50 per week	17 and under 18	20c.	80c.
9.00 per week	18 and under 19	25c.	$1.00
11.00 per week	19 and under 20	30c.	1.20
13.00 per week	20 and under 21	35c.	1.40
15.00 per week	Thereafter	40c.	1.60

Beginners and those recommencing, Eighteen (18) Years and under Twenty-one (21), to whom Permits have been issued by the Board, under Section 6 of the "Male Minimum Wage Act."

37½ to 48 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
(4.) (2.)			
$8.00 per week, 1st 12 months	18 to 21	20c.	80c.
10.00 per week, 2nd 12 months	18 to 21	25c.	$1.00
13.00 per week, 3rd 12 months	18 to 21	35c.	1.40
Thereafter rates as shown in (2) or (3).			

Casual Employment.

	Hourly Rate.	Daily Minimum.
Male persons 18 and under 21 years of age, whose work does not exceed five (5) days in any one calendar month, may be employed without permit at not less than	30c.	$1.20

MALES TWENTY-ONE (21) YEARS AND UNDER TWENTY-FOUR (24).

Beginners and those recommencing, to whom Permits have been granted, under Section 6 of the "Male Minimum Wage Act."

37½ to 48 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
$9.00 per week, 1st 6 months	21 and under 24	25c.	$1.00
11.00 per week, 2nd 6 months	21 and under 24	30c.	1.20
13.00 per week, 3rd 6 months	21 and under 24	35c.	1.40
Thereafter the rates as shown in (2) or (3).			

NOTE.—(*a.*) Bicycle-riders and foot-messengers, employed in wholesale and (*or*) retail establishments, shall be paid at the rates shown in the above Order, and are deleted from the Transportation Order No. 26.

(*b.*) Employees must be paid at least semi-monthly.

(*c.*) Employees shall be given rest period of 24 consecutive hours in every seven days.

(*d.*) Where uniforms are required these are to be furnished without cost to employee, except by arrangement approved by the Board of Industrial Relations.

MERCANTILE (FEMALE).

ORDER NO. 24, EFFECTIVE JULY 1ST, 1935.

(Superseding Order dated September 28th, 1927.)

Includes all establishments operated for the purpose of wholesale and (or) retail trade.

	Rate.	Hours per Week.
Experienced employees 18 years of age or over	$12.75 a week.	40 to 48
Experienced employees 18 years of age or over	35c. per hour.	If less than 40 hours per week.
Minimum, 18 years of age or over	$1.40 per day.	

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$7.50 a week for 1st 3 months.	20c. per hour during 1st 3 months.
8.00 a week for 2nd 3 months.	21c. per hour during 2nd 3 months.
8.50 a week for 3rd 3 months.	23c. per hour during 3rd 3 months.
9.00 a week for 4th 3 months.	25c. per hour during 4th 3 months.
9.50 a week for 5th 3 months.	26c. per hour during 5th 3 months.
10.00 a week for 6th 3 months.	27c. per hour during 6th 3 months.
10.50 a week for 7th 3 months.	29c. per hour during 7th 3 months.
11.00 a week until age of 18 years is reached.	30c. per hour until age of 18 years is reached. Minimum, $1.00 per day.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

40 to 48 Hours per Week.	Less than 40 Hours per Week.
$9.00 a week 1st 3 months.	25c. per hour 1st 3 months.
10.00 a week 2nd 3 months.	27c. per hour 2nd 3 months.
11.00 a week 3rd 3 months.	30c. per hour 3rd 3 months.
12.00 a week 4th 3 months.	35c. per hour 4th 3 months.
12.75 a week thereafter.	Minimum, $1.25 per day.

NOTE.—(*a.*) Licences must be obtained for inexperienced employees 18 years of age or over at above rates.

(*b.*) Maximum working-hours, 48 per week.

OFFICE OCCUPATION (FEMALE).

ORDER NO. 34, EFFECTIVE JANUARY 30TH, 1936.

(Superseding Order No. 4 of May 25th, 1934.)

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' offices, dentists' offices, and other offices, and all kinds of clerical help.

EXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$15.00 per week.	40c. per hour. Minimum, $1.60 per day.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.
(Licence required in this Class.)

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$11.00 a week for 1st 3 months.	30c. per hour for 1st 3 months.
12.00 a week for 2nd 3 months.	32½c. per hour for 2nd 3 months.
13.00 a week for 3rd 3 months.	35c. per hour for 3rd 3 months.
14.00 a week for 4th 3 months.	37½c. per hour for 4th 3 months.
15.00 a week thereafter.	40c. per hour thereafter.
	Minimum in any one day must equal four hours' pay.

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

37½ to 48 Hours per Week.	Less than 37½ Hours per Week.
$11.00 a week for 1st 6 months.	30c. per hour for 1st 6 months.
12.00 a week for 2nd 6 months.	32½c. per hour for 2nd 6 months.
13.00 a week for 3rd 6 months.	35c. per hour for 3rd 6 months.
14.00 a week for 4th 6 months or until employee reaches age of 18 years.	37½c. per hour for 4th 6 months or until employee reaches age of 18 years.
15.00 a week thereafter.	40c. per hour thereafter.
	Minimum in any one day must equal four hours' pay.

NOTE.—Office employees are not allowed to exceed eight hours per day without a permit.

PERSONAL SERVICE OCCUPATION (FEMALE).

ORDER NO. 27, EFFECTIVE SEPTEMBER 5TH, 1935.

(Superseding, in part, Personal Service Order Effective since September 15th, 1919.)

This includes the work of females employed in manicuring; hairdressing; barbering; massaging; giving of electrical, facial, scalp, or other treatments; removal of superfluous hair; chiropody; or other work of like nature.

	Rate.	Hours per Week.
Experienced employees 18 years of age or over	$14.25	40 to 44
Experienced employees 18 years of age or over	37½c. per hour	Less than 40 hours per week.
Minimum	$1.50 per day	

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

40 to 44 Hours per Week.	Less than 40 Hours per Week.
$10.00 a week for 1st 6 months.	27c. per hour during 1st 6 months.
11.00 a week for 2nd 6 months.	29c. per hour during 2nd 6 months.
12.00 a week for 3rd 6 months.	32c. per hour during 3rd 6 months.
13.00 a week for 4th 6 months, or until employee reaches age of 18 years.	35c. per hour during 4th 6 months, or until employee reaches age of 18 years.
14.25 a week thereafter.	37½c. per hour thereafter.
	Minimum, $1.25 per day.

INEXPERIENCED EMPLOYEES 18 YEARS OF AGE OR OVER.

40 to 44 Hours per Week.	Less than 40 Hours per Week.
$10.00 a week for 1st 3 months.	27c. per hour during 1st 3 months.
11.00 a week for 2nd 3 months.	29c. per hour during 2nd 3 months.
12.00 a week for 3rd 3 months.	32c. per hour during 3rd 3 months.
13.00 a week for 4th 3 months.	35c. per hour during 4th 3 months.
14.25 a week thereafter.	37½c. per hour thereafter.
	Minimum, $1.25 per day.

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

NOTE.—(*a.*) Employees waiting on call to be paid according to rates to which they are entitled as set out above.

(*b.*) 44-hour week and one-half hour for lunch between 11 a.m. and 2.30 p.m. (*See* 27A.)

PERSONAL SERVICE OCCUPATION (FEMALE).

ORDER NO. 27A, EFFECTIVE MARCH 30TH, 1939.

(Amending Order No. 27.)

The above Order reduces the weekly hours to forty-four (44) and not more than nine (9) hours in any one day.

Also provides for one-half (½) hour free from duty between the hours of eleven (11) a.m. and two-thirty (2.30) p.m.

PUBLIC PLACES OF AMUSEMENT (FEMALE).

ORDER NO. 67, EFFECTIVE SEPTEMBER 11TH, 1939.

(Superseding Personal Service Order, dated September 15th, 1919.)

"Public place of amusement" includes theatres, music-halls, concert-rooms, lecture-halls, shooting-galleries, bowling-alleys, swimming-pools, bathing-pavilions, and other similar places to which a charge for admission or service is made to the public.

	40 to 48 Hours per Week.	Less than 40 Hours per Week.	2 Hours or Less in any One Day.
Female attendant (of any age)	$14.25	35c. per hour.	75c.

NOTE.—(*a.*) Employees on call, 35c. per hour.

(*b.*) Where uniforms or special articles of wearing-apparel are required they shall be furnished, repaired, laundered, cleaned, etc., free of cost to the attendant.

(*c.*) Cashiers are still covered by Office Order No. 34.

SAWMILLS (MALE).

ORDER NO. 50, EFFECTIVE AUGUST 16TH, 1937.

ORDER NO. 50A, EFFECTIVE JULY 10TH, 1939.

(Superseding Order No. 2 of April 27th, 1934, Order No. 14 of October 19th, 1934, and Order No. 36, Effective April 1st, 1936.)

Includes all operations in or incidental to the carrying-on of sawmills and planing-mills.

	Hourly Rate.	Weekly Hours.
Adult males	40c.	48
Not more than 10 per cent. of all employees at not less than	30c.	48
Cook- and bunk-house employees	$2.75 per day	Unlimited.

NOTE.—(*a.*) Certain exemptions under "Hours of Work Act." (*See* regulations.)

(*b.*) For engineers *see* Engineer Order.

(*c.*) For truck-drivers *see* Transportation Order.

(*d.*) 90 per cent. of all employees not less than 40 cents per hour.

SHINGLE-BOLTS (MALE).

ORDER NO. 1B, EFFECTIVE JANUARY 4TH, 1935.

Includes employees engaged in felling, bucking, and splitting shingle-bolts.

Rate, $1.30 per cord.	Hours, 48 per week.

SHINGLE-MILLS (MALE).

ORDER NO. 62, EFFECTIVE APRIL 6TH, 1939.

(Superseding Order No. 16, dated November 1st, 1934.)

Includes all operations in or incidental to the manufacture of wooden shingles, except shingle-bolt operations.

	Hourly Rate.	Weekly Hours.
Male employees	40c.	48

NOTE.—(*a.*) For engineers *see* Engineer Order. (*b.*) For truck-drivers *see* Transportation Order.

SHIP-BUILDING INDUSTRY (MALE).

ORDER NO. 20, EFFECTIVE JUNE 14TH, 1935.

Includes all operations in the construction, reconstruction, alteration, repair, demolition, painting, and cleaning of hulls, putting on or taking off the ways, or dry-docking, of any ship, boat, barge, or scow.

Occupation.	Hourly Rate.	Weekly Hours.
Ship-carpenter, shipwright, joiner, boat-builder or wood-caulker	67½c.	48
All other employees	50c.	48
Employees under 21, not more than 10 per cent. of total male employees in plant may be employed at not less than	25c.	48

TAXICAB DRIVERS (MALE).

ORDER NO. 33, EFFECTIVE JANUARY 30TH, 1936, AND ORDER NO. 33A, SEPTEMBER 13TH, 1937.

(Superseding Order No. 6, Effective June 29th, 1934.)

Includes an employee in charge of or driving a motor-vehicle with seating accommodation for seven passengers or less than seven passengers, used for the conveyance of the public and which is driven or operated for hire.

Area.	Drivers.	Daily Rate.	Working-hours.
Vancouver	All ages.	$2.75	9 per day. 54 per week.

NOTE.—If uniform or special article of wearing-apparel is demanded by employer, it must be without cost to the employee except by arrangement approved by Board of Industrial Relations.

TAXICAB DRIVERS (MALE).

ORDER NO. 60, EFFECTIVE NOVEMBER 17TH, 1938.

Includes an employee in charge of or driving a motor-vehicle with seating accommodation for seven passengers or less than seven passengers, used for the conveyance of the public and which is driven or operated for hire.

Area.	Drivers.	Daily Rate.	Less than 10 Hours per Day.	Daily Minimum.	Working-hours.
Victoria, Esquimalt, Oak Bay, Saanich	All ages.	$3.00	35c. per hour.	$1.40 per day.	10 per day.

NOTE.—(*a.*) Permits shall be obtained from the Board before drivers whose days consist of less than 10 hours can be paid 35c. per hour.

(*b.*) Every hour in excess of 10 in any one day shall be at the rate of 45c. per hour.

(*c.*) Drivers must be paid at least semi-monthly.

(*d.*) Drivers shall be given rest period of 24 consecutive hours in every seven days.

(*e.*) Where uniforms are required these are to be furnished without cost to employee, except by arrangement approved by the Board of Industrial Relations.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

EFFECTIVE APRIL 5TH, 1920.

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

Experienced Workers.	Inexperienced Workers.	Weekly Hours.
$15.00 per week. 31¼c. per hour.	$11.00 per week for 1st 3 months. 12.00 per week for 2nd 3 months. 13.00 per week for 3rd 3 months. Licences required for inexperienced employees 18 years of age or over.	48 48 48 In case of emergency, 56 hours.

NOTE.—(*a.*) Time and one-half is payable for hours in excess of 48.

(*b.*) Every employee must have one full day off duty in every week.

(*c.*) 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.

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

TRANSPORTATION INDUSTRY (MALE).

ORDER NO. 26, EFFECTIVE JULY 4TH, 1935.

Includes all operations in or incidental to the carrying or transporting for reward, by any means whatever, other than by rail, water, or air, any goods, wares, merchandise, article, articles, or material the property of persons other than the carrier, and the carrying or delivering of goods, wares, merchandise, article, articles, or material by or on behalf of any manufacturer, jobber, private or public owner, or by or on behalf of any wholesale, retail, private, or public vendor thereof, or dealer therein, and the carrying or delivering to or collecting from any other carrier of goods by rail, water, air, or road transport for the purpose of being further transported to some destination other than the place at which such aforementioned carriage or delivery terminates.

	Weekly Hours.	Weekly Hours.	Weekly Hours.
(1.) Operators of motor-vehicles of 2,000 lb. net weight or over, as specified on the motor-vehicle licence, exclusive of those specified in section 7 hereof	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	45c.	40c.	60c.
(2.) Operators of motor-vehicles of less than 2,000 lb. net weight, as specified on the motor-vehicle licence, exclusive of those specified in sections 3 and 7 hereof	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	40c.	35c.	52½c.
(3.) Operators of motor-cycles	Less than 40	40 and not more than 48	
Hourly rate	30c.	25c.	
(4.) Bicycle-riders and foot-messengers employed exclusively on delivery or messenger work	Less than 40	40 and not more than 48	
Hourly rate	20c.	17c.	
(5.) Swampers and helpers	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	40c.	35c.	52½c.

TRANSPORTATION INDUSTRY (MALE)—*Continued.*

	Weekly Hours.	Weekly Hours.	Weekly Hours.
(6.) Drivers of horse-drawn vehicles other than those covered by section 7 hereof	Less than 40	40 and not more than 50	In excess of 50 and not more than 54
Hourly rate	45c.	40c.	60c.
(7.) Drivers of vehicles employed in the retail delivery of bread or in the retail delivery of milk			
Hourly rate, 40c.			

NOTE.—(*a.*) Where vehicle is provided by employee all reasonable costs while vehicle is in use on employer's behalf shall be in addition to above rates.

(*b.*) Where uniforms are required these are to be furnished without cost to employee, except by arrangement approved by Board of Industrial Relations.

(*c.*) Employees waiting on call to be paid at above rates.

(*d.*) Milk-delivery men may work fifteen (15) hours in excess of 48 per week, provided not more than ten (10) hours is worked in any one day, nor more than three hundred and seventy-eight (378) hours over a period of seven (7) weeks.

(*e.*) Bicycle-riders and foot-messengers in mercantile industry, *see* Order No. 59.

WATCHMEN—LOGGING CAMPS (MALE).

ORDER NO. 1A, EFFECTIVE NOVEMBER 29TH, 1934.

	Wages.	Hours.
Watchmen where operations of camp are suspended	No minimum wage fixed.	Not fixed.

WOOD-WORKING.

ORDER NO. 49, EFFECTIVE AUGUST 16TH, 1937.

(Superseding Order No. 35 of April 1st, 1936, and Order No. 11 of August 24th, 1934.)

Includes all operations in establishments operated for the purpose of manufacturing sash and doors, cabinets, show-cases, office and store fixtures, wood furniture, wood furnishings, veneer products, and general mill-work products.

Class.	Hourly Rate.	Weekly Hours.
Adult Males	40c.	48
18 to 21 years of age	30c.	48
Under 18 years	25c.	48

NOTE.—After November 14th, 1937, total male employees receiving less than 40 cents must not exceed 33⅓ per cent. of all male employees.

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS.

The following is a complete list of all Orders made by the Board of Industrial Relations, compiled as at April 17th, 1939:—

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.	Date cancelled.
41	Apprentices, Indentured	Feb. 3/37	Feb. 11/37	Feb. 11/37	Male and Female	
17	Baking	Nov. 1/34	Nov. 8/34	Nov. 23/34	Male	
8	Barbering	July 12/34	July 19/34	Aug. 3/34	Male	June 14/37
42	Barbering	April 5/37	April 8/37	June 14/37	Male	
7	Box-manufacture	July 12/34	July 19/34	Aug. 3/34	Male	April 1/36
37	Box-manufacture	March 23/36	March 26/36	April 1/36	Male	April 4/38
55	Box-manufacture	March 10/38	March 17/38	April 4/38	Male	
31	Bus-drivers (Victoria and District)	Oct. 15/35	Oct. 17/35	Oct. 28/35	Male	
40	Carpentry	Dec. 1/36	Dec. 3/36	Feb. 1/37	Male	
58	Carpentry	Sept. 18/38	Sept. 22/38	Nov. 7/38	Male	
65	Carpentry	June 23/39	June 29/39	Aug. 1/39	Male	
66	Carpentry	Aug. 16/39	Aug. 17/39	Aug. 21/39	Male	
61	Christmas-trees	Nov. 18/38	Nov. 24/38	Nov. 24/38	Male	Dec. 31/38
68	Christmas-trees	Aug. 31/39	Sept. 7/39	Sept. 11/39	Male	
12	Construction	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	
12A	Construction	Feb. 28/38	March 3/38	March 3/38	Male	
12B	Construction	July 18/39	July 20/39	July 20/39	Male	
45	Construction	June 14/37	June 17/37	July 5/37	Male	July 8/37
45A	Construction (Cancelling 45)	July 2/37	July 8/37	July 8/37	Male	July 29/37
48	Construction	July 29/37	July 29/37	July 29/37	Male	
19	Elevator Operators	Feb. 8/35	Feb. 14/35	March 1/35	Male	Nov. 26/35
32	Elevator Operators	Nov. 26/35	Nov. 28/35	Nov. 28/35	Male	March 3/38
53	Elevator Operators	Feb. 28/38	March 3/38	March 3/38	Female	
54	Elevator Operators	Feb. 28/38	March 3/38	March 3/38	Male	
18	Engineers, Stationary Steam	Feb. 8/35	Feb. 14/35	March 1/35	Male	
18A	Engineers, Stationary Steam	April 17/35	April 18/35	April 18/35	Male	
18B	Engineers, Stationary Steam	June 26/36	July 2/36	July 2/36	Male	
18C	Engineers, Stationary Steam	May 14/37	May 20/37	June 1/37	Male	
39	First-aid Attendants	June 26/36	July 2/36	Aug. 1/36	Male	
----	Fishing		Jan. 15/20	Feb. 28/20	Female	
3	Fruit and Vegetable	May 2/34	May 3/34	May 18/34	Female	April 18/35
3A	Fruit and Vegetable	June 12/34	June 14/34	June 29/34	Female	April 18/35
21	Fruit and Vegetable	April 16/35	April 18/35	April 18/35	Female	July 12/37
21A	Fruit and Vegetable (Emergency)	Dec. 2/35	Dec. 5/35	Dec. 5/35	Female	March 31/36
21B	Fruit and Vegetable	July 21/36	July 23/36	July 23/36	Female	July 12/37
21C	Fruit and Vegetable	Aug. 26/36	Sept. 3/36	Sept. 3/36	Female	July 12/37
22	Fruit and Vegetable	April 16/35	April 18/35	April 18/35	Male	July 12/37
22A	Fruit and Vegetable (Emergency)	Dec. 2/35	Dec. 5/35	Dec. 5/35	Male	March 31/36
22B	Fruit and Vegetable	July 21/36	July 23/36	July 23/36	Male	July 12/37
22C	Fruit and Vegetable	Aug. 26/36	Sept. 3/36	Sept. 3/36	Male	July 12/37
46	Fruit and Vegetable	July 2/37	July 8/37	July 12/37	Female	
46A	Fruit and Vegetable	Sept. 1/37	Sept. 2/37	Sept. 2/37 to Sept. 15/37	Female	Sept. 15/37
46B	Fruit and Vegetable	Sept. 15/37	Sept. 16/37	Sept. 16/37 to Sept. 30/37	Female	Sept. 30/37
46C	Fruit and Vegetable (Temporary Emergency)	March 4/38	March 10/38	March 10/38 to May 7/38	Female	May 7/38
46D	Fruit and Vegetable	Aug. 12/38	Aug. 18/38	Aug. 12/38 to Oct. 1/38	Female	Oct. 1/38
63	Fruit and Vegetable Canning	May 23/39	May 25/39	June 1/39 to Dec. 31/39	Female	
47	Fruit and Vegetable	July 2/37	July 8/37	July 12/37	Male	
47A	Fruit and Vegetable	Sept. 1/37	Sept. 2/37	Sept. 2/37 to Sept. 15/37	Male	Sept. 15/37
47B	Fruit and Vegetable	Sept. 15/37	Sept. 16/37	Sept. 16/37 to Sept. 30/37	Male	Sept. 30/37

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS—*Continued.*

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.	Date cancelled.
47C	Fruit and Vegetable (Temporary Emergency)	March 4/38	March 10/38	March 10/38 to May 7/38	Male	May 7/38
47D	Fruit and Vegetable	Aug. 12/38	Aug. 18/38	Aug. 12/38 to Oct. 1/38	Male	Oct. 1/38
64	Fruit and Vegetable Canning	May 23/39	May 25/39	June 1/39 to Dec. 31/39	Male	
51	Household-furniture	Nov. 17/37	Nov. 18/37	Nov. 22/37	Male	
52	Hotel and Catering	Feb. 8/38	Feb. 10/38	Feb. 14/38	Female	
52A	Hotel and Catering (Resort Hotels)	April 6/38	April 7/38	June 15/38 to Sept. 15/38	Female	Sept. 15/38
52B	Hotel and Catering	May 18/38	May 19/38	May 19/38	Female	
52C	Hotel and Catering (Resort Hotels)	Aug. 22/38	Aug. 25/38	Sept. 16/38	Female	June 15/39.
23	Janitor	April 17/35	April 18/35	April 18/35	Male	May 31/37
23A	Janitor	Sept. 25/35	Oct. 3/35	Oct. 3/35	Male	May 31/37
43	Janitor	May 14/37	May 20/37	June 1/37	Male	
5A	Janitresses (Public House-keeping)	Nov. 9/34	Nov. 15/34	Nov. 30/34	Female	April 18/35
5B	Janitresses (Public House-keeping)	April 17/35	April 18/35	April 18/35	Female	Oct. 3/35
29	Janitresses	Sept. 26/35	Oct. 3/35	Oct. 3/35	Female	May 31/37
44	Janitresses	May 14/37	May 20/37	June 1/37	Female	
—	Laundry, Cleaning and Dyeing		Feb. 27/19	March 31/19	Female	
1	Logging	April 7/34	April 12/34	April 27/34	Male	
1A	Logging (Watchman)	Nov. 9/34	Nov. 15/34	Nov. 30/34	Male	
1C	Logging (Skeena and Khyex Rivers)	Jan. 24/36	Jan. 30/36	Jan. 30/36	Male	March 24/38
9	Logging and Sawmills	July 12/34	July 19/34	Aug. 3/34	Male	Oct. 19/34
13	Logging (East of Cascade Mountains)	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	March 24/38
13A	Logging (Skeena and Khyex Rivers)	Jan. 24/36	Jan. 30/36	Jan. 30/36	Male	March 24/38
15	Cancelling No. 9	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	Oct. 4/34
28	Logging and Sawmills (Cost of Board, Cranbrook Area)	Sept. 25/35	Sept. 26/35	Sept. 26/35	Male	
56	Logging	March 23/38	March 24/38	March 24/38	Male	
25	Manufacturing	March 29/35	June 6/35	July 1/35	Female	
10	Mercantile	July 24/34	July 26/34	Aug. 10/34	Male	July 20/36
10	Mercantile (Supplementary, 1934)	Nov. 9/34	Nov. 15/34	Dec. 1/34	Male	Dec. 31/34
10	Mercantile (Supplementary, 1935)	Nov. 26/35	Nov. 28/35	Nov. 28/35	Male	Dec. 31/35
10A	Mercantile (Christmas Cards, 1935)	Oct. 15/35	Oct. 17/35	Oct. 17/35	Male	Dec. 31/35
24	Mercantile	May 29/35	June 6/35	July 1/35	Female	
24	Mercantile (Supplementary, 1935)	Nov. 26/35	Nov. 28/35	Nov. 28/35	Female	Dec. 31/35
24	Mercantile (Supplementary, 1936)	Dec. 1/36	Dec. 3/36	Dec. 3/36	Female	Jan. 3/37
24	Mercantile (Supplementary, 1937)	Nov. 17/37	Nov. 25/37	Dec. 1/37 to Dec. 31/37	Female	Dec. 31/37
24A	Mercantile (Christmas Cards, 1935)	Oct. 15/35	Oct. 17/35	Oct. 17/35	Female	Dec. 31/35
24B	Mercantile (Christmas Cards, 1936)	Aug. 26/36	Sept. 3/36	Sept. 3/36 to Dec. 31/36	Female	Dec. 31/36
24	Mercantile (Supplementary, 1938)	Nov. 18/38	Nov. 24/38	Nov. 28/38 to Dec. 31/38	Female	Dec. 31/38

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS—*Continued.*

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.	Date cancelled.
38	Mercantile	June 26/36	July 2/36	July 20/36	Male	Oct. 20/38
38	Mercantile (Supplementary, 1936)	Dec. 1/36	Dec. 3/36	Dec. 3/36	Male	Jan. 3/37
38	Mercantile (Supplementary, 1937)	Nov. 17/37	Nov. 25/37	Dec. 1/37 to Dec. 31/37	Male	Dec. 31/37
38A	Mercantile (Christmas Cards, 1936)	Aug. 31/36	Sept. 3/36	Sept. 3/36 to Dec. 31/36	Male	Dec. 31/36
38B	Mercantile	Aug. 26/36	Sept. 3/36	Sept. 3/36	Male	
59	Mercantile	Oct. 12/38	Oct. 20/38	Oct. 20/38	Male	
59	Mercantile (Supplementary, 1938)	Nov. 18/38	Nov. 24/38	Nov. 28/38 to Dec. 31/38	Male	Dec. 31/38
4	Office Occupation	May 2/34	May 10/34	May 25/34	Female	Jan. 30/36
34	Office Occupation	Jan. 24/36	Jan. 30/36	Jan. 30/36	Female	
....	Personal Service		Aug. 14/19	Sept. 15/19	Female	Sept. 11/39
27	Personal Service	Aug. 29/35	Sept. 5/35	Sept. 5/35	Female	
27A	Personal Service (Temporary)	Dec. 17/35	Dec. 19/35	Dec. 19/35	Female	Dec. 31/35
27A	Personal Service	March 23/39	April 6/39	April 6/39	Female	
67	Public Places of Amusement	Aug. 31/39	Sept. 7/39	Sept. 11/39	Female	
5	Public Housekeeping	May 2/34	May 10/34	May 25/34	Female	Oct. 3/35
30	Public Housekeeping	Sept. 26/35	Oct. 3/35	Oct. 3/35	Female	Feb. 14/38
30A	Public Housekeeping	April 2/37	April 8/37	June 15/37 to Sept. 15/37	Female	Sept. 15/37
2	Sawmills	April 7/34	April 12/34	April 27/34	Male	April 1/36
14	Sawmills (East of Cascade Mountains)	Sept. 28/34	Oct. 4/34	Oct. 19/34	Male	April 1/36
28	Sawmill and Logging (Cost of Board, Cranbrook Area)	Sept. 25/35	Sept. 26/35	Sept. 26/35	Male	
36	Sawmills	March 23/36	March 26/36	April 1/36	Male	Aug. 16/37
50	Sawmills	Aug. 3/37	Aug. 5/37	Aug. 16/37	Male	
50A	Sawmills	July 18/39	July 20/39	July 20/39	Male	
1B	Shingle-bolts	Dec. 14/34	Dec. 20/34	Jan. 4/35	Male	
16	Shingle-mills	Nov. 1/34	Nov. 8/34	Nov. 23/34	Male	April 6/39
62	Shingle-mills	March 23/39	April 6/39	April 6/39	Male	
20	Ship-building	May 28/35	May 30/35	June 14/35	Male	
6	Taxicab-drivers	June 13/34	June 14/34	June 29/34	Male	Jan. 30/36
33	Taxicab-drivers (Vancouver)	Jan. 24/36	Jan. 30/36	Jan. 30/36	Male	
33A	Taxicab-drivers	Sept. 1/37	Sept. 2/37	Sept. 13/37	Male	
33B	Taxicab-drivers	Aug. 30/38	Sept. 1/38	Sept. 1/38	Male	
60	Taxicab-drivers (Victoria and District)	Nov. 15/38	Nov. 17/38	Nov. 17/38	Male	
....	Telephone and Telegraph		March 4/20	April 5/20	Female	
2A	Tie-cutting	May 2/34	May 3/34	May 18/34	Male	Sept. 30/34
26	Transportation	June 19/35	June 20/35	July 4/35	Male	
26A	Transportation	June 26/36	July 2/36	July 20/36	Male	Oct. 20/38
26B	Transportation	Aug. 30/38	Sept. 1/38	Sept. 1/38	Male	
26C	Transportation	Oct. 19/38	Oct. 20/38	Oct. 20/38	Male	
11	Wood-working	Aug. 1/34	Aug. 9/34	Aug. 24/34	Male	April 1/36
35	Wood-working	March 23/36	March 26/36	April 1/36	Male	Aug. 16/37
49	Wood-working	Aug. 3/37	Aug. 5/37	Aug. 16/37	Male	

SUMMARY OF REGULATIONS MADE PURSUANT TO "HOURS OF WORK ACT."

Province of British Columbia.

"HOURS OF WORK ACT."

BE IT KNOWN that, pursuant to and by virtue of the powers and authority vested in the Board of Industrial Relations by the "Hours of Work Act," the said Board has made the following regulations, namely:—

Lumbering East of the Cascades.

[1 (*a*) Consolidated for convenience only. *See* Regulation No. 26.]

1. (*a.*) Persons employed in sawmills, planing-mills, shingle-mills, and logging industry, including all operations in or incidental to the carrying-on of logging; pole, tie, shingle-bolt, mining-prop, and pile cutting; and all operations in or incidental to driving, rafting, and booming of logs, poles, ties, shingle-bolts, mining-props, and piles, situate in that part of the Province lying east of the Cascade Mountains may work one hour per day in excess of the limit prescribed by section 3 of the Act, but the total hours worked in any week shall not exceed fifty-four (54).

(*b.*) In the industrial undertakings referred to in clause (*a*) of this regulation, the limit of hours of work thereby fixed may be exceeded by one hour per day on five days of each week for the purpose of making a shorter work-day on one day of the week, but the total hours worked in any week shall not exceed fifty-four (54).

(*c.*) In sawmills, planing-mills, and shingle-mills situate in that part of the Province lying east of the Cascade Mountains, and which are operated with a single shift of engineers, firemen, and oilers, the engineers, firemen, and oilers may work overtime to the extent of one and one-half hours per day, to cover preparatory and complementary work, in addition to the said fifty-four (54) hours per week set forth in clauses (*a*) and (*b*) of this regulation.

Lumbering, Night Shift.

2. Persons employed in sawmills, planing-mills, and shingle-mills on night shifts may work a total of forty-eight (48) hours each week in five nights, in lieu of forty-eight (48) hours each week in six nights, but the number of hours worked in any night must not exceed ten (10).

Logging.

3. Persons employed in:—

(1.) The logging industry in:—

(*a.*) Booming operations; or

(*b.*) Transporting logs by logging-railway, motor-truck, flume, horse, or river-driving; or

(*c.*) Transporting workmen or supplies for purposes of the said industry;

(*d.*) Or in the operation and upkeep of donkey-engines:

Fish-canning.

(2.) Canning fish or manufacturing by-products from fish, but not those engaged in salting fish; and in

Cook and Bunk Houses.

(3.) Cook and bunk houses in connection with any industrial undertaking,—

are hereby exempted from the limits prescribed by section 3 of the said Act to the extent necessary to surmount extraordinary conditions which cannot reasonably be otherwise overcome.

Engineers, Firemen, and Oilers.

4. In all industrial undertakings which use steam as a motive power and which are operated with a single shift of engineers, firemen, and oilers, the engineers, firemen, and oilers may work overtime to the extent of one and one-half hours per day to perform preparatory or complementary work, in addition to the maximum hours of work prescribed by section 3 of the Act.

Shipping Staff.

5. Persons employed as members of the shipping staff in industrial undertakings where shipping operations are of an intermittent nature may work such hours in addition to the working-hours limited by section 3 of the said Act as (but only so many as) shall be necessary to surmount extraordinary conditions which cannot reasonably be otherwise overcome.

In determining extraordinary conditions the decision of the Board shall be final, and where the Board is of the opinion that, under the provisions of this regulation, the working-hours limited by section 3 of the Act are being unduly exceeded, the Board shall, by written notification to the management, exclude the industrial undertaking from the provisions of this regulation for such period of time as the Board considers advisable.

