PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1941

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
Printed by CHARLES F. BANFIELD, Printer to the King's Most Excellent Majesty.
1942.

To His Honour W. C. WOODWARD,
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 1941 is herewith respectfully submitted.

GEORGE S. PEARSON,
Minister of Labour.

Office of the Minister of Labour,
July, 1942

The Honourable George S. Pearson,
Minister of Labour.

SIR,—I have the honour to submit herewith the Twenty-fourth Annual Report on the work of the Department of Labour up to December 31st, 1941.

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

ADAM BELL,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., July, 1942.

SUMMARY OF CONTENTS.

	PAGE.
Report of the Deputy Minister	7
Statistics of Trade and Industries	8
Pay-roll	8
Comparison of Pay-rolls	9
Industrial Divisions	9
Average Weekly Wage by Industries	11
Racial Origin and Nationality	16
Statistical Tables	17
Summary of all Tables	30
" Hours of Work Act "	31
Average Weekly Hours	32
Hours of Work Regulations	73
Labour Legislation	33
" Post-war Rehabilitation Act "	33
Board of Industrial Relations	34
Meetings and Delegations	34
New Orders and Regulations	34
Statistics covering Women and Girls	35
Summary of all Occupations	42
Single, Married, and Widowed Employees	44
Collections and Inspections	45
Court Cases	46
Comparative Wages	50
Special Licences	51
War brings Different Work to Women	52
Summary of Orders	54
List of Orders in effect	72
Hours of Work Regulations	73
" Industrial Conciliation and Arbitration Act "	78
Number of Disputes and Employees affected	78
Strikes	80
Conciliation, 1941	84
Boards of Arbitration	90
Organizations of Employees	106
Organizations of Employers	116
Inspection of Factories	117
Inspections	117
Accident-prevention	117
Safeguarding Workers' Health	118
Women in Industry	118
Unemployment Relief	121
Federal Government Contribution withdrawn	121
Termination of Assistance to Settlers	121
Statement of Relief, 1941	122
Apprenticeship Branch	128
Trade-schools Regulation Branch	130
Safety Branch	131

REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1941.

This Annual Report, being the twenty-fourth in the history of the Department, covers a twelve-month period which marks the conclusion of our country's second year in the present war and the first three months of its third year in a struggle that has grown in intensity and scope.

To say the least, its effect upon the industrial life of our Province has been galvanic. Methods and practices peculiar to times of peace have been supplanted by undreamt of innovations imposed and accepted to meet the dire necessities of war.

The changes in the various statistical tables appearing herein and the drastic rapidity with which these trends have developed is attributable, preponderantly, to the expansion of Canada's war effort and our Nation's contribution to the cause of the United Nations as a whole.

Production for war purposes, in almost every instance, has been the stimulating factor.

In the year under review the industrial pay-roll of the Province increased by $51,199,693 over the previous year, being the highest yet recorded.

Twenty-four of the twenty-five tables relating to the industrial groups show increases in the pay-roll totals.

The greatest increase is apparent in the ship-building industry (up over six and one-half million dollars), followed by the lumber industries (up five and one-half million), contracting (increased by four and one-half million), miscellaneous trades and industries, and metal trades (both increased over two and one-half million).

Other increases are depicted in the " Comparison of Pay-rolls " appearing in this report.

The only decrease shown appears in the Coast shipping table, due to the falling-off of ship loadings, with subsequent loss to longshore pay-rolls.

During the latter half of 1941 employment totals exceeded all previous departmental records, the greatest average monthly employment figure being 110,771 for October, 1941, as against a high of 98,324 in September of 1940.

Increases were evident in the average weekly wages in twenty-two of the twenty-five tables, the greatest increases being noted in those industries most affected by war production, such as ship-building, metal trades, smelting, leather and fur goods, coal-mining, contracting, etc.

The average weekly wage for all adult male employees rose to $30.67 for 1941, an increase of $2.56 over the preceding year, and the highest since 1920.

The effect of war production did not generally result in a direct increase in the average hours of work. While in many industries slight increases were noted, due to added employment a balance was maintained, with fractional decreases in many instances.

The average weekly working-hours for all employees remained almost unchanged at 46.90, as against 46.91 for 1940.

With the progress of the war and its effect upon our national economy, a reallocation of jurisdiction in respect of certain matters essential to our country's war effort becomes inevitable.

Former constitutional limitations are overridden by the " War Measures Act," which vests supreme authority in the Dominion.

In the exercise of this authority the Dominion Government has issued ordinances of a far-reaching nature to cope with the unprecedented demands that war imposes.

Toward this end the Provincial Department of Labour has endeavoured to work in harmony with the Dominion and with other provincial Labour Departments.

At the request of the Federal Government, the Provincial Labour Department has undertaken an increased volume of work and responsibility.

All of our administrative machinery and inspection force has been placed unreservedly at the service of the Dominion in the application of its war-time labour policy.

At the same time our responsibilities under our own provincial labour laws have increased rather than diminished, as will be seen from the reports of each of the various branches of the Department appearing in subsequent pages.

There is every indication that some of the statistical tables herein set out may yet reach higher totals.

The tremendous growth of our industrial output by no means marks the apex of our productive capacity. By loyal and unselfish effort on the part of every one, we may confidently look forward to a measure of achievement outdistancing all previous results.

STATISTICS OF TRADES AND INDUSTRIES.

The statistical section for 1941 was largely influenced by two contributing factors: primarily, the tremendous increases in certain industries due to the necessity for war production, and, as a secondary contributing factor, the cost-of-living bonus—which generally affected all industries.

Firms reporting numbered 5,115, an increase of 144 over 1940, while the total pay-roll shows a gain of $51,199,693, and has now reached the highest total recorded.

Average weekly wages increased in twenty-two of the twenty-five tables, while the average for all industries increased by $2.56 per week over the previous year.

EMPLOYERS' RETURNS TOTAL 5,115.

The total number of firms reporting in time for tabulation in the tables was 5,115, as compared with 4,971 in 1940, an increase of 144.

PAY-ROLL.

A summary of the returns filed by the 5,115 firms reporting shows a total pay-roll of $175,449,556. Inasmuch as this total represents only the industrial pay-rolls, it should not, however, be considered as the total pay-roll of the Province, and must be further augmented by additional figures which follow, yielding an accumulative total of $239,525,459, an increase of $51,199,693 over 1940.

Pay-rolls of 5,115 firms making returns to Department of Labour	$175,449,556
Returns received too late to be included in above summary	535,884
Employers included in Department's inquiry, not sending in returns (estimated pay-roll)	2,345,000
Transcontinental railways (ascertained pay-roll)	14,395,019
Pay-rolls of additional services not included in the industrial survey; viz., Governmental workers, wholesale and retail firms, delivery, auto transportation, ocean services, miscellaneous (estimated pay-roll)	46,800,000
Total	$239,525,459

PREVIOUS PROVINCIAL PAY-ROLLS.

The total Provincial pay-rolls since 1928 are as follows:—

1928	$183,097,781.00	1935	$125,812,140.00
1929	192,092,249.00	1936	142,349,591.00
1930	167,133,813.00	1937	162,654,234.00
1931	131,941,008.00	1938	158,026,375.00
1932	102,957,074.00	1939	165,683,460.00
1933	99,126,653.00	1940	188,325,766.00
1934	113,567,953.00	1941	239,525,459.00

Again reflecting the rising employment figures and greater earnings for the worker, the percentage of the total payable to wage-earners increased from 78.63 per cent. in 1940 to 80.60 per cent. in 1941, as evidenced in the following table:—

	1937.	1938.	1939.	1940.	1941.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	10.00	10.82	10.82	10.22	9.29
Clerks, stenographers, and salesmen	11.33	12.08	11.86	11.15	10.11
Wage-earners	78.67	77.10	77.32	78.63	80.60
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

Increases are shown in all but one of the twenty-five tables. Ship-building headed the list for 1941 with an increase of $6,593,198, followed by the lumber industries with an increase of $5,824,772, and contracting with $4,681,054; miscellaneous trades increased by $2,724,098; metal trades, an increase of $2,682,698; food products, an additional $1,886,176; metal-mining, up $1,171,400; smelting increased by $990,405; public utilities increased by $909,105; explosives and chemicals, up $866,475; pulp and paper mills, an increase of $789,615; printing and publishing, with $457,535; builders' materials increased by $447,981; oil-refining, up $412,463; wood (N.E.S.), up $359,962; laundries, cleaning and dyeing, $359,514; house-furnishings, $247,362; breweries, $141,128; leather and fur goods, $90,018; paint-manufacturing, $52,587; garment-making, $47,673; jewellery-manufacture, $41,881; coal-mining, $9,301; cigar and tobacco manufacturing, $1,201.

The only industry in which a decrease was apparent was Coast shipping, which showed a loss of $173,609 over the previous year.

Industry.	1939.		1940.		1941.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	30	$980,155.00	33	$1,096,045.00	37	$1,237,173.00
Builders' materials	75	1,272,188.00	77	1,339,755.00	85	1,787,736.00
Cigar and tobacco manufacturing	3	3,023.00	3	2,300.00	3	3,501.00
Coal-mining	26	3,687,824.00	24	3,811,341.00	27	3,820,642.00
Coast shipping	124	8,871,718.00	121	8,218,668.00	124	8,045,059.00
Contracting	978	8,415,581.00	1,014	10,146,833.00	1,054	14,827,887.00
Explosives and chemicals	19	1,503,227.00	21	2,260,148.00	26	3,126,623.00
Food products	586	10,972,520.00	591	11,951,636.00	597	13,837,812.00
Garment-making	65	817,289.00	68	917,832.00	70	965,505.00
House-furnishing	50	1,129,779.00	62	1,460,579.00	60	1,707,941.00
Jewellery-manufacturing	10	223,729.00	11	251,190.00	11	293,071.00
Laundries, cleaning and dyeing	101	1,484,280.00	102	1,586,343.00	104	1,945,857.00
Leather and fur goods, manufacture of	54	628,720.00	63	698,440.00	60	788,458.00
Lumber industries	832	28,853,601.00	894	33,435,358.00	951	39,260,130.00
Metal trades	764	8,516,710.00	818	10,019,567.00	841	12,702,265.00
Metal-mining	276	11,691,912.00	200	12,641,521.00	164	13,812,921.00
Miscellaneous	345	5,478,787.00	376	6,486,402.00	404	9,210,500.00
Oil-refining	47	$2,317,360.00	51	$2,582,138.00	58	$2,994,601.00
Paint-manufacture	12	358,020.00	13	371,149.00	11	423,736.00
Printing and publishing	143	3,767,847.00	138	3,769,852.00	145	4,227,387.00
Pulp and paper mills	14	4,688,341.00	13	6,178,117.00	12	6,967,732.00
Ship-building	49	1,479,215.00	50	3,941,111.00	52	10,534,309.00
Smelting	6	5,624,712.00	6	5,842,224.00	5	6,832,629.00
Street-railways, etc.	112	10,616,247.00	115	10,730,667.00	111	11,639,772.00
Wood manufacturing (N.E.S.)	108	2,928,238.00	107	4,096,347.00	103	4,456,309.00
Totals	4,829	$126,311,023.00	4,971	$143,835,563.00	5,115	$175,449,556.00

INDUSTRIAL DIVISIONS.

The industrial activities of the Province have been segregated into three divisions —Greater Vancouver, Vancouver Island, and Rest of Mainland. For the year under review, due to greatly increased activity in the war industries, the percentage of the Provincial pay-roll localized within the Greater Vancouver area increased to 38.62 per cent. as against 35.83 per cent. for 1940. The Vancouver Island percentage dropped fractionally from 20.61 per cent. to 20.40 per cent., and the Mainland percentage decreased from 43.56 per cent. to 40.98 per cent.

The above percentages are based on the returns received, the figures in the following table being obtained through their application to the total pay-roll:—

	1937.	1938.	1939.	1940.	1941.
Greater Vancouver	$53,610,835.53	$55,530,468.18	$57,591,570.70	$67,477,121.96	$92,504,732.26
Rest of Mainland	77,325,822.84	69,468,394.45	73,762,276.39	82,034,703.67	98,157,533.10
Vancouver Island	31,717,575.63	33,027,512.37	34,329,612.91	38,813,940.37	48,863,193.64
Totals	$162,654,234.00	$158,026,375.00	$165,683,460.00	$188,325,766.00	$239,525,459.00

Following are the various industries as represented in the tables, showing the total number of adult males employed for the week of employment of the greatest number, together with the percentage of those in receipt of less than $19 per week:—

Industry.	Number employed.	Per Cent.
Cigar and tobacco manufacturing	6	66.67
Paint-manufacture	138	27.54
Food products	11,616	23.11
Garment-making	208	21.63
Laundries, cleaning and dyeing	600	18.50
Metal trades	6,454	12.77
Coast shipping	5,259	12.32
Miscellaneous trades and industries	6,422	10.92
Leather and fur goods	320	10.63
Explosives and chemicals	1,479	10.01
Builders' materials	1,441	9.65
House-furnishings	814	8.97
Printing and publishing	1,177	8.24
Street-railways, power, etc.	4,880	7.85
Breweries	583	7.03
Wood (N.E.S.)	2,697	6.45
Jewellery-manufacture	69	5.80
Contracting	14,445	5.57
Coal-mining	3,123	3.87
Oil-refining	1,216	2.96
Lumber industries	30,100	2.91
Smelting	3,230	2.11
Metal-mining	7,550	1.07
Pulp and paper manufacturing	3,339	0.42
Ship-building	10,601	0.28

With increased earnings, the numbers employed at less than $19 per week continued to decrease over comparative figures for previous years. Diminishing percentages in this lower wage group are noted in twenty-two of the twenty-five tables, as against a decrease in sixteen during 1940.