Emergency Repairs.

6. While engaged upon repair-work requiring immediate performance, persons employed in ship-yards, engineering-works, machine-shops, foundries, welding plants, sheet-metal works, belt-works, saw-works, and plants of a like nature may work such hours in addition to the working-hours limited by section 3 of the said Act as (but not more than) may be necessary to prevent serious loss to, or interruption in the operation of, the industrial undertaking for which the repairs are being made.

Seasonal Boxes and Shooks.

7. Persons employed in the manufacture of wooden boxes or wooden containers for shipment or distribution of fish, fruit, or vegetables may work during the months of June, July, August, and September in each year such hours in excess of the limit prescribed by section 3 of the said Act as may from time to time be necessary to fill urgent orders.

Seasonal Soft Drinks Delivery.

NOTE.—Regulation 8 cancelled by 8A February 13th, 1936.

Laundries.

9. Persons employed in laundries may, in any week in which a public holiday (other than Sunday) occurs, work on each of the remaining working-days of the week such hours in excess of the limit of hours prescribed by section 3 of the said Act as may be necessary to avoid serious interference with the business of the industry, but the total hours worked in any such week shall not exceed forty-eight (48).

Seasonal Lithographing.

10. During the months of May, June, July, August, September, and October in each year persons employed in the lithographing industry may work such hours in excess of the hours prescribed by section 3 of the said Act as may from time to time be necessary to fill urgent orders. This exemption shall only apply when sufficient competent help is not available.

Temporary Exemptions.

11. Temporary exceptions will be allowed by the Board by the granting of written temporary exemption permits limiting by their terms the extent thereof, but only upon being satisfied by application in writing, signed by the applicant or some one thereunto duly authorized, of the urgency and necessity for the exception, that it is of a temporary nature, and that no other means of adequately overcoming such temporary urgent condition is, or has been, reasonably available, and that the additional working-hours applied for will not be more than will suffice for the extra pressure of work requiring the same.

Overtime Record.

12. Every employer shall keep a record in the manner required by subsection (1) of section 9 of the said Act of all additional hours worked in pursuance of section 6 of the said Act or in pursuance of any regulation.

13. Every employer shall notify, by means of the posting of notices in conspicuous places in the works or other suitable place, where the same may readily be seen by all persons employed by him, the hours at which work begins and ends, and, where work is carried on by shifts, the hours at which each shift begins and ends; also such rest intervals accorded during the period of work as are not reckoned as part of the working-hours; these hours shall be so fixed that the duration of the work shall not exceed the limits prescribed by the "Hours of Work Act, 1934," or by the regulations made thereunder, and when so notified they shall not be changed except upon twenty-four hours' notice of such change posted as hereinbefore specified, and in all cases of partial or temporary exemption granted by the Board of Industrial Relations under sections 11 and 12 of the Act or Regulation 11 above, a like notice of the change in working-hours shall be posted, which notice shall also state the grounds on which the exemption was granted.

Made and given at Victoria, British Columbia, this 14th day of June, 1934.

(Published in B.C. Gazette, June 14th, 1934. Effective June 14th, 1934.)

REGULATION No. 14.

OCCUPATION OF BARBERING.

The occupation of barbering is hereby added to the Schedule of the said Act, the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 24th day of July, 1934.

Made and given at Victoria, B.C., this 24th day of July, 1934.

(Published in B.C. Gazette, August 2nd, 1934. Effective August 2nd, 1934.)

REGULATION No. 15.

MERCANTILE INDUSTRY.

The mercantile industry is hereby added to the Schedule of the said Act, the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 7th day of August, 1934.

Made and given at Victoria, B.C., this 9th day of August, 1934.

(Published in B.C. Gazette, August 9th, 1934. Effective August 9th, 1934.)

Regulations No. 15A, 15B, 15C, and 15D cancelled by

REGULATION No. 15E.

MERCANTILE INDUSTRY.

Persons employed in the mercantile industry, which includes all establishments operated for the purpose of wholesale and (or) retail trade, in the Province of British Columbia, with the exception of the City of Vancouver, the City of North Vancouver, Municipality of the District of West Vancouver, the Municipality of the District of Burnaby, the City of Victoria, the Municipality of the Township of Esquimalt, the Municipality of the District of Oak Bay, and the Municipality of the District of Saanich, may work three (3) hours per day in excess of the limit prescribed by section 3 of the said Act, on Saturday of each week and on the day preceding a statutory holiday, when such statutory holiday occurs on a Saturday, but the total hours worked in any one week shall not exceed forty-eight (48).

Made and given at Victoria, B.C., this 30th day of August, 1938.

(Published in B.C. Gazette, September 1st, 1938. Effective October 1st, 1938, to September 30th, 1939.)

Regulations No. 16, 16A, 16B, 16C, 16D, and 16E cancelled by

REGULATION No. 16F.

MERCANTILE INDUSTRY—DRUG-STORES.

1. Persons employed in drug-stores as registered apprentices, certified clerks, or licentiates of pharmacy may work not more than ninety-six (96) hours in any two (2) successive weeks, but in no case shall the hours of work of any such registered apprentice, certified clerk, or licentiate of pharmacy exceed fifty-two (52) hours in any one week, or nine (9) hours in any one day.

2. Regulation No. 16E of the Board made and given at Victoria, B.C., the 30th day of August, 1938, is hereby cancelled.

Made and given at Victoria, B.C., this 3rd day of April, 1939.

(Published in B.C. Gazette, April 6th, 1939. Effective April 6th, 1939.)

REGULATION No. 17.

BAKING INDUSTRY.

The baking industry, by which expression is meant all operations in or incidental to the manufacture and delivery of bread, biscuits, or cakes, is hereby added to the Schedule of the said Act, the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 6th day of November, 1934.

Made and given at Victoria, B.C., this 22nd day of November, 1934.

(Published in B.C. Gazette, November 22nd, 1934. Effective November 22nd, 1934.)

REGULATION No. 17A.

BAKING INDUSTRY.

Employees employed in the baking industry as deliverymen may work six (6) hours per week in excess of the weekly limit prescribed by section 3 of the Act.

Made and given at Victoria, B.C., this 22nd day of November, 1934.

(Published in B.C. Gazette, November 22nd, 1934. Effective November 22nd, 1934.)

REGULATION No. 18.

CATERING INDUSTRY.

The catering industry, which includes all operations in or incidental to the preparation or to the serving, or to both preparation and serving, of meals or refreshments where the meals or refreshments are served or intended to be served in any hotel, restaurant, eating-house, dance-hall, cabaret, banquet-hall, cafeteria, tea-room, lunch-room, lunch-counter, ice-cream parlour, soda-fountain, or in any other place where food is served and a charge is made for the same either directly or indirectly, whether such charge is made against the persons who partake of the meals or refreshments or against some other person, is hereby added to the Schedule to the said Act, the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 9th day of November, 1934.

This regulation shall come into force on the 1st day of December, 1934.

Made and given at Vancouver, B.C., this 9th day of November, 1934.

(Published in B.C. Gazette, November 15th, 1934. Effective December 1st, 1934.)

REGULATION No. 18A.

CATERING INDUSTRY.

Employees in the catering industry, working on a split shift, are hereby exempt from the provisions of section 3 of the "Hours of Work Act Amendment Act, 1937," being chapter 30 of the Statutes of British Columbia, 1937, to the extent that their working-hours on a split shift shall be confined within fourteen (14) hours immediately following commencement of work; but this exception shall not be applicable unless every employee whose split shift extends over twelve (12) hours is paid at the rate of not less than one and one-half times his regular rate of pay for such portion of the split shift as is not confined within twelve (12) hours immediately following commencement of work.

Made and given at Vancouver, B.C., this 5th day of May, 1938.

(Published in B.C. Gazette, May 6th, 1938. Effective May 6th, 1938.)

REGULATION No. 19.

RETAIL FLORISTS.

Persons employed in the establishments of retail florists may work such hours in addition to the working-hours limited by section 3 of the said Act as (but only so many as) shall be necessary to surmount extraordinary conditions which cannot reasonably be otherwise overcome: Provided that the working-hours of such persons shall not exceed ninety-six (96) hours on the average in any two successive weeks.

In determining extraordinary conditions the decision of the Board shall be final, and where the Board is of the opinion that, under the provisions of this regulation, the working-hours limited by section 3 of the Act are being unduly exceeded, the Board shall, by written notification to the management, exclude the employer's establishment from the provisions of this regulation for such period of time as the Board considers advisable.

Made and given at Vancouver, B.C., this 9th day of November, 1934.

(Published in B.C. Gazette, November 15th, 1934. Effective November 15th, 1934.)

REGULATION No. 20.

The Occupation of Elevator Operator.

The occupation of elevator operator is hereby added to the Schedule to the said Act, the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 15th day of February, 1935.

Made and given at Victoria, B.C., this 28th day of February, 1935.

(Published in B.C. Gazette, February 28th, 1935. Effective February 28th, 1935.)

Regulations No. 21, 21B, 21C, and 21D cancelled by

REGULATION No. 21E.

Fruit and Vegetable Industry.

The fruit and vegetable industry, which includes all operations in or incidental to the canning, preserving, drying, packing, or otherwise adapting for sale or use any kind of fruit or vegetable, is hereby exempt from the operation of the said Acts up to and including the 31st day of March, 1940.

Made and given at Vancouver, B.C., this 23rd day of May, 1939.

(Published in B.C. Gazette, May 25th, 1939. Effective March 31st, 1938, to March 31st, 1940.)

REGULATION No. 22.

Transportation Industry.

The transportation industry, which includes all operations in or incidental to the carrying or transporting for reward, by any means whatever, other than by rail, water, or air, any goods, wares, merchandise, article, articles, or material the property of persons other than the carrier, and the carrying or delivering of goods, wares, merchandise, article, articles, or material by or on behalf of any manufacturer, jobber, private or public owner, or by or on behalf of any wholesale, retail, private, or public vendor thereof, or dealer therein, and the carrying or delivering to or collecting from any other carrier of goods by rail, water, air, or road transport, for the purpose of being further transported to some destination other than the place at which such aforementioned carriage or delivery terminates, is hereby added to the Schedule to the said "Hours of Work Act, 1934," the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 14th day of June, 1935.

Made and given at Victoria, B.C., this 19th day of June, 1935.

(Published in B.C. Gazette, June 20th, 1935. Effective June 20th, 1935.)

REGULATION No. 23.

Transportation Industry.

1. That where used in this regulation the expression "transportation industry" includes all operations in or incidental to the carrying or transporting for reward, by any means whatever, other than by rail, water, or air, any goods, wares, merchandise, article, articles, or material the property of persons other than the carrier, and the carrying or delivering of goods, wares, merchandise, article, articles, or material by or on behalf of any manufacturer, jobber, private or public owner, or by or on behalf of any wholesale, retail, private, or public vendor thereof, or dealer therein, and the carrying or delivering to or collecting from any other carrier of goods by rail, water, air, or road transport, for the purpose of being further transported to some destination other than the place at which such aforementioned carriage or delivery terminates.

2. That employees in the transportation industry, other than those employed as (*a*) operators of motor-cycles, (*b*) bicycle-riders and foot-messengers employed exclusively on delivery or messenger work, and (*c*) drivers of vehicles employed in the retail delivery of milk, are hereby permitted to work six (6) hours per week in excess of the hours prescribed by section 3 of the said "Hours of Work Act, 1934," in accordance with the provisions of Order No. 26 of the said Board of Industrial Relations dated the 19th day of June, 1935, fixing minimum wages in the transportation industry: Provided that no such employee in the transportation industry shall work more than ten (10) hours in any one day.

3. That employees in the transportation industry employed as drivers of vehicles in the retail delivery of milk are hereby permitted to work fifteen (15) hours per week in excess of the hours prescribed by section 3 of the said "Hours of Work Act, 1934": Provided that over a period of seven (7) weeks no such employee shall work more than three hundred and seventy-eight (378) hours, nor more than ten (10) hours in any one day.

Made and given at Victoria, B.C., this 19th day of June, 1935.

(Published in B.C. Gazette, June 20th, 1935. Effective June 20th, 1935.)

REGULATION No. 24.

Occupation of Hotel Clerk.

The occupation of hotel clerk, which includes the work of all persons engaged as room clerks (day or night), mail clerks, information clerks, cashiers, book-keepers, accountants, telephone operators, and any other persons employed in clerical work in hotels, is hereby added to the Schedule to the said "Hours of Work Act, 1934," the approval of the Lieutenant-Governor in Council to such addition to the said Schedule

having been obtained by Order in Council dated the 20th day of September, 1935.

Made and given at Vancouver, British Columbia, this 25th day of September, 1935.

(Published in B.C. Gazette, September 26th, 1935. Effective September 26th, 1935.)

REGULATION No. 26.

1. That Regulation No. 1 (*a*) of the Board, dated the 14th day of June, 1934, is hereby amended by striking out the word "and" before the word "shingle-mills," and inserting after the word "shingle-mills" the words "and logging industry, including all operations in or incidental to the carrying-on of logging; pole, tie, shingle-bolt, mining-prop, and pile cutting; and all operations in or incidental to driving, rafting, and booming of logs, poles, ties, shingle-bolts, mining-props, and piles."

2. That this regulation shall become effective on publication in The British Columbia Gazette on the 24th day of March, 1938.

Made and given at Victoria, B.C., this 23rd day of March, 1938.

REGULATION No. 28.

Taxicab Industry.

The taxicab industry, which includes the work of all employees in charge of or driving a motor-vehicle with seating capacity for seven (7) passengers or less than seven (7) passengers, used for the conveyance of the public, and which is driven or operated for hire, is hereby added as item No. 12 to the Schedule of the "Hours of Work Act," the approval of the Lieutenant-Governor in Council to such addition to the said Schedule having been obtained by Order in Council dated the 3rd day of May, 1938.

Made and given at Victoria, B.C., this 22nd day of August, 1938.

REGULATION No. 28A.

Taxicab Industry.

Persons employed in the taxicab industry, which includes the work of all employees in charge of or driving a motor-vehicle with seating capacity for seven (7) passengers or less than seven (7) passengers, used for the conveyance of the public, and which is driven or operated for hire, may work six (6) hours per week in excess of the weekly limit prescribed by section 3 of the Act, but in no case shall the daily hours worked by any such employee in the taxicab industry exceed nine (9) in any one day.

Made and given at Victoria, B.C., this 22nd day of August, 1938.

NOTE.—The taxicab industry having been brought under the "Hours of Work Act," is now subject to the following provision of that Statute:—

"The working-hours of employees working on a split shift shall be confined within twelve hours immediately following commencement of work."

REGULATION No. 28B.

Taxicab Industry.

1. That where used in this regulation, the expression "taxicab industry" shall have the meaning as assigned to it in Regulation No. 28 of the Board, dated the 22nd day of August, 1938.

2. That persons employed in the taxicab industry in the City of Victoria, the Municipality of the Township of Esquimalt, the Municipality of the District of Oak Bay, and the Municipality of the District of Saanich, may work:—

(*a*.) Two (2) hours per day in excess of the limit prescribed by section 3 of the "Hours of Work Act," provided that such ten (10) hours are confined within eleven (11) hours immediately following commencement of their work:

(*b*.) In excess of the ten (10) hours permitted by clause (*a*) hereof, provided they are paid not less than the minimum rate for overtime—namely, forty-five cents (45c.) per hour—prescribed by section 5 of Order No. 60 of the Board, dated the 15th day of November, 1938.

3. Regulation No. 28A of the Board, made the 22nd day of August, 1938, is hereby varied accordingly.

Made and given at Victoria, B.C., this 15th day of November, 1938.

COMPILED AUGUST 1ST, 1939.

By BOARD OF INDUSTRIAL RELATIONS.

ADAM BELL, *Chairman.*
CHRISTOPHER JOHN MCDOWELL.
FRAUDENA EATON.
JAMES THOMSON.
J. A. WARD BELL.

SUMMARY OF LAWS AFFECTING LABOUR.

(Passed by the Legislature of British Columbia, 1938.)

"APPRENTICESHIP ACT AMENDMENT ACT, 1938."

Formerly, the Act allowed of a minor under 21 years of age being employed in a "designated trade" for a period of three months without being signed up under an apprenticeship contract.

This was intended to afford an employer the opportunity to try out a boy for a probationary period of three months before deciding to take him on as an apprentice.

It was found that certain employers were making a practice of taking on a succession of boys and firing each one as the three-month period expired, without keeping any of them on as an apprentice under the Act.

The amendment requires that when an employer desires to take on a boy for the three-month probationary period, he (the employer) must obtain the approval of the Apprenticeship Committee before he can employ the boy. In this way it is hoped to control a practice that was threatening to undermine the successful administration of the Act.

"TRADE-SCHOOLS REGULATION ACT AMENDMENT ACT, 1938."

The Act as originally passed empowers the Lieutenant-Governor in Council to make regulations for the proper conduct of a trade-school.

Formerly, the only penalty that could be applied to a trade-school for failing to observe the regulations was to cancel the licence of the school, which, in the case of a minor offence, was considered to be too severe, and, in addition, might be a detriment to students who had paid money for a course of training.

The amendment provides a penalty more in keeping with minor offences, and which, in such cases, can be supplied without closing the trade-school entirely.

"FIRE DEPARTMENTS TWO-PLATOON ACT AMENDMENT ACT, 1938."

The Act originally provided that, in the Cities of Vancouver, Victoria, and New Westminster, firemen were required to work on a two-platoon system which regulated their hours of work.

The amendment extends the application of the Act to every municipality and every place in which there is a paid fire department or a paid fire brigade, as defined in the Statute.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT AMENDMENT ACT, 1938."

The Act originally provided that it was lawful for employees to bargain collectively with their employer and to conduct such bargaining through representatives of employees duly elected by a majority vote of the employees affected.

The amendment continues this provision; but, in addition, requires an employer to conduct such bargaining with officers of a trade-union where the majority of the employees were organized into a trade-union prior to the 8th day of December, 1938.

"WORKMEN'S COMPENSATION ACT AMENDMENT ACT, 1938."

The amendment extends the scope of the Act to include workmen employed on an aeroplane, flying-machine, truck, bus, or other vehicle used in transportation of passengers or freight, who were not previously covered by compensation, and thus bring the Act into line with the more modern methods of transportation.

A general all-round increase in the benefits of compensation to workmen is given:—

1. In the case of death resulting from injury, the amount granted for burial expenses is increased from $100 to $125.

2. In the case of a dependent widow or an invalid widower, the monthly payment to the surviving spouse is increased from $35 to $40.

3. In the case of a dependent widow or invalid widower with one or more children, the monthly payment of $35 per month plus $7.50 for each dependent child is increased to $40 per

month plus $7.50 for each dependent child, and the total amount payable is increased from $65 per month to $70 per month.

4. In the case of dependent parents and children of deceased workmen where death results from injury, the total amount payable is increased from $65 per month to $70 per month.

5. When the surviving dependents of a deceased alien workman are living in a foreign country, the Board, under the Act, has always had the right to compute the amount of compensation on a basis commensurate with the standard of living in the country where the dependents resided.

In that way, a reserve may be created.

The amendment now provides that any reserve so created shall be distributed by way of additional payments to dependents living within the Dominion of Canada.

6. The amount of compensation to a workman suffering permanent total disability is increased from 62½ per cent. to 66⅔ per cent. of his average earnings.

7. In the case of permanent partial disability, compensation shall now, according to the amendment, be computed as 66⅔ per cent. of the difference between what the workman was earning before the accident and what he can earn after the accident, instead of 62½ per cent., as formerly.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT."

VICTORIA, B.C., May 31st, 1939.

Adam Bell, Esq.,
Deputy Minister of Labour, Parliament Buildings, Victoria, B.C.

SIR,—Submitted herewith is the first annual report of the Industrial Conciliation and Arbitration Branch for the year 1938.

Very few disputes marred the industrial scene in 1938. Indeed, there were fewer employees affected and working-days lost during this year than at any other time since 1931.

The "Industrial Conciliation and Arbitration Act" received assent December 10th, 1937, and 1938 was therefore a year of testing for this important statute. Naturally, some of the disputes which arose did not come within the scope of its provisions. In the tables and explanations which follow a segregation has been made of disputes treated under the Act, and others. However, for the purpose of comparison with other years, it is interesting to note that there was a total of eleven strikes reported, affecting 837 workers and causing a loss of 8,236 working-days.

The following table shows the record for the past eight years:—

NUMBER OF STRIKES, NUMBER OF EMPLOYEES AFFECTED, AND TIME LOST IN WORKING-DAYS, 1931–38.

Year.	No. of Strikes.	Employees affected.	Time lost in Working-days.
1938	11	837	8,236
1937	16	1,188	30,022
1936	16	5,741	75,311
1935	23	7,321	140,706
1934	17	4,427	73,977
1933	14	2,397	25,760
1932	11	4,136	37,740
1931	11	2,322	79,310

An analysis of disputes by industries reveals the fact that while there were four disputes in the manufacturing industry, resulting in a loss of 1,938 working-days, the greatest loss was in the fishing industry where three disputes affecting 573 workers resulted in a loss of 6,039 working-days.

ANALYSIS OF LABOUR DISPUTES IN BRITISH COLUMBIA IN 1938 BY VARIOUS INDUSTRIES.

Industry.	No. of Disputes.	No. of Employers.	Workers involved.	Time lost in Working-days.
Construction	2	3	86	169
Fishing	3	23	573	6,039
Manufacturing	4	4	158	1,938
Mining	1	1	10	30
Trade	1	1	10	60
Totals	11	32	837	8,236

SUMMARY OF DISPUTES.

Of the eleven strikes which took place during the year, six came within the scope of the Act. In four of these six disputes, due to unfamiliarity with the provisions of the statute, workers struck without recourse to Provincial conciliation. In the two remaining cases the strike followed the rejection of the findings of Boards of Arbitration—in one case by an employer, in the other by employees.

Disputes in which the services of this branch of the Department were utilized affected 244 workers and resulted in a loss of 2,107 working-days. A summary follows:—

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Man Working-days.
Lime-workers, Blubber Bay	Commenced March 7th, following demand for Union recognition and rotation of work while sawmill closed. Terminated March 12th upon representations of conciliation commissioner.	56	198
Lime-workers, Blubber Bay	Commenced June 2nd, following rejection by the employees of the unanimous award of the Board of Arbitration and failure by the company to give a definite undertaking that certain men on the payroll July 23rd, 1937, would be re-employed. Employment conditions reported no longer affected October 31st, 1938. Undetermined.	83	1,650
Carpenters, Vancouver	Commenced July 20th, in protest of alleged failure of employers to pay the existing fair-wage rate of 90 cents an hour. Following the intervention of a conciliation commissioner the men returned to work at 85 cents and 90 cents an hour, July 22nd. In favour of employees.	70	146
Bakery-workers, Vancouver	Commenced November 11th, in protest of refusal of employer to accept award of Board of Arbitration. Eleven of thirteen employees were immediately replaced. Employment conditions reported no longer affected December 31st, 1938.	13	80
Metal stamp, plate, and die workers, Vancouver	Commenced November 17th, against failure of employer to accept proposed agreement submitted by Union. Terminated upon the representation of conciliation commissioner, November 19th. A closed-shop agreement was eventually signed. Favourable to employees.	6	10
Welders, Vancouver	Commenced November 30th, in protest against rate of $1 per hour paid welders on Point Grey water-main extension. The Union claimed $1.12½ was the fair rate and struck to protect this scale. The men returned to work December 1st upon representations of the conciliation commissioner. The established field work-rate was found to be $1 per hour.	16	23
	Totals	244	2,107

OTHER DISPUTES.

Fishermen (herring-seiners), Prince Rupert	Commenced January 10th, to secure an increase in the price per ton of fish. Men returned to work January 22nd after compromise was effected.	28	364
Retail store clerks, Vancouver	Ten employees of a company operating several retail stores were dismissed without notice June 13th, but the majority of them were reinstated June 20th and an agreement signed with the Union. In favour of employees.	10	60
Mercury-miners, Bridge River	On August 18th the rate of wages at this mine was reduced 40 cents per day. As a result the crew quit. A new crew was hired and work resumed August 20th. In favour of employer.	10	30
Fishermen (salmon purse-seiners), Johnstone Strait district	Commenced September 16th, when men demanded increase of price paid for chums. Work resumed October 3rd when operators agreed to pay a higher price and signed agreements with Unions. Favourable to men.	500	5,000
Fishermen (herring gill-netters), Vancouver district	Commenced November 4th, when fishermen demanded recognition of Union and an agreement covering sales and prices for their products. A Union agreement was later signed. Favourable to men.	45	675
	Totals (all disputes)	837	8,236

I. STRIKES, 1938.

LIME-WORKERS, BLUBBER BAY.

Nos. 1 and 2.—A full description of the circumstances leading to strikes at Blubber Bay, which took place March 7th and June 2nd, will be found in the record of conciliation which appears immediately after the report on strikes.

CARPENTERS, VANCOUVER.

No. 3.—Carpenters on three construction jobs in Vancouver struck at 8 a.m., July 20th, thus ending the work of a number of labourers on two of these operations.

The dispute was caused by the employers offering the carpenter employees the rate of 80 cents per hour. The carpenters protested this rate of wages and demanded the rate of 90 cents per hour, which they claimed to be the prevailing rate in the district.

They were informed the Government would intervene when they had returned to work, and as a result work on all three jobs recommenced July 22nd at 9 a.m.

Negotiations which were thereafter opened between disputants by an officer of the Department of Labour terminated September 6th when the employees accepted an offer made by the employers, which was to become effective on the same date as a Minimum Wage Order by the Board of Industrial Relations, setting a minimum rate of 75 cents per hour for carpenters employed in Vancouver and adjacent municipalities, became effective. (This order was made effective November 7th, 1938.)

The offer made by the employers was in the form of a contract guaranteeing a rate of 90 cents an hour, with time and one-half for overtime and holidays.

In the interval, it was agreed by both parties that on work where 90 cents an hour was being paid the rate would not be altered until the completion of the work.

On other work where 80 cents per hour was being paid, the rate of 85 cents should apply as from September 1st, 1938. Pending the signing of the agreement correspondence was exchanged between representatives of employers and employees accepting the proposed provisions.

The settlement was therefore favourable to the employees.

BAKERY-WORKERS, VANCOUVER.

No. 4.—On July 29th the Minister apprehended a dispute between the employees of a Vancouver bakery and the management and appointed a Conciliation Commissioner to investigate the matter. Complainants alleged that there was discrimination shown Union employees

and that a feeling of unrest existed due to the employment of young workers in relation to the number of journeymen bakers.

On September 12th the Commissioner referred the matter to arbitration and the Board of Arbitration was constituted October 4th.

The employees demanded a closed-shop agreement; certain wage rates, in many cases an increase over that being paid; and a certain ratio of unskilled labour to journeymen.

The Board, after a series of sittings in Vancouver, returned a majority award October 17th. The employer's representative, however, found he could not agree with his colleagues and submitted a minority report on the same date. The texts of the award and minority report may be found in full elsewhere in this report.

On October 25th, a secret ballot of the employees affected was taken, with an official of the Department of Labour present, on the question: "Are you in favour of accepting the award of the Board of Arbitration designated by Order in Council to inquire into the dispute between the Woman's Bakery, Limited, and the employees of the Woman's Bakery?"

Thirteen employees voted. Twelve marked their ballots "Yes"; one marked a ballot "No." There were no ballots spoiled.

On October 31st, the management of the bakery rejected the award of the Board.

As a result, the employees of the bakery struck November 11th. Eleven of the thirteen employees striking were immediately replaced by other workers.

While there has been no notification of the cessation of the strike, employment conditions are believed to be no longer affected.

(*See* "Boards of Arbitration, No. 4.")

Metal Stamp and Die Workers, Vancouver.

No. 5.—During October and early November representations were made by the officials of the Union of whom the employees of the firm concerned were members. A Union agreement covering wages and hours was requested. Some difficulty was experienced by the management in obtaining approval by its principals for the arrangement of a meeting with representatives of the employees. In the interim (November 17th) the men ceased work.

Upon application by the employer a Conciliation Commission was issued and the employees were advised that their action was contrary to the provisions of the "Industrial Conciliation and Arbitration Act," and that they should return to work pending a settlement of the dispute.

The employees therefore recommenced work November 19th and negotiations thereafter proceeded.

On February 7th, 1939, a Union agreement covering wages, hours, and Union recognition was signed and made effective as from January 3rd, 1939. Settlement favoured the employees.

Welders, Vancouver.

No. 6.—Welders employed by a Vancouver firm struck November 30th to protect the rate of $1.12½ per hour, which they claimed was the fair-wage rate for members of their craft engaged on field-work. These men were being paid $1 per hour.

The matter was investigated by an official of the Department and the men were informed that such a strike was a contravention of the provisions of the "Industrial Conciliation and Arbitration Act." They were advised to return to work pending negotiation, and did so December 1st.

Following continued investigation it was ascertained that the established wage-rate for welders employed on field-work in Vancouver and adjacent municipalities for the year 1938 was $1 per hour. This information was conveyed to the secretary of the Union involved, who acknowledged the information secured was specific and satisfactory to the Union of which he was an officer.

OTHER DISPUTES.

Retail Store Clerks, Vancouver.

Ten employees of one company operating several retail stores in Vancouver were dismissed without notice June 13th. The management claimed that it wished to employ female help and thus reduce overhead. These men had joined the Retail Clerks International Protective Association, and as a result of negotiations between the management and the Union

the majority of these employees were reinstated June 20th and a Union agreement signed. Sixty man-days were lost. The outcome of the dispute was favourable to the employees.

MERCURY-MINERS, BRIDGE RIVER.

On August 18th, on instructions from his head office, the superintendent at the mine advised the miners that wages would be reduced from $5.40 to $5 per day. It was explained the reduction was made to conform with base-metal rates. The miners refused to accept the reduction and were paid off. A new crew was hired and work was resumed August 20th. Ten men were affected and thirty man-days lost. The outcome of the dispute was favourable to the employer.

FISHERMEN (SALMON PURSE-SEINERS), JOHNSTONE STRAIT DISTRICT.

This dispute involved fishermen at Alert Bay in the Johnstone Strait district. The men demanded an increase in the price of chums from 8 cents to 12 cents per pound. Operations ceased September 16th but commenced again October 3rd, when operators agreed to pay 10 cents per pound in this area and established prices in other areas along the coast. Agreements were signed between the Pacific Coast Fishermen's Union and the Salmon Purse-seiners Union and the operators. About 500 fishermen were involved in this stoppage, and 5,000 man-days lost. The outcome of the dispute was favourable to the fishermen.

FISHERMEN (HERRING GILL-NETTERS), VANCOUVER DISTRICT.

Forty-five herring gill-net fishermen ceased operations November 4th, demanding recognition of their Union by fish-buyers and an agreement covering sales and prices for gill-net fish. An agreement with the Union was later signed to the satisfaction of the men, who resumed fishing November 23rd. Approximately 675 man-days were lost. The outcome was favourable to the fishermen.

II. CONCILIATION.

Amongst the most important work done in connection with the administration of the Act is that of mediation and conciliation. Twenty Conciliation Commissions were authorized by the Minister during the year. The work undertaken by the Commissioners in these disputes has been summarized hereunder.

In addition, numerous complaints by organizations and individuals were referred to officials of the Departments for mediation and adjustment. These were not deemed to be of sufficient gravity to warrant the appointment of a Conciliation Commissioner.

Several of these complaints did not come within the scope of the Act or were caused by actions done prior to the enactment of the statute. In the majority of cases the officials to whom complaints, with which the Department could deal were referred, were successful in making satisfactory adjustments.

RECORD OF CONCILIATION.

RESTAURANT EMPLOYEES, VANCOUVER.

No. 1.—Two employees of a Vancouver restaurant communicated with the Minister January 12th, declaring that they had been dismissed from their employment because they had joined the Union. Two female employees of the same restaurant were also dismissed about the same time.

A Conciliation Commissioner was appointed January 25th, who was informed by the employer that one of the employees had been dismissed on account of insubordination and the other three because of slackness of business.

Following representations by the Conciliation Commissioner, three of these employees were reinstated in another café controlled by the Company.

TRUCK-DRIVERS, VANCOUVER.

No. 2.—Truck-drivers in Vancouver complained that they were endeavouring to make an agreement with various fuel companies in that city, and that they could not do so since the management of these companies refused to meet them.

A Conciliation Commissioner was appointed January 25th. On April 4th the employers notified the employees' representatives that the time was unsuitable to enter into any agreement as they were doubtful as to what regulations might be passed by the Fuel Commission.

Disputants requested that negotiations be suspended meanwhile and reopened October 3rd, 1938. On that date the matter was again postponed and negotiations deferred. Eventually, the employees asked that the application for a commissioner be terminated. This was done March 11th, 1939.

LIME-WORKERS, BLUBBER BAY.

Nos. 3, 4, 5, and 7.—Differences between the management of the Pacific Lime Company, at Blubber Bay, and the employees of the Company at this point were first brought to the attention of the Department in January, 1938. On that occasion, and again in February, a Conciliation Commissioner journeyed to the plant and was successful in maintaining the continuance of harmonious relations. On March 7th a strike occurred, though the men returned to work when the provisions of the "Industrial Conciliation and Arbitration Act" were explained to them. On March 21st more trouble arose, when the Company found itself unable to accept the provisions of an agreement presented by the men. The Conciliation Commissioner again endeavoured to bring disputants to an amicable agreement but was eventually, with reluctance, forced to recommend that the dispute be submitted to arbitration.