AVERAGE WEEKLY WAGE BY INDUSTRIES.

The average weekly wage for adult male employees increased in twenty-two of the twenty-five tables, decreasing in the remaining three. As in previous years, the averages are based on the week of employment of the greatest number, and while considerable difficulty is experienced with some industries in the matter of broken time, an endeavour is 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 wage group.

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

Industry.	1934.	1935.	1936.	1937.	1938.	1939.	1940.	1941.
Breweries	$25.62	$25.79	$25.00	$26.18	$27.42	$27.98	$28.23	$29.29
Builders' materials	20.19	22.07	22.28	22.31	22.82	23.23	24.15	26.26
Cigar and tobacco manufacturing	15.86	16.59	17.75	15.50	13.00	19.75	17.70	14.50
Coal-mining	28.11	28.49	28.75	27.46	28.20	29.39	28.04	31.84
Coast shipping	28.58	26.23	31.61	31.99	32.93	29.35	30.34	30.03
Contracting	22.56	22.72	34.13	25.61	25.81	26.12	27.52	30.21
Explosives and chemicals	22.53	25.34	23.76	24.58	24.20	25.75	31.67	33.39
Food products, manufacture of	21.10	22.00	23.16	23.85	23.70	23.23	23.59	25.65
Garment-making	23.52	21.29	22.74	22.97	23.15	24.25	25.22	26.51
House-furnishings	19.49	20.05	21.29	22.25	20.80	22.53	23.59	25.74
Jewellery, manufacture of	28.88	31.54	34.39	34.60	38.95	39.23	43.44	38.72
Laundries, cleaning and dyeing	20.67	21.92	22.25	22.89	23.33	23.19	24.00	24.76
Leather and fur goods, manufacture of	22.34	20.06	20.48	21.23	22.23	21.19	21.72	26.07
Lumber industries	21.32	22.41	24.83	26.81	26.59	27.14	28.83	31.01
Metal trades	22.81	23.67	24.41	24.77	25.09	25.38	26.18	29.90
Metal-mining	27.35	28.65	29.10	30.34	30.48	30.86	31.77	33.72
Miscellaneous trades and industries	21.26	22.29	22.07	23.85	23.46	23.91	24.36	26.97
Oil-refining	25.04	25.55	26.21	27.92	28.68	28.97	29.17	30.97
Paint-manufacturing	22.53	21.53	21.44	23.08	22.78	22.69	23.15	24.95
Printing and publishing	32.51	32.31	32.72	33.69	34.19	34.34	34.34	36.78
Pulp and paper manufacturing	23.22	23.53	24.24	26.75	26.36	26.54	29.84	32.13
Ship-building	26.03	25.83	26.38	27.88	28.76	28.55	31.74	35.27
Smelting	23.88	25.82	24.54	25.08	24.80	25.57	32.75	37.07
Street-railways, gas, water, power, telephones, etc.	25.51	27.09	27.50	27.20	27.78	28.63	28.57	30.93
Wood, manufacturing of (N.E.S.)	18.97	18.69	20.32	21.97	22.68	23.22	24.88	27.01

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

Increase.

Breweries	$1.06
Builders' materials	2.11
Coal-mining	3.80
Contracting	2.69
Explosives and chemicals	1.72
Food products, manufacture of	2.06
Garment-making	1.29
House-furnishings	2.15
Laundries, cleaning and dyeing	.76
Leather and fur goods, manufacture of	4.35
Lumber industries	2.18
Metal trades	3.72
Metal-mining	$1.95
Miscellaneous trades and industries	2.61
Oil-refining	1.80
Paint-manufacturing	1.80
Printing and publishing	2.44
Pulp and paper manufacturing	2.29
Ship-building	3.53
Smelting	4.32
Street-railways, gas, water, power, telephones, etc.	2.36
Wood-manufacturing (N.E.S.)	2.13

Decrease.

Cigar and tobacco manufacturing	$3.20
Coast shipping	.31
Jewellery-manufacturing	$4.72

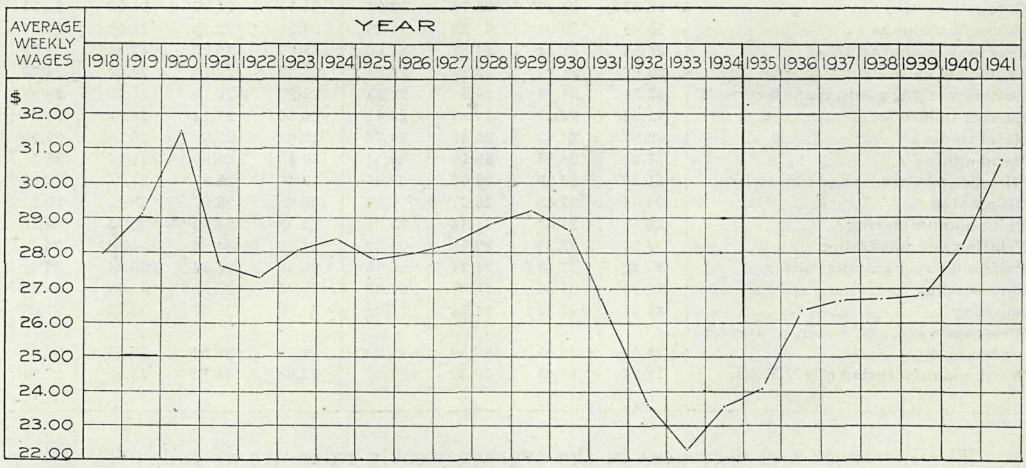
INDUSTRIAL WAGE.

The average weekly wage for all adult male employees rose to $30.67 in 1941, an increase of $2.56 over the preceding year, and the highest since 1920. The following shows the average for each year since the formation of the Department:—