A Board of Arbitration was therefore designated by the Lieutenant-Governor in Council and hearings were held at Blubber Bay and in Vancouver, concluding on May 11th. Though the Board submitted a unanimous award, which is to be found in full elsewhere in this Report, the men rejected its acceptance by secret ballot and a strike was called June 2nd.

From this brief résumé, the reader may more fully understand the detailed outline which follows.

On January 29th representations were made to the Minister of Labour by the president of the Lumber and Sawmill Workers' Union at Blubber Bay, that the Company was endeavouring to force upon the employees a committee, chosen by the Company, against the wishes of the majority of the employees.

A Conciliation Commissioner was appointed, who proceeded to Blubber Bay where a meeting of the employees was held. A ballot was taken and the workers designated their choice of a committee to represent them.

On February 24th application was again made for the services of a Conciliation Commissioner by the employees at Blubber Bay. Union officials alleged six cases of discrimination by the Company due to union activity.

A Conciliation Commissioner again journeyed to the plant. It was found that three of the men about whom complaints had been laid did not come within scope of the Act, since they had been laid off prior to December 10th, 1937, the date on which the statute became law.

The Company agreed to rotate the other three men, thus eliminating cause for complaint.

On March 7th workers at Blubber Bay called a strike without recourse to the Act. Disputants were immediately informed strike action contravened the provisions of the "Industrial Conciliation and Arbitration Act."

Three days later (March 10th) the Minister of Labour appointed a Conciliation Commissioner, pursuant to section 12 of the Act, who proceeded to Blubber Bay forthwith.

The men had submitted an agreement to the Company, containing thirty-two demands, in which they asked:—

(1.) That the Company recognize the Union as the sole bargaining agency as between themselves and the Company.

(2.) That the Company employ Union men only.

(3.) That the Company agree to re-employ all men on the pay-roll July 23rd, 1937. (This was the date of a prior strike.)

(4.) That the minimum wage be 45 cents per hour with a 10-per-cent. raise in the higher brackets.

(5.) That 75 cents an hour be paid for boat-loading, with time and one-half paid for Sundays and legal holidays.

The Conciliation Commissioner held a meeting of all employees at Blubber Bay on March 11th, and reported that after he had fully explained the provisions of the "Industrial Conciliation and Arbitration Act" to them that they expressed a desire to return to work, and resume negotiations with the Company in accordance with the provisions of the statute.

On March 21st, the president of the Lumber and Sawmill Workers' Union at Blubber Bay wired the Minister of Labour that the Company was deliberately provoking the men to

take action by hiring men from other points while local men were without work. He asked for the immediate appointment of a Conciliation Commissioner to prevent strike action. He was informed that any attempt to strike would be met by prosecution and that the application for the services of a Conciliation Commissioner should be made on the requisite forms.

Application was subsequently properly made, and a Conciliation Commissioner was appointed March 25th and proceeded to Blubber Bay. On this occasion the men declared:—

(1.) That the Company had refused to accept the proposed agreement or any of the main clauses submitted by the employees.

(2.) That the Company had rejected twenty-eight of the thirty-two demands made by the majority of the employees.

(3.) That the Company had abrogated the custom of years' standing in refusing to re-employ men laid off during the slack period.

(4.) That the Company had used Chinese labour exclusively while white labour was available for quarry-work.

(5.) That the Company had abrogated a verbal agreement to rotate men in all departments.

The Conciliation Commissioner reported that the Company would not accept the demands made by the employees in the agreement which had been submitted, namely:—

(1.) That the Lumber and Sawmill Workers be the sole collective bargaining agency.

(2.) That all men on the pay-roll July 23rd, 1937, be re-employed.

(3.) That the minimum wage be 45 cents an hour, with a 10-per-cent. raise in the higher brackets.

(4.) That those engaged in boat-loading be paid 75 cents per hour and time and one-half for overtime and holidays.

(5.) That the principle of rotation throughout the plant be enforced.

(6.) That no summary discharges be effective until investigated by the employees' committee.

He therefore recommended that the dispute be referred to arbitration and, as described, the Board held hearings at Blubber Bay and Vancouver, returning a unanimous award at the conclusion of its sittings on May 11th. The Board was composed of His Honour Judge J. Charles McIntosh, chairman; Mr. R. E. Williams, representing the Company; and Mr. Frank Leigh, representing the employees.

Under the terms of the "Industrial Conciliation and Arbitration Act" each party must agree to the terms of an award before it is enforceable. This provision was inserted in the Act in deference to the views of organized labour, which was antagonistic to the view-point that strikes should be entirely prohibited.

Pursuant, therefore, to section 44 of the Act, the question of the acceptance or rejection of the award was submitted to the employees of the Company at Blubber Bay on May 18th. The vote was supervised by two officials of the Department of Labour appointed for that purpose by the Minister of Labour. Because the majority of the employees affected by the dispute were Chinese, a Chinese interpreter accompanied these officials. The award of the Board was translated into the Chinese language and copies hung upon the walls of the bunk-houses occupied by Chinese workmen. The award was also read in the English and Chinese languages at a meeting called for that purpose in the Blubber Bay school-house.

Following the meeting, a vote of all employees on the pay-roll as at March 25th, 1938 (the date on which the original dispute arose), was held on the following question, which was printed on the official ballots: "Are you in favour of accepting the award of the Board of Arbitration designated by Order in Council to inquire into the dispute between the Pacific Lime Company, Limited, and the employees of the Pacific Lime Company, Limited?"

The number of employees entitled to vote totalled 120; those balloting totalled 109; those marking their ballots "Yes" totalled 23; those marking their ballots "No" totalled 79. There were 7 spoiled ballots. Seventy Chinese voted.

On the same day the manager and treasurer of the Company, Mr. P. J. Maw, advised the Minister that the Company was willing to accept the findings of the Board of Arbitration in respect to the dispute at Blubber Bay.

On May 24th the members of the Union (Lumber and Sawmill Workers, Local 1-163, I.W.A.) decided "that unless they could arrive at some amicable understanding with the Company by 8 a.m., Thursday, June 2nd, they would refuse to go to work."

Mr. J. Hole, secretary of the Union, thereafter requested any assistance the Department of Labour could give the men in reaching an understanding with the Company.

Under the provisions of the Act, fourteen days must elapse from the date of taking the vote before a strike or lockout can legally take place. During this interval Judge McIntosh, accompanied by an official of the Department of Labour and a Chinese interpreter, journeyed to Blubber Bay at the Minister's request. Mr. H. I. Bird, solicitor, represented the Company, and Mr. Hole the employees in the discussions that followed. Unfortunately, no basis of settlement was discovered.

The employees, members of the Lumber and Sawmill Workers, Local 1-163, struck June 2nd, as they were legally entitled to do. These workers numbered eighty-three, of which fifty-one were Chinese. A sufficient number of men remained at their jobs to allow the Company to carry on operations.

It was reported that employment conditions were no longer affected October 31st, 1938.

In the intervening period of time, active but unsuccessful endeavours have been made to bring the disputants to an amicable understanding, and in these efforts, notably in October, 1938, and January-February, 1939, Judge McIntosh played a prominent part.

A disturbance on the Blubber Bay dock, involving strikers, pickets, Company employees, and police, in September resulted in a series of prosecutions which were before the Courts until January.

The Provincial Department of Labour has done everything possible to deal with this dispute in a manner helpful to the disputants.

The Minister has, on two occasions, received a request from the employees of the Company who did not strike, asking permission under the provisions of the "Industrial Conciliation and Arbitration Act" to elect a new committee, contending that the old does not represent the employees. The Minister has taken the position that he cannot agree to such procedure until he is satisfied that the dispute has been satisfactorily settled.

The action of the employees in rejecting the unanimous award of the Board of Arbitration and the subsequent failure of the disputants to reach a settlement, when brought together by the Department, exhausted governmental powers under the Act.

While the Department is willing, under any circumstances, to give its assistance and to bring about an understanding between employer and employee, in this case it has been shown that it could not have done more in endeavouring to reach a settlement.

Factory-workers, Vancouver.

No. 6.—On March 5th the secretary of the employees' committee of a Vancouver factory addressed a communication to the Minister of Labour, informing him that certain men had been discharged, allegedly because they had been members of this committee.

Following proper application by the factory and yard employees a Conciliation Commissioner was appointed March 14th. The Commissioner called a meeting of all employees from all branches of the establishment.

At this meeting a committee was named to represent the employees; and this committee, acting on instructions from the meeting, formulated an agreement as between the employees' association and the Company, which was satisfactory to the majority of the workers.

Laundry-workers, Victoria.

No. 8.—On March 29th the employees of two laundries in Victoria made application for the appointment of a Conciliation Commissioner. They pointed out that they had submitted an agreement to the management of these establishments requesting, amongst other things, higher wages, a 5½-day week, Union recognition, and holidays with pay. The employers, in both cases, refused to consider such an agreement.

A Conciliation Commissioner was appointed April 2nd. The employees of one laundry decided to let matters drop, after hearing their employer; those of the other establishment agreed to allow matters to stand in abeyance until certain verbal guarantees made by the directors, satisfactory to them, had been implemented.

Glass-workers, Vancouver.

No. 9.—On April 6th applications were received from the employees of eight Vancouver glass-working concerns, requesting the appointment of a Conciliation Commissioner.

The applications declared the men were asking 85 cents an hour for journeymen shopmen, but that employers were only willing to pay 70 cents per hour.

A Conciliation Commissioner was appointed April 9th. He was able to bring all disputants to an amicable understanding. Agreements were signed, guaranteeing a 40-hour week, an 8-hour day, a minimum wage scale based upon classifications of from 60 cents to 85 cents an hour, double time for overtime, and a satisfactory scale for apprentices.

Pole Camp Employees, Fernie.

No. 10.—Formal application for the appointment of a Conciliation Commissioner was made by employees at a pole camp in the vicinity of Fernie, April 7th. A Commissioner was appointed the next day.

The men demanded a wage increase on piece-work on cedar poles and shingles, and asked that cutters be not held responsible for any road-building or slash-burning.

Following investigations by the Commissioner, an agreement was signed which brought about a substantial wage increase and improved working conditions.

Bakery-workers, Vancouver.

No. 11.—In May, a month prior to the termination of an agreement with a certain Vancouver bakery, the employees affected requested a new Union agreement, containing a closed-shop clause. They also asked an increase in wages. The management of the concern declared it could not comply with these demands and the matter was referred to a Conciliation Commissioner on May 28th.

The Commissioner found the number of employees requesting the services of a conciliator did not constitute the majority of the employees affected. He therefore recommended that dispute be not proceeded with. His commission was terminated June 23rd, following withdrawal of the application by the representative of the employees.

Bakery Salesmen, Vancouver.

No. 12.—Application was made by bakery salesmen for the services of a Conciliation Commissioner May 4th. Spokesmen for these employees declared that the management of a certain Vancouver bakery had refused to sign an agreement for the ensuing year.

The Conciliation Commissioner was successful in bringing disputants together. They agreed to certain amendments in the original agreement allowing two weeks' holiday without pay, on request, and without change in the status of employees.

Dairy Employees, Fraser Valley.

No. 13.—On May 4th meetings of the employees of a Fraser Valley dairy were held at Abbotsford and Chilliwack, and thereafter applications were made for the appointment of a Conciliation Commissioner. These applications set forth that the employees had submitted a proposed agreement covering wages and conditions, but they had not been successful in continuing negotiations with the management.

A Conciliation Commissioner was thereafter appointed, who reported that he had been officially informed by representatives of the dairy management, and also of the employees, that no settlement could be reached owing to the refusal of the Company to sign an agreement with the Union, which was representative of the majority of the employees. He therefore recommended that the matter be referred to arbitration.

(*See* " Boards of Arbitration, No. 2.")

Theatre Employee, North Vancouver.

No. 14.—On May 26th an employee of a North Vancouver theatre informed the Minister that he had named two officers of the trade-union to which he belonged to bargain on his behalf with his employer, and that he had instructed them to apply for a Conciliation Commissioner on his behalf.

Two days later one of the officials chosen as representative by the employee informed the Minister that the wages paid the employee were below the minimum; that the man had been employed for a period during which no wages were paid; that he had later been dismissed; and that the employer refused to negotiate with the committee from the Union.

A Conciliation Commissioner was therefore appointed, and after thoroughly investigating the matter reported no dispute existed. The employee, he found, had been dismissed because of a recession of business, and the Union committee failed to submit evidence which would prove the existence of a dispute in accordance with the provisions of the Act. It was found, however, that the employer was in arrears to complainant, and these arrears were ordered paid.

Hospital Employees, Vancouver.

No. 15.—On April 15th the male lay employees of a Vancouver hospital placed a suggested scale of wages before the directorate of the institution, affecting practically all male lay employees with the exception of the office staff.

Since the hospital could not see its way clear to grant these increases, the men applied for the services of a Conciliation Commissioner. In his report this officer pointed out that disputants had failed to agree upon a settlement of a proposed scale of wages, the restoration of two weeks' holiday, and a restoration of the wage scale of 1931–32 applied to engineers and firemen, plumbers and pipe-fitters, electricians and splint-men. He therefore recommended the matter be referred to arbitration.

(*See* " Boards of Arbitration, No. 3.")

Operating Engineers, Vancouver.

No. 16.—On June 21st a dispute between two operating engineers and the management of the bakery by whom they were employed was apprehended by the Minister pursuant to sections 12 and 13 of the Act. This dispute involved wages and a Union agreement.

On July 28th the Conciliation Commissioner was able to report that as a result of negotiations between disputants a Union agreement had been signed covering hours, conditions, wages, overtime, and holidays with pay.

The matter was thus satisfactorily settled.

Bakery-workers, Vancouver.

No. 17.—A dispute between certain bakery-workers in Vancouver and their employer was apprehended by the Minister, July 29th, pursuant to sections 12 and 13 of the Act. It was alleged that there was discrimination shown to Union employees and that a feeling of unrest existed due to the employment of young workmen in relation to the number of journeymen bakers.

Following continuous negotiation, the Conciliation Commissioner reported on September 12th that the parties to the dispute had failed to agree upon a settlement.

The employees demanded:—

(1.) A closed-shop agreement.

(2.) Specified hourly and weekly wage-rates, in many cases an increase over that being paid.

(3.) A certain ratio of unskilled labour to journeymen.

(4.) A specified wage-rate for jobbers.

Since there was no common ground between disputants, the matter was referred to arbitration on the recommendation of the Commissioner.

(*See* " Boards of Arbitration, No. 4.")

Carpenters, Vancouver.

No. 18.—On August 10th application was made by officers of the Vancouver, New Westminster, and District Council of Carpenters for the services of a Conciliation Commissioner. It was claimed that certain contractors in Vancouver were paying carpenters on two jobs in Vancouver at the rate of 80 cents an hour, which was said to be 10 cents an hour less than the fair wage.

The Conciliation Commissioner, following investigation, informed the Minister that the employees affected had accepted an offer made by the employers through the General Contractors' Association, which was to be signed and to become effective on the same date as a minimum wage order was gazetted by the Board of Industrial Relations setting a minimum rate of 75 cents per hour for carpenters employed in Vancouver and adjacent municipalities.

In the interim, it was agreed by both parties that where 90 cents an hour was being paid the rate would remain unchanged, and where carpenters were paid 80 cents per hour the rate of 85 cents per hour would apply as from September 1st.

(The minimum wage for carpenters set by the Board of Industrial Relations became effective November 7th, 1938.)

Joinery Employees, Victoria.

No. 19.—Following unsuccessful attempts to have their wages increased from 60 cents to 80 cents per hour, joiners in two Victoria plants made application for a Conciliation Commissioner on September 23rd.

In order to bring the matter to a satisfactory conclusion it was deemed advisable to extend the powers of the Conciliation Commissioner to include joiners in all woodworking plants in Victoria.

The Commissioner held a meeting of interested employers and employees in the office of the Deputy Minister, September 28th. He was asked to bring to the attention of the Minister these facts:—

(1.) That owing to the competition of the lower mainland it was impossible to pay a higher wage to the joiners as this would mean a further handicap to Victoria employers.

(2.) That if a minimum wage was set that included the mainland the Victoria employers were not opposed to paying a higher scale, providing the scale applied to other employers in the same competitive area.

(3.) That the Conciliation Commissioner attempt to obtain reliable information regarding the wages paid joiners in Vancouver.

It is understood further action in this dispute is pending.

Firemen, Prince Rupert.

No. 20.—During August, members of the Prince Rupert fire department drew to the attention of the Department of Labour a number of grievances they declared they had with the city. These included demands for the continuation of two weeks' annual vacation, restoration of higher salaries, the supply of uniforms annually, and Union recognition.

It was not until December 6th, however, that formal application was made for a Conciliation officer. The Commissioner proceeded to Prince Rupert forthwith. After investigation he was instrumental in having a satisfactory agreement signed between the City Commissioner and the firemen, covering an increase in wages and two weeks' annual vacation with pay.

III. BOARDS OF ARBITRATION.

Four Boards of Arbitration were appointed, pursuant to the provisions of the "Industrial Conciliation and Arbitration Act," during 1938.

Inquiry was made by these Boards into disputes between the Pacific Lime Company, Limited, and Its Employees; The Fraser Valley Milk Producers' Association and Its Employees at the Sardis and Delair plants; The Woman's Bakery, Limited, and Its Bakery and Confectionery Employees; and The Vancouver General Hospital and Its Male Lay Employees.

In the cases of the Pacific Lime Company, Limited, and the Vancouver General Hospital unanimous awards of the Boards concerned were returned. In the case of The Fraser Valley Milk Producers' Association and the Woman's Bakery, Limited, majority awards were returned, with the employer's representatives making minority reports in each case.

The complete texts of the various awards, reports, and schedules thereto follow. Following the text, where necessary, attention is directed to the negotiations which preceded the appointment of the Board. Details of the sequel to each award are also noted.

No. 1, 1938.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT."

(Section 41.)

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Pacific Lime Company, Limited, Employer, and Pacific Lime Company, Limited, Employees.

Award of the Board of Arbitration.

To the Minister of Labour,
Parliament Buildings, Victoria, B.C.

We, J. C. McIntosh (Chairman), Frank Leigh, and R. D. Williams, designated by the Lieutenant-Governor in Council as a Board of Arbitration in the matter of the above-mentioned dispute and for the purposes of this Act, have carefully investigated into the said dispute and all matters affecting the merits and right settlement thereof, and have heard the evidence adduced by and the representations made on behalf of the parties to the dispute, and we find and determine as follows:—

The Board held sessions and public hearings at Vancouver, April 29th; at Blubber Bay, May 4th and 5th; and again at Vancouver, May 7th, 10th, and 11th, 1938; and evidence heard and taken from the parties to the dispute; and the Board also made an intimate inspection of the plant, operation and premises of the Company at Blubber Bay.

The questions in dispute consist of nine clauses of an agreement of thirty-two clauses sought to be concluded between the parties by the Conciliation Commissioner, a copy of which is attached hereto.

The questions in dispute as submitted to the Board, clauses 1 and 2 of the said agreement, the Board finds that the right of the employees to organize as they see fit, for lawful purposes, is provided by section 4 of the Act.

It is suggested, however, that two committees be set up: (1) A General Grievance Committee, to be composed of one member elected by the present unionized employees and one elected by the group of non-union employees; in the former case the member elected shall not be a member of the executive of the union organization. These, together with a representative of the employers, shall form the Grievance Committee, which shall meet on a set day each week without fail, to dispose of any small dispute or incidents which have arisen.

(2) A Negotiating Committee, which shall consist of two members of the unionized employees—namely, the president or secretary and one other—and an elected member of the unorganized employees, none of whom shall be members of the Grievance Committee. These, together with the general manager and plant superintendent of the employers, shall form the committee.

This committee of five shall meet at least once a month, or oftener if necessary, to dispose of any matters which the Grievance Committee fails to solve and all matters affecting the general working conditions and the welfare of the organization, including the employees and employer.

Clause 3 of the said agreement:—Section 7 (1) of the Act reads: "Any person who by intimidation, threat of loss of position or employment, or by actual loss of position or employment, or by any other threat, seeks to compel any person to join or refrain from joining any organization or to refrain from becoming an officer of any association shall be guilty of an offence, and liable to a fine of not more than five hundred dollars."

The Board recommends that the Company re-employ employees who were on the pay-roll at July 23rd, 1937, and who were at Blubber Bay or available, and thus remove any suspicion that any discrimination was exercised as set out in above section.

Clause 4 of the said agreement: The Board recommends that the employees be paid a minimum wage of 40 cents an hour through the entire operation, and the wages of employees shall be equalized in accordance with the services rendered.

Clause 5 of the said agreement—Boat loading: The Board recommends that employees be paid at the rate of 75 cents an hour for the first eight hours' time, with time and one-half for work done on Sundays and holidays.

Clause 6 of the said agreement—Boat loading: The Board recommends that the superintendent of the Company employ such men as are available.

Clauses 7 and 8 of the said agreement: The Board recommends that employees be given work in their respective departments in accordance with their seniority of employment.

Clause 16 of the said agreement: The Board recommends that when an employee is transferred from one department for the convenience of the employer for a period of four hours or less, he shall not suffer any loss of pay.

Clause 18 of the said agreement: The Board recommends that, without restricting the rights of the employers as provided in section 8 of the Act, the machinery set up in this report under Clause 1 shall be invoked so that possible injustice may be avoided.

The Board is pleased to know that the Company is installing showers, and it is suggested that the Company give consideration to further sanitary improvements around the Chinese quarter.

It was observed that there is considerable debris around the lip of the deep quarry. It is recommended that a cleaning-up gang be set to work to remove possible hazards arising from this situation, and care be taken to prevent the overflow of rock from the bunkers.

The Board has been impressed with the Company's statement that relations prevailing between the men were of a happy and satisfactory nature. The Board hopes that this atmosphere may be maintained and cultivated, and that the Company shall do its utmost not to confine wages to the minimum but to improve the workmen's position as much as possible.

The proposed agreement which gave rise to this arbitration consisted of thirty-two clauses. Those in dispute have already been dealt with and the remainder—namely, clauses 9, 10, 11, 12, 13, 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, and 31—have been disposed of by agreement.

Clause 15 of the said agreement: While the Board is disinclined to make a ruling, it is recommended that the Company give favourable consideration to the request for the use of the hall at any reasonable time for any lawful purpose.

The foregoing, to the best of our knowledge and belief, is an accurate report upon the matters of dispute placed before us as a Board of Arbitration.

J. C. McINTOSH, *Chairman.*
FRANK LEIGH, *Member.*
R. D. WILLIAMS, *Member.*

Dated at Vancouver, B.C., this 11th day of May, 1938.

AGREEMENT.

The following is the proposed agreement to which reference is made in the third paragraph of the award of the Board of Arbitration, *ante*:—

In this proposed agreement, unless the context otherwise requires, "Company" hereafter means Pacific Lime Company. "Employees" hereafter means the employees of the Pacific Lime Company or the majority of them.

Clause 1.—That the Pacific Lime Company recognize the Lumber and Sawmill Workers Union as the sole collective bargaining agency of their employees.

Clause 2.—That the Pacific Lime Company employ Union men only.

Clause 3.—That the Pacific Lime Company agrees to re-employ all employees who were on the pay-roll on July 23rd, 1937, if available and when required.

Clause 4.—That the minimum wage for both whites and Orientals be forty-five cents per hour, with a ten-per-cent. raise in the higher brackets.

Clause 5.—Boat loading: Seventy-five cents per hour from 8 a.m. to 5 p.m. Time and one-half from 5 p.m. to 8 a.m. Time and one-half for work on Sundays and legal holidays. Crews to consist of fifty per cent. white and fifty per cent. Oriental labour when available.

Clause 6.—Boat loading must be rotated and unemployed men used when available.

Clause 7.—Rotation of employees in their respective departments at such times as will benefit the employees. This clause to be effective at all times.

Clause 8.—Rotation of whites and Orientals to be on an equal basis.

Clause 9.—That wages be paid twice a month and in cash.

Clause 10.—No deductions for store bills from wages.

Clause 11.—Company store prices to be held down to ten per cent. profit and invoices to be available to any employee who is purchasing, on the said employee's demand.

Clause 12.—Lists of unfair products to be posted in the store of the Company. Such lists to be obtained from the Trades and Labour Council, Vancouver. Any product on the unfair list not to be offered for sale in the Company's store.

Clause 13.—Time and one-half for all employees with the exception of engineers and firemen, after five p.m. on week-days. Sundays and legal holidays to be paid at time and one-half at any hour.

Clause 14.—That a functioning safety committee be appointed with at least fifty per cent. Union representation.

Clause 15.—Use of the recreation hall for Union meetings at nominal rental of one dollar per meeting.

Clause 16.—When an employee is transferred temporarily from one job to another, the employee shall draw the higher wage-scale.

Clause 17.—No employee shall be permitted to work on two or more part-time jobs when a qualified laid-off employee is available for one of these jobs. This clause shall be effective in all departments at all times. Maintenance men excepted.

Clause 18.—No summary discharges to take full effect until the employees' committee has had an inquiry relating to the facts of such discharges.

Clause 19.—That the Company use a reliable timepiece with which to regulate the blowing of the works whistle. The aforesaid timepiece not to be regulated between the hours of seven a.m. and five p.m.

Clause 20.—That notification of Sunday work be posted twenty-four hours ahead of such Sunday.

Clause 21.—Hours of work must be posted in a conspicuous place in each department. Time to be allowed for men on dirty or dusty work to clean themselves.

Clause 22.—Any proposed change of hours or wages must be posted in a conspicuous place twenty-four hours ahead of the proposed change.

Clause 23.—Overnight notice must be given in any department which does not intend to operate the following day. Failure to give such notice shall entitle such employees in that particular department to a full day's pay if they report for work on that particular day.

Clause 24.—No office staff or foremen to be present at employees' meetings on grounds of moral intimidation.

Clause 25.—All employees' meetings to be called only by the duly elected committee, and such meetings to be presided over by the elected chairman and secretary.

Clause 26.—That bath-houses with lockers and heating facilities be erected for Chinese as well as white employees, and a janitor be employed to look after the same.

Clause 27.—That the Company provide a place for workmen to eat their lunches, equipped with tables and benches.

Clause 28.—That the Company, for the protection of the engineers, place a notice at each power plant prohibiting all persons from the boiler-houses except on business.

Clause 29.—That the school-grounds be kept for recreation purposes only, and not used as a wood-yard, as these grounds were cleared by voluntary labour.

Clause 30.—Any breach of this agreement will result in immediate cessation of work.

Clause 31.—Discrimination of any nature will be regarded as a breach of this agreement.

Clause 32.—This agreement can be terminated by either party giving thirty days' notice in writing. Or this agreement may be terminated immediately by the consent of both parties.

Signed:

President: J. Hole.
Secretary: F. Leigh.

Local No. 1-163 Lumber and Sawmill Workers Union, I.W.A.

(Note.—Further details of this dispute may be found under the heading "Lime-workers, Blubber Bay," in that section of this report devoted to the description of conciliation-work.

Elsewhere in this report, the number of points of the agreement in dispute is given as six; in the award of the Board they are given as nine. The discrepancy is explained by the fact that three additional points of dispute were brought to the attention of the Board during the time it sat for the taking of evidence.)

No. 2, 1938.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT."

(Section 41.)

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Fraser Valley Milk Producers' Association, Employer, and their Employees at the Sardis and Delair Plants.

Award of the Board of Arbitration.

To the Minister of Labour,
Parliament Buildings, Victoria, B.C.

We, F. M. Clement (Chairman) and Edward A. Jamieson, designated by the Lieutenant-Governor in Council as a Board of Arbitration in the matter of the above-mentioned dispute

and for the purposes of this Act, have carefully investigated into the said dispute and all matters affecting the merits and right settlement thereof, and have heard the evidence adduced by and the representations made on behalf of the parties to the dispute, and we find and determine as follows:—

Meetings of the Board were held in Vancouver, July 20th and 21st, in the Hall Building; July 22nd, in the Court-house, Vancouver; July 25th, in the Council Chambers, Chilliwack; and July 26th, 27th, and 28th, in the Court-house, Vancouver.

The findings of the Board are set forth in the statement attached hereto, which is in the nature of a proposed agreement submitted for the signatures of the parties to the dispute.

The foregoing, to the best of our knowledge and belief, is an accurate report upon the matters of dispute placed before us as a Board of Arbitration on the twentieth day of July, 1938.

F. M. CLEMENT, *Chairman.*
EDWARD A. JAMIESON, *Member.*

Dated at Vancouver, B.C., this 28th day of July, 1938.

AGREEMENT.

This agreement entered into between the Fraser Valley Milk Producers' Association of British Columbia, in so far as the Sardis and Delair plants are concerned, and the Milk Drivers' and Dairy Employees' Union, Local No. 464, of British Columbia.

It is mutually agreed:—

1. In consideration of the Company agreeing to the clause known as the "monthly check off" the Union hereby agrees that should any of its members defraud, abscond, or cheat the Company out of its just moneys that the same will be paid out of the Union's funds within five (5) days of the Union being notified in writing of such defalcation. The Company agrees to supply such information as is necessary to prosecute such member.

2. All employees must become and remain members of Local 464 within fourteen (14) days of commencement of their employment with the Company. All employees shall receive and sign for a copy of this agreement and thereby authorize the Company to deduct and pay over to the secretary of Local 464 any monthly dues, or death assessments levied in accordance with the Union's by-laws, owing by them to the said local. Owing to the nature of the Association's operations it is recognized that at certain periods of the year the Company must engage a number of extra employees. It is agreed that these extra employees shall be exempt from the provisions of this agreement for a period of ninety days; if after this period they shall be placed in any of the classifications covered by this agreement they shall receive its protection.

3. The employer reserves the right to discharge any employee for any of the following disqualifications: Drunkenness, dishonesty, incompetency, absence without leave, smoking or drinking intoxicating liquors while on duty. The employees shall provide their own working apparel and shall present a clean and tidy appearance as immediate circumstances permit or require. The employer agrees to supply aprons, gloves, and boots to those employees whose particular work requires same.

4. No workman shall be discharged or discriminated against for upholding Union by-laws; no man who acts on behalf of the Union or who serves on a committee shall lose his position or be discriminated against for that reason.

5. In case of accidents or breakdowns resulting in loss or damage to the Company the men shall be given a fair hearing before any finding is made.

6. The Union agrees at all times as far as in its power to further the interests of the employer.

7. All employees shall receive seven (7) days' notice before being discharged unless for reasons provided for in section 3 of this agreement. Employees shall give employers the same notice.

8. If there is any breakdown of the machinery beyond the control of the employer he shall not be compelled to pay overtime, provided as follows: The men shall be notified to lay off during the anticipated time it will take to repair any breakdown; any men kept standing by shall be paid overtime, providing such standing by causes them to work longer than the stipulated eight (8) hours. No lay off is to be less than a period of two (2) hours.

9. Any employee working 60 per cent. of his or her time at any of the classified occupations shall receive the highest scale specified for such work.

10. It is further agreed by the employer that employees will not be asked to make any written or verbal agreement which may conflict with this agreement.

11. Pay days will be on the 5th and 20th days of each month. When a pay day comes on a Sunday or statutory holiday employees shall be paid the day previous. When a pay day comes on an employee's day off he shall have the privilege of getting his cheque the day before.

12. (*a.*) At Delair: The wages at the Delair plant shall be the wages now paid by the Company; that is, the wages being paid as at July 26th, 1938, and subject only to such minor adjustments as shall be acceptable to the management of the Company.

(*b.*) At Sardis: The wages at the Sardis plant shall be the wages now paid by the Company; that is, the wages being paid as at July 26th, 1938, and subject only to such minor adjustments as shall be acceptable to the management of the Company.

(*c.*) It is further agreed that should the price of butter-fat as determined by the annual settling rate of the Company figured on the same basis as it is now figured advance to 45 cents a pound butter-fat f.o.b. Vancouver, the scale of wages shall be advanced in the next succeeding year to that prevailing in October, 1932; that is, the scale in effect following the first general reduction in wages.

(*d.*) It is further agreed that if during the period of this agreement the price of butter-fat as determined by the annual settling rate of the Company figured on the same basis as the settling rate is now figured advance to 50 cents a pound f.o.b. Vancouver, the schedule of wages shall be advanced in the next succeeding year to the level prevailing before July, 1931; that is, before any general reductions were made.

(*e.*) A Grievance Committee of three shall be elected for each plant and the Company officials shall be instructed to meet this committee and endeavour to adjust any grievance that may exist.

(*f.*) Hours of work shall be forty-eight (48) hours per week for all employees covered by this agreement.

(*g.*) All employees of three years' service shall receive an annual holiday of one week with pay.

(*h.*) It is mutually agreed that in the event of any of the present employees being discharged for anything outside of dishonesty they shall have the right of appealing their case to the management through the officials of the Union.

(*i.*) All employees of three years' service or more than three years' service shall be entitled to six days' sick leave in any one year without loss of pay, provided always that any such employee shall, when called upon to do so, provide both the Company and the Union with proof of such sickness.

13. All employees will be given a slip with all pay cheques showing the amount, and what for, if any deductions.

14. When an employee meets with an accident, providing he has worked fifty-one (51) per cent. of his day, he shall be paid the full wages for the day of the accident.

15. It is mutually agreed that there shall be no cessation of work or lockouts and that there shall be no sympathetic strikes during the term that this agreement shall be in force.

16. Whenever any controversy arises between the employer and the Union over this agreement the men shall continue to work and the controversy shall, if possible, be adjusted between the representatives of the employer and the representatives of the Union. If said controversy cannot be adjusted it shall then be submitted to arbitration. Said arbitration board shall consist of one representative of the employer and one representative of the Union and these two representatives shall select a third party who must be a disinterested person, and a decision of any two members of this board shall be final and binding and both parties shall abide thereby. Said board shall meet in not less than five (5) days after the request has been made.

17. In the event of a single agency being established under the "Lower Mainland Dairy Products Board" or some other action being taken by that Board by which the financial, business, or administrative set up of the Fraser Valley Milk Producers' Association is in their own interests required to be materially changed, this agreement shall be subject to review at once at the request of either party and such changes made therein as will more effectively meet the situation.

18. This agreement shall be in effect from May 4th, 1938, until May 4th, 1941, and from year to year unless notice of abrogation or amendment shall be given in writing thirty (30) days prior to expiration. In the event of either party being unable to agree to any amendment, it is mutually agreed that application shall be made under the "Industrial Conciliation and Arbitration Act," British Columbia, for a Board of Arbitration, whose majority decision of the points in dispute shall be accepted as both signatories hereto as final and binding.

The proposed agreement, submitted for the signatures of the parties to the dispute, carried the endorsement of F. M. Clement (Chairman) and Edward A. Jamieson (member), who concurred in the award set out in the proposed agreement. The document was dated at Vancouver, in the Province of British Columbia, the 28th day of July, 1938.

Minority Report.

Mr. W. J. Park, representative of the employer on the Board, was not in full accord with his colleagues, and on August 1st, 1938, submitted a minority report, which follows:—

To the Minister of Labour,
Parliament Buildings, Victoria, B.C.

I, William James Park, designated by the Lieutenant-Governor in Council as a member of a Board of Arbitration in the matter of the above-mentioned dispute and for the purposes of this Act, have carefully investigated the said dispute and all matters affecting the merits and right settlement thereof, and have heard the evidence adduced by and the representations made on behalf of the parties to the dispute. I am not in full accord with the other members of the Board, and beg to submit a minority report as follows:—

Evidence presented by the different parties indicated clearly that returns received by dairy farmers for the past eight years were substantially lower than the average annual wages received by the employees in the plants affected. One of the witnesses stated that he owned 71 acres, in which he had invested $17,000 and, after paying all his operating costs,

that for the year 1937 his returns were approximately $40 per month, from which he was called upon to provide food, clothing, and board for himself and family. Other evidence submitted from farmers showed practically the same basis of financial return.

In 1931 the producers' price for butter-fat dropped over 50 per cent. The wages of the men were cut on an average of 12½ per cent. For the year 1937 some slight increases had been made in some of the wages received by the employees and the farmers' price was still 30 per cent. below 1930, and from the evidence submitted there was no immediate prospect of this return being increased.

The evidence produced indicated to me that the farmers, who are the employers, were far behind in their obligations, and this has had a serious effect on the morale of these people, causing them to look upon their industry in a very dispirited manner. Many of them would willingly change places with the employees now working in the plants.

The argument was advanced by the Union that with a contract with the employee better harmony would prevail between the employer and the employees. The evidence submitted showed that the employer had consulted with committees of the employees in regard to matters of mutual interest, and wherever possible the requests of the employees were granted. The witness when questioned on the matter of harmony did not present any evidence that would suggest a lack of harmony between the employer and the employees.

Milk marketing legislation which has been held *intra vires* by the Privy Council is very largely an unknown factor in the results that will be obtained for the farmer, and in my opinion until such times as it has been definitely demonstrated that the farmer is receiving more than the costs of production for his produce, and is assured of this price staying indefinitely, then I cannot see from the evidence produced that an agreement between the two parties would assist in greater harmony existing between them.

A study of the situation brings out the fact that this association is a non-profit service organization. It does not buy the raw product for resale at a profit. The dairy farmers owning the organization, out of their own substance, have provided facilities for manufacturing and marketing their milk. Milk is consigned to the organization, is disposed of to the best possible advantage, the costs deducted from the gross returns, and the balance handed back to the farmers. The imposition upon this organization of the closed-shop principle or of higher wages would add to the disability under which it will have to function, inasmuch as it is in constant competition in the marketing of the milk of its members with private-owned dairy manufacturing and distributing concerns, who are able to buy their raw product at prices below what it can be produced for in the Fraser Valley, and who are not obliged by Union agreements or minimum wage laws to pay the labour costs at present being paid by the organization, and that would undoubtedly have to be paid under the terms of the proposed agreement. In fact, with the present unsettled condition of world markets where most of the product from these two plants is governed as to sale price, it has definitely been proved to me that contractual relations between the employer and the employee would not benefit either party at the present time.

The foregoing, to the best of my knowledge and belief, is an accurate report upon the matters of dispute placed before me as a member of a Board of Arbitration on the 20th day of July, 1938.

W. J. PARK, *Member*.

Dated at Vancouver, B.C., this 1st day of August, 1938.

The award of the Board and the minority report were thereafter transmitted to representatives of the disputants. At a meeting of the employees of the Fraser Valley Milk Producers' Association, held at Chilliwack, Friday, August 5th, 1938, a secret ballot was taken on the following question: "Are you in favour of accepting the award of the Board of Arbitration in the dispute with your employers?"

The number voting totalled 55. Those voting "Yes" totalled 51; those voting "No" totalled 4. There were no spoiled ballots.

On August 12th, A. H. Mercer, Esq., general manager of the Fraser Valley Milk Producers' Association, in a letter addressed to the Department of Labour declared that he had been directed to inform the Department "that the Fraser Valley Milk Producers' Board have considered the award and decided unanimously that they cannot see their way clear to act in accordance with it."

Subsequently at a meeting held at Chilliwack, October 26th, 1938, the employees of the Fraser Valley Milk Producers' Association decided that conversations with the management of the Association be suspended until April 1st, 1939.

No. 3, 1938.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT."

(Section 41.)

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Vancouver General Hospital and its Male Lay Employees.

Report and Award of Board of Arbitration.

To the Honourable George S. Pearson, Minister of Labour,
Victoria, B.C.

This Board was designated by His Honour the Lieutenant-Governor as a Board of Arbitration, under the provisions of the "Industrial Conciliation and Arbitration Act," to deal with the above-mentioned dispute, and accordingly held public sessions for the taking of evidence and receiving the representations of the parties on the 15th, 22nd, 23rd, 25th, 26th, 29th, and 31st days of August, 1938, and held executive sessions on the 4th day of August for organization and procedure, and on the 30th day of August and 1st day of September, 1938, for consideration of such evidence and representations and the making of award.

Application was made on the 23rd day of June, 1938, by the Male Lay Employees of the Vancouver General Hospital for the services of a Conciliation Commissioner, pursuant to section 10 of the Act, and accordingly Mr. James Thomson, of the Department of Labour, was duly appointed to investigate the matters in dispute, and on the 16th day of July following reported that the parties had failed to agree to a settlement of the matters in dispute which he set forth as being:—

(*a.*) A proposed increase in wages;
(*b.*) Restoration of two weeks' holidays;
(*c.*) Restoration of a reduction in wages as applied in 1931–32 for the following classes of employees: Engineers and firemen; plumbers and pipe-fitters; electricians and splint-men.

Mr. Thomson recommended that the dispute be referred to arbitration and this Board was so constituted by Order in Council 1061 on the 2nd day of August, 1938, and empowered to deal with the matters in dispute and therein set out, and the scale of wages and working conditions proposed by the employees concerned and which are hereto attached as Schedule A. The scale of wages now being paid is attached hereto as Schedule B.

The Vancouver General Hospital was incorporated by the Legislature of the Province of British Columbia under the provisions of the "Vancouver General Hospital Act, 1902," and is managed by a Board of Directors of fifteen, eight of whom are elective, three appointed annually by the Municipal Corporation of the City of Vancouver, and three appointed by the Lieutenant-Governor in Council, and one nominated by the medical staff of the hospital.

This Act empowered the Municipal Council of the City of Vancouver to make certain money grants to the Hospital for the carrying-out of the work and purposes for which it was incorporated and which has heretofore been mainly assisted and supported by such money grants, and money grants from the Province of British Columbia, other surrounding municipal corporations, tuberculosis money grants, and the ordinary revenue received from patients accommodated by the hospital.

The Vancouver General Hospital is the largest hospital in the Dominion of Canada, having beds for 1,204 patients and serving 5,000 meals per day, well equipped and efficiently managed, and has greater general facilities for the care of the sick than any other hospital in the Province of British Columbia, and is the only hospital operating an "out-patient" department. It is truly an institution of which the citizens of the City of Vancouver may well be proud.

The City of Vancouver pays to the Hospital 70 cents *per diem* for indigent patients except tubercular patients and the Province of British Columbia a like amount for all patients.

The several surrounding municipalities concerned pay 70 cents *per diem* for all their indigent patients pursuant to the provisions of the " Residence and Responsibility Act."

These several money grants are sadly inadequate in meeting the enormous losses sustained by the Hospital in the care of indigent patients, known as staff patients, of whom there are 421 on the 30th day of June last receiving free medical aid and hospital accommodation, and the Hospital has had now to budget for the largest loss in its history.

In 1930–31, owing to the prevailing universal financial stringency, the Hospital, in conjunction with the municipal authorities of the City of Vancouver, inaugurated a cut in the wages of all employees, which the City of Vancouver and the Hospital partially later restored to their employees. The male lay hospital employees have, from time to time, requested annual holidays with pay, change of working conditions of the several categories of employment, that the hours of work and hourly pay should be adjusted and fixed in accordance with their requests. Some adjustments were made and increases given on orders of the Board of Industrial Relations, but the main issues, annual holidays with pay and scale of wages, were not met by the Hospital to the satisfaction of its employees, largely owing to the unhappy and unsatisfactory financial condition of the Hospital and the uncertain source of its necessary and required monetary support with which to carry on its ordinary work. The requests of the employees were, generally speaking, not satisfactorily met or dealt with or definitely refused; and they were, from time to time, led to believe, from declarations of members of the Board, that although they felt the wages fair they could not financially meet an increase. As Hospital deficits or losses, so called, owing to the free care of indigent patients, had from time to time been met by the City of Vancouver, this additional burden of increases to employees would also fall to that authority, and who were naturally unwilling to add to their already great financial responsibility. In May, 1938, a committee of the Hospital directors reported to the Municipal Council of the City of Vancouver in connection with the pending negotiations with their employees regarding wage increases, as follows: " If it were decided to make any increases, these could only be through one source, namely, the City of Vancouver."

The civic authorities consider that the financial loss incurred by the care of indigent patients is not wholly their responsibility or under their control, and is a condition mainly due to the widespread and prevailing transient as well as residential unemployment problem, and that the assistance received from the Province of British Columbia is insufficient to meet the situation with which they are faced and which they say is not wholly theirs, and that the whole financial structure of the Hospital should be rebuilt on other lines. In the legal sense this position of responsibility is ill-founded, however true it may be in a moral sense.

It is clear from all the evidence that the Hospital Board in dealing with Employees' increases was in a conciliatory mood and undoubtedly the representatives of the employees were led to believe that if the necessary funds were made available by some other authority or, if this could not be secured by negotiations, if the Board of Industrial Relations could be induced to make a compelling order and the responsibility thus shifted, that their requests would be automatically and amicably adjusted. Any scale thus set would thus be made applicable to all hospitals (of which there are seventy-five in the Province) and not made particular to the Vancouver General Hospital.

The Board of Industrial Relations quite properly refused to accept the vicarious responsibility of the fixing of a blanket order wage-scale, and partly owing to the obvious ulterior purpose and future effect, but principally owing to the complexity of categories of occupation peculiar to a public hospital and not in some cases commonly found in industrial and commercial concerns for which this Board was created and over which they exercise certain limited provision. These negotiations and what was said or what took place are not deciding factors in any conclusions arrived at by your Board of Arbitration, but recital is made necessary in fairness to all concerned.

The Industrial Relations Board did, however, act in cases of occupations in the hospital found to be similar in industrial and commercial concerns, and by Orders 52 and 53 regulated the minimum wage to be paid to female lay employees as public housekeeping industry, and by Order 34 governing those employed in office occupations, and by Order 23 as to janitor-cleaners, making the latter term synonymous with janitors, for which a minimum wage had already been set, and as being occuptions usual to industrial or commercial concerns.

The complete list of orders of the Industrial Relations Board affecting the matter in dispute is attached hereto as Schedule D.

In 1936 an adjustment was made and certain basic salaries established.

In a report of a committee of the Hospital Board appointed for this purpose, dated June 30th, 1936, in answer to a requested adjustment of pay and working conditions an hourly rate of pay was recommended to be set for cleaners and orderlies in the different grades, with one meal per day at a charge of $5 per month deductable from their wages, and that an eight-hour six-day week be placed in operation, but which did not meet the employees' request for a minimum wage of $80 per month, but stated that whenever a minimum wage is set by the Industrial Relations Board that that wage would be made effective by the Hospital, but that all allowances for holidays and sick leave would be cancelled, but subsequently agreed that they should have the advantages of sick leave, which seemingly is made necessary by working in a depressive atmosphere of sickness.

In May, 1937, negotiations were again resumed between the parties and carried on more or less continuously until the present time, without any satisfactory understanding being concluded.

The Employees receive certain privileges, such as hospitalization for selves and dependents at a reduced rate, laundry at reduced rates for laundry employees, and sick leave with pay, reduction in the price of drugs, and certain holidays for certain categories; and their working conditions, generally speaking, are good.

Lengthy oral testimony was submitted to the Board, together with a mass of documentary evidence, by both parties to the issue, but apart from that which was verified was not of great assistance. Dr. Alfred K. Haywood, Medical Superintendent of the Vancouver General Hospital, rendered great assistance to the Board in portraying the functions of that great institution and its many varied activities.

Many statistical compilations and comparisons were prepared by Mr. Oliver Phillips, Secretary to the Board of Directors, which were of considerable assistance and which were supplemented by evidence descriptive of the manifold activities of the staff of the Hospital, which were valuable.

The Board had the advantage of the pay-rolls of the Provincial Hospital for the Insane at Essondale and the Provincial Infirmary (Marpole); St. Paul's Hospital, Vancouver; Royal Columbian Hospital, New Westminster; Provincial Mental Hospital, Colquitz; Shaughnessy Military Hospital, and of other institutions akin to that in question; and unquestioned oral testimony and other documentary evidence of merit. The Hospital provides holidays with pay to their professional classes of employees and to certain categories of the male lay employees, but this is not applicable to all.

It is admitted by the Hospital authorities that the group covered by Order 52 of the Industrial Relations Board in regard to female employees—such as women cleaners, waitresses, maids, home matrons, kitchen help, and ward assistants—should also apply to male lay employees in performing similar functions, like occupations, or akin to these occupations, but that it should be applicable throughout the whole Province by order of that Board.

It was evident throughout the whole proceedings that both parties were actuated from commendable motives to fairly and honestly lay all phases of the problem of adjusting wages and working conditions before the Board, so that a fair and reasonable solution could be found satisfactory to all concerned.

Certain employees in different categories asked in writing (Exhibit 20) that their request for adjustment be disregarded, and on such no ruling has been made by the Board.

R. L. Reid, Esquire, K.C., gave the Board the benefit of his great legal talent in clearing away many of the troublesome questions which inevitably arise in such a controversy and which proved invaluable to his clients.

The Employees are to be congratulated on their representatives, Messrs. Scribbins, Paterson and Stirrat, who, under the leadership of Mr. Scribbins, presented their claims and conducted their case with outstanding ability.

AWARD.

The Board unanimously agree and make the following award:—

1. That the requests of the Male Lay Employees of the Vancouver General Hospital are, in the main, fair and just, and that the scale of wages now in effect is subject to revision upward, and that they are entitled to adjustment of working conditions as hereinafter set out.

2. That there shall be paid by the Vancouver General Hospital to all their Male Lay Employees in the lowest brackets a salary based on a minimum rate of not less than 40 cents per hour.

3. That all shifts of Male Lay Employees be of eight hours per day, and where the shifts are broken as to time the spread is not to exceed twelve hours in point of time.

4. No Male Lay Employee to work more than six days per week on a straight-time basis.

5. All overtime to be paid for at the rate of time and one-half.

6. That all Male Lay Employees be given two weeks' holidays each year, with pay.

7. That all Male Lay Employees be paid wages at the rate set out in Schedule C attached hereto and made a part of this award.

8. That this award be put into effect on or before the 1st day of October, 1938.

W. M. CARSON.
PERCY R. BENGOUGH.
J. C. MCINTOSH, *Chairman.*

Dated at Vancouver, B.C., September 1st, 1938.

(NOTE.—A short description of conciliation proceedings which resulted in the appointment of a Board of Arbitration in this dispute may be found under the heading "Conciliation—Hospital Employees, Vancouver.")

SCHEDULES.

The following Schedules A, B, C, and D are those to which reference is made in the report and award of the Board of Arbitration:—

SCHEDULE A.

VANCOUVER GENERAL HOSPITAL.

WAGE-SCALE ASKED FOR BY MALE LAY EMPLOYEES.

This wage-scale is submitted as a basis of negotiation.

	Per Hour.
Janitors	40 cents.
Orderlies, third-class	45 cents.
Orderlies, second-class	50 cents.
Orderlies, first-class	55 cents.
Window cleaners and polishers	43 cents.
Kitchen Staff—	Per Month.
Head chef (board inc.)	$150.00
Second chef	126.00
Soup-desserts	98.00
Assistant cook	97.00
Cook-helper	83.00
Pastry-cook	126.00
Vegetable-cook	101.00
Assistant vegetable-cook	96.80
Assistant vegetable-man	87.00
Milk and ice man	95.00
Butcher, buyer	127.00
Assistant butcher	90.00
Scullery-man	91.00
Scullery-man	86.00
Private Ward Cook—	
Chief	125.00
Assistant cook	92.00

	Per Hour.
Main Kitchen—	
Wagon-men	40 cents.
Scullery-men	40 cents.
Cleaners	40 cents.
Boiler-man	40 cents.
Potato-man	40 cents.
Milkman	40 cents.
Bread-cutter	40 cents.
Dish-washer	40 cents.
Laundry—	
Starch-washer	55 cents.
Flat-washer	50 cents.
Infectious-linen washer	50 cents.
Wringer-men	45 cents.
Infectious-disease loader	45 cents.
Linen-trucker	43 cents.
Laundry-helper	40 cents.
Printing department	50 cents.
Stores department	50 cents.
Carpenters	80 cents.
Painters	80 cents.
	Per Month.
Paint-washers	$100.00
Work department	103.00
Incinerators	90.00

All shifts to be eight hours per day. Where shifts are broken, spread not to exceed twelve hours.

No employee to work more than six days per week.

Orderlies in T.B. and I.D.H. ward and Heather Street Annex, also senior man at X-ray, to be classed as second-class orderlies.

Senior man on O.R. and Heather Street Annex to receive same additional amount over first-class orderlies as existed January, 1936.

All overtime to be paid for at the rate of time and one-half.

Laundry to have relief-man provided in case of sickness of male employee and for anuual holidays.

Return of cuts taken off during 1931–32 to firemen, engineers, plumbers, pipe-fitters, electricians, splint-man.

Restoration of two weeks' holiday.

SCHEDULE B.

WAGES NOW BEING PAID TO THE MALE LAY EMPLOYEES OF VANCOUVER GENERAL HOSPITAL. July 18, 1938.

	Wages as at April, 1936.				Wages for June, 1938.							
	Hrs. per Mo.	Gross Wages.	Deductions.	Net Wages.	Hrs. per Mo.	Gross Wages.	Deductions.	Net Wages.	Personal Free Laundry.	Sick-leave.	Free Hosp.	Vacations.
Orderlies—												
3rd Class	243	$70.57	$15.00	$55.57	208	$78.00	$5.00	$73.00	No	18 days a year	Yes	1 week.
2nd Class	243	75.28	15.00	60.28	208	88.40	5.00	83.40	No	,,	Yes	1 week.
1st Class	243	94.00	15.00	79.00	208	98.80	5.00	93.80	No	,,	Yes	1 week.
O.R. Orderly	.....	94.39	15.00	79.39	.....	.....	.....	.....	No	,,	Yes	1 week.
Cleaners	251	61.16	15.00	46.16	208	78.00	5.00	73.00	No	,,	Yes	1 week.
Polishers and wind. washers	235	65.87	15.00	50.87	208	78.00	5.00	73.00	No	,,	Yes	1 week.
Elev. operator	200	51.76	15.00	36.76	208	60.00	.....	60.00	No	,,	Yes	1 week.
Bldgs. and Grounds—												
Carpenters	175	133.65	5.00	128.65	175	148.50	5.00	143.50	No	,,	Yes	2 weeks.
Painters	175	97.20	.....	97.20	175	108.00	.....	108.00	No	,,	Yes	2 weeks.
Paint washers	175	89.39	.....	89.39	175	92.15	.....	92.15	No	,,	Yes	2 weeks.
Labourers	175	79.98	.....	79.98	175	82.45	.....	82.45	No	,,	Yes	2 weeks.
Garbage	235	84.98	5.00	79.98	208	78.00–87.45	5.00	73.00–82.45	No	,,	Yes	2 weeks.
Gardeners	185	79.98–109.35	0-&-5.00	79.98–104.35	185	64.40–82.45 and 121.50	5.00	59.40–77.45 and 116.50	No	,,	Yes	2 weeks.
Splintman mechanic	208	74.39	.....	74.39	208	77.60	.....	77.60	No	,,	Yes	2 weeks.
Laundry—												
Washmen and starch	208	94.12	.....	94.12	208	96.92 and bonus	.....	96.92 and bonus	Half-price	,,	Yes	1 week.
Flat washer	208	89.44	.....	89.44	208	92.14	.....	92.14 and bonus	Half-price	,,	Yes	1 week.
Extractormen and sterilizer	208	80.08	.....	80.08	208	82.37	.....	82.37	Half-price	,,	Yes	1 week.
Distributor	208	70.46	.....	70.46	208	77.79	.....	77.79	Half-price	,,	Yes	1 week.
Starch marker	208	63.70	.....	63.70	208	63.02	.....	63.02 and bonus	Half-price	,,	Yes	1 week.
Starch lister	208	58.76	.....	58.76	208	63.02	.....	63.02 and bonus	Half-price	,,	Yes	1 week.
Checker	208	62.40	.....	62.40	208	63.86	.....	63.86 and bonus	Half-price	,,	Yes	1 week.
Starch superv.	208	62.40	.....	62.40	208	68.40	.....	68.40	Half-price	,,	Yes	1 week.
Hand ironers	208	61.10	.....	61.10	208	63.02	.....	63.02 and bonus	Half-price	,,	Yes	1 week.
Presses	208	61.10	.....	61.10	208	63.02	.....	63.02 and bonus	Half-price	,,	Yes	1 week.
Flat and misc.	208	55.12	.....	55.12	208	58.26	.....	58.26 and bonus	Half-price	,,	Yes	1 week.
Flat superv.	208	61.10	.....	61.10	208	63.02	.....	63.02	Half-price	,,	Yes	1 week.
Flat checker	208	57.46	.....	57.46	208	58.26	.....	58.26 and bonus	Half-price	,,	Yes	1 week.
Rough-dry	208	55.12	.....	55.12	208	58.26	.....	58.26 and bonus	Half-price	,,	Yes	1 week.

NOTE.—*Orderlies* worked the equivalent of 8 hours per day, 7 days per week. On Saturday they worked 6 hours and on Sundays 10 hours. This averages 243 hours per month.

Cleaners worked 9 hours per day, 6½ days per week. This averages 251 hours per month.

Window Cleaners and Polishers worked 9 hours per day, 6 days per week. This averages 235 hrs. per month.

All the above employees received 2 wks. vacation with pay with exception of men on nights who received 3 wks. vacation with pay. On Statutory Holidays all Cleaners worked 5 hrs. All paid on a monthly basis. Once each month.

NOTE.—*Orderlies* work 8 hrs. per day, 6 days per week. This averages at 208 hrs. per month.

Cleaners averagely work 8 hrs. per day, 5 days per week and on Sundays 5 hrs. This averages 195 hrs. per month.

Window Washers and Polishers work 8 hours per day, 6 days per week. This averages 208 hrs. per month.

All the above employees now receive 1 week's vacation with pay. On Statutory Holidays all *Cleaners* work 5 hrs. All paid on an hourly basis. Twice each month.

SCHEDULE C.

VANCOUVER GENERAL HOSPITAL.

MALE LAY EMPLOYEES.

Scale of Wages adopted by the Board and made a Part of the Award.

	Per Month.
Janitors	$83.20
Orderlies, third-class	83.20
Orderlies, second-class	93.60
Orderlies, first-class	104.00
Window cleaners and polishers	83.20
Kitchen Staff—	
Head chef	130.00
Second chef	105.00
Soup-desserts	90.00
Assistant cook	87.50
Cook-helper	83.20
Pastry-cook	105.00
Vegetable-cook	90.00
Assistant vegetable-cook	83.20
Assistant vegetable-cook	83.20
Milk and ice man	87.50
Butcher, buyer	105.00
Assistant butcher	83.20
Scullery-man	83.20
Scullery-man	83.20
Private Ward Cook—	
Chief	105.00
Assistant cook	83.20

	Per Month.
Main Kitchen—	
Wagon-men	$83.20
Scullery-men	83.20
Cleaners	83.20
Boiler-man	83.20
Potato-man	83.20
Milkman	83.20
Bread-cutter	83.20
Dish-washer	83.20
Laundry—	
Starch-washer	104.00
Flat-washer	100.00
Infectious-linen washer	90.00
Wringer-men	90.00
Infectious-disease loader	83.20
Linen-trucker	83.20
Laundry-helper	83.20
Printing department	83.20
Stores department	83.20
Carpenters	148.50
Painters	118.00
Paint-washers	95.00
Work department	83.20
Incinerators	83.20

SCHEDULE D.

LIST OF ORDERS OF INDUSTRIAL RELATIONS BOARD AFFECTING THE MATTER IN DISPUTE.

Orders Nos. 12 and 12A, "Male Minimum Wage Act," establishing a Minimum Wage in the Construction Industry.

Orders Nos. 26 and 26A, "Male Minimum Wage Act," establishing a Minimum Wage in the Transportation Industry.

Orders Nos. 18, 18A, and 18B, "Male Minimum Wage Act," establishing a Minimum Wage in the Occupation of Stationary Steam Engineers.

Order No. 34, "Female Minimum Wage Act," establishing a Minimum Wage in the Office Occupation.

Order No. 39, "Male Minimum Wage Act," establishing a Minimum Wage for First-aid Attendants.

Order No. 43, "Male Minimum Wage Act," establishing a Minimum Wage in the Occupation of Janitor.

Order No. 44, "Female Minimum Wage Act," establishing a Minimum Wage in the Occupation of Janitress.

Orders Nos. 52 and 52B, "Female Minimum Wage Act," establishing a Minimum Wage in the Hotel and Catering Industry.

Order No. 53, "Female Minimum Wage Act," establishing a Minimum Wage for Female Elevator Operators and Starters.

Order No. 54, "Male Minimum Wage Act," establishing a Minimum Wage for Male Elevator Operators and Starters.

Order No. 27, "Female" Personal Service.

Summary of Order relating to Telephone and Telegraph Occupation made pursuant to the "Female Minimum Wage Act," and summary of Order relating to the Laundries, Cleaning and Dyeing Industry made pursuant to the "Female Minimum Wage Act."

Following transmission of the award of the Board to disputants, acceptance was made by the Board of Directors of the Vancouver General Hospital, September 13th, 1938, and by the Male Lay Employees, September 22nd, 1938.

No. 4, 1938.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT."

(Section 41.)

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Woman's Bakery, Limited, and its Bakery and Confectionery Employees.

MAJORITY REPORT, AWARD, AND RECOMMENDATIONS OF BOARD OF ARBITRATION.

To the Hon. George S. Pearson, Minister of Labour,
Victoria, B.C.

This Board was designated by His Honour the Lieutenant-Governor as a Board of Arbitration under the provisions of the "Industrial Conciliation and Arbitration Act" to deal with the above-mentioned dispute, and accordingly held public sessions for the taking of evidence and receiving representations of the parties on the 12th, 13th, and 14th days of October, 1938; and held executive sessions for organization and deciding procedure on the 8th day of October; and for the consideration of such evidence, representations, and for making a report and award on the 14th, 15th, and 17th days of October, 1938.

Application was made on the 14th day of May, 1938, by the organized employees of the Woman's Bakery, Limited, for the services of a Conciliation Commissioner pursuant to section 10 of the Act, but not having a sufficient number of employees signing the application as required under the Act it was on the 20th day of June withdrawn; and later, friction having in the meantime developed between the members of the Union and the management of the Company as to the number of workmen between the ages of 18 and 21 years employed in relation to the number of journeymen, the Minister apprehending the dispute appointed, on the 29th day of July, Mr. James Thomson, of the Department of Labour, a Conciliation Commissioner under sections 12 and 13 of the Act to investigate the matters in dispute, and on the 12th day of September, 1938, he reported, as to the result of his investigation, that the parties had failed to agree to a settlement of the matters in dispute, and which report is attached hereto as Schedule A.

Mr. Thomson recommended that the dispute be referred to arbitration, and this Board was constituted by Order in Council No. 1338, on the 4th day of October, 1938, and empowered to deal with the matters in dispute therein set out, and the scale of wages and working conditions of employees concerned, and which matters as therein set out are attached hereto as Schedule B.

The scale of wages now being paid is attached hereto as Schedule C.

On the 6th and 7th days of October, 1938, a voluntary arbitration board dealt with matters of mutual concern between the Master Bakers' Association and the Bakery and Confectionery Workers International Union of America, Local 468, and as to the executing of a proposed agreement as to suggested change in working conditions and scale of wages between the Canadian Bakeries, Limited; Cowan-Dodson's Bakeries, Limited; McGavin's, Limited; and Robertson's Bakeries, Limited, and their employees, and as a result an agreement was arrived at and executed between the parties, which was later extended to Campbell's Bakery, Limited; Brown Bros., Limited; the Mother Hubbard Bakery, Limited; and Hastings Bakery, and which agreement has been submitted to the Woman's Bakery, Limited, by its organized employees for approval and execution, and which approval and execution were refused by the Company, the terms of which is the subject-matter of this dispute, and which is attached hereto as Schedule D.

An agreement regarding working conditions has been in effect between the parties, but expired on the 30th day of June, 1938, and which is attached hereto as Schedule E, and renewal in the form suggested, being Schedule D, is desired by the organized employees.

The Woman's Bakery, Limited, was incorporated under the laws of the Province of British Columbia on the 4th day of November, 1927, as a family trading corporation, of which James C. Brault and his wife, Grace R. Brault, are the sole shareholders and participants in its operations as wholesale and retail bakers and confectioners. The business of the Woman's Bakery, Limited, as previously carried on as the Woman's Bakery in a small way in the City

of Vancouver, was purchased by Mr. and Mrs. Brault in 1925 for $8,500, and which has since expanded to an organization of ten retail shops and two leased shops as well as having 150 distributing agencies for the sale and distribution of their goods, in addition to the central manufacturing plant. It has now a gross turnover of $176,592.22, with a total pay-roll in all its activities of $52,860.05. The company has thirty-five male and female employees in the manufacturing plant, twenty-four of whom being male employees engaged in the baking department are those principally affected by this dispute, twelve of whom are workmen between the ages of 16 and 21 years. This plant, owing to its diversified operations in the major manufacture of cakes, pies, confectioneries, and other delicacies of like nature, and minor production of bread, is not so highly mechanized as plants engaged chiefly in the production of bread, and has consequently more employees engaged in production as opposed to the number engaged in the more mechanized plants devoted more or less to the highly intensified production of bread. In an endeavour seemingly to equalize labour costs, the management has used the services of twelve workmen between the ages of 16 and 21 years in conjunction with twelve working journeymen employees, which was viewed with grave concern by the working journeymen bakers. Although much of the work in this plant is performed by hand, owing to the diversified nature of its product and lack of mechanical devices, it does not seem reasonable for the employment of so many unskilled immature workmen as opposed to skilled workers and in such great disproportion of one to one. The proportion in the other baking plants under the existing working agreements is one apprentice to twelve journeymen. The immature workers in this plant are not indentured apprentices, except one, and they cannot under these conditions receive the training necessary to become skilled journeymen. It was shown in evidence that the method suggested by the employees under the proposed new arrangement would not affect the present occupational category, while in effect, of those immature workmen now employed where not engaged in the work of journeymen, or displace them, and it was never so intended, and the parties to the dispute have been at arm's length largely due to this being misunderstood. What is intended should be clearly shown if a satisfactory arrangement is to be effected between the parties.

The Company admits it has no objection to the proposed wage-scale but that it cannot meet it owing to lack of sufficient profits in its business operations, and submitted a balance-sheet in proof. Having made this submission and relied upon it the Company must so satisfy the Board. Although the Board does not subscribe to this as being a good ground for refusing the Employees' requests, it was nevertheless carefully examined and considered, and the conclusion is reached that the Company has failed to substantiate its claims of inability to meet the suggested wage-scale. Unfortunately for the claim of the Company, the financial statement is not a complete exposition of its financial resources and does not show its real and present financial standing and the means taken are not those used in good accountancy. Having regard to this statement, as the Company's sole ground for refusing to meet the Employees' requests, no excuse is apparent for the submission of this imperfect financial statement, as the opportunity was provided the Company to substantiate its claims by the production of a correct and proper balance-sheet approved by some firm of reputable auditors, to which no good exception could be taken.