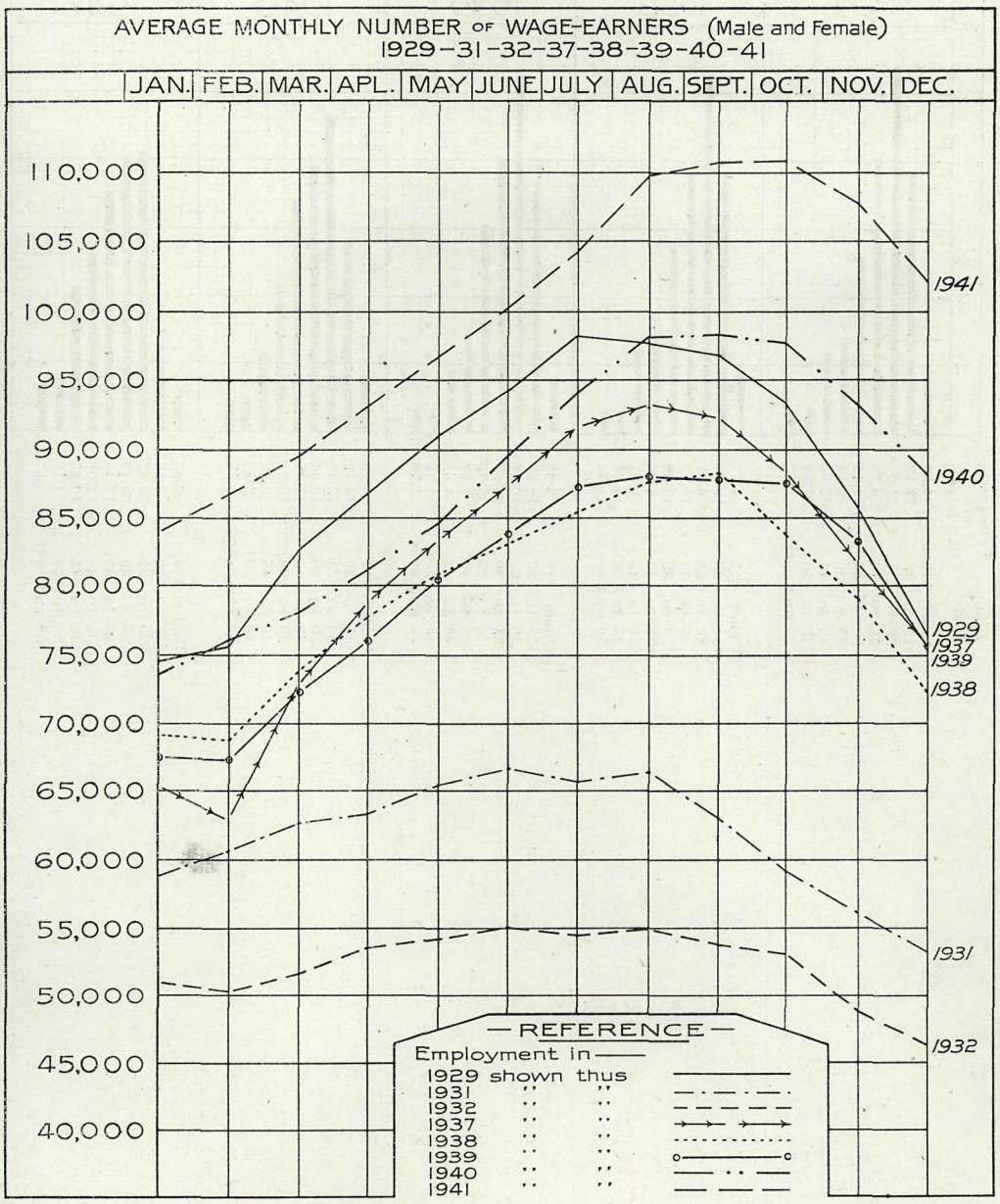
1918	$27.97	1930	$28.64
1919	29.11	1931	26.17
1920	31.51	1932	23.62
1921	27.62	1933	22.30
1922	27.29	1934	23.57
1923	28.05	1935	24.09
1924	28.39	1936	26.36
1925	27.82	1937	26.64
1926	27.99	1938	26.70
1927	28.29	1939	26.80
1928	28.96	1940	28.11
1929	29.20	1941	30.67

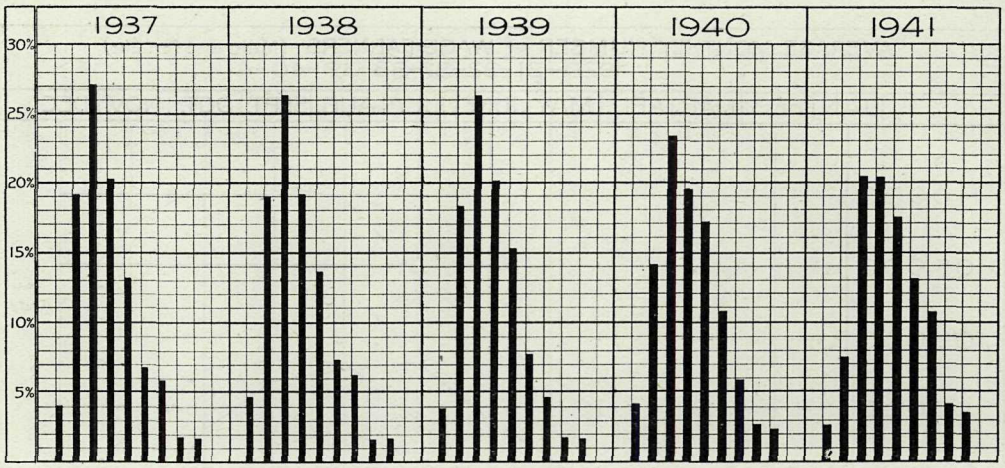
The weekly wage-rates shown above appear in the following chart, which depicts the trend of average weekly wages for adult male workers from 1918 to 1941.

AVERAGE WEEKLY WAGES PAID TO ADULT MALE EMPLOYEES
1918—1941



(1941 figure—$30.67.)


AVERAGE MONTHLY NUMBER OF WAGE-EARNERS (Male and Female)
1929-31-32-37-38-39-40-41
JAN.
FEB.
MAR.
APL.
MAY
JUNE
JULY
AUG.
SEPT.
OCT.
NOV.
DEC.
110,000
105,000
100,000
95,000
90,000
85,000
80,000
75,000
70,000
65,000
60,000
55,000
50,000
45,000
40,000
1941
1940
1929
1937
1939
1938
1931
1932
REFERENCE
Employment in
1929 shown thus
1931 " "
1932 " "
1937 " "
1938 " "
1939 " "
1940 " "
1941 " "



Weekly Wages.	Percentage of Employees.				
	1937	1938	1939	1940	1941
Under $15	4.06	4.72	3.90	4.18	2.65
$15 to 20	19.12	19.00	18.29	14.10	7.55
20 to 25	27.08	26.37	26.37	23.33	20.42
25 to 30	20.22	19.17	20.07	19.54	20.40
30 to 35	13.15	13.68	15.26	17.03	17.46
35 to 40	6.85	7.35	7.88	10.71	13.08
40 to 45	5.96	6.25	4.62	5.99	10.65
45 to 50	1.84	1.72	1.82	2.75	4.17
50 and over	1.72	1.74	1.79	2.37	3.62