It was submitted that an employee (Rowlett) had been unfairly discharged for Union activities, but this is not substantiated.

Mr. Thomas H. Ainsworth, a member of the Board, disagrees with the award of the majority of the members of the Board and his minority award is appended hereto.

Majority Award and Recommendations.

The majority members of the Board agree and make the following award:—

1. That the requests of the employees of the Woman's Bakery, Limited, are, in the main fair and reasonable, and that the scale of wages now in effect is subject to revision upward, and that they are entitled to adjustment of working conditions as hereinafter set out.

2. That there shall be paid by the Woman's Bakery, Limited, to their employees affected a salary based on the following minimums:—

	Weekly.	Hourly.
Foremen	Optional.	----------
Dough-man	$31.50	66 cents.
Oven-men	30.50	64 cents.

	Weekly.	Hourly.
Bench-hands and machine	$27.75	58 cents.
Helpers	24.00	50 cents.
Shipper	30.00	----------
Assistant shipper or checker	23.30	----------
Finishers and cake wrappers	17.00	36 cents.

Apprentices.

The apprentices shall be indentured and the weekly wage-scale shall be:—

	For the First Half of.	For the Last Half of.
First year	$12.00	$14.00
Second year	16.00	17.00
Third year	18.00	19.00
Fourth year	20.00	21.00

(Owing to the peculiar diversified operations of the Company.) One appprentice shall be allowed up to twelve journeymen, and one for every twelve journeymen thereafter. No present apprentice shall be discharged on account of this award. The Company undertakes to extend to all apprentices full opportunity of training in every branch of baking operations, and the period of such training shall be four years.

3. Jobbers shall receive $5 per day up to three days. If employed four days or more in any one week, their wages shall revert to the scale of bench-hands; and eight hours or any part thereof shall constitute one day's work and he shall be paid when his shift is completed.

4. Eight hours shall constitute a day's work and all time worked over that time shall be paid for at the rate of time and one-half; and one hour, or not less than half an hour, shall be allowed for lunch between the fourth and fifth hours of work every day.

In the interests of the public and those concerned it is recommended that the parties reach an agreement and reduce it to writing. If an agreement is arrived at between the parties, it is recommended that the present working personnel be not disturbed or displaced, and that their working status be clearly indicated and set forth so that no further misunderstanding shall exist. It is recommended that as many helpers will be allowed in the manufacturing of bakery products as are necessary for such work, but that helpers shall not be allowed to work at the bench, on machines, at the oven, weighing ingredients, mixing dough, or handling the product in any way until it is finished, but they may clean pans, clean machines, grease pans, push trucks, or do any other labourers' or unskilled work incidental to the baking business, but shall not do any journeymen's or apprentices' work. Any employee now classified as helper and paid as such, doing or continuing to do bakers' work, shall receive bakers' wages in accordance with the class of work he is doing.

It is further recommended that under such suggested agreement these bakery employees mutually agreed upon as such, and themselves so agreeing, may become and remain members of a Union in good standing while so employed, and no member of such union shall be discriminated against for upholding Union rules or principles.

The prosperity and contentment of all require that the parties come to a mutual understanding and a common recognition of the relations of intimate co-operation which must exist and continue to exist between organized labour and working capital to safeguard the public welfare and preserve the interests of both the parties.

It is further recommended that this award be put into effect on or before the 1st day of December, 1938.

J. C. McINTOSH, *Chairman.*
DOROTHY G. STEEVES.

Dated at Vancouver, B.C., this 17th day of October, 1938.

MINORITY REPORT.

Mr. T. H. Ainsworth, representative of the employer on the Board, was not in full accord with his colleagues and on October 17th, 1938, submitted a minority report, which follows:—

To the Hon. George S. Pearson, Minister of Labour,
Victoria, B.C.

The first steps towards the solution of any problem should lie in analysis. Too often a condition or effect is overemphasized, leaving the cause obscured or forgotten; and so it is

felt that the report of this Board would be incomplete without a review of conditions with which the baking industry has been faced during the past decade.

For a long time prior to that period, merchandising methods have made radical changes, occasioned in many instances through the diversion of capital into the realms of food distribution. Here, through specialization, low unit operating cost, and focus on substandard price-levels, chain grocery store organizations and department stores have reaped the dual benefits which accrue from the application of efficiency and the appeal through advertising to a well-propagated bargain consciousness.

With the coming of the chain store organizations to Vancouver there was introduced the policy of featuring the sale of milk and bread, which experience in the United States had been shown to be an excellent media with which to induce the daily visits of the housewife. Since these commodities were extensively advertised at extraordinarily low prices they promoted the sale of other lines of merchandise.

The promise of large sales volume too often proved bait to the bakers, but these in due course were compelled to capitulate to the demands of the chain stores for ever-cheaper prices to meet the competition which their method had generated; and thus originated a practice which has since proved a dominating factor in the sale of bread.

It is not intended to convey the impression that a cheaply priced loaf was not in existence before the coming of the chain stores. There had been instances of its sale in certain parts of the city, notably through the poorer quarters; but this was not a disrupting factor, due to its isolation; whereas the chain stores operate in all parts of Vancouver and suburbs.

The growth of the chain store threatened extinction to the individual grocery store, whose lack of buying power did not allow him to meet the ultra-competitive prices in many lines. Consolidation of many such units followed in an effort to survive, until there are now a number of such groups established, such as The Consolidated Grocers, The Red and White Chain, the Purity Stores, and other chain organizations which vary in size.

In the operation of such groups imitation grew as a natural sequence, and here again the value of bread and milk was recognized and used for sales promotion.

To-day with two down-town department stores and the Safeway Stores, each operating its own bakery, the situation is impossible of control without the co-operation of a number of small wholesale grocers whose customers, mainly small grocery and confectionery stores, demand a price which will enable them to undersell the larger organization.

The question has been asked repeatedly as to why are not the bakers able to reach an agreement as to sales policy? The answer is that they are continually trying to do so, and that no industry has attempted more desperately to set its affairs in order, or with such little success. To paraphrase Tolstoi: The small grocery stores are willing to do anything for the baker except get off his neck!

It must be said in fairness to the Safeway Stores and the department stores, at this point, that these organizations co-operated during the past year in response to an appeal by the Master Bakers' Association to stabilize the price. They agreed to sell at a price of 8 cents a loaf, or two loaves for 15 cents—which was 1 cent lower per loaf than the price of the bread of the larger bakeries and many others.

Nearly two months ago the chain grocery and the department stores gave notice that they could no longer sell at the price agreed upon, unless the aggravating price-cutting of the smaller stores was stopped. At this time the general price in such stores throughout the city was 6 cents a loaf or 1½ cents lower per loaf than that charged by the chain grocery and department stores.

A great amount of effort was expended in trying to induce the small wholesale bakers to raise their price to 8 cents or two loaves for 15 cents; but here again it is not possible to reach an agreement, chiefly because of distrust among the element, the majority of whom are non-English-speaking origin. The result was that there followed a reduction of 1 cent. per loaf in all price-levels, which meant a drastic loss to the industry.

In the ultimatum by the department stores and chain stores to reduce the price of bread unless their conditions were complied with, it is easily understood that so marked a disparity in their bread price with that of the smaller stores might well suggest that their other lines of merchandise were correspondingly out of line.

During the years of insensate price-cutting, all sense of bread value has been shattered, and the levels reached were so low that each successive attempt to impose an increase of 1 cent towards a fair price has been met with great resistance and severe criticism. The public is naturally confused and looks askance at such endeavours, due to a multiple of causes, among which, there is the demagogue who broadcasts his disapproval; the city's plea of consideration for the relief recipient, and the views of those arm-chair economists who glibly prate of advantages to the consumer by the obliteration of the smaller companies, relegating with cold logic the employer and his employees to swell the ranks of the unemployed. This is as predatory as it is fallacious to attempt the isolation of the consumer from the whole social fabric. This is not intended as a treatise but simply to point out some of the many obstacles in the path of rehabilitation.

The descent to the low price-levels has been illustrated as the inevitable end of the use of bread as a "special." Of necessity, in the process, wages were reduced; in consequence lowering the standard of living of the workers and creating conditions which were to prove a fertile field for the labour-union organizer.

As a result of attempting to satisfy the price demands of a large chain store organization, Robertson's Bakery, Limited, was selected as the place to call a strike. Without commenting on the merits of either side, however, it is long overdue to point out that in the strife which followed the Bakery Company was villified, but the chain store practice, which was the primary cause, was overlooked or ignored.

During the past year Dr. Lyle Telford has done much to spread the belief that the cost of bread is too high in Vancouver; yet how he is able to reconcile a cheap loaf with a decent wage is just one more mystery. The Master Bakers' Association, as the result of the Doctor's allegations, was summoned to a session of an investigating body of the City Council in October, 1937, and the outcome only added to the troubles of the industry. In this connection it should be observed with regret that apathy to the issue was shown by labour union officials in that they did not appear.

The onus seems to be squarely placed on the shoulders of the Master Bakers to find the solution to the problem which mutually affects both capital and labour, and which by its seriousness should command the help of both parties. To-day the industry is in a deplorable state, as was evidenced three months ago in an arbitration between the Union and the four large Bakeries. In disclosing their position and experiences over the years mentioned, it was found that reserves had been seriously depleted and capital structure greatly reduced, due to a series of drastic operating losses over the past four to seven years. These companies were fortunate, in some instances, to have had an accumulation of reserves and are still able to carry on. In one instance, however, it was shown the company had fallen into the hands of the bondholders, who had found it necessary to liquidate the company by a sale at a very substantial loss to themselves.

Throughout the industry there is a trail of staggering losses. Proprietors have thrown in their entire resources, have borrowed money and have sunk deep into debt in an effort to protect their investment. In many of the smaller shops, where the owner and members of his family lead a slave-like existence, it is to be found that they are actually in receipt of returns substantially less than the Government minimum wage.

It is held in certain quarters that the unionization of bakery-workers would provide the panacea for much of the trouble in the industry; but it might be pointed out that wages and selling-prices are inseparably linked and, as previously stated, should constitute the joint concern of employer and employee alike.

It is also to be regretted that due to the myopic and warped concept of a brand of unionism that class hatred should be fostered. In the final analysis co-operation will go a long way to solve any problem, but this would appear to be beyond the understanding of any one who seriously believes in the Declaration of Principles laid down in the book of Constitution and Laws of the Bakery and Confectionery Workers' International Union of America, the opening paragraph of which reads as follows:—

"Society at present is composed of classes whose interests are antagonistic to each other. On the one hand we have the employing class, possessing almost all the soil, all houses, factories, means of transportation, machines, raw materials, and all necessaries of life. In comparison to the entire people this class represents a small minority."

It may be profitable to certain individuals who disseminate that doctrine, but it cannot be proved in the long run to be conducive to the essential promotion of good feeling; neither can it solve the problem of how to bring the price of bread and other bakery products to the point which will permit the payment of Union demands from profits instead of from losses. The Master Bakers' Association of Vancouver has recently gone on record as being in favour of a plan to rationalize the industry, which it is submitting to the Provincial Government, whose help it will seek as being the only course it believes to be remaining.

There can be but few who would seriously question the need for assistance, nor need any one look very far for a precedent, since there are so many to quote from, such as: The Transport System in Great Britain; Shipping on the High Seas; the Canadian Grain Growing Industry; and our Provincial Act, which has removed milk from the machinations of the loss-leader specialist.

Such rationalism as the baking industry is anxious to achieve is free from arbitrary governmental " price-fixing," and embodies the sincerest form of co-operation between Government and Industry. Briefly, the suggestion is that bakeries shall individually file its prices with a Board, which shall be composed of representatives of all branches of the industry. The individual or firm will undertake to bind itself to the price it shall submit and shall have no others. Intended price changes on the part of any unit shall be given to the Board in the form of a declaration, ten days before such change is to become effective, and such intention shall become the general knowledge of the entire industry. To which end it intends to ask the passage of a Provincial Act, enabling certain regulation, and the appointment of an Administrator by the Board with the approval of the Government.

Such, in synopsis, is a measure now in successful operation in the State of Washington, in which territory the baking industry suffered all the despoliation and resultant losses as have been described.

It has brought about a better standard of living for the bakery-workers, and better relationships, while its rehabilitation to the industry has been such as to increase revenues through the source of income tax. Besides the foregoing, much good has come to the farmer through the more liberal use of his products, since quality has supplanted the low price consideration.

As this is the first arbitration of the baking industry under the Industrial Conciliation and Arbitration Board, this résumé is respectfully tendered in the hope that it will prove of value in any further disputes should they arise.

In conclusion I am desirous of expressing my approval of the above-mentioned Act as being a step in the right direction.

THOMAS H. AINSWORTH.

Dated at Vancouver, B.C., this 17th day of October, 1938.

SCHEDULES.

Herewith are Schedules A, B, C, D, and E, to which reference is made in the majority award of the Board:—

SCHEDULE A.

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT."

(Section 16.)

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Woman's Bakery, Limited, Employer, and its Bakery and Confectionery Employees.

CONCILIATION COMMISSIONER'S REPORT OF FINDINGS.

To the Hon. Minister of Labour,
Parliament Buildings, Victoria, B.C.

I, James Thomson, appointed by the Minister of Labour as a Conciliation Commissioner in the matter of the above-mentioned dispute, declare that I have expeditiously and carefully inquired into the said dispute and all matters affecting the merits and right settlement thereof, and beg to report as follows:—

Negotiations in this dispute have failed to effect a settlement of the differences between the employer and his employees. The basis of a Union Agreement as submitted by the employees' repre-

sentatives to the employer is herewith attached. Clause 1 requires that all employees of the Woman's Bakery, Limited, as set out in clause 2 of the said proposed Agreement, shall become and remain members of the Union in good standing while employed by the Company, etc. Clause 2 of the proposed Agreement classifies employees and sets out the rates of wages which shall be paid per week and per hour, ratio of apprentices to journeymen, and the rates of wages to be paid to apprentices; also provides for a daily rate of wages for jobbers.

In the main, the rest of the Agreement appeared to be acceptable to the employer, but he refused to consider signing a Union Agreement which contained the restrictions enumerated in the first two sections of the proposed Agreement.

The employees' representative, Mr. J. A. Humphreys, definitely stated that the employees of the Woman's Bakery, Limited, and who are members of his organization, shall not agree to the employer's proposal of operating an open shop and the modifications of wages and working conditions proposed by the employer. Official notice to this effect as submitted by Mr. Humphreys, Secretary of the Bakery and Confectionery Workers' International Union of America, Local No. 468, dated August 24th, 1938, is herewith attached.

The negotiations in this dispute were so extensive that it was found necessary to extend the time beyond that in which I was required to transmit my report as provided by statute and both parties agreed to this extension and, after having gone into the matter in dispute very fully, and both parties having made what they considered the maximum amount of concession, I feel that there is still such a wide difference between the employees' demands and what the employer is willing to concede in this dispute that no good purpose would be served by proceeding any further with conciliation. Therefore, I would recommend that the whole matter in dispute be referred to a Board of Arbitration as provided by the "Industrial Conciliation and Arbitration Act."

The foregoing, to the best of my knowledge and belief, is an accurate report upon the matter(s) of dispute referred to me as a Conciliation Commissioner on the 29th day of July, A.D. 1938.

Dated at Vancouver, B.C., this 12th day of September, A.D. 1938.

JAMES THOMSON.

SCHEDULE B.

STATEMENT OF DISPUTE.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Woman's Bakery, Limited, of Vancouver, B.C., and the Bakery and Confectionery Workers employed by the said Woman's Bakery, Limited.

The majority of the bakery and confectionery workers employed by the Woman's Bakery, Limited, have requested the manager of the said Woman's Bakery, J. C. Brault, Esq., 1420 Fifteenth Avenue East, Vancouver, B.C., to sign, in the form of an agreement, a contract, containing amongst others, the clauses hereinafter enumerated.

The request of the employees has not been granted.

Clauses in the agreement submitted by the employees to which exception has been taken and which are the basis of dispute between the employer and his employees follow:—

"It is mutually agreed:—

"1. That all those bakery employees, as set out hereafter under section 2 of the Agreement, shall become and remain members of the Union in good standing while employed by the Company. Any vacancy occurring, the Union office will be given the first opportunity of filling same. No member of the Union shall be discriminated against for upholding Union rules and principles.

"All said employees shall receive and sign for a copy of this Agreement, and thereby authorize the Company to deduct from their wages and to pay over to the Secretary of the Union any dues, fines, or assessments, levied in accordance with the Union's by-laws, owing by them to the said Union. The Secretary to receive same on or before the third Saturday of each month.

"2. *Wages.*—The following shall be the minimum:—

	Weekly.	Hourly.
Foreman	Optional.	.....
Dough-man	$31.50	66 cents.
Oven-man	30.50	64 cents.
Bench-hands and machine	27.75	58 cents.
Helpers	24.00	50 cents.
Shipper	30.00	.....
Assistant shipper or checker	23.30	.....
Finishers and cake wrappers	17.00	38 cents.

"*Apprentices.*—The weekly wage-scale for apprentices shall be as follows:—

	For the First Half of.	For the Last Half of.
First year	$12.00	$14.00
Second year	16.00	17.00
Third year	18.00	19.00
Fourth year	20.00	21.00

"One apprentice to be allowed up to twelve journeymen, and one for every twelve journeymen thereafter. No present apprentice to be discharged on account of this ruling.

"The Company undertakes to extend to all apprentices full opportunity to become thoroughly versed in every branch of operation in the bakery. The period of apprenticeship shall be four years.

"*Jobbers.*—Five dollars per day up to three days. When employed four days or more in any one week, the wages shall revert to those of bench-hands.

"Eight hours, or any part thereof, shall constitute a day's work. He shall be paid when his shift is finished.

"3. Eight hours shall constitute a day's work, and all time worked over that shall be paid at the rate of time and one-half. One hour, or not less than half an hour, shall be allowed for lunch between the fourth and fifth hour of work."

SCHEDULE C.

COMPARISON OF WAGES, WOMAN'S BAKERY, LIMITED.

CAKES.

	Present Scale.	Proposed Union Scale.	
Baker—			
Thornton	$35.00	$35.00	Weekly Difference. $18.50
Mitchell	25.00	27.75	
Patty	25.00	27.75	
Offord	24.00	27.75	
Bon	24.00	27.75	
Bell	35.00	35.00	
Arnold	25.00	27.75	
Murry	25.00	27.50	
	$218.00	$236.50	
Helper—			
Massey (21 years)	$20.00	$27.75	15.75
McClure (Ind.)	13.50	13.50	
Westrand (18 years)	16.00	18.00	
Postunea (18 years)	12.00	18.00	
	$61.50	$77.25	
Boys—			
Britten (17 years)	$12.00	$16.00	13.60
Blaker (19 years)	14.40	16.00	
Boletea (16 years)	8.00	12.00	
McArthur (16 years)	8.00	12.00	
	$42.40	$56.00	
Three Finishers	$14.00 (42.00	$17.00 (51.00	9.00
			$56.85

BREAD.

Houser	$25.00	$31.50	$17.75
Schneider	24.00	27.75	
Grant	24.00	27.75	
Jensen	24.00	27.75	
Borkent	35.00	35.00	
	$132.00	$149.75	
Peck	$12.00	$17.00	8.30
Dumm	20.00	23.30	
	$32.00	$40.30	

	Present Scale.	Proposed Union Scale.	
Packers (same as cake wrappers)—			
9 at $14	$126.00	9 at $17 $153.00	$27.00
			$53.05
Forward			56.85
			$109.90
			× 52
			$5,714.80
One week's holiday each			763.80
Total			$6,478.60

SCHEDULE D.

This Agreement entered into between , of the Province of British Columbia, hereinafter called the "Company," of the First Part, and the Bakery and Confectionery Workers' International Union of America, Local 468, of the City of Vancouver, in the Province of British Columbia, hereinafter called the "Union," of the Second Part.

It is mutually agreed:—

1. That all those bakery employees, as set out hereinafter under section 2 of this Agreement, shall become and remain members of the Union in good standing, while employed by the Company. Any vacancy occurring, the Union office shall be given the first opportunity of filling same. No member of the Union shall be discriminated against for upholding Union rules and principles.

All said employees shall receive and sign for a copy of this Agreement, and thereby authorize the Company to deduct from their wages and to pay over to the Secretary of the Union any dues, fines, or assessments, levied in accordance with the Union's by-laws, owing by them to the said Union. The Secretary to receive same on or before the third Saturday of each month.

2. *Wages.*—The following shall be the minimum:—

	Weekly.	Hourly
Foremen	Optional.	----------
Dough-man	$31.50	66 cents.
Oven-man	30.50	64 cents.
Bench-hands and machine-men	27.75	58 cents.
Helpers	24.00	50 cents.
Shipper	30.00	----------
Assistant shipper or checker	23.30	----------
Finishers and cake wrappers	17.00	36 cents.

Apprentices.—The weekly wage-scale for apprentices shall be as follows:—

	For the First Half of.	For the Last Half of.
First year	$12.00	$14.00
Second year	16.00	17.00
Third year	18.00	19.00
Fourth year	20.00	21.00

One apprentice to be allowed up to twelve journeymen, and one for every twelve journeymen thereafter. No present apprentice to be discharged on account of this ruling.

The Company undertakes to extend to all apprentices full opportunity to become thoroughly versed in every branch of operation in the bakery. The period of apprenticeship shall be four years.

Jobbers.—Five dollars per day up to three days. When employed four days or more in any one week, the wages shall revert to those of bench-hands.

Eight hours, or any part thereof, shall constitute a day's work. He shall be paid when his shift is finished.

3. Eight hours shall constitute a day's work, and all time worked over that shall be paid at the rate of time and one-half. One hour, or not less than half an hour, shall be allowed for lunch between the fourth and fifth hour of work.

4. Baking premises shall be kept clean and sanitary throughout. All employees shall keep their persons in a clean and sanitary manner, and all those engaged in the handling of bakery products in the bakery, until they have been wrapped, shall wear white. The Company shall provide and maintain for the convenience of employees, toilets, wash-rooms, and lockers. All employees shall at all times leave benches and machinery cleaned and (excepting in the case of necessity for mechanical or joiner's repairs) in condition for the immediate resumption of work.

It shall be the duty of the employees to co-operate and assist in maintaining the utilities and conveniences of the plant in good order and to refrain from misusing or defacing them and to refrain from any conduct which would tend to depreciate or render unsanitary any such utensil or convenience.

5. Double time shall be paid on all statutory holidays. Where an employee has had a holiday the night before, time and one-half will be paid.

After one full year's service, each employee shall have one week's holiday with pay.

6. The Company will give to regular employees one week's notice before discharging them, or one week's wages in lieu thereof. Employees will also give the Company one week's notice when they desire to leave said employment.

7. Any employee now classed and paid as a helper and doing bakers' work shall be paid according to the class of work he is doing. Miscellaneous help shall not be allowed to do any work covered by this Agreement in the baking departments.

8. The Union label will be furnished to the Company at cost as long as this Agreement is upheld, provided no other Union has a grievance with the Company. The Union agrees at all times to advance the sale of Union products by label campaign or otherwise.

The Company shall have the full right to employ and discharge any and all employees, but no employees shall be discharged by the Company because of his Union activities; provided, however, that no Union employees shall be required to go through any picket line lawfully established and maintained by the Union.

The Company and the Union undertake mutually to foster the spirit of co-operation in the interpretation of this Agreement. The management of the Company will at all times, whenever reasonably possible, extend to the accredited representative of the Union upon his request evidence and facilities for confirming that the terms and conditions of this Agreement are being maintained. The Business Agent shall be permitted to enter any and all departments of the shop during working hours to attend to the business of the Union. He shall also be granted permission to inspect the pay cheque of any employee should he so desire.

9. The Superintendent of a plant shall have complete supervision of all operations connected with the baking, but when he performs the duties of journeyman baker he must become a member of the Bakers' Union. Shops not employing one or more foremen shall not be entitled to a Superintendent.

10. Should a controversy arise between the Company and the Union, the men shall continue to work as per this Agreement until such controversy is settled, which controversy shall, if possible, be adjusted between the representatives of the Company and representatives of the Union. Failing to reach a satisfactory adjustment, either party may refer the matter to a Board of Arbitration, which is hereby created, and is to be composed of two representatives of the Bakers' Union (Local 468) and two representatives of the Employers who have signed this Agreement. These four representatives shall then select a fifth member who shall be Chairman, and the decision of the majority of the Board of five shall be final and binding on all parties. The said Board shall organize at once and shall elect a secretary, and shall adopt the rules and procedure which shall bind both parties.

The said Board shall have the power to adjust any differences which may be referred to them within forty-eight hours subsequent to the receipt of its secretary's notice to come. The Board's decision shall be submitted to both parties in writing and shall be signed by the majority of the Board. The decision of the Board shall be retroactive to the date of submission of the question or differences to the Board; providing, however, that a decision must be reached within seven days after the submission.

11. This Agreement shall be in full force and effect from June 1st, 1938, until June 1st, 1939, and thereafter from year to year until a new Agreement (the terms of which shall be retroactive from June 1st of each year) has been consummated. Should either party desire to make any changes in this Agreement, and failing amicable settlement, they shall, within thirty days of the expiry date in any one year, give notice in writing to the Board of Arbitration, which Board shall then proceed to hear and arbitrate the proposed changes. Their majority decision shall be final and binding.

Dated at Vancouver, B.C., this.....day of.....A.D. 1938.

THE BAKERY AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 468.

.....

.....

President.

.....

Secretary.

SCHEDULE E.

AGREEMENT.

This Agreement entered into between Woman's Bakery, Limited, of British Columbia, party of the First Part, and the Bakery and Confectionery Workers' International Union of America, Local 468, of Vancouver, B.C., party of the Second Part.

It is mutually agreed:—

Section 1.—All employees must become and remain members in good standing while employed with the Company, and when a vacancy exists the Union office must be given the first opportunity to fill same. All Employees shall receive and sign for a copy of this Agreement and hereby authorize the Company to deduct from their wages and pay over to the Secretary of Local 468 any dues, fines, or assessments, levied in accordance with the Union's by-laws, owing by them to the said Local.

Section 2.—Wages:—

	Weekly.	Hourly.
Foreman	Optional.	.....
Dough-man	$31.50	66 cents.
Oven-man	30.50	64 cents.
Bench-hands and machine-men	27.75	58 cents.
Helpers	24.00	50 cents.
Shipper	30.00	.....
Assistant shipper or checker	23.30	.....
Finishers and cake wrappers	17.00	.....

Apprentices first six months, $15 per week and to be raised $1 per week every six months for a period of four years.

One apprentice to be allowed for every six journeymen. Jobbers, $5 per day, up to three days. When employed four days or more in any one week the wages to revert back to the same as bench-hands. Eight hours or any part thereof will constitute a day's work and must be paid when his shift is finished.

Any one doing the work of a dough-man or oven-man must receive the stipulated wage while he is so employed.

No member shall have his wages reduced on account of this Agreement going into effect or be discriminated against on account of his Union activities.

Section 3.—Forty-eight hours shall constitute a week's work and all time worked over forty-eight hours in any one week shall be paid at the rate of time and one-half. One hour, or not less than half an hour, to be allowed for lunch after the fourth or fifth hour of work.

Section 4.—All bakeries shall be clean and sanitary. All employees shall keep their person in a clean and sanitary manner. The Employer shall provide and maintain for the convenience of the employees, toilets, wash-rooms, and lockers.

Section 5.—In case of emergency, regular employees may be employed on their day off, at the rate of time and one-half. On all statutory holidays time and one-half shall be paid, excepting where the employees have had a holiday the night before.

Section 6.—The Union label will be furnished to employers as long as they uphold this Agreement, providing no other Union has a grievance with the Employer. The Employer agrees to purchase bakery products from Union shops. In case of a shortage, if Union shops cannot supply they may purchase outside. The Union agrees at all times to push the sale of Union-made goods by Label campaign or otherwise.

Section 7.—Whenever any controversy arises between the Employer and the Union, the men shall continue to work and the controversy shall, if possible, be adjusted between representatives of the Employer and representatives of the Union.

This Agreement shall be in effect from the date of signing until June 1st, 1938, and from year to year thereafter unless notice of any desired changes shall be given thirty (30) days prior to the expiry date in any one year. In the event of either party being unable to agree to such changes, it is mutually agreed they shall be submitted to a Board of Arbitration, whose majority decision shall be final and binding.

Dated at Vancouver, B.C., this 22nd day of June, 1937.

Party of the First Part.
J. C. BRAULT.

Party of the Second Part.
JAMES MCMACKIN, *President.*
JAMES BRYDSON.
(Bakers & Confectionery Workers Int. Union of America. Local Union No. 468, Vancouver, B.C.)

(For further details of this dispute, *see* descriptions of strikes in this report.)

IV. ORGANIZATIONS OF EMPLOYEES AND EMPLOYERS.

Pursuant to section 9 of the "Industrial Conciliation and Arbitration Act," every organization of employers and employees is required to file certain annual returns, namely:—

1. A certified copy of its constitution, rules, and by-laws containing a full and complete statement of its objects and purposes.

2. Certified copies of any amendments to its constitution, rules, and by-laws, when made.

3. An annual list of the names and addresses of its president, secretary, and other officers, as at the 31st day of December in each year. This list must be filed before the 31st day of January of each year.

To obtain this information application was made to the secretaries of all central organizing bodies having branches within the Province, as well as to the officers of local units of which this Department had record. In a number of cases it was necessary to make several requests and, as a result, of 372 organizations of employees contacted, 352 complied

with the statutory obligation. In cases where information was not furnished by local secretaries, that obtained from general secretaries has been used.

The returns compare favourably with those obtained in 1937, when 336 organizations of employees made returns. In that year a report of membership was not required. Returns for 1938, made under the provisions of the "Department of Labour Act," show 352 organizations to have a paid up membership of 42,063. Members whose dues were over three months in arrears were not computed.

The printed list is arranged by cities and towns in alphabetical order. In cases where information could be obtained, the names and addresses of the president and secretaries were revised up to the date of publication. The post-office addresses of the officers are the same as the heading under which they appear, unless otherwise stated.

The list of employers' organizations follows immediately after that of the employees. Twenty-three organizations made the requisite returns, compared with twenty-two for 1937.

B. H. E. GOULT,
Secretary-Registrar, "Industrial Conciliation and Arbitration Act."

ORGANIZATIONS OF EMPLOYEES.

ABBOTSFORD.

Brick and Clay Workers Federal Union, No. 136.—President, L. Hartley, Mission; Secretary, T. E. Holtsbaum.

ALBERNI.

Waterfront Workers Association, No. 1, Alberni District.—President, W. H. Ohs, Port Alberni; Secretary, James W. Pakenham.

ALBREDA.

Railwaymen, Lodge No. 54, Canadian Brotherhood of.—President, W. M. Tilley, Blue River; Secretary, J. Jones.

ALERT BAY.

Fishermen's Association, Pacific Coast Native.—President, Dan Assu, Quathiaski Cove; Secretary, George Luther.

ATLIN.

Mine, Mill, and Smelter Workers, Local No. 252, International Union of.—President, R. H. Crowe; Secretary, D. S. Mattson.

BELLA BELLA.

Native Brotherhood of British Columbia, No. 14.—President, A. Humchit; Secretary, R. Carpenter.

BELLA COOLA.

Fishermen's Protective Association of B.C., Branch No. 4.—President, H. Christensen; Secretary, R. Levelton.

Native Brotherhood of British Columbia, No. 15.—President, Joe Saunders; Secretary, G. Wilson.

BIRKEN.

Maintenance-of-way Employees, No. 215, Brotherhood of.—Secretary, J. Franson.

BLUBBER BAY.

Lumber and Sawmill Workers Union, No. 1-163, I.W.A.—President, F. Leigh, Blubber Bay; Secretary, H. Shaak, Blubber Bay.

BLUE RIVER.

Maintenance-of-way Employees, No. 15, Brotherhood of.—President, K. H. Graffunder, Vavenby P.O.; Secretary, F. Trestain.

BRALORNE.

Co-operative Committee, Bralorne.—President, J. W. Hillis; Secretary, Geo. W. Lyons.

Mine, Mill, and Smelter Workers, No. 271, International Union of.—President, J. C. Wilkins; Secretary, Geo. W. Lyons.

BURNABY.

Civic Employees Union, No. 23.—President, R. D. Etches; Secretary, R. Smith, 2573 Sussex Avenue.

Fire Fighters Association (Burnaby), Local No. 323.—President, W. Menzies; Secretary, L. C. Auvache, 1995 Inverness Street.

Janitors Union, Burnaby Branch of.—President, Wm. Gilbert; Secretary, Geo. Thornhill, 2058 Mission Avenue.

Laundry, Dry Cleaners, and Dyers Association.—President, R. H. Cross; Secretary, A. McAdam, 3006 Wilson Avenue.

Textile Workers Federal Union, No. 12—President, M. Stacey; Secretary, C. Legrove, 2224 Antrim Avenue.

CHAPMAN CAMP.

Co-operative Committee, Workmen's, Sullivan Concentrator.—President, F. Conrad; Secretary, Wm. Bailey, Kimberley.

CHEMAINUS.

Longshoremen's Association, Chemainus and District.—President, H. E. Thornett, Crofton; Secretary, F. E. Somerville, Chemainus.

COURTENAY.

Lumber and Sawmill Workers Union, Local No. 2797.—President, O. M. Gibbs; Secretary, J. Sundin, Box 105.

CRANBROOK.

Engineers, Brotherhood of Locomotive, Div. 563.—President, A. K. Gray; Secretary, Geo. A. Hennessy, P.O. Drawer 878.

Firemen and Enginemen, Brotherhood of, No. 559.—President, R. Bartholomew; Secretary, M. H. John, P.O. Box 214.

Machinists, International Association of, Lodge No. 588.—President, Wm. Henderson; Secretary, R. J. Laurie, Box 544.

Maintenance-of-way Employees, Brotherhood of, Lodge No. 229.—President, A. A. Eliason; Secretary, G. C. Brown, Box 739.

Railway Carmen of America, Brotherhood of, No. 173.—President, F. Woolley; Secretary, J. F. Lunn, Byng Hotel.

Railway Conductors, Order of, No. 407.—President, E. Gummer; Secretary, H. J. Huxtable, P.O. Box 262.

Railway and Steamship Clerks, Brotherhood of, Lodge No. 1292.—President, M. R. Belanger; Secretary, E. G. Dingley, 318 Garden Avenue.

Railroad Trainmen, Brotherhood of, No. 585.—President, D. W. Dow; Secretary, P. C. Hartnell.

CUMBERLAND.

Lumber and Sawmill Workers Union, No. 178.—President, R. Leason; Secretary, F. J. Frew, P.O. Box 618.

Mine Workers of America, United, Local No. 7293.—President, R. Coe; Secretary, J. Robertson, Box 614.

DEAS ISLAND.

Fishermen's Union, Pacific Coast, No. 21.—Secretary, C. Tsoukalas, R.R. No. 1, New Westminster.

DEEP BAY.

Fishermen's Union, Pacific Coast, No. 11.—President, J. Larson; Secretary, E. B. French, Bowser.

ENDAKO.

Maintenance-of-way Employees, Brotherhood of, No. 1870.—President, C. Adcock, Isle Pierre; Secretary, J. Wall.

ENDERBY.

Typographical Union, Vernon, No. 541.—President, J. E. Jamieson, Armstrong; Secretary, W. B. Hilliard, Enderby.

FERNIE.

Brewery Workers of America, United, No. 308.—President, M. Peterson; Secretary, F. E. Alexander, Box 1071.

Mine Workers of America, United, No. 7310.—President, N. Cockburn; Secretary, J. Manning, Box 658.

FIELD.

Railway Carmen of America, Brotherhood of, No. 1454.—President, P. Decicco; Secretary, H. Bentham, Box 154.

FRASER ARM.

Fishermen's Union, Pacific Coast, No. 12.—Secretary, E. Johnson, Fraser Arm P.O.

GIBSONS LANDING.

Fishermen's Union, Pacific Coast, No. 3.—President, C. Parnwell; Secretary, J. Corlett.

GOLDEN.

Maintenance-of-way Employees, Brotherhood of, Lodge No. 165.—President, H. Carlson, Donald Station; Secretary, M. A. Koski, Box 123.

HANEY.

Fishermen's Union, Pacific Coast, No. 16.—President, A. Anderson; Secretary, P. Verigiss.

HARTLEY BAY.

Native Brotherhood of B.C., No. 3.—President, L. Cliften; Secretary, John Eaton.

HAZELTON.

Native Brotherhood of B.C., No. 10.—Secretary, Charles Clifford.

HERRIOT BAY.

Fishermen's Union, Pacific Coast, No. 9.—President, W. Law; Secretary, T. B. Hundley.

HUTTON MILLS.

Maintenance-of-way Employees, Brotherhood of, No. 202.—President, F. P. Donovan; Secretary, C. H. Weaver.

JESSICA.

Maintenance-of-way Employees, Brotherhood of, No. 1023.—President, R. W. Hall, Brookmere; Secretary, C. F. Brown.

KAMLOOPS.

Engineers, Locomotive, Brotherhood of, No. 821.—President, W. R. Snowden; Secretary, W. A. Harris, 727 Seymour Street.

Engineers, Locomotive, Brotherhood of, No. 855.—President, W. M. Cortrite; Secretary, W. Reive, 433 Landsdown Street.

Machinists, International Association of, No. 748.—President, J. Parkin; Secretary, S. H. Hosken, 788 Nicola Street.

Firemen and Enginemen, Locomotive, Brotherhood of, No. 930.—President, O. B. Hoover; Secretary, G. Fraser, 1328 River Street.

Railway Carmen of America, Brotherhood of, No. 148.—President, O. Johnson; Secretary, Robert Lapsley, 907 St. Paul Street.

Railway Conductors, Order of, No. 611.—President, P. McLellan; Secretary, H. Battison, P.O. Box 377.

Railway Employees, Brotherhood of, No. 150.—President, R. E. Arduini; Secretary, A. C. Smith, 721 Victoria Street.

Railwaymen, Canadian Association of, Nos. 30 and 45.—President, Wm. Whiteman; Secretary, J. Gallagher, 164 Seymour Street.

Railroad Trainmen, Brotherhood of, No. 519.—President, A. J. Boss; Secretary, V. H. Mott, 521 Seymour Street.

KASLO.

Maintenance-of-way Employees, Brotherhood of, No. 173.—President, A. H. Dryden; Secretary, T. H. Horner, Crescent Road.

KELOWNA.

Lumber and Sawmill Workers Union, No. 1-186.—President, A. Swanson, Oliver; Secretary, H. Chernoff, Box 161, Kelowna.

KIMBERLEY.

Mine Workmen's Co-operative Committee, Sullivan.—President, H. Nicholson; Secretary, H. C. Shaw.

KISPIOX.

Native Brotherhood of British Columbia, No. 11.—President, R. Wilson; Secretary, Wm. Jeffrey.

Native Brotherhood of British Columbia, No. 23.—President, Silas Johnston; Secretary, W. G. Jeffrey.

KITAMAAT.

Native Brotherhood of British Columbia, No. 12.—President, C. Walker; Secretary, J. Gray.

KITKATLA

Native Brotherhood of British Columbia, No. 5.—President, J. Nelson; Secretary, P. Mason.

KITWANGA.

Native Brotherhood of British Columbia, No. 8.—President, R. Harris; Secretary, W. Morgan.

KLEMTU.

Native Brotherhood of British Columbia, No. 13.—President, A. Neasless; Secretary, Wm. Freeman.

LAKE COWICHAN.

Lumber and Sawmill Workers Union, No. 80.—President, F. Wilson; Secretary, E. A. McLellan, Box 51, Lake Cowichan.

LUND.

Fishermen's Union, Pacific Coast, No. 6.—President, J. Murray; Secretary, C. Miettinen.

MCBRIDE.

Railway Employees, Canadian Brotherhood of, No. 247.—President, V. G. Leake; Secretary, G. T. Holdway, P.O. Box 26.

MAILLARDVILLE.

Lumber and Sawmill Workers Union, No. 1-183.—Secretary, E. W. Canuel.

MARGUERITE.

Maintenance-of-way Employees, Brotherhood of, No. 221.—President, H. Robinson, Wright; Secretary, A. Sinclair.

MASSET.

Native Brotherhood of British Columbia, No. 4.—President, W. Matthews; Secretary, C. Matthews.

METLAKATLA.

Native Brotherhood of British Columbia, No. 2.—Secretary, E. Leighton.

MIDWAY.

Maintenance-of-way Employees, Brotherhood of, No. 181.—President, J. Eliason, Nelson; Secretary, G. Johnson, West Grand Forks.

NANAIMO.

Civil Servants of Canada, Amalgamated.—President, W. E. Hewlett; Secretary, W. Spencer, 433 Fourth Street.

Firefighters Association, Nanaimo, No. 7.—President, J. Anthony; Secretary, W. Wardill, 325 Hecate Street.

Fishermen's Union, Pacific Coast, No. 13.—Secretary, Harry Summers, 49 Nicol Street.

Mine Workers of America, United, No. 7355.—President, E. Webb; Secretary, E. Boyd, Regal Hall.

Typographical Union, Nanaimo, Local No. 337.—President, J. B. Paul; Secretary, L. C. Gilbert, P.O. Box 166.

Utilities Employees Association, Nanaimo-Duncan.—President, A. Montador; Secretary, J. R. Adams.

NATAL.

Mine Workers of America, United, No. 7292.—President, Geo. Mannion, Michel; Secretary, S. Weaver.

NELSON.

Barbers' (Journeymen) International Union of America, No. 196.—President, A. J. Hamson; Secretary, A. N. Fleming, 579 Ward Street.

Carpenters and Joiners, United Brotherhood of, No. 1843.—President, R. A. Dyke; Secretary, L. A. McDougall, 707 Cottonwood Street.

Engineers, Locomotive, Brotherhood of, Local No. 579.—President, L. W. Humphrey; Secretary, E. Jeffcott, K. of P. Hall, Nelson.

Express Employees, Brotherhood of, No. 18.—President, R. Todd; Secretary, L. S. McKinnon, 516 Silica Street.

Firemen and Enginemen, Locomotive, Brotherhood of, No. 631.—President, Wm. Graham; Secretary, S. Smith, 611 Second Avenue.

Letter Carriers, Federated Association of, Branch No. 75.—President, F. N. S. Thomson, Rosemount; Secretary, G. C. Massey, 306 Third Street.

Machinists, International Association of, Local No. 663.—President, S. Newell; Secretary, Fred Chapman, 415 Behnsen Street.

Railroad Carmen, Brotherhood of, No. 98.—President, D. L. Rees; Secretary, G. B. Abbott, K. of P. Hall, Baker Street.

Railway Conductors, Order of, Kokanee Lodge No. 460.—President, W. E. Margus; Secretary, J. Bird, 406 Victoria Street.

Railway and Steamship Clerks, Brotherhood of, No. 1291.—President, J. S. Brake; Secretary, E. F. Phillips, 413 Victoria Street.

Railroad Trainmen, Brotherhood of, No. 558.—President, R. E. Parker; Secretary, W. R. Smythe, 623 Carbonate Street.

NEW WESTMINSTER.

Boilermakers and Iron Shipbuilders Union of Canada, No. 1.—President, L. C. Campbell; Secretary, R. Woodbridge, 2603 Silver Avenue.

Building Workers of Canada, Amalgamated.—President, W. Lannon; Secretary, W. Taylor, 3030 Miller Avenue, West Burnaby.

Butcher Workers and Meat Cutters Federal Union, No. 94.—President, F. G. Baxter; Secretary, S. S. Hughes, 57 Elliot Street, New Westminster.

Carpenters and Joiners, United Brotherhood of, No. 1251.—President, A. O. Forman; Secretary, S. Spiker, 55 Fourth Street, New Westminster.

Checkers Association, Royal City.—President, J. M. McMurdo; Secretary, Geo. B. Silk, 808 Thirteenth Street.

Civil Servants of Canada, Amalgamated.—President, R. V. Cheale; Secretary, F. McGrath, 316 Strand Avenue.

Fire Fighters, City, Local Union No. 256.—President, B. Nixon; Secretary, K. K. Highsted, No. 1 Fire Hall.

Fishermen's Union, Pacific Coast, No. 2.—President, R. Wulff; Secretary, W. Hanson, R.R. No. 3.

Fishermen's Union, Pacific Coast, No. 20.—President, T. Demoster; Secretary, C. Tsoukalas, R.R. No. 1.

Fishermen's Union, Pacific Coast, No. 21.—President, D. Ekroth; Secretary, J. H. Dobson, R.R. No. 3.

Longshoremen's and Warehousemen's Union, International, Local No. 65, District No. 1.—President, T. N. Dorman; Secretary, F. Chriss, 1698 Seventeenth Avenue.

Machinists, International Association of, Lodge No. 151.—President, F. J. Simnett; Secretary, D. MacDonald, 413 Twelfth Street.

Paper Workers Association, Westminster.—President, L. Pumphrey; Secretary, Blanche Day, 1547 Hamilton Street.

Plumbers and Steamfitters, United Association of, No. 571.—President, James Mitchell; Secretary, T. H. Poulton, 725 Second Street.

Railway Employees, Canadian Brotherhood of, No. 226.—President, J. A. Boyd; Secretary, A. Harrison, 417 Twelfth Street.

Street, Electric Railway, and Motor Coach Employees of America, Amalgamated Association of, Div. 134.—President, R. Cormack; Secretary, W. T. Cook, 1507 Nanaimo Street.

Typographical Union, New Westminster, No. 632. —President, A. R. MacDonald; Secretary, R. A. Stoney, Box 754.

Waterfront Workers Association, Royal City.—President, A. Gore; Secretary, Wm. Fyfe Herd, 71 Tenth Street.

OCEAN FALLS.

Paper Makers, International Brotherhood of, Local No. 360.—President, C. A. Thompson; Secretary, W. E. Collins, Box 366.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, Local No. 312.—President, H. Bamford; Secretary, D. A. Robertson.

PARKSVILLE.

Maintenance-of-way Employees, Brotherhood of, No. 533.—President, J. B. Bell, Shawnigan Lake; Secretary, H. W. MacKenzie, R.R. No. 1.

PENDER HARBOUR.

Fishermen's Union, Pacific Coast, No. 4.—President, J. Cameron; Secretary, W. Davis, Irvine's Landing.

PENTICTON.

Engineers, Brotherhood of Locomotive, No. 866.—President, R. C. Hansen; Secretary, C. E. Hulett.

Firemen and Enginemen, Brotherhood of, Lodge No. 884.—President, C. P. Bird; Secretary, A. R. Fulkerson, 724 Winnipeg Street.

Railway Carmen of America, Brotherhood of, No. 1426.—President, W. McQuistin; Secretary, T. Bradley.

Railway Conductors, Order of, Div. 179.—President, Harry Nicholls; Secretary, C. A. Yule, Box 67.

Railway Trainmen, Brotherhood of, No. 914.—President, H. Denmark; Secretary, H. Nicholson, Box 595.

PIONEER.

Co-operative Association, Pioneer. — President, Wm. J. Cameron; Secretary, Grant Cameron, Pioneer Mines.

PORT ALBERNI.

Woodworkers of America, International, District 1-85.—President, Chas. Michell; Secretary, E. P. McLeod, P.O. Box 746.

PORT ESSINGTON.

Native Brotherhood of British Columbia, No. 6.—President, T. Campbell; Secretary, L. Starr.

PORT SIMPSON.

Native Brotherhood of British Columbia, No. 23.—President, J. Lawson; Secretary, A. Wesley.

POWELL RIVER.

Fire Fighters, Powell River, Union, Local No. 8. —President, C. Murray; Secretary, A. McLaren, Fire Hall.

Papermakers, International Brotherhood of, No. 142.—President, E. A. Murray; Secretary, H. B. Moore, P.O. Box 55.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, Local No. 76.—President, C. Johnston; Secretary, H. L. Hansen, P.O. Box 507.

PRINCE GEORGE.

Firemen and Enginemen, Locomotive Brotherhood of.—President, R. R. Anderson; Secretary, F. Armstrong, P.O. Box 159.

Railway Conductors, Order of, No. 620.—President, J. G. Sweeney; Secretary, J. E. Paschal, Box 305.

Railway Employees, Canadian Brotherhood of, No. 28.—President, H. A. McLeod; Secretary, H. Allen, General Delivery.

PRINCE RUPERT.

Carpenters and Joiners, United Brotherhood of, Local No. 1735.—President, J. J. Gillis; Secretary, J. S. Black, Box 694.

Electrical Workers, International Brotherhood of, Local No. 344.—Secretary, J. W. Pottinger, P.O. Box 457.

Engineers, International Union of Operating, No. 510.—President, A. A. McEwen; Secretary, J. Black, Box 860.

Firefighters, International Association of, Local No. 559.—President, E. W. Becker; Secretary, A. H. Iveson, General Delivery.

Fishermen's Federal Union of British Columbia, Deep Sea, No. 80.—President, W. H. Brett; Secretary, George Andersen, P.O. Box 1675.

Fishermen's Association, The Northern B.C. Resident.—President, I. Nakatani; Secretary, P. Y. Miki, P.O. Box 880.

Fish Packers Federal Union, No. 49.—President, James Taylor; Secretary, O. Pick, Sub. No. 1.

Longshoremen's Association, Canadian. — President, B. Carlson; Secretary, Wm. A. Pilfold, P.O. Box 531.

Machinists, International Association of, No. 207. —President, F. A. Rogers; Secretary, P. A. Bond, General Delivery.

Railway Carmen of America, Brotherhood of, Local No. 426.—President, F. Barber; Secretary, Frank Derry, P.O. Box 498.

Railway Employees, Canadian Brotherhood of, No. 154.—President, H. Forrest; Secretary, R. B. Lane, Box 679.

Typographical Union, Prince Rupert, No. 413.—President, James Campbell; Secretary, A. O. Franks, P.O. Box 57.

QUATHIASKI COVE.

Fishermen's Union, Pacific Coast, No. 10.—Secretary, C. Hilbert, Quathiaski Cove.

REVELSTOKE.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of, Local No. 407.—President, A. Correnti; Secretary, Jas. M. Goble, Box 283.

Engineers, Locomotive, Brotherhood of, No. 657. —President, H. W. Keegan; Secretary, G. L. Ingram, Box 485.

Firemen and Enginemen, Locomotive, Brotherhood of, No. 341.—President, C. W. Mervyn; Secretary, F. J. Westlake, Box 187.

Firemen, Oilers, Helpers, Roundhouse, and Railroad Shop Labourers, International Brotherhood of, Local No. 381.—President, D. Blackwell; Secretary, Samuel Anderson, P.O. Box 7.

Machinists, International Association of, No. 258. —President, R. Robertson; Secretary, D. Bell, Box 209.

Railway Carmen of America, Brotherhood of, Lodge No. 481.—President, A. N. Watt; Secretary, A. S. Parker, Box 322.

Railway Conductors, Order of, No. 487.—President, R. S. Sanders; Secretary, T. B. Philip, Box 261.

Railwaymen, Canadian Association of, Local No. 72.—President, Geo. Watson; Secretary, L. W. File.

Railroad Trainmen, Brotherhood of, No. 51.—President, J. L. Bennison; Secretary, D. E. Johnson, Box 728.

RIVERS INLET.

Native Brotherhood of British Columbia, No. 16. —President, S. Walkus; Secretary, D. Burnard.

SALMO.

Mine, Mill, and Smelter Workers, International Union of.—Secretary, H. Bowen, Box 31.

SANDON.

Miners' Union, Sandon, Local No. 81.—President, Rod Dewar; Secretary, Geo. P. Stewart.

SKEENA CROSSING.

Native Brotherhood of British Columbia No. 9.—President, A. McDames; Secretary, Moses Jones.

SMITHERS.

Engineers, Brotherhood of Locomotive, Div. 111.—President, F. Foster; Secretary, H. D. Johnson, Box 80.

Railway Carmen, Brotherhood of, Lodge No. 1415. —President, G. G. Calderwood; Secretary, D. McLean.

Railway Employees, Canadian Brotherhood of, No. 93.—President, S. Heavysides; Secretary, Stan. Noble.

Railway Trainmen, Brotherhood of, No. 869.—President, J. M. Graham; Secretary, J. H. Rife, P.O. Box 168.

SMITH INLET.

Native Brotherhood of British Columbia, No. 17.—President, G. Walkus, Sr.; Secretary, G. Walkus, Jr.

SOINTULA.

Fishermen's Union, Pacific Coast, No. 8.—President, B. Kaario; Secretary, E. Ahola.

SQUAMISH.

Railway Carmen of America, Brotherhood of, Lodge No. 1419.—President, J. E. Holmes; Secretary, W. A. Mahood, P.O. Box 46.

STEVESTON.

Fishermen's Union, Pacific Coast, Local No. 14.—Secretary, J. Hudson.

Fishermen's Union, Pacific Coast, Local No. 15.—Secretary, Walter Jacobson, 365 Finn Road.

STUART ISLAND.

Fishermen's Union, Pacific Coast, No. 7.—Secretary, A. T. Holm.

TELKWA.

Maintenance-of-way Employees, Brotherhood of, No. 340.—President, A. K. Hemstreet, Walcott; Secretary, D. Small, Box 29, Telkwa.

TRAIL.

Workmen's Co-operative Committee.—President, T. Wilson; Secretary, J. Ferguson, Box 28.

VANARSDOL.

Maintenance-of-way Employees, Brotherhood of, No. 335.—President, W. Pobureny, Usk; Secretary, G. Somerville.

Native Brotherhood of British Columbia, No. 7.—President, Mark McKay; Secretary, A. Bolton.

VANCOUVER.

Bakery and Confectionery Workers Union, No. 468.—President, R. P. Davis; Secretary, J. A. Humphreys, 700 Dunsmuir Street.

Bakery Salesmen, Local Union, No. 189, Vancouver, Nanaimo, New Westminster.—President, B. Janes; Secretary, Birt Showler, 529 Beatty Street.

Barbers' Union of America, International, No. 120.—President, R. J. Guthrie; Secretary, R. English, 529 Beatty Street.

Beverage Dispensers Union, No. 676.—President, W. G. Couper; Secretary, T. J. Hannafin, 402 Homer Street.

Blacksmiths, Drop Forgers, and Helpers Union, No. 151.—President, Wm. J. Bartlett; Secretary, A. Arman, 2048 Second Avenue West.

Boilermakers, Iron Shipbuilders, Welders and Helpers of America, No. 194.—President, Chas. McMillan; Secretary, A. Fraser, 5079 Ross Street.

Bookbinders, International Brotherhood of, No. 105.—President, Geo. K. Low; Secretary, H. R. Cummings, 5710 McKinnon Street.

Boot and Shoe Workers Union, No. 505.—President, E. H. Boak; Secretary, Geo. W. Morris, 2532 Scott Street.

Box Employees' Association, B.C.—President, J. Finlayson; Secretary, J. R. McGillivray, South End Heather Street.

Bricklayers and Masons, International Union of, No. 1.—President, Alexander Fordyce; Secretary, W. S. Dagnall, 4005 Perry Street.

Bridge and Ironworkers, International Association of, No. 97.—President, R. MacDonald; Secretary, J. P. Rankins, Room 311, 531 Beatty Street.

Building Workers, National Union of, No. 1.—President, G. S. Moore; Secretary, J. P. Carey, 712 Holden Building.

Building Workers of Canada, Factory Unit No. 1. —President, E. Hill; Secretary, Victor W. Dalziel, 2426 Yale Street.

Building Workers of Canada, Unit No. 1.—President, J. L. Martin; Secretary, J. McKinlay, 163 Hastings Street.

Building Workers of Canada, Shipyard Branch No. 2.—President, A. E. Arnold; Secretary, W. Bray, 163 Hastings Street West.

Building Workers of Canada, No. 3.—President, B. Forbes; Secretary, A. Watson, 6449 Commercial Drive.

Camp and Mill Workers Union, No. 31.—President, T. Sada; Secretary, T. Umezuki, 544 Powell Street.

Canners Union, Jam, Fruit and Vegetable, No. 105.—President, A. Lee; Secretary, V. Jackson, 126 Powell Street.

Carpenters and Joiners, United Brotherhood of, No. 452.—President, J. G. Smith; Secretary, W. Page, 529 Beatty Street.

Carpenters and Joiners, United Brotherhood of, No. 1025.—President, S. W. Henderson; Secretary, Wm. Ion, 2215 Carolina Stret.

Carpenters and Joiners, United Brotherhood of, No. 2235.—Shingle Weavers Local.—President, D. W. Thomas; Secretary, E. E. McNair, 529 Beatty Street.

Checkers and Weighers Association, Marine.—President, H. G. Dunne; Secretary, A. K. Evans, 505 Dominion Bank Building.

City Hall Employees Association, No. 59.—President, W. M. Black; Secretary, Jas. Tarbuck, 3917 Eleventh Avenue West.

Civic Employees Union, No. 28.—President, William Ash; Secretary, W. J. Scribbens, 3208 Pender Street East.

Civic Federation of Vancouver.—President, F. G. Lucas; Secretary, R. Skinner, 195 Pender Street West.

Civil Servants of Canada, Amalgamated—President, H. M. Dean; Secretary, H. G. Hunt, 522 Pender Street West.

Divers and Tenders Union, Submarine.—President, H. E. Ryan; Secretary, Wm. Zess, 1855 Georgia Street.

Domestic Workers Federal Union, No. 91.—President, Mildred Dougan; Secretary, Mary Johnston, 3147 Georgia Street East.

Electrical Employees, B.C. Telephone Co., Ltd.—President, H. Dobinson; Secretary, R. H. Milner, 768 Seymour Street.

Electrical Workers, International Brotherhood of, No. 213.—President, H. J. Astbury; Secretary, W. C. Daley, 2127 Charles Street.

Elevator Constructors, International Union of, No. 82.—President, Geo. S. Ross; Secretary, Rod Holmes, 529 Beatty Street.

Engineers, Locomotive, Brotherhood of, No. 907.—President, W. V. Wright; Secretary, John Meehan, 1915 Haro Street.

Engineers, Locomotive, Brotherhood of, No. 320.—Chief Engineer, J. H. Lyons; Secretary, H. O. B. McDonald, 1222 Pendrell Street.

Engineers, International Union of Operating, Local No. 882.—President, J. Henderson; Secretary, J. Stevenson, 529 Beatty Street.

Engineers, International Union of Operating, No. 963.—President, D. S. Alsbury; Secretary, J. L. Enefer, 525 Forty-fifth Avenue East.

Engineers, International Union of Operating, No. 115.—President, C. Bouchard; Secretary, A. J. Livingston, 531 Beatty Street.

Engineers, National Union of Operating, No. 2.—President, A. W. Cochran; Secretary, G. D. Lamont, 223 Carrall Street.

Engineers, National Association of Marine, No. 7.—President, R. W. Pyne; Secretary, E. Read, 319 Pender Street West.

Engineers, National Union of Operating, No. 3.—President, W. W. Sansom; Secretary, J. E. Brown, 712, 16 Hastings Street East.

Express Employees, Brotherhood of, No. 15.—President, E. J. Lambert; Secretary, M. R. Jordan, 3268 Twentieth Avenue West.

Film Exchange Employees Union, Local B-71.—President, O. Bird, 2724 Dow Road, Burnaby; Secretary, D. W. Findlay, 811 Tenth Avenue West.

Firefighters, B.C. Association of, Local No. 4.—President, G. Horridge; Secretary, T. W. Murphy, University Fire Hall.

Firefighters Union, No. 1.—President, E. R. Sly; Secretary, P. Enright, 1310 Sixty-fourth Avenue West.

Firefighters Union, No. 3.—President, L. S. Wheadon; Secretary, Wm. H. Galbraith, c/o Fire Hall, North Vancouver.

Firefighters Union, Local No. S-18.—President, Jas. Lyon; Secretary, Chas. A. Watson, 1626 Thirteenth Avenue East.

Firemen and Enginemen, Brotherhood of, No. 656.—President, T. McEwan; Secretary, C. W. Pulham, 3174 Fifth Avenue West.

Firemen and Oiler Helpers, International Brotherhood of, Local No. 289.—President, E. Daem; Secretary, W. R. Chapman, 1165 Beach Avenue.

First Aid Attendants' Association.—President, W. H. South; Secretary, N. McInnis, 303A Pender Street West.

Fishermen's Union, Pacific Coast, No. 1.—President, T. Harris; Secretary, A. Neish, 164 Hastings Street East.

Fishermen's Union, Pacific Coast, No. 5.—President, J. Webber; Secretary, R. Gray, 171 Seventy-fourth Avenue East.

Fishermen's Union, Pacific Coast, No. 18.—President, R. Stewart; Secretary, J. Dupray, Vancouver Heights P.O.

Fishermen's Union, Pacific Coast, members at large.—General President, P. Sabin; General Secretary, A. V. Hill, 164 Hastings Street East.

Fishermen's Union, Pacific Coast, H.Q.—President, P. Sabin; Secretary, A. V. Hill, 164 Hastings Street East.

Fishermen's Union, United Brotherhood of, B.C., Local No. 44.—President, Matt Nielson; Secretary, M. E. Guest, 164 Hastings Street East.

Fishing Vessel Owners' Association of British Columbia.—President, Capt. Charles Prince; Secretary, Rolph Bremer, 163 Hastings Street West.

Garment Workers of America, United, No. 190.—President, Mary Poole; Secretary, Wm. R. Harrison, 3046 Sixth Avenue West.

Garment Workers of America, International Ladies, No. 276.—President, Harold Appleton; Secretary, Roland Jackson, 3336 Porter Street.

Granite Cutters' Association of America, Vancouver Branch.—President, A. Simpson; Secretary, Wm. Morrice, Obrien Hall, Hastings Street.

Hod Carriers Building and Labourers' Union, No. 602.—President, J. F. Johnson; Secretary, H. W. Watts, 531 Beatty Street.

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Hospital Employees' Union, No. 4.—President, Mrs. Morey; Secretary, Mrs. Williams, 895 Forty-ninth Avenue East.

Hotel and Restaurant Employees' Union, No. 28.—President, W. Stewart; Secretary, W. Gateman, 1257 Pacific Street.

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Jewellery Workers, International Union of, No. 42.—President, C. V. Smith; Secretary, Wm. Richardson, 4825 Lanark Street.

Journalists, B.C. Institute of, No. 1.—President, C. M. Defieux; Secretary, Will Dawson, c/o the Daily Sun, Pender Street.

Lathers' Union, International Union of, Local No. 207.—President, W. Fontaine; Secretary, M. G. Finlayson, 116 Hastings Street West.

Letter Carriers, Federal Association of, No. 12.—President, A. Thomson; Secretary, John Cass, 850 Thirty-first Avenue East.

Lithographers of America, Local No. 44.—President, C. Addie; Secretary, R. H. Bain, 2831 Thirty-seventh Avenue West.

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Longshoremen's Association, Vancouver.—President, D. Paull; Secretary, Gus G. Band, Japan Dock, North Vancouver.

Longshoremen's Association, Vancouver.—President, J. Boyes; Secretary, H. Burgess, 45 Dunlevy Avenue.

Longshoremen's and Warehousemen's Union, No. 11.—President, W. Taylor; Secretary, A. Boutin, 143 Cordova Street East.

Lumber and Sawmill Workers' Union, Vancouver Local No. 71.—President, J. MacCuish; Secretary, A. A. MacNeil, 130 Hastings Street West.

Lumber and Sawmill Workers' Union, Local No. 74.—President, H. Hooff; Secretary, N. O. Arseneau, 130 Hastings Street West.

Machinists, International Association of, No. 182.—President, B. S. Oliver; Secretary, Jas. Wallace, 3271 Fifteenth Avenue West.

Machinists, International Association of, Lodge No. 692.—President, G. Sangster; Secretary, J. McMillan, 529 Beatty Street.

Machinists, International Association of, No. 1382.—President, Wm. Nevard; Secretary, V. Spencer, 529 Beatty Street.

Mailers' Union, Vancouver, No. 70.—President, A. R. C. Holmes; Secretary, H. E. Fader, 2725 Eton Street.

Maintenance-of-way Employees, Lodge No. 31.—President G. D. Knowles; Secretary, R. McLure, 4269 Victoria Drive.

Maintenance-of-way Employees, Lodge No. 167.—President, G. Ades; Secretary, T. H. Gibb, 3301 Kingsway.

Maintenance-of-way Employees, Lodge No. 210.—President, J. Fraser; Secretary, R. Halliday, 3481 Georgia Street East.

Meat Cutters and Packing House Employees' Union, No. 95.—President, T. H. Bohart; Secretary, H. Douglas, Labour Headquarters, Beatty Street.

Milk Drivers and Dairy Employees' Union, No. 464.—President, R. McCulloch; Secretary, Birt Showler, 529 Beatty Street.

Miners' Union, Vancouver District, No. 289.—President, T. R. Forkin; Secretary, G. F. Price, 16 Hastings Street East.

Musicians' Mutual Protective Union, No. 145.—President, J. Bowyer; Secretary, E. A. Jamieson, 732 Seymour Street.

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Painters, Paperhangers, and Decorators, International Union of, No. 138.—President, J. Gamble; Secretary, E. Smith, 529 Beatty Street.

Painters, Decorators, and Paperhangers, International Union of, Local No. 954.—President, Wm. A. Brown; Secretary, Geo. E. Barnes, 529 Beatty Street.

Paper Box Co., Ltd., Employees' Association, National.—President, A. Cameron; Secretary, R. C. Lucas, 160 Third Avenue West.

Photo Engravers' Union, No. 54.—President, W. Wilson; Secretary, J. A. Hinke, Labour Hall, Beatty Street.

Pile Drivers, Bridge, Dock and Wharf Builders' Union, No. 2404.—President, L. J. Corbett; Secretary, J. McGuffie, 144 Hastings Street West.

Plasterers and Cement Finishers' International Association of U.S.A. and Canada, Local No. 89.—President, D. Bain; Secretary, Reg. Foster, 529 Beatty Street.

Plasterers and Cement Finishers' International Association, No. 779.—President, T. Chilton; Secretary, A. Wilson, 4258 Ontario Street.

Plumbers and Steam Fitters, United Association of, No. 170.—President, R. Little; Secretary, C. Pritchard, 529 Beatty Street.

Printing Pressmen and Assistants' Union, No. 69.—President, M. Erenberg; Secretary, T. S. Ezart, 1807 Thirty-eighth Avenue East.

Projectionists' Society, British Columbia, Local No. 348.—President, R. G. Pollock; Secretary, F. W. Smith, P.O. Box 345.

Pursers and Chief Stewards' Association, No. 130.—President, R. G. Reed; Secretary, J. S. Hale, 531 Beatty Street.