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.	1940.				1941.			
	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	Aug.	573	Jan.	510	July	665	Jan.	474
Builders' materials	April	989	Jan.	722	April	1,209	Jan.	966
Cigar and tobacco manufacturing	Dec.	5	Jan. to Nov.	4	Sept. to Nov.	5	Jan.	3
Coal-mining	Feb.	2,806	April	2,609	Feb.	2,776	July	2,188
Coast shipping	Aug.	5,422	Nov.	4,465	June	5,093	Dec.	4,310
Contracting	Nov.	7,629	Jan.	4,952	Aug.	10,326	Jan.	7,045
Explosives, chemicals, etc.	Dec.	1,649	Feb.	846	Jan.	1,480	Nov.	1,309
Food products, manufacture of	Sept.	14,026	Mar.	5,635	Aug.	14,288	Feb.	5,810
Garment-making	Mar.	907	Jan.	781	Oct.	935	Jan.	831
House-furnishings	Nov.	1,403	Jan.	1,039	Nov.	1,402	Jan.	1,132
Jewellery, manufacture of	Dec.	86	Mar.	77	Dec.	92	Jan., Feb., and Oct.	85
Laundries, cleaning and dyeing	Dec.	1,706	Jan.	1,463	Aug.	1,959	Feb.	1,659
Leather and fur goods, manufacture of	Oct.	574	June	495	Oct. and Nov.	609	Jan.	495
Lumber industries	Oct.	25,120	Jan.	18,734	Oct.	26,241	Jan.	20,477
Metal trades	Dec.	5,771	Jan.	4,362	Dec.	6,843	Jan.	5,434
Metal-mining	Aug.	6,681	Feb.	5,754	Nov.	7,116	Jan.	6,166
Miscellaneous trades and industries	Aug.	4,696	Feb.	3,201	Aug.	6,223	Jan.	3,933
Oil-refining	Dec.	943	April	613	Sept.	990	April	683
Paint-manufacturing	June	175	Jan.	143	Oct.	182	Jan.	137
Printing and publishing	July and Nov.	1,456	Jan.	1,326	Oct.	1,588	Jan.	1,404
Pulp and paper manufacturing	July and Nov.	3,250	Jan.	2,944	Oct.	3,587	Feb.	3,295
Ship-building	Dec.	2,930	Jan.	800	Dec.	10,048	Jan.	3,377
Smelting	May	3,195	Dec.	3,090	Aug.	3,437	Mar.	3,031
Street-railways, gas, water, power, telephones, etc.	Aug.	5,898	Feb.	5,638	July	5,884	Jan.	5,500
Wood manufacturing (N.E.S.)	Sept.	3,618	Jan.	2,203	Aug.	3,436	Jan.	2,881
All industries	Sept.	98,324	Jan.	73,531	Oct.	110,771	Jan.	83,962

RACIAL ORIGIN AND NATIONALITY OF EMPLOYEES.

Of a total of 151,277 employees reported under a question dealing with racial origin and nationality, 114,858 or 75.93 per cent. were originally from English-speaking countries; 24,474 or 16.18 per cent. originally from Continental Europe; 9,491 or 6.27 per cent. from Asiatic stock; and 2,454 or 1.62 per cent. from other countries, or racial origin not stated.

Racial Origin.	1941. Per Cent.
English-speaking countries	75.93
Continental Europe	16.18
Asiatic	6.27
From other countries, or not specified	1.62
Total	100.00

FIRMS WITH LARGE PAY-ROLLS.

The number of firms reporting pay-rolls of over $100,000 continued to increase, showing a total of 312 for 1941 as against 265 for the previous year.

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 again was in the lead with 95 firms, an increase of 16; followed by food products with 31, up 4; contracting, 28, an increase of 7; metal trades, 26, an increase of 10; metal-mining, 25, unchanged; miscellaneous trades and industries, 15, up 3; Coast shipping, 13, down 1; public utilities and wood (N.E.S.), 10 each, both increased by 1; coal-mining, 8, up 1; oil-refining, 8, unchanged; shipbuilding, 8, an increase of 3; pulp and paper, 7, unchanged; printing and publishing, 6, unchanged; breweries and builders' materials, 4 each, both increased by 1; house-furnishings and laundries, cleaning and dyeing, both 3, unchanged; explosives and chemicals, and smelting, 2 each, no change; garment-making, jewellery-manufacture, leather and fur goods, and paint-manufacturing, 1 each, all unchanged from previous year.

Of the 312 firms reported above, two had a pay-roll in excess of $5,000,000, ten between $2,000,000 and $4,000,000, and fourteen 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 37 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$269,813.00
Clerks, Stenographers, Salesmen, etc.	197,897.00
Wage-earners (including piece-workers)	769,463.00
Total	$1,237,173.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	448	26	July	592	73
February	449	55	August	586	65
March	462	53	September	543	68
April	478	62	October	522	92
May	525	62	November	512	93
June	558	65	December	534	72

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		8			2
8.00 to 8.99			2		1
9.00 to 9.99	1				
10.00 to 10.99	1	3	1		
11.00 to 11.99	3	5			
12.00 to 12.99	7	2	2		
13.00 to 13.99	11				
14.00 to 14.99	1	2	3		
15.00 to 15.99	4	10	4		1
16.00 to 16.99	4	3	27		
17.00 to 17.99	2				
18.00 to 18.99	7	1	31		
19.00 to 19.99	23	3			
20.00 to 20.99	13	2	5		
21.00 to 21.99	12		1		
22.00 to 22.99	26	2	1		
23.00 to 23.99	13				
24.00 to 24.99	21				
25.00 to 25.99	25	1	10		
26.00 to 26.99	26				
27.00 to 27.99	20				
28.00 to 28.99	20				
29.00 to 29.99	18		9		
30.00 to 34.99	229	2	3		
35.00 to 39.99	62		1		
40.00 to 44.99	23				
45.00 to 49.99	5				
50.00 and over	6				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject	Alien.
British:				
Born in Canada	476		92	
Born in Great Britain, Ireland	135		9	
Born elsewhere				
Belgian, Dutch	4			
French	1			
Italian	26		1	
German, Austrian	17			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	9			1
Norwegian, Swedish, Danish, Finnish	14			
Russian, Lithuanian, Polish, Ukrainian	11	2		
Greek, Yugoslavic	1			
Hebrew				
Chinese				
Hindu and other East Indian				
Japanese		1		
Indian (native Canadian)				
Negro				
Others not shown above	1	1		

	Males.	Females.
United States citizens (racial origin not specified)	1	

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 85 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$234,236.00
Clerks, Stenographers, Salesmen, etc.	176,920.00
Wage-earners (including piece-workers)	1,376,580.00
Total	$1,787,736.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	953	13	July	1,129	10
February	1,041	12	August	1,098	10
March	1,081	11	September	1,097	11
April	1,197	12	October	1,110	11
May	1,166	11	November	1,063	12
June	1,143	10	December	1,005	13

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		1		1
$6.00 to $6.99	2				
7.00 to 7.99	2	1		1	1
8.00 to 8.99	1				
9.00 to 9.99					
10.00 to 10.99	1				1
11.00 to 11.99	3	3			
12.00 to 12.99	5				
13.00 to 13.99	2	1			
14.00 to 14.99	5	1			1
15.00 to 15.99	10	1	4		
16.00 to 16.99	14	4			
17.00 to 17.99	44	1	1		
18.00 to 18.99	46				
19.00 to 19.99	135	9	1		
20.00 to 20.99	85	1	1		
21.00 to 21.99	70	1			
22.00 to 22.99	126				
23.00 to 23.99	62				
24.00 to 24.99	139	2			
25.00 to 25.99	80				1
26.00 to 26.99	111				
27.00 to 27.99	42				
28.00 to 28.99	53				
29.00 to 29.99	29				
30.00 to 34.99	170				
35.00 to 39.99	119				
40.00 to 44.99	39				
45.00 to 49.99	30				
50.00 and over	12				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	743		20	
Born in Great Britain, Ireland	374		2	
Born elsewhere	43			
Belgian, Dutch	7	5		
French	10			
Italian	49	3		
German, Austrian	13	10		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	21			
Norwegian, Swedish, Danish, Finnish	41	13		
Russian, Lithuanian, Polish, Ukrainian	30	11		
Greek, Yugoslavic	3	1		
Hebrew				
Chinese	11	89		
Hindu and other East Indian				
Japanese	1			
Indian (native Canadian)	8			
Negro	4			
Others not shown above	32	6		

	Males.	Females.
United States citizens (racial origin not specified)	3	

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 3 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$360.00
Clerks, Stenographers, Salesmen, etc.	157.00
Wage-earners (including piece-workers)	2,984.00
Total	$3,501.00

Average Number of Wage-earners.

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

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					
8.00 to 8.99	1				
9.00 to 9.99					
10.00 to 10.99	1				
11.00 to 11.99					
12.00 to 12.99					
13.00 to 13.99	2				
14.00 to 14.99					
15.00 to 15.99					
16.00 to 16.99					
17.00 to 17.99					
18.00 to 18.99					
19.00 to 19.99					
20.00 to 20.99	2				
21.00 to 21.99					
22.00 to 22.99					
23.00 to 23.99					
24.00 to 24.99					
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					

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	2			
Born in Great Britain, Ireland	1			
Born elsewhere	1			
Belgian, Dutch				
French				
Italian				
German, Austrian				
Bulgarian, Czech, Slovak, Hungarian, Rumanian				
Norwegian, Swedish, Danish, Finnish				
Russian, Lithuanian, Polish, Ukrainian		1		
Greek, Yugoslavic				
Hebrew				
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above				

	Males.	Females.
United States citizens (racial origin not specified)	1	

TABLE No. 4.

COAL-MINING.

Returns covering 27 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$158,093.00
Clerks, Stenographers, Salesmen, etc.	88,805.00
Wage-earners (including piece-workers)	3,573,744.00
Total	$3,820,642.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,718	1	July	2,188	.....
February	2,775	1	August	2,338	1
March	2,334	1	September	2,437	1
April	2,561	.....	October	2,508	1
May	2,545	.....	November	2,598	1
June	2,553	.....	December	2,610	2

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	.....	.....	.....	.....	.....
8.00 to 8.99	5	.....	1	.....	.....
9.00 to 9.99	11	1	1	.....	.....
10.00 to 10.99	15	2	1	.....	.....
11.00 to 11.99	12	2	.....	.....	.....
12.00 to 12.99	8	9	1	.....	.....
13.00 to 13.99	2	8	1	.....	.....
14.00 to 14.99	2	7	2	.....	.....
15.00 to 15.99	9	16	.....	.....	.....
16.00 to 16.99	11	8	1	.....	.....
17.00 to 17.99	21	9	.....	.....	.....
18.00 to 18.99	25	7	.....	.....	.....
19.00 to 19.99	32	15	.....	.....	.....
20.00 to 20.99	33	11	.....	.....	.....
21.00 to 21.99	64	10	.....	.....	.....
22.00 to 22.99	53	3	.....	.....	.....
23.00 to 23.99	38	6	.....	.....	.....
24.00 to 24.99	133	5	.....	.....	.....
25.00 to 25.99	101	.....	.....	.....	.....
26.00 to 26.99	115	2	.....	.....	.....
27.00 to 27.99	216	7	.....	.....	.....
28.00 to 28.99	183	.....	.....	.....	.....
29.00 to 29.99	182	.....	.....	.....	.....
30.00 to 34.99	872	.....	.....	.....	.....
35.00 to 39.99	649	.....	.....	.....	.....
40.00 to 44.99	101	.....	.....	.....	.....
45.00 to 49.99	46	.....	.....	.....	.....
50.00 and over	184	.....	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	916	.....	2	.....
Born in Great Britain, Ireland	1,105	.....	.....	.....
Born elsewhere	2	.....	.....	.....
Belgian, Dutch	11	5	.....	.....
French	9	2	.....	.....
Italian	266	45	.....	.....
German, Austrian	144	26	.....	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	229	102	.....	.....
Norwegian, Swedish, Danish, Finnish	30	8	.....	.....
Russian, Lithuanian, Polish, Ukrainian	131	64	.....	.....
Greek, Yugoslavic	98	87	.....	.....
Hebrew	.....	.....	.....	.....
Chinese	1	73	.....	.....
Hindu and other East Indian	.....	.....	.....	.....
Japanese	.....	3	.....	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	17	.....	.....	.....

	Males.	Females.
United States citizens (racial origin not specified)	24	.....

TABLE No. 5.

COAST SHIPPING.

Returns covering 124 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$744,253.00
Clerks, Stenographers, Salesmen, etc.	547,011.00
Wage-earners (including piece-workers)	6,753,795.00
Total	$8,045,059.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,361	60	July	4,838	107
February	4,688	61	August	4,915	107
March	4,463	58	September	4,627	89
April	4,485	62	October	4,587	79
May	4,852	65	November	4,664	72
June	5,004	89	December	4,234	76