Purse Seiners' Union, Salmon, No. 6.—President, M. Ruljanovich; Secretary, Geo. Miller, 164 Hastings Street East.

Railway Carmen of America, Lodge No. 58.—President, H. Warde; Secretary, S. S. Shearer, Canadian Pacific Railway, Drake Street.

Railway Conductors, Order of, Pacific Division 267.—President, J. R. Burton; Secretary, J. B. Physick, 1156 Thurlow Street.

Railway Employees, Canadian Brotherhood of, Division 59.—President, A. Shreeve, 4564 First Avenue West; Secretary, H. Strange, 3616 Victory Street, New Westminster.

Railway Employees, Canadian Brotherhood of, Division 206.—President, J. Furlang; Secretary, A. D. McDonald, P.O. Box 415.

Railway Mail Clerks' Association.—President, H. F. Hatt; Secretary, F. W. Hitchcock, Railway Mail Service.

Railwaymen, Canadian Association of, No. 74.—Chairman, A. Poller, 812 Fourth Street North, New Westminster; Secretary, H. S. Evans, 347 Forty-eighth Avenue East.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, No. 46.—President, R. Dixon; Secretary, H. E. Barnes, 2986 Tenth Avenue West.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, No. 626.—President, R. C. Walker; Secretary, M. McGilvray, 1052 Richards Street.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, No. 630.—President, J. W. Hope; Secretary, W. J. Mason, 3116 Thirteenth Avenue West.

Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, No. 2265.—President, James McLaughlin; Secretary, Elbert Vance, 2041 Forty-first Avenue East.

Railway Trainmen, Brotherhood of, No. 144.—President, W. Pennington; Secretary, R. H. Blackwell, 557 Fifty-sixth Avenue East.

Rays, Limited, and Associated Companies Employees' Association, No. 1.—President, E. P. James; Secretary, E. Sanderson, 207 Hastings Street West.

Retail Clerks International Protective Association, No. 279.—President, J. O. Stinson; Secretary, D. S. Maxwell, 16 Hastings Street East.

Retail Employees' Association, No. 1.—President, R. M. Stevenson; Secretary, A. J. Huckvale, 1210 Jervis Street.

Rob Roy Employees' Association.—President, Vic. Ohler; Secretary, Olive Dahlquist, 812 Hornby Street.

Sailors' Union of the Pacific.—Secretary, T. Hardy, 262 Columbia Street.

Seafarers' Association, Canadian.—President, H. H. Taylor; Secretary, H. Dean, 405 Powell Street.

Sheet Metal Workers, Local No. 314.—President, H. H. Swinden; Secretary, Geo. Watson, 1909 Nineteenth Avenue East.

Sheet Metal Workers' Association, Local No. 280.—President, R. Macaulay; Secretary, D. Macpherson, 529 Beatty Street.

Shingle Weavers' Local Union, No. 149.—President, V. S. Carlyle; Secretary, Martin Bowles, 529 Beatty Street.

Shipyard Labourers' Federal Union, No. 126.—President, K. W. Kennedy; Secretary, G. Lawrence, 773 Tenth Avenue East.

Sign and Pictorial Painters' Local Union, No. 726.—President, J. B. Collin; Secretary, Wm. O. Clarkson, 2112 Adanac Street.

Stenographers, Typists, Book-keepers, and Assistants' Local Union, No. 18177.—President, Jessie M. Sutherland; Secretary, Anne MacDonald, 529 Beatty Street.

Stonecutters' Association of North America.—President, F. H. Lowe, 4455 Douglas Road, Burnaby; Secretary, Frank Hall, 2931 Forty-second Avenue East.

Street-railway and Motor-coach Employees' Association, No. 101.—President, T. Dunlop; Secretary, S. T. Wybourn, Prior and Main Streets.

Tailors' Union of America, No. 178.—President, C. A. Laing; Secretary, G. Turnbull, 304 Twenty-eighth Avenue East.

Taxi, Stage and Bus Drivers' Union, No. 151.—President, J. Caithcart; Secretary, C. McIvor, 727 Twentieth Avenue West.

Teachers' Federation, B.C.—President, J. M. Thomas; Secretary, P. N. Whitley, 1300 Robson Street.

Telegraphers, Commercial Union of, Div. 1.—President, W. D. Brine; Secretary, G. W. Campbell, Box 432.

Theatrical Stage Employees, International Alliance of, No. 118.—President, W. Danby; Secretary, W. Black, P.O. Box 711.

Tile, Marble and Terraza Helpers' Union, No. 78.—President, A. Crossley; Secretary, J. Smith, 5009 Payne Street.

Tilesetters Local No. 3, B.C.—President, R. Neville; Secretary, W. Richards, 5326 Spencer Street.

Transportation Employees, Canadian Federation of.—President, J. F. Nelson; Secretary, F. W. Crawford, Murray Hotel.

Truck Drivers and Helpers' Local Union, No. 31.—President, H. J. Ashbee; Secretary, Birt Showler, 529 Beatty Street.

Typographical Union, Vancouver, No. 226.—President, Thos. A. Holland; Secretary, R. H. Neelands, 529 Beatty Street.

Upholsterers, Furniture and Carpet Workers' Union, No. 306.—President, R. W. Hall; Secretary, B. C. Hankin, 531 Beatty Street.

Warehouse Employees' Association, Shanahan's.—President, M. McConachie; Secretary, D. M. Keir, foot Campbell Avenue.

Waterfront Workers' Association, No. 2104.—President, C. E. Bailey; Secretary, A. G. Smith, 45 Dunlevy Avenue.

Woodworkers' Union, B.C., No. 1.—President, E. A. Hill; Secretary, V. W. Dalziel, 16 Hastings Street East.

VERNON.

Public Service Plant Employees' Association, Canadian.—President, A. B. Edwards; Secretary, R. W. McIndoe.

Typographical Union, Vernon, No. 541.—President, J. E. Jamieson; Secretary, W. B. Hilliard, R.R. 1, Enderby.

VICTORIA.

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Boilermakers and Iron Shipbuilders' Union of Canada, No. 2.—President, James P. Veitch; Secretary, A. G. Jacques, 619 Canteen Road.

Boilermakers, Iron Shipbuilders and Helpers, International Brotherhood of, Local 191.—President, L. Basso; Secretary, W. S. Duncan, 1409 May Street.

Bookbinders, International Brotherhood of, Lodge No. 147.—President, W. W. Laing; Secretary, J. A. Wiley, 141 Clarence Street.

Brewery, Flour and Soft Drink Workers, United Brotherhood of, No. 280.—President, J. H. Allen; Secretary, W. Bryan, 2642 Scott Street.

Bricklayers and Masons, International Union of, No. 2.—President, W. Mertton; Secretary, James Beckerley, 337 Robertson Street.

Carpenters and Joiners, United Brotherhood of, No. 2415.—President, S. Berrow; Secretary, E. Hovey, 939 Empress Street.

Carpenters and Joiners, United Brotherhood of, No. 1598.—President, L. W. Noble; Secretary, J. T. Townsend, Box 26.

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City Hall Officials' Association.—President, E. E. Hardisty; Secretary, S. Hodgkinson, 2726 Blackwood Street.

Civic Employees' Federation of Greater Victoria.—President, C. Morton; Secretary, T. G. Harris, City Hall.

Civic Employees' Union, No. 50.—President, W. J. Hooper; Secretary, R. Betts, 2858 Shakespeare Street.

Civil Servants of Canada, Amalgamated.—President, J. R. Cleator; Secretary, W. S. Fraser, Lower Law Chambers, Bastion Street.

Coach Lines Operators' Association, Vancouver Island.—Committee: Ed. Wilkinson, J. Simpson, and Jack Sykes, Broughton Street.

Electrical Workers' International Union, No. 230. —President, R. D. Lemmax; Secretary, I. F. Smith, 542 Langford Street.

Engineers, National Association of Marine, No. 6. —President, D. MacRaild; Secretary, G. W. Brown, Room 409, Union Building.

Express Employees, Brotherhood of, Local No. 20. —President, T. C. Johns; Secretary, T. E. Dutot, 1546 Bank Street.

Fire Fighters, Provincial Association of, Local No. 2.—President, K. Mills; Secretary, J. Lusse, No. 1 Fire Hall.

Fire Fighters Association, Oak Bay Municipal, Local No. 5.—President, H. Bates; Secretary, A. G. Leason, 1703 Monterey Avenue.

Fire Fighters Association, Provincial, of British Columbia, Local No. 6.—President, A. J. Snelling; Secretary, F. V. Miller, 3680 Douglas Street.

Firemen and Enginemen, Brotherhood of Locomotive, Lodge No. 690.—President, E. W. Collins; Secretary, Austin Craven, 36 Howe Street.

Fishermen's Union, Pacific Coast, No. 17.—Secretary, D. McKenzie, Suite 6, Leland Apartments.

Garage Employees' Association, Vancouver Island Coach Lines.—President, A. Brayshaw; Secretary, E. Jones.

Government Employees, American Federation of, Lodge No. 59.—President, E. L. St. Martin; Secretary, E. E. David, P.O. Box 59.

Hotel and Restaurant Employees, Alliance of, Local No. 459.—President, F. Welsh; Secretary, F. Dovey, P.O. Box 233.

Inland Boatmen's Union of the Pacific.—President, R. Sullivan; Secretary, C. N. Coe, 3268 Millgrove Street.

Iron Moulders Union of North America, Local No. 144.—President, B. Jacklin, Esquimalt P.O.; Secretary, Archie Clegg, 240 Burnside Road.

Journalists, B.C. Institute of, Branch No. 2.—President, Muriel Richards; Secretary, Roy Murdock, c/o The Daily Colonist.

Lathers' International Union, No. 332.—President, D. W. Townsend; Secretary, J. B. White, Mount Tolmie P.O., Victoria.

Lathers' Association, Vancouver Island. — President, E. Day; Secretary, V. Midgley, 3258 Irma Street.

Letter Carriers, Federated Association of, No. 11. —President, W. J. Knotts; Secretary, F. C. Hurry, 898 Front Street.

Library, Victoria Public Staff Association.—President, Miss T. Pollock; Secretary, Miss Dora Payne, 746 Yates Street.

Longshoremen's Association, Victoria.—President, J. Lackie; Secretary, W. N. Scott, 270 Dallas Road.

Lumber and Sawmill Workers' Union, Local No. 122.—President, T. R. Lidgate; Secretary, E. Logan, 451 Walter Avenue.

Machinists, International Association of, Local No. 456.—President, A. Wallace; Secretary, C. H. Lester, 1319 Government Street.

Maintenance-of-way Employees, Brotherhood of, Lodge No. 2824.—President, J. H. Davies; Secretary, Arthur Cann, R.M.D. No. 1.

Musicians' Mutual Protective Union, No. 247.—President, Wm. F. Tickle; Secretary, F. V. Homan, 602 Broughton Street.

Painters & Paperhangers Association, Victoria and District.—President, J. Beckett; Secretary, E. W. Merriman, 402 John Street.

Pantorium Employees' Association. — President, M. C. Milley; Secretary, G. R. Beek, 376 Cook Street.

Papermakers, Brotherhood of, Local No. 367.—President, J. Frew; Secretary, J. H. McManus, 2664 Lincoln Road.

Police Mutual Benevolent Association.—President, H. Jarvis; Secretary, S. T. Holmes, 625 Fisguard Street.

Postal Employees' Union, Canadian, Victoria Local.—President, H. W. Adams; Secretary, J. H. Hedley, 1166 Chapman Street.

Printing, Pressmen and Assistants' Union, No. 79. —President, T. Nute; Secretary, F. H. Larssen, 1236 McKenzie Street.

Railway Carmen, Brotherhood of, No. 50.—President, J. Stephenson; Secretary, H. Greaves, 638 Victoria Avenue.

Railway Conductors, Order of, No. 289.—President, E. H. Spall; Secretary, Jas. N. Forde, 707 Wilson Street.

Railway Employees, Canadian Brotherhood of, No. 222.—President, G. King; Secretary, G. L. Woollett, Point Ellice, C.N.R.

Railway and Steamship Clerks, Brotherhood of, Lodge No. 1137.—President, D. MacKinnon; Secretary, W. H. White, 3040 Carrol Street.

Railroad Trainmen, Brotherhood of, No. 613.—President, B. L. Sterling; Secretary, C. H. Cross, A.O.F. Hall, Cormorant Street.

Retail Clerks' International Protective Association, No. 604.—President, James Talbot; Secretary, H. H. Hollins, 41 Arcade Building.

Shingle Weavers' Union, No. 118.—President, J. A. King; Secretary, T. E. Harrison, 515 Gore Street.

Sheet Metal Workers' Association. — President, Roy Wilson; Secretary, A. J. Stevenson, 937 Fort Street.

Sightseeing and Transportation Company Bus Drivers' Association.—President, D. L. Huckin; Secretary, A. R. Wall, 968 Yates Street.

Street, Electric Railway and Motor Coach Employees of America, Local No. 109.—President, E. F. Fox; Secretary, W. Turner, corner Broad and Yates Streets.

Theatrical Stage Employees, International Alliance of, No. 168.—President, R. Jones; Secretary, Carl Rau, P.O. Box 524.

Truck Drivers and Helpers' Local Union, No. 101. —President, H. Swetman; Secretary, E. Belton, 2387 Estevan Avenue.

Typographical Union, No. 201.—President, J. D. Davidson; Secretary, James Petrie, Room 311, Jones Building.

WESTVIEW.

Carpenters and Joiners, United Brotherhood of, Local No. 2068.—President, Erik McKela; Secretary, A. H. Marchand, Westview P.O.

WHITE ROCK.

Brewery, Flour, Cereal and Soft Drink Workers, International Union of, Local No. 300.—President, W. Tyler, Cemetery Street, New Westminster; A. Bowers, White Rock P.O.

WHONNOCK.

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Fishermen's Protective Association, Local No. 2.—President, B. Larsen; Secretary, F. Rolley.

Fishermen's Protective Association, Local No. 3.—President, M. V. Vidulich.

Fishermen's Protective Association, Local No. 14.—President, F. C. Probert, Glen Valley; Secretary, F. Rolley.

Fishermen's Union, Pacific Coast, No. 19.—President, A. Halveson; Secretary, A. Gilstead.

YMIR.

Mine, Mill and Smelter Workers' Union, No. 300.—President, D. McKay; Secretary, G. M. Barnett.

ZEBALLOS.

Mine, Mill and Smelter Workers, International Union, No. 450.—President, T. Russell; Secretary, W. J. Mesco.

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FERNIE.

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VANCOUVER.

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Building Contractors' Association.—President, J. L. Northey; Secretary, H. H. Rostill, 342 Pender Street West.

Canned Salmon Section, Canadian Manufacturers' Association.—Chairman, S. M. Rosenberg; Secretary, L. Richmond, 355 Burrard Street.

Contractors' Association, General.—President, N. D. Lambert; Secretary, R. J. Lecky, 342 Pender Street West.

Electrical Association, Vancouver.—President, C. Jarvis; Secretary, S. F. Ricketts, 535 Homer Street.

Fishing Vessel Owners' Association of British Columbia.—President, A. A. Christiansen, R.R. No. 1, New Westminster; Secretary, Rolph Bremer, 163 Hastings Street West.

Hotels' Association, B.C.—President, B. M. Davis; Secretary, J. J. Kahn, 626 Pender Street West.

Industrial Association of British Columbia.—President, W. L. Macken; Secretary, Miss M. M. Riley, 355 Burrard Street.

Jewellers' Association, Inc., Canadian, B.C. Section.—President, F. W. Sanguine; Secretary, A. Fraser Reid, 1635 Napier Street.

Laundry, Dry Cleaners and Linen Supply Club, Vancouver.—President, Wm. R. Morrow; Secretary, A. R. Bernard, 910 Richards Street.

Loggers' Association, British Columbia.—President, R. C. Richardson; Secretary, R. V. Stuart.

Lumber and Shingle Manufacturers' Association, B.C.—President, J. G. Robson; Secretary, T. H. Wilkinson, 837 Hastings Street West.

Meal, Oil, and Salt Fish Section, B.C. Division, Canadian Manufacturers' Association.—Chairman, R. Nelson; Secretary, L. Richmond, 355 Burrard Street.

Metal Trades Section, Canadian Manufacturers' Association.—Chairman, H. F. Letson; Secretary, R. V. Robinson, 608 Marine Building.

Printers' Section, Canadian Manufacturers' Association.—Chairman, C. Chapman; Secretary, Audrey Parkinson, 355 Burrard Street.

Retail Merchants' Association of Canada, Inc.—President, J. M. Watson; Secretary, Geo. R. Matthews, 744 Hastings Street West.

Shipping Federation of British Columbia.—President, Capt. B. L. Johnson; Secretary, C. W. Train, 45 Dunlevy Avenue.

Storage and Transfermen's Association, Canadian.—President, Geo. S. Peacock; Secretary, Elmer Johnston, 300 Pender Street West.

Upholstered Furniture Manufacturers' Association of B.C.—President, S. H. Small; Secretary, J. M. Richardson, 626 Pender Street West.

VICTORIA.

Bakers' Association, Victoria Master.—President, W. J. Rennie; Secretary, T. P. McConnell, 625 Fort Street.

Builders' Exchange, Victoria.—President, L. G. Scott; Secretary, W. J. Hamilton, 1712 Douglas Street.

Electrical Association, Victoria.—President, R. T. Murphy; Secretary, A. R. Colby, 645 Pandora Avenue.

INSPECTION OF FACTORIES.

VANCOUVER, B.C., June 14th, 1939.

Adam Bell, Esq.,
Deputy Minister of Labour, Parliament Buildings, Victoria, B.C.

SIR,—I herewith submit the annual report of the Factories Inspection Branch for the year 1938.

Personal observation and interviews with management previous to or following our inspections of industrial plants indicated, particularly towards the latter portion of the year under review, that there was inclined to be a slowing-up of industry. In widely separated portions of the Province we noted similar conditions existing in this respect. Plants inspected by us in recent years had ceased operations, and yet, within a short radius, new structures were being built to house new machinery used in connection with the operation of an industry similar in processing procedure to those that, through a combination of circumstances, had been forced to suspend operations.

INSPECTIONS.

During the year 1938, 1,972 inspections and reinspections of factories were made.

ACCIDENT-PREVENTION.

While there may be difference of opinion as to the methods employed, there should not be any question regarding the necessity of providing the workman who risks his life, health, or sight in the service of industry with the highest degree of protection that can be given him. With this end in view, we note with satisfaction that designers of modern machinery are meeting with a large measure of success in their efforts to build safety into their machines.

Some of our local machinery manufacturers have not given this subject the attention it merits, as will be illustrated by the following: While making an inspection of a somewhat congested plant, we drew the attention of the owner to an exposed unguarded gear and pinion, together with a set-screw projecting seven-eighths of an inch above the surface of the collar. When informed of these hazards and methods to be taken for the elimination of same, he stated that he had purchased the machine from the manufacturer only a week previous. Upon securing the name of this manufacturer we visited his plant, and when this condition was brought to his attention we received his assurance that all machines of his manufacture would be equipped with metal guards and headless set-screws before leaving the shop. Here was a situation where a hazard was knowingly introduced and allowed to exist. We believe that if it had not been detected it would have been the cause of some employee receiving serious injuries, and both the purchaser and the manufacturer of the machine were equally responsible for permitting such a condition to exist. Until such time as a certain standard is set which prohibits the installation and operation of all machinery which does not conform with exceedingly rigid safety requirements, avoidable accidents will continue to occur. It is not sufficient that the imperfect machine be safeguarded after it is placed in the factory. Each machine should be completely safeguarded in the process of building.

Investigation of injuries received by workmen reveals that they cannot be attributed solely to failure on the part of the employer to provide adequate mechanical safeguards. All too frequently we find during our investigation of an accident that the injured employee has either removed, or in some other manner rendered ineffective, safeguards which have been provided. It is only reasonable to expect that, if the employer has provided adequate safeguards and furnished competent supervision to issue the necessary instructions, the employee will co-operate and see to it that all guards are kept in place.

Twenty-five years ago accidents and industrial employment were almost analogous. We thought of the factory as a place where accidents were bound to occur, and they were usually charged as the price of industry. Comparison of present-day working conditions in factories with those of twenty-five years ago indicates that management now realizes that when their employees come to work in the morning they are practically entrusting themselves to their employers' care for a certain number of hours each day. This applies not only to their safety but to their well-being in every respect. Recognition by industry of its responsibility in this

respect has resulted in the factories being made a much healthier and safer place in which to earn a livelihood.

PROSECUTIONS.

One proprietor and one superintendent of a factory were each fined $50 and costs upon being convicted of working their female factory employees excessive hours. Two proprietors of dry-cleaning plants were each fined $50 and costs for having operated their plants after the hour of 7 p.m. A proprietor of a laundry and a superintendent of a box-factory were each fined $50 and costs upon being convicted of operating their plants on a statutory holiday.

HOLIDAY PERMITS.

During the year 135 permits authorizing the operation of factories on statutory holidays were issued; these permits were issued in cases of extreme emergency only, and to industries the nature of which require continuous operation.

OVERTIME PERMITS.

In reporting the issuance of sixty-five overtime permits, extending the working hours of female factory employees to not more than nine in any one day or fifty-four in any one week, the impression may be created, particularly in the mind of an unemployed person, that consistency is lacking in the enforcement of the forty-eight-hour working-week. While section 13 of the "Factories Act" authorizes the Inspector under certain specified conditions to issue these permits, same are granted only, after investigation, in order to determine if it would be possible to employ additional workers. This procedure has in a number of instances been the means of providing part-time employment for persons who were unemployed.

FACTORY CONDITIONS.

While we believe that working conditions existing in factories in this Province will stand favourable comparison with those of the other Provinces, difficulties are encountered from time to time in maintaining a certain standard. Having a wide variety of industrial occupations we also have a wide variety of management directing same, whose views, in so far as they relate to the health, safety, and comfort of their employees, differ as widely as the products they produce.

We have in the industrial centres of the Province certain factories in which women employees predominate, and for various reasons it is necessary for them to bring a lunch and partake of the noonday meal at their place of employment. While by far the greater majority of employers provide a room separate from the factory proper for this purpose we find, periodically, between visits of inspection, that the industry has grown beyond expectations, and owing to the limited area available no provision has been made for a dining-room. In one instance during the year under review the management not only questioned the necessity of this facility but also questioned our authority to order same. Police Court proceedings were only avoided by the management placing a room in the office for the exclusive use of the female factory employees during lunch-hour.

It should not be necessary to state that it is not the policy of this Department to place obstacles in the way of industry. However, when industrial management, because of expansion and also because a very low rental fee could be obtained, requests us to authorize the removal of power-driven machinery from an overcrowded work-room to a basement below the street-level, where it would be impossible to properly ventilate it and artificial lighting would have to be resorted to during the entire work-day, if refusal of this request in the interest of the welfare of the employees involved is interpreted as such, we can only state that the time is past when such working conditions will be allowed to be introduced. The solution in the case as cited was obtained by the removal of partitions on an upper floor, thus providing a large, bright, airy work-room.

EMPLOYEES' WELFARE.

Our visits of inspection revealed an increasing interest being taken by industrial management in what may be termed their employees' welfare, which covers a wide variety of activities affecting the well-being of their workers. This does not apply exclusively to large industrial undertakings. It is significant to note that the small establishments are showing

an increasing interest in this respect. Regardless of the size of the industrial undertaking, the directors of same are more and more appreciating the fact that the welfare of their workers affects, very materially, the prosperity of their business as a whole.

To illustrate to what extent facilities are provided for those employees who care to use them, we cite the following: While making an inspection of a plant, we desired information from an employee in a certain department relative to the hazards of his occupation. When he was finally located after completing his eight-hour work-day, he was found to be enjoying a plunge-bath previous to leaving the plant. Under the circumstances, the interview we desired was held the following day. In another instance we had almost completed our inspection of a plant when the whistle blew at 3 p.m.; all production was stopped and both male and female employees were noted to be adjourning to an up-stairs room. Upon inquiring as to the reason of same, the superintendent requested the Inspector to join him and together we entered a spotlessly clean dining-room where, surrounded by employees, we enjoyed a cup of tea with refreshments to the accompaniment of music supplied by a radio. This procedure is now an established custom, namely, a ten-minute period at 10 a.m. and 3 p.m. each work-day.

HOME-WORK.

Inspection of factories manufacturing ladies' wearing-apparel which previous to Part II. of the " Factories Act " being enacted gave employment to a far greater number of persons in the home than was recorded in the factory, revealed this situation to be entirely the reverse.

To what extent these former home-workers have accepted employment in these factories is difficult to say, but we are certain that this legislation has been the means of vastly increasing the number of female factory employees. The entrance of these employees into supervised industry has not only proven beneficial to them as individuals but it has also eliminated a most unfair competitive condition which previously existed. And further, the public interest has also been served in this respect, that garments formerly made in homes where sanitation was of secondary importance are now being manufactured under proper sanitary conditions. In order to provide adequate accommodation for these additional workers, new factories have been built and extensions have been made to present plants during the year under review.

While " home-work " has long been considered something that should be abolished we have, in the course of our investigations, learned to realize that a certain type of industrial home-work, properly regulated, can serve a very useful purpose, as it enables incapacitated persons to earn a livelihood in their homes. With this in view, a limited number of home-work permits have been issued.

ELEVATORS.

It has been said, and nobody has ever been able to refute the statement, that more persons travel in elevators every day than are transported in railway-trains, street-cars, or automobiles. Unlike other forms of transportation, once the car is installed its path is limited to a vertical straight line guided in its ascent and descent by guide-rails, the length of which are determined by the height of the building in which the elevator is installed.

In order to make the elevator the safest mode of conveyance the manufacturers have, through the years, developed and perfected numerous safety devices in connection with its operation, not the least important of these being what is termed a hoistway door and car-gate interlock. Previous to the year 1935 it was optional with the manufacturer and purchaser whether or not interlocking devices would form a part of a completed elevator installation. Failure to provide this equipment on a very large majority of passenger and freight elevators was a prolific cause of both fatal and major accidents. As stated in previous reports, Order in Council No. 139, issued February 4th, 1935, as amended June 9th, 1936, required these safety devices to be installed prior to a certain date, which has now expired.

Owing to somewhat of a mechanical problem being involved in adapting interlocking devices to freight-elevators of a hydraulic type and also those equipped with hatch-covers, we are unable at this time to report complete compliance. The effectiveness of interlocking devices as a means of preventing injuries to persons while being transported on passenger or freight elevators is conclusively proven by the fact that we are able to report that no person has been injured on any elevator provided with this equipment.

We regret, however, to have to report the following in connection with a fatal accident which occurred to a woman while being transported on a freight-elevator, the hoistway gates of which had not been equipped with interlocking devices. Deceased, who was employed as a garment-worker, entered her place of employment at approximately 8.20 a.m., boarded the freight-elevator at the main floor, and requested the shipping clerk to pull the control cable and send the elevator to the fifth floor, where the car stops automatically. Shortly after the elevator reached the top floor a strange sound was heard by the shipping clerk, and investigation by him revealed that deceased had fallen into the shaftway. While nobody actually witnessed the accident, the fact that the hat of deceased and a parcel which she was carrying when boarding the elevator were found in the space between the gate forming protection in front of the elevator shaftway and fire-door on the fourth floor would indicate that for some unknown reason deceased, while the car was in motion, opened the gate, stepped off the moving elevator, and in some undetermined manner fell from the fourth floor to the elevator pit, receiving injuries which later proved fatal.

ELEVATOR OPERATORS' LICENCES.

In 1938, 859 operators' licences were renewed and 212 temporary and 193 permanent licences issued.

NEW ELEVATOR INSTALLATIONS.

Forty-one plans and specifications relating to installation of modern elevator equipment were approved—namely, freight-elevators, passenger-elevators, and dumb-waiters.

ELEVATOR INSPECTIONS.

During the year 1938, 1,268 passenger and freight elevators were inspected.

CONCLUSION.

We wish to take this opportunity of thanking all officials and employees connected with industry for their co-operation with us during the year.

Respectfully submitted.

H. DOUGLAS,
Factories Inspector.

EMPLOYMENT SERVICE.

General Superintendent ..... Jas. H. McVety.

B.C. Workmen's Compensation and Labour Offices, corner Homer and Dunsmuir Streets, Vancouver.

Branch Offices.

Vancouver, cor. Homer and Dunsmuir Streets	G. E. Street, Superintendent.
Vancouver (Women's Branch), cor. Homer and Dunsmuir Streets	
Victoria, Langley and Broughton Streets	W. G. Stone, Superintendent.
Victoria (Women's Branch), Pemberton Building, Fort Street	
New Westminster	Robt. MacDonald, Superintendent.
Nanaimo	J. T. Carrigan, Superintendent.
Kamloops	J. E. Andrews, Superintendent.
Penticton	A. Coy, Superintendent.
Nelson	J. M. Dronsfield, Superintendent.
Prince George	E. Victor Whiting, Superintendent.
Prince Rupert	J. M. Campbell, Superintendent.

Handicap Section.

Vancouver, cor. Homer and Dunsmuir Streets	G. S. Bell, Clerk. R. L. Mavius, Clerk. H. Parry, Clerk.
Victoria, Langley and Broughton Streets	W. A. Turner, Clerk.

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

This is the Twentieth Annual Report of the British Columbia Branch of the Employment Service of Canada, a branch of the Department of Labour, and covers the work for the calendar year 1938.

The annual influx of transient unemployed men and women remained one of the principal problems confronting the Service, and these transients, because of their inability to obtain relief, secured employment which should have gone to residents of the Province, often without much regard for the Minimum Wage laws. Establishment of work camps for single men unable to obtain other employment was undertaken on a different basis than has hitherto been attempted, in that all transients admitted to camps were required to earn an amount sufficient to cover the cost of meals and transportation for return to their place of domicile. For other single men admitted to camps under Public Works and Forestry Works Projects, the deferred-pay plan, introduced in 1937, was continued with a greater measure of success. These earn-your-way-home and deferred-pay plans appear to have reduced agitation materially, and it is hoped that they will, to some degree, diminish the annual trek to the Coast.

In October, Mr. James Mitchell, Superintendent of the Vancouver offices, applied for and was granted superannuation. He had been connected with the Service almost since its beginning and his departure ended a long period of faithful service. The vacancy was filled by the promotion of Mr. Geo. E. Street, who has almost an equal length of service in various capacities.

In January, 1939, the Department held its annual meeting of the officials of the different branches and the Employment Service was able to bring the majority of the members of the staff together for the first time in many years. The opportunity of discussing the problems of special and general interest was much appreciated and resulted in a better understanding of the work of the different branches of the Department.

YOUTH TRAINING PLANS.

Under the Dominion-Provincial agreements, Young Men's Forestry and Placer-mining Training Camps were again successfully operated, and the Employment Service has been able to place a considerable number of the qualified trainees in the larger operating mines. In placement of forestry trainees there has not been the same measure of success. The trend of thought of the trainees appears to be that the Government having trained them should also undertake to find work for them when training is completed.

WORK SCHEME IN VANCOUVER.

In co-operation Provincial and municipal authorities continued the local work test requiring recipients of material aid to work for part of their allowances, the selection and directing of men to works being again undertaken by the Employment Service.

Under the scheme during the period under review, the estimated number of man-days worked was approximately 90,000 and, assuming that the efficiency was only 50 per cent., on a wage rate of $4 per day, a return of $180,000 in labour has resulted. In addition, some 560 relief recipients who failed to report for work were removed from relief rolls, with an appreciable saving in public funds.

The test consisted of work on roads and boulevards, cutting brush, cleaning drains and sewers, clearing windfalls, underbrush, etc., for several city departments.

EMPLOYMENT CONDITIONS.

The volume of employment during the period was slightly less than during the previous year, with about the same number of unemployed persons in receipt of public funds. Disturbances in Asia and apprehension regarding conditions in Europe exercised a marked influence on our industries, which are principally primary and extractive and subject to international market conditions over which we have no control.

Due to less severe winter conditions, particularly in the Coast area, British Columbia continues to be the goal of large numbers of unemployed persons from other Provinces who accept any employment without regard to existing wage rates or working conditions. This additional competition, together with a reluctance on the part of employers to employ persons in receipt of relief, has made conditions much more difficult for residents of the Province. Addresses to organizations and discussions with employers have, however, had some influence in counteracting the effect of demonstrations by single unemployed men which have very seriously reduced the prospects of local relief recipients obtaining employment.

While the tables showing work by offices and months give an indication of the Service's operations, so far as applicants, reapplicants, employers' orders, placements, and transfers are concerned, it is impossible to portray by figures the many activities and assignments it is called upon to assume and the many demands made upon the staff by the public.

Although there is a very considerable increase in the number of applications and reapplications over 1937—308,347 against 198,775—employers' orders dropped to 48,511 and placements to 48,441.

NEW BUSINESS.

Under the agreement between Federal and Provincial Governments, beginning March, 1938, all persons in receipt of relief and all subsequent applicants must be certified as employable or otherwise by officers of the Employment Service or officials deputed by the Service to carry out this work.

This certification has an important bearing on the distribution of the cost between the Provincial Government and the municipalities.

The agreement also requires that all employable recipients of aid must be registered by the Employment Service and report regularly every two weeks for the purpose of renewing their registrations. Further, all accounts of cities and municipalities must be checked by the Employment Service before being approved for payment.

The volume of this new business can better be appreciated when we point out that in our Vancouver offices alone the daily average of men and women registering is approximately 1,100. The work in the other offices has correspondingly increased.