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	25	6	1	.....	.....
$6.00 to $6.99	4	.....	.....	.....	.....
7.00 to 7.99	10	2	2	.....	.....
8.00 to 8.99	6	.....	.....	.....	1
9.00 to 9.99	15	1	1	.....	.....
10.00 to 10.99	41	1	.....	.....	.....
11.00 to 11.99	23	.....	.....	.....	.....
12.00 to 12.99	13	13	14	1	.....
13.00 to 13.99	60	1	.....	.....	.....
14.00 to 14.99	27	1	3	1	.....
15.00 to 15.99	61	98	6	.....	.....
16.00 to 16.99	85	.....	.....	.....	.....
17.00 to 17.99	149	58	2	.....	.....
18.00 to 18.99	129	3	5	.....	.....
19.00 to 19.99	161	.....	20	6	.....
20.00 to 20.99	314	33	32	1	1
21.00 to 21.99	99	.....	.....	.....	.....
22.00 to 22.99	123	48	.....	.....	.....
23.00 to 23.99	316	.....	3	.....	.....
24.00 to 24.99	183	4	4	.....	.....
25.00 to 25.99	329	31	.....	.....	1
26.00 to 26.99	134	.....	2	.....	.....
27.00 to 27.99	79	3	.....	.....	.....
28.00 to 28.99	214	1	1	.....	.....
29.00 to 29.99	36	.....	.....	.....	.....
30.00 to 34.99	818	2	.....	.....	.....
35.00 to 39.99	724	.....	.....	.....	.....
40.00 to 44.99	777	.....	.....	.....	.....
45.00 to 49.99	116	.....	.....	.....	.....
50.00 and over	188	.....	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	3,667	.....	102	.....
Born in Great Britain, Ireland	1,942	.....	26	.....
Born elsewhere	131	.....	1	.....
Belgian, Dutch	26	.....	.....	.....
French	24	1	.....	.....
Italian	30	1	.....	.....
German, Austrian	39	.....	.....	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	16	2	.....	.....
Norwegian, Swedish, Danish, Finnish	138	28	.....	.....
Russian, Lithuanian, Polish, Ukrainian	81	5	.....	.....
Greek, Yugoslavic	5	1	.....	.....
Hebrew	1	.....	.....	.....
Chinese	110	114	.....	.....
Hindu and other East Indian	2	.....	.....	.....
Japanese	11	.....	.....	.....
Indian (native Canadian)	137	.....	.....	.....
Negro	1	.....	.....	.....
Others not shown above	107	4	.....	.....

	Males.	Females.
United States citizens (racial origin not specified)	26	1

TABLE No. 6.

CONTRACTING.

Returns covering 1,054 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$1,346,424.00
Clerks, Stenographers, Salesmen, etc	1,187,159.00
Wage-earners (including piece-workers)	12,294,304.00
Total	$14,827,887.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	6,952	93	July	9,412	241
February	7,273	99	August	10,089	237
March	7,637	120	September	10,097	135
April	8,016	135	October	9,910	129
May	8,511	170	November	9,359	122
June	9,306	179	December	8,918	115

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	27	5	3	1	9
$6.00 to $6.99	20	2			14
7.00 to 7.99	18	5	1		12
8.00 to 8.99	23	9			13
9.00 to 9.99	33	4			7
10.00 to 10.99	56	6		1	5
11.00 to 11.99	26	12	1	1	11
12.00 to 12.99	30	23	14		12
13.00 to 13.99	31	12	3		3
14.00 to 14.99	74	13	85	1	4
15.00 to 15.99	72	24	33	1	11
16.00 to 16.99	76	27	18		5
17.00 to 17.99	164	24	9		24
18.00 to 18.99	154	13	7		11
19.00 to 19.99	697	56	17	1	6
20.00 to 20.99	368	14	7		2
21.00 to 21.99	405	15	1		13
22.00 to 22.99	1,139	14	6		19
23.00 to 23.99	473	27	1		4
24.00 to 24.99	1,619	8	1		1
25.00 to 25.99	455	1	1		12
26.00 to 26.99	646	3			1
27.00 to 27.99	595	1	1		7
28.00 to 28.99	342	1	2		2
29.00 to 29.99	331		1		5
30.00 to 34.99	1,890	34	1		5
35.00 to 39.99	1,8 9				7
40.00 to 44.99	1,951				
45.00 to 49.99	484				1
50.00 and over	417				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject	Alien.
British:				
Born in Canada	8,187		221	
Born in Great Britain, Ireland	4,339		65	
Born elsewhere	231		5	
Belgian, Dutch	69	10	1	
French	70	7		
Italian	208	27	2	
German Austrian	139	28	2	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	169	26		
Norwegian, Swedish, Danish, Finnish	990	107	3	
Russian, Lithuanian, Polish Ukrainian	437	59	3	
Greek, Yugoslavic	45	2		
Hebrew	3			
Chinese	4	2		
Hindu and other East Indian				
Japanese	2			
Indian (native Canadian)	42			
Negro	7			
Others not shown above	332	32	1	

	Males.	Females.
United States citizens (racial origin not specified)	111	

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 26 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$122,486.00
Clerks, Stenographers, Salesmen, etc	360,146.00
Wage-earners (including piece-workers)	2,643,991.00
Total	$3,126,623.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,467	13	July	1,460	13
February	1,312	9	August	1,431	13
March	1,309	10	September	1,422	12
April	1,439	10	October	1,410	14
May	1,458	13	November	1,297	12
June	1,451	10	December	1,305	10

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	3	1			
$6.00 to $6.99	1	1			
7.00 to 7.99	1	3			
8.00 to 8.99	1	1			
9.00 to 9.99	1	3	1		
10.00 to 10.99	2				
11.00 to 11.99	3	1	4		1
12.00 to 12.99	1	3	2		
13.00 to 13.99	2	3	6		
14.00 to 14.99	2	1			1
15.00 to 15.99	55		2		
16.00 to 16.99	8	1	1		1
17.00 to 17.99	7				3
18.00 to 18.99	61	1			1
19.00 to 19.99	4				
20.00 to 20.99	18	3			
21.00 to 21.99	31				
22.00 to 22.99	39				
23.00 to 23.99	9				
24.00 to 24.99	34				1
25.00 to 25.99	23	1			
26.00 to 26.99	40	4			1
27.00 to 27.99	35				
28.00 to 28.99	51				
29.00 to 29.99	20	1			
30.00 to 34.99	475	16			
35.00 to 39.99	68				
40.00 to 44.99	279	2			
45.00 to 49.99	131				
50.00 and over	74				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject	Alien.	British Subject.	Alien.
British:				
Born in Canada	870		13	
Born in Great Britain, Ireland	385		8	
Born elsewhere	15		1	
Belgian, Dutch	5	2		1
French	3	1		
Italian	11	2	1	
German, Austrian	6			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	9	1		
Norwegian, Swedish, Danish, Finnish	38	20		
Russian, Lithuanian, Polish, Ukrainian	11			
Greek, Yugoslavic				
Hebrew				
Chinese	2	77		
Hindu and other East Indian				
Japanese		64	1	2
Indian (native Canadian)				
Negro				
Others not shown above	3		1	

	Males.	Females.
United States citizens (racial origin not specified)	45	

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 597 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$1,754,179.00
Clerks, Stenographers, Salesmen, etc.	1,991,974.00
Wage-earners (including piece-workers)	10,091,659.00
Total	$13,837,812.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,444	1,678	July	8,311	4,415
February	4,341	1,469	August	8,702	5,586
March	4,523	1,500	September	8,340	5,933
April	5,376	1,522	October	7,986	5,604
May	5,903	1,680	November	7,040	4,135
June	6,703	2,461	December	5,788	3,123