HANDICAP SECTIONS.

Special sections are maintained in the Vancouver and Victoria offices for handicapped ex-service men and for men handicapped through injuries received in the industries of the Province. With a large surplus of physically fit men available and the principal industries requiring only this type of labour prospects for physically unfit persons are not bright. The subject has been extensively dealt with in detail in previous reports and the situation has not changed appreciably for the better during the past year, except in the Victoria area where extensive defence works provided employment for approximately 1,000 ex-service men and

members of active militia units. In this field many ex-service men with small disabilities obtained employment and the magnitude of the problem will be better understood by the fact that all the men required were obtained in the area in which the work was being carried on. Except in Government service, where the existing regulations require that ex-service men be given a preference, this qualification has no special appeal.

WOMEN'S SECTION.

Reference has been made in previous reports that special divisions for women applicants are maintained in our Vancouver and Victoria offices, and that in other areas the women are dealt with in the general office.

The influx of transient women from other Provinces has been greater in 1938 than in previous years, and they have offered their services competitively but with a greater degree of aggressiveness than local women, due to the fact that they know there is no relief assistance or camps for them should they fail to obtain employment. Return transportation to place of domicile is the only alternative offered, and under the circumstances the incentive to defeat the regulations governing the wages and working conditions of women is considerably strengthened.

At Vancouver the services of the Women's and Girls' Counsellor were continued and some very delicate domestic problems between employer and employee were satisfactorily adjusted. This service has been of considerable value in improving the relations between the employers and employees, particularly in the field of domestic service.

Another branch of the work in this section at Vancouver is that of a Special Investigator or Interviewer to deal with women and girl applicants for relief aid who must be classified as to employability. In this division the work fluctuates with the number of applications for relief and is operated in exactly the same manner as the section of the men's division in regard to registration for employment and the regular renewal of registrations.

The value of this work cannot be estimated in monetary terms. Many women and young girls, either as a result of discouragement in finding work or because of the influence of others, decide to apply for relief, and once admitted to the relief rolls the desire for employment rapidly diminishes. At this stage courtesy, understanding, and advice become important factors and quite frequently result in directing women towards employment or in removing handicaps which to them appeared insurmountable.

IMPORTATION OF LABOUR.

Adhering to the principle of discouraging all applications for admittance to Canada except those of exceptional specialized knowledge, and then with the object that Canadians shall be trained to take the place of key-men so admitted, we have maintained the good relations long established between this Service and Department of Immigration and kept importations to the lowest possible minimum consistent with the actual requirements of our industries.

CONCLUSION.

During the period of stress through which the country is passing, the Employment Service officials have endeavoured to make the Department of service to other branches of Government, being careful at the same time not to lose sight of its real functions or to destroy its usefulness by becoming known as a relief agency. The success of the Department has resulted from the adoption and adherence to a policy approved by all Governments since its inception of equal opportunity to all regardless of race, creed, colour, or political affiliations. Acting, as it does, as a connecting link between employers and workmen it often becomes a shock-absorber in disputes between these two contending forces and, although not always able to please every one, the officials have acquired a reputation for fair dealing which enables them to handle difficult problems during present conditions with a degree of success which would otherwise have been impossible. The Employment Service in Canada has endeavoured to set a high standard, and it is no small tribute that the United States is now adopting a system of public employment offices patterned after the system worked out in this country.

BUSINESS TRANSACTED BY BRITISH COLUMBIA OFFICES, 1938.

Office.	Applications and Reapplications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out of B.C.
Kamloops	4,347	758	749	.....	.....
Nanaimo	5,283	3,721	3,708	39	.....
Nelson	3,011	2,002	2,002	2	.....
New Westminster	13,318	538	538	6	.....
Penticton	6,096	774	766	.....	.....
Prince George	931	252	238	.....	.....
Prince Rupert	4,391	746	746	.....	.....
Vancouver (Men)	206,674	30,426	30,406	63	.....
Vancouver (Women)	35,346	4,431	4,428	10	.....
Victoria (Men)	21,760	3,344	3,342	1	.....
Victoria (Women)	7,190	1,519	1,518	.....	.....
Totals	308,347	48,511	48,441	121	.....

BUSINESS TRANSACTED MONTHLY, BRITISH COLUMBIA OFFICES, 1938.

Month.	Applications and Reapplications.	Employers' Orders.	Placements.	Transfers in B.C.	Transfers out of B.C.
January	17,483	2,948	2,933	6	.....
February	20,399	4,805	4,799	11	.....
March	19,789	2,884	2,880	10	.....
April	31,461	1,848	1,838	34	.....
May	22,348	1,408	1,400	7	.....
June	23,755	5,043	5,036	18	.....
July	31,725	5,414	5,414	5	.....
August	21,505	3,763	3,774	16	.....
September	30,224	5,642	5,625	10	.....
October	26,737	3,823	3,817	2	.....
November	28,520	5,627	5,622	1	.....
December	34,401	5,306	5,303	1	.....
Totals	308,347	48,511	48,441	121	.....

REPORT OF ADMINISTRATOR OF UNEMPLOYMENT RELIEF, 1938.

The general improvement in the relief situation experienced in 1937 was not maintained during the calendar year 1938. While the average monthly numbers of those receiving material aid during 1938 were slightly less than for 1937, the last six months of this year showed a substantial increase over 1937. The highest number receiving assistance during 1938 was during the month of March, the number being 70,799, compared with 82,772 in March, 1937, and 128,858 in March, 1933. The lowest number receiving assistance was 51,677 in September, 1938, compared with 43,110 for September, 1937. The index number of employment by economic areas (taking the average for the calendar year 1926 at 100) was 89.2 as at March 1st, 1937, compared with 96.2 for March 1st, 1938, while the peak month of September, 1937, was 121.2, compared with 112 for the same date in 1938.

The Province continued to pay 80 per cent. of the cost of material aid afforded to municipal residents and the full cost of material aid to Provincial and transient cases residing within municipal limits. Assistance received from the Federal Government was in the form of a monthly grant-in-aid of $115,000 per month.

In March, 1938, it was decided to transfer all unemployable cases to municipal and Provincial Welfare Departments, with this Department assuming 40 per cent. of the cost in municipalities. Subsequently the proportion of costs payable by this Department was increased to 60 per cent., effective from September 1st, 1938.

Registration.—Since August 1st, 1934, when a re-registration took place, a total of 93,772 applications for assistance has been received. This is made up of the following categories: Standard, 72,833; farmer, 6,414; transient, 14,525; each application representing either a head of family or single person.

Grub-stakes.—We continued the policy of affording grub-stakes to enable men to follow placer-mining or lode prospecting.

Assistance to Settlers Plan.—An agreement was entered into with the Federal Department of Agriculture on April 1st, 1937, and expired March 31st, 1938. This was revived and extended to March 31st, 1939. During the year assistance was afforded to 304 farmers and the form of assistance provided to these families included the supplying of brood sows, cows, horses, harness, farm implements, explosives, fluming material, seed, fertilizer, etc. The heads of families placed under this plan were not required to perform any road-work and subsistence was supplied in addition to the purchase of equipment, farm animals, etc. A total of fifty-six families had become self-supporting by the end of the year, and I am of the opinion that the number would have been very much larger than this if it had not been for the serious drought conditions prevailing in most parts of the Province.

Forestry Training Plan.—An agreement was entered into with the Federal Government on a 50-50 cost basis, whereby provision was made for the training in forestry work of youths in necessitous circumstances between the ages of 18 and 25, inclusive. The work was carried out by the Forest Branch, Department of Lands. The number of projects operated was thirty-six and the total number of youths enrolled was 689. The number placed on trail crews and experimental stations was 574 and as forest ranger assistants 115. The total number of applications received was 1,440. In addition to the 689 placed, there were 150 who refused the offer of training, due, in the majority of cases, to other forms of employment having been obtained. The average time spent on projects by enrollees was 3.4 months. The disposition of enrolment shows that 91 secured other employment through their own efforts, 41 were placed in other employment through Government efforts, 55 left before termination of the training to return to school, and 73 left on account of injury, sickness, miscellaneous reasons, or were discharged for cause.

Mining Training Plan.—This form of training was continued during the current year under the Dominion-Provincial agreement, but we departed from the policy of previous years whereby most of the enrolment period was devoted to placer-mining training. Much more time was allotted to training in lode prospecting. A preliminary training camp was operated at Emory Creek; at the end of the training period written and oral examinations were held and 60 of those receiving the highest marks were sent to a field base camp at Quesnel Forks. From this point they worked in small field parties under competent instructors and were

required to explore the surrounding country, returning to the base camp for the week-end. The total number afforded training was 137. In addition to those who were given the advanced course of training, several of the youths were grub-staked in order that they could carry out placer-mining on their own. The age-limit was 18 to 25, inclusive, but there is a possibility that the minimum age will be advanced to 20 years in future, due to the fact that we have found mine operators disinclined to afford employment to youths under 20, because of the higher proportion of accidents due to immaturity.

Winter Works Projects.—Under an agreement entered into with the Federal Department of Labour, work was provided for single homeless men during the winter months of 1937–38, when a total of approximately 4,700 men were given employment on forestry and public works projects. The rate of pay was the same as for the previous year and the camps closed early in April, 1938. A similar agreement was entered into in the fall of 1938 and work was provided for between 4,000 to 5,000 single homeless men.

Details of all expenditures made in connection with Unemployment Relief appear in the Annual Report of the Department of Public Works and the Annual Public Accounts Statement of the Department of Finance.

E. W. GRIFFITH,
Administrator.

UNEMPLOYMENT RELIEF BRANCH SUMMARY STATEMENT.

Direct Relief.	NUMBERS.			
	Family Heads.	Dependents.	Single Individuals.	Total Number.
January.				
Organized Territory—				
Resident families	9,501	24,724	.....	34,225
Provincial families	748	2,002	.....	2,750
Transient families	613	1,594	.....	2,207
Single men	.....	.....	6,285	6,285
Single women	.....	.....	856	856
Emergency cases	.....	.....	267	267
Unorganized Territory—				
Resident families	3,138	9,898	.....	13,036
Transient families	176	741	.....	917
Single men	.....	.....	1,841	1,841
Single women	.....	.....	151	151
Emergency cases	.....	.....	119	119
Assistance to settlers	164	506	.....	670
R.A. 12 Totals—				
Institutions	.....	.....	841	841
Hospital camp	.....	.....	162	162
Supplementary Projects—				
Farm placement and improvement	.....	.....	.....	209
Single Men's Camps—				
Forest Development Projects / Public Works Department	.....	.....	.....	2,019
Public Works Projects	.....	.....	.....	16
Total number receiving assistance	14,340	39,465	10,522	66,571
February.				
Organized Territory—				
Resident families	10,124	26,604	.....	36,728
Provincial families	752	1,985	.....	2,737
Transient families	598	1,562	.....	2,160
Single men	.....	.....	6,046	6,046
Single women	.....	.....	876	876
Emergency cases	.....	.....	284	284
Unorganized Territory—				
Resident families	3,413	10,907	.....	14,320
Transient families	197	788	.....	985
Single men	.....	.....	2,071	2,071
Single women	.....	.....	156	156
Emergency cases	.....	.....	155	155
Assistance to settlers	185	573	.....	758
R.A. 12 Totals—				
Institutions	.....	.....	890	890
Hospital camp	.....	.....	142	142
Supplementary Projects—				
Farm placement and improvement	.....	.....	.....	226
Single Men's Camps—				
Forest Development Projects / Public Works Department	.....	.....	.....	1,984
Public Works Projects	.....	.....	.....	34
Total number receiving assistance	15,269	42,419	10,620	70,552

UNEMPLOYMENT RELIEF BRANCH SUMMARY STATEMENT—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Number.
March.				
Organized Territory—				
Resident families	9,149	25,190	.....	34,339
Provincial families	568	1,492	.....	2,060
Transient families	449	1,204	.....	1,653
Single men	.....	.....	4,442	4,442
Single women	.....	.....	508	508
Emergency cases	.....	.....	292	292
Unorganized Territory—				
Resident families	3,336	10,852	.....	14,188
Transient families	194	783	.....	977
Single men	.....	.....	1,816	1,816
Single women	.....	.....	126	126
Emergency cases	.....	.....	220	220
Assistance to settlers	197	625	.....	822
R.A. 12 Totals—				
Institutions	.....	.....	24	24
Welfare	1,476	2,932	2,474	6,882
Hospital camp	.....	.....	141	141
Supplementary Projects—				
Farm placement and improvement	.....	.....	.....	217
Single Men's Camps—				
Forest Development Projects	.....	.....	.....	1,681
Public Works Department	.....	.....	.....	288
Public Works Projects	.....	.....	.....	123
Total number receiving assistance	15,369	43,078	10,043	70,799
April.				
Organized Territory—				
Resident families	9,265	24,905	.....	34,170
Provincial families	284	800	.....	1,084
Transient families	228	659	.....	887
Single men	.....	.....	2,521	2,521
Single women	.....	.....	457	457
Emergency cases	.....	.....	240	240
Unorganized Territory—				
Resident families	3,091	10,142	.....	13,233
Transient families	179	724	.....	903
Single men	.....	.....	1,676	1,676
Single women	.....	.....	99	99
Emergency cases	.....	.....	122	122
Assistance to settlers	209	675	.....	884
R.A. 12 Totals—				
Institutions	.....	.....	13	13
Welfare	1,501	2,996	2,503	7,000
Hospital camp	.....	.....	126	126
Supplementary Projects—				
Farm placement and improvement	.....	.....	.....	134
Single Men's Camps—				
Forest Development Projects	.....	.....	.....	556
Public Works Department	.....	.....	.....	229
Total number receiving assistance	14,757	40,901	7,757	64,334

UNEMPLOYMENT RELIEF BRANCH SUMMARY STATEMENT—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Number.
May.				
Organized Territory—				
Resident families	8,693	23,497	.....	32,190
Provincial families	298	833	.....	1,131
Transient families	232	574	.....	806
Single men	.....	.....	2,814	2,814
Single women	.....	.....	441	441
Emergency cases	.....	.....	260	260
Intermunicipal cases	200	580	61	841
Unorganized Territory—				
Resident families	2,847	9,338	.....	12,185
Transient families	159	657	.....	816
Single men	.....	.....	1,438	1,438
Single women	.....	.....	94	94
Emergency cases	.....	.....	161	161
Assistance to settlers	196	641	.....	837
R.A. 12 Totals—				
Welfare	1,536	3,063	2,651	7,250
Hospital camp	.....	.....	112	112
Supplementary Projects—				
Mining Training Camps	.....	.....	.....	44
Total number receiving assistance	14,161	39,183	8,032	61,420
June.				
Organized Territory—				
Resident families	8,289	22,232	.....	30,521
Provincial families	290	831	.....	1,121
Transient families	191	499	.....	690
Single men	.....	.....	2,620	2,620
Single women	.....	.....	399	399
Emergency cases	.....	.....	136	136
Intermunicipal cases	199	563	44	806
Unorganized Territory—				
Resident families	2,610	8,589	.....	11,199
Transient families	143	598	.....	741
Single men	.....	.....	1,218	1,218
Single women	.....	.....	87	87
Emergency cases	.....	.....	173	173
Assistance to settlers	191	604	.....	795
R.A. 12 Totals—				
Welfare	1,599	3,190	2,711	7,500
Hospital camp	.....	.....	102	102
Supplementary Projects—				
Forestry Training Camps	.....	.....	.....	374
Mining Training Camps	.....	.....	.....	137
Total number receiving assistance	13,512	37,106	7,490	58,619

UNEMPLOYMENT RELIEF BRANCH SUMMARY STATEMENT—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Number.
July.				
Organized Territory—				
Resident families	7,778	20,762	.....	28,540
Provincial families	273	799	.....	1,072
Transient families	129	338	.....	467
Single men	.....	.....	2,519	2,519
Single women	.....	.....	362	362
Emergency cases	51	153	1,714	1,918
Intermunicipal cases	202	582	39	823
Unorganized Territory—				
Resident families	2,346	7,775	.....	10,121
Transient families	79	340	.....	419
Single men	.....	.....	1,151	1,151
Single women	.....	.....	83	83
Emergency cases	19	60	163	242
Assistance to settlers	188	586	.....	774
R.A. 12 Totals—				
Welfare	1,680	3,332	2,787	7,799
Hospital camp	.....	.....	102	102
Supplementary Projects—				
Forestry Training Camps	.....	.....	.....	571
Mining Training Camps	.....	.....	.....	114
Total number receiving assistance	12,745	34,727	8,920	57,077
August.				
Organized Territory—				
Resident families	7,344	19,496	.....	26,840
Provincial families	270	770	.....	1,040
Transient families	116	314	.....	430
Single men	.....	.....	2,520	2,520
Single women	.....	.....	348	348
Emergency cases	29	100	1,832	1,961
Intermunicipal cases	239	678	33	950
Unorganized Territory—				
Resident families	2,267	7,493	.....	9,760
Transient families	43	172	.....	215
Single men	.....	.....	1,115	1,115
Single women	.....	.....	72	72
Emergency cases	28	67	94	189
Assistance to settlers	187	587	.....	774
R.A. 12 Totals—				
"Camp-type" cases	.....	.....	431	431
Welfare	1,686	3,349	2,787	7,822
Hospital camp	.....	.....	104	104
Supplementary Projects—				
Forestry Training Camps	.....	.....	.....	623
Mining Training Camps	.....	.....	.....	58
Public Works Projects	.....	.....	.....	210
Total number receiving assistance	12,209	33,026	9,336	55,462

UNEMPLOYMENT RELIEF BRANCH SUMMARY STATEMENT—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Number.
September.				
Organized Territory—				
Resident families	7,064	18,567	.....	25,631
Provincial families	265	694	.....	959
Transient families	105	276	.....	381
Single men	.....	.....	4,175	4,175
Single women	.....	.....	334	334
Emergency cases	17	52	20	89
Intermunicipal cases	237	667	30	934
Unorganized Territory—				
Resident families	2,086	6,873	.....	8,959
Transient families	41	172	.....	213
Single men	.....	.....	1,026	1,026
Single women	.....	.....	65	65
Emergency cases	25	65	46	136
Assistance to settlers	190	619	.....	809
R.A. 12 Totals—				
Welfare	1,693	3,357	2,797	7,847
Hospital camp	.....	.....	119	119
Supplementary Projects—				
Forestry Training Camps	.....	.....	.....	617
Mining Training Camps	.....	.....	.....	55
Public Works Projects	.....	.....	.....	850
Total number receiving assistance	11,723	31,342	8,612	53,199
October.				
Organized Territory—				
Resident families	7,326	19,419	.....	26,745
Provincial families	282	766	.....	1,048
Transient families	104	254	.....	358
Single men	.....	.....	5,074	5,074
Single women	.....	.....	343	343
Emergency cases	14	40	42	96
Intermunicipal cases	239	663	25	927
Unorganized Territory—				
Resident families	2,156	7,250	.....	9,406
Transient families	42	165	.....	207
Single men	.....	.....	1,121	1,121
Single women	.....	.....	65	65
Emergency cases	29	66	84	179
Assistance to settlers	200	625	.....	825
R.A. 12 Totals—				
Welfare	1,311	2,693	2,609	6,613
Hospital camp	.....	.....	127	127
Supplementary Projects—				
Single Men's Camps—				
Forestry Training / Mining Training	.....	.....	.....	527
Public Works Projects	.....	.....	.....	1,110
Total number receiving assistance	11,703	31,941	9,490	54,771

UNEMPLOYMENT RELIEF BRANCH SUMMARY STATEMENT—*Continued.*

Direct Relief.	NUMBERS.			
	Family Heads.	Dependents.	Single Individuals.	Total Number.
November.				
Organized Territory—				
Resident families	8,455	22,652	.....	31,107
Provincial families	365	1,004	.....	1,369
Transient families	110	279	.....	389
Single men	.....	.....	7,035	7,035
Single women	.....	.....	368	368
Emergency cases	29	69	45	143
Unorganized Territory—				
Resident families	2,821	9,277	.....	12,098
Transient families	59	220	.....	279
Single men	.....	.....	1,302	1,302
Single women	.....	.....	64	64
Emergency cases	25	70	95	190
R.A. 12 Totals—				
Unemployables	942	1,862	1,636	4,440
Welfare	345	678	659	1,682
Hospital camp	.....	.....	135	135
Supplementary Projects—				
Farm placement and improvement	.....	.....	.....	135
Single Men's Camps—				
Forest Development Projects	.....	.....	.....	1,246
Public Works Department	.....	.....	.....	500
Public Works Projects	.....	.....	.....	949
Total number receiving assistance	13,151	36,111	11,339	63,431
December.				
Organized Territory—				
Resident families	9,362	24,597	.....	33,959
Provincial families	441	1,226	.....	1,667
Transient families	122	325	.....	447
Single men	.....	.....	6,107	6,107
Single women	.....	.....	391	391
Emergency cases	56	162	30	248
Unorganized Territory—				
Resident families	3,237	10,736	.....	13,973
Transient families	85	328	.....	413
Single men	.....	.....	1,568	1,568
Single women	.....	.....	70	70
Emergency cases	45	125	95	265
Assistance to settlers	235	746	.....	981
R.A. 12 Totals—				
Unemployables	909	1,636	1,585	4,130
Welfare	345	678	650	1,673
Hospital camp	.....	.....	143	143
Supplementary Projects—				
Farm placement and improvement	.....	.....	.....	210
Single Men's Camps—				
Forest Development Projects	.....	.....	.....	1,400
Public Works Department	.....	.....	.....	672
Public Works Projects	.....	.....	.....	519
Total number receiving assistance	14,837	40,559	10,639	68,836

REPORT OF APPRENTICESHIP BRANCH.

Provincial Apprenticeship Committee.

J. A. Ward Bell, *Chairman.* J. F. Keen.
Adam Bell. James Thomson.

Officials of the Branch.

Director of Apprenticeship.....Hamilton Crisford.
Assistant Director of Apprenticeship.....Thomas V. Berto.

The year 1938 shows a satisfactory increase in the number of apprentices placed under contract.

The Apprenticeship Branch dealt with a total of 965 contracts; 180 new contracts being executed. Of these, 144 were in Group A, trades designated under the " Apprenticeship Act," and thirty-six in Group B, occupations undesignated.

Seventy-one apprentices completed their apprenticeships to the satisfaction of their employers, making a total of 100 to date.

There were fifty-nine contracts cancelled by mutual consent, many of the lads concerned entering the Air and Naval Forces or bettering their positions in other avenues. It is a source of some satisfaction that the training obtained under their contracts was largely instrumental in their advancement.

The number of contracts cancelled at the request of the employer for misbehaviour on the part of the apprentice was practically *nil.*

Periodic inspections show that a very happy relationship has been established between the majority of contracted apprentices and their employers, and a great deal of interest is taken in their tuition both on and off the job.

The attendance at technical school night classes, where these are available, is well above average; and other forms of education, such as correspondence courses, are encouraged and are well patronized.

The trades and occupations of pharmaceutical chemist and moulding in the Metal Trades Group were added to those designated, and a number of contracts were arranged in other occupations not previously touched.

The year's work has made it increasingly clear that successful apprenticeship requires careful selection, both of employers and apprentices, and indicates that it cannot be encouraged in any wholesale manner if the best results are desired.

It goes without saying, that in order to produce a high standard of craftsmanship the employer must have the proper training facilities and be able to offer reasonable continuity of employment, and that apprentices must have sufficient mental equipment and educational background for advancement.

In addition, industrial and trade requirements have varied considerably during the last decade or so. There is to-day an increasing demand for semi-skilled and specialized labour, that reduces the demand in many fields for the same percentage of thoroughly trained craftsmen and the number of avenues through which these can be produced.

Great care has, therefore, had to be exercised by the Provincial Apprenticeship Committee in approving only contracts where the proper conditions exist, thereby maintaining the standard of apprenticeship at its proper level and restraining any tendency for it to develop into a low-wage proposition with insufficient training equivalent and prospects. This policy has been carried out without losing sight of the desirability of flexibility and variation to meet modern requirements. The general high standard and advancement of most present apprentices, and those being selected and placed under contract from time to time, is evidence that there is a growing realization amongst British Columbia employers of the desirability and necessity of preparing for the future requirements of industry by selection from the ranks of our own young people and providing adequate training under an established apprenticeship.

The appended tables give the standing of controlled apprenticeship in various trades and occupations as at the 31st day of March, 1939.

HAMILTON CRISFORD,
Director of Apprenticeship.

GROUP A—TRADES DESIGNATED UNDER THE PROVISIONS OF THE "APPRENTICESHIP ACT."

Districts.	Automobile Mechanics.	Automobile Metalwork.	Automobile-painting.	Automobile-tire Repairing.	Automobile-trimming.	Automobile Woodworking.	Aviation Mechanics.	Boiler-making.	Carpentry.	Druggists.	Electrical Appliances.	Electrical Work.	Electrical Work—Construction.	Electrical Work—Shop.	Ironworker.	Jewellery.	Lithography.	Machinists.	Moulding.	Painting and Decorating.	Pattern-making.	Plumbing and Steam-fitting.	Sheet-metal Working.	Ship- and Boat-building.	Sign and Pictorial Painting.	Totals.
Greater Vancouver	42	22	3	1	1	—	6	4	29	27	13	2	2	9	1	11	11	81	20	4	7	17	30	15	10	368
Greater Victoria	12	4	2	—	—	1	—	1	27	2	1	—	1	1	—	—	—	25	4	1	—	4	11	6	—	103
New Westminster	4	—	—	1	—	—	—	1	3	3	—	2	—	—	—	—	—	5	4	1	—	2	—	—	—	26
Outside points	20	—	—	1	—	—	3	6	26	6	1	11	1	4	—	—	—	26	4	8	2	16	1	1	1	138
Totals	78	26	5	3	1	1	9	12	85	38	15	15	4	14	1	11	11	137	32	14	9	39	42	22	11	635

GROUP B—TRADES NOT YET DESIGNATED.

Districts.	Art Glass and Glazing.	Bakers.	Barbers.	Blacksmiths.	Bookbinding Department.	Brass-moulders.	Bricklayers.	Business-machine Mechanics.	Clerk, Automotive—Wholesale.	Cracker and Biscuit Manufacture.	Fur-finisher.	Furniture-wood-working Machinist.	Gardeners.	Hairdressers.	Lead-burners.	Neon Displays.	Office Occupation.	Photo-finisher.	Pipe-fitters.	Plasterers.	Radio Servicing.	Sash and Door Factory Mechanic.	Saw-filer.	Shingle Saw-filer and Millwright.	Shoe-repairing.	Tailoring.	Upholsterers.	Watch-repairing.	Welders.	Wholesale Hardware.	Woodworking.	Zinc Light and Glazing Dept.	Totals.
Greater Vancouver	1	6	12	—	1	2	—	2	1	—	2	—	3	23	—	1	1	1	—	1	1	—	1	—	1	1	4	—	—	—	1	—	66
Greater Victoria	—	2	2	—	—	—	1	—	1	1	—	1	—	11	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	21
New Westminster	—	—	4	—	—	—	—	—	1	—	—	—	—	3	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	9
Outside points	—	3	8	3	—	—	4	—	2	—	—	—	—	13	11	—	2	—	1	—	—	—	1	—	—	—	—	1	1	1	—	—	51
Totals	1	11	26	3	1	2	5	2	5	1	2	1	3	50	11	1	3	1	1	1	1	1	2	1	1	1	4	1	1	1	1	1	147

"TRADE-SCHOOLS REGULATION ACT."

Administrative Officers.

J. A. Ward Bell. Mrs. Rex Eaton.
Hamilton Crisford, Secretary.

The "Trade-schools Regulation Act" has now been in operation for two complete years with very satisfactory results.

The regulations governing the registration and operation of the various types of schools remained unchanged during the year 1938 and were administered with a minimum of friction.

Generally speaking, there is now a marked interest amongst the proprietors of practical schools to have such schools fulfil their true purpose by generally improving the standard of the tuition offered and thereby the recognized standing of their graduates.

As regards correspondence schools: The somewhat stringent regulations instituted have apparently achieved their objective, as complaints regarding sales misrepresentations and objectionable collection practices have practically ceased.

The regulations have resulted in an increase of business for legitimate and worth-while organizations by the elimination of unfair competition by those concerns that depended largely upon high-pressure salesmanship and irrevocable contracts.

At the last session of the Legislature an amendment was made to the penalty clause of the Act to include infractions of the regulations. Previously, the only disciplinary action possible under the Act for infractions of the regulations was for the Minister to suspend operation of the school. This was considered too drastic for minor infractions and the realization of this by certain school proprietors was having an undesirable effect. Since the passing of this amendment, minor infractions have diminished.

Tuition in the following occupations, either by practical tuition or through correspondence courses, is now available to residents of British Columbia from schools duly registered under the provisions of the Act:—

Accountancy.	Diesel engineering.	Pharmacy.
Agriculture.	Draughting and design.	Plumbing and heating.
Aircraft engineering.	Dressmaking.	Radio and television.
Air-conditioning.	Electrical engineering.	Railroad operation.
Applied art.	Hairdressing.	Refrigeration.
Architecture.	Highway engineering.	Salesmanship.
Automotive engineering.	Kindergarten work.	Short-story writing.
Barbering.	Mechanical engineering.	Show-card writing.
Business training.	Mining.	Steam engineering.
Chemistry.	Modern merchandising.	Textile manufacture.
Civil engineering.	Navigation.	Welding.
Domestic science.	Paper-manufacture.	

The number of practical schools registered during the year was seventy-four. Of these, fifty-five were practical schools situated within the Province and nineteen were correspondence schools.

Of the correspondence schools, seven are Canadian schools and twelve are American schools.

Regulations cannot eliminate the necessity for students giving careful thought and consideration to the selection of the school most suited to their purpose, but before enrolling in any course of study or signing any contract students are advised to make themselves familiar with the regulations under the Act, which set out the conditions under which tuition can be supplied or discontinued.

These regulations, together with any information desired regarding any particular school, can be obtained on application to the Administrative Office, Trade-schools Regulation Act, Fifth Floor, Hall Building, Vancouver, B.C.

HAMILTON CRISFORD,
Secretary.

SAFETY BRANCH.

Safety Adviser.....Charles Pearse.

The Safety Branch of the Department of Labour has kept records of all accidents in the logging industry which were reported to the office. These records show the name of the injured man, his occupation, date of the accident, camp where the accident occurred, and a short description of how the injury was received. The names of the key-men who reported the accidents and the men injured while working under their direction were also recorded. A summary was made each month of all accidents reported to the Safety Branch.

Letters have been sent in reply to all reports, pointing out parallel accidents, making suggestions for the prevention of future accidents, and passing on information and safety suggestions received from other workers in the logging industry.

Seventy-five suggestions for new safety regulations have been received, all of which are very valuable because they come from the loggers actually working in the industry at the time the suggestions were made.

We have also received many good recommendations from coroners' juries at inquests held regarding logging fatalities.

All suggestions are passed on to the Workmen's Compensation Board and are discussed at the safety meetings. Most of the suggestions received have been embodied in the new 1939 Logging Safety Regulations of the Workmen's Compensation Board.

The safety suggestions are also passed on to key-men in the logging industry, when such suggestions are considered of value in connection with the prevention of the certain type of accident at hand.

The Lumbering Section of the Western Safety Conference, held in Los Angeles, California, was attended in September. Safety-men were contacted and operations visited in California, Oregon, and Washington, with which States we are continually in touch and are exchanging new ideas or suggestions regarding safety.

On November 22nd, 1938, the Safety Branch met the B.C. Loggers' Association members and put forward a suggestion that each operator appoint a man in his operation definitely to take charge of accident-prevention. This suggestion was accepted by the members, and since that time we have received word of the appointment of seven safety supervisors or directors in the larger camps, and many of the smaller camps have named the foreman or superintendent in charge of safety.

The Safety Branch has advocated the use of safety hats or helmets in the logging camps, and at each opportunity recommended them to operators. Due to a continual campaign and the co-operation of other safety bodies, the safety-hat idea was accepted by the Bloedel, Stewart & Welch Company, Limited, and a trial of the hats is now being conducted at their Franklin River operation. During the first month the hats were in use six accidents occurred which might have resulted in very serious injuries. In two of the cases it is believed the men would have been injured fatally had they not been wearing the safety-hats.

Accident-prevention posters have been produced and mailed to the logging camps. The first poster was a special appeal to all loggers for co-operation with safety rules and regulations. It was also an appeal for more interest in accident-prevention, and the slogan it featured was "Avoid Accidents." The second poster was a simple yet effective photograph of a logger's dilapidated shoe. This was an actual photograph taken of a shoe worn by a logger who, due to the poor condition of the calks, slipped off a log he was working on into the water, and lost his life. The third poster featured the slogans "Watch Saplings" and "Get Further Away." This poster was sent out because of the experience of the logging industry during 1938, when four men were killed by being struck by saplings and eight were killed because they stood too close to the moving logs or the rigging. All expense of producing and mailing these posters has been borne by the Department of Labour.

We are co-operating with the Safety Directors of all logging camps and with the Workmen's Compensation Board in an effort to formulate Safety Regulations for the reduction of accidents in the logging industry, and we are receiving the support of both operators and key-men in the camps.

From January 1st to December 31st, 1938, the Safety Branch sent out 1,324 letters. Thirty coroners' inquests regarding fatal accidents in the logging industry were attended. There were 277 special calls, conferences, or safety meetings made or attended, and 128 camp inspections.

CHARLES PEARSE,
Safety Adviser.

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