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	75	39	232	89	8
$6.00 to $6.99	32	19	79	22	8
7.00 to 7.99	48	15	99	54	13
8.00 to 8.99	31	17	131	80	8
9.00 to 9.99	37	20	140	101	10
10.00 to 10.99	35	26	330	97	4
11.00 to 11.99	32	39	285	44	12
12.00 to 12.99	125	90	569	66	8
13.00 to 13.99	435	58	780	42	2
14.00 to 14.99	478	43	1,086	128	4
15.00 to 15.99	478	55	618	43	5
16.00 to 16.99	310	33	899	25	3
17.00 to 17.99	255	32	624	36	1
18.00 to 18.99	313	27	401	22	2
19.00 to 19.99	475	25	393	12	1
20.00 to 20.99	446	32	289	10	.....
21.00 to 21.99	779	20	209	5	.....
22.00 to 22.99	587	23	192	.....	.....
23.00 to 23.99	641	31	108	4	.....
24.00 to 24.99	557	22	94	5	.....
25.00 to 25.99	645	16	80	.....	.....
26.00 to 26.99	510	21	55	2	.....
27.00 to 27.99	407	8	57	.....	.....
28.00 to 28.99	515	7	79	.....	.....
29.00 to 29.99	267	6	40	.....	.....
30.00 to 34.99	1,441	17	136	.....	.....
35.00 to 39.99	629	4	40	1	.....
40.00 to 44.99	341	2	8	.....	.....
45.00 to 49.99	207	3	.....	.....	.....
50.00 and over	485	.....	2	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien
British:				
Born in Canada	5,226	.....	4,891	.....
Born in Great Britain, Ireland	2,522	.....	851	.....
Born elsewhere	87	.....	24	.....
Belgian, Dutch	46	3	32	1
French	71	2	76	6
Italian	115	16	80	11
German, Austrian	167	15	178	4
Bulgarian, Czech, Slovak, Hungarian, Rumanian	83	5	68	6
Norwegian, Swedish, Danish, Finnish	502	26	162	11
Russian, Lithuanian, Polish, Ukrainian	302	34	393	27
Greek, Yugoslavic	54	2	12	18
Hebrew	18	.....	8	.....
Chinese	923	1,131	17	15
Hindu and other East Indian	4	.....	1	.....
Japanese	784	82	781	310
Indian (native Canadian)	715	.....	1,081	.....
Negro	5	.....	3	.....
Others not shown above	161	15	148	87

	Males.	Females.
United States citizens (racial origin not specified)	80	37

TABLE No. 9.

GARMENT-MAKING.

Returns covering 70 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$155,458.00
Clerks, Stenographers, Salesmen, etc.	120,979.00
Wage-earners (including piece-workers)	689,068.00
Total	$965,505.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	202	629	July	212	644
February	208	666	August	212	673
March	217	692	September	212	718
April	218	708	October	208	727
May	223	704	November	208	708
June	208	657	December	192	677

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	.....	1
$6.00 to $6.99	.....	.....	1	1	1
7.00 to 7.99	.....	4	13	.....	8
8.00 to 8.99	.....	2	12	17	9
9.00 to 9.99	.....	5	16	2	9
10.00 to 10.99	.....	2	22	6	4
11.00 to 11.99	.....	.....	24	4	10
12.00 to 12.99	.....	3	29	6	4
13.00 to 13.99	4	1	98	4	.....
14.00 to 14.99	12	2	135	2	1
15.00 to 15.99	11	.....	80	.....	.....
16.00 to 16.99	3	2	46	.....	1
17.00 to 17.99	11	.....	47	.....	.....
18.00 to 18.99	4	1	37	.....	.....
19.00 to 19.99	3	1	36	.....	.....
20.00 to 20.99	13	.....	36	.....	.....
21.00 to 21.99	4	.....	10	.....	.....
22.00 to 22.99	14	1	23	.....	.....
23.00 to 23.99	14	.....	16	.....	.....
24.00 to 24.99	7	.....	5	.....	.....
25.00 to 25.99	21	.....	10	.....	.....
26.00 to 26.99	5	.....	4	.....	.....
27.00 to 27.99	4	.....	.....	.....	.....
28.00 to 28.99	7	.....	2	.....	.....
29.00 to 29.99	4	.....	.....	.....	.....
30.00 to 34.99	32	.....	2	.....	.....
35.00 to 39.99	19	.....	5	.....	.....
40.00 to 44.99	5	.....	2	.....	.....
45.00 to 49.99	3	.....	.....	.....	.....
50.00 and over	8	.....	1	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	109	.....	458	.....
Born in Great Britain, Ireland	58	.....	138	.....
Born elsewhere	.....	.....	5	.....
Belgian, Dutch	2	.....	3	2
French	3	1	3	1
Italian	1	.....	4	.....
German, Austrian	4	.....	5	3
Bulgarian, Czech, Slovak, Hungarian, Rumanian	5	.....	2	3
Norwegian, Swedish, Danish, Finnish	6	1	6	13
Russian, Lithuanian, Polish, Ukrainian	7	5	15	9
Greek, Yugoslavic	1	.....	3	.....
Hebrew	18	1	16	1
Chinese	11	10	30	2
Hindu and other East Indian	.....	.....	.....	.....
Japanese	.....	.....	40	27
Indian (native Canadian)	.....	.....	2	.....
Negro	1	.....	.....	.....
Others not shown above	3	3	4	2

	Males.	Females.
United States citizens (racial origin not specified)	1	7

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 60 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$201,706.00
Clerks, Stenographers, Salesmen, etc.	193,319.00
Wage-earners (including piece-workers)	1,312,916.00
Total	$1,707,941.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	945	187	July	1,070	225
February	977	191	August	1,092	236
March	983	193	September	1,111	253
April	987	198	October	1,120	263
May	1,018	201	November	1,137	265
June	1,032	209	December	1,110	260

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

For Week of Employment of Greatest Number.	Males. 21 Yrs. & over.	Males. Under 21 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00		2	2		
$6.00 to $6.99	3	1	1	1	
7.00 to 7.99		1	1	2	15
8.00 to 8.99		27	3	4	
9.00 to 9.99	2	23	2		2
10.00 to 10.99		20	4	2	9
11.00 to 11.99	4	27	7	1	5
12.00 to 12.99	2	37	16	4	1
13.00 to 13.99	1	36	21	11	
14.00 to 14.99	5	26	56		1
15.00 to 15.99	8	70	37	1	1
16.00 to 16.99	9	11	13		
17.00 to 17.99	16	38	15		
18.00 to 18.99	23	16	7		
19.00 to 19.99	71	10	17		
20.00 to 20.99	41	3	7		
21.00 to 21.99	68	2	6		
22.00 to 22.99	62	1	6		
23.00 to 23.99	67	1	3		
24.00 to 24.99	39	2	2		
25.00 to 25.99	53				
26.00 to 26.99	35	2			
27.00 to 27.99	56		1		
28.00 to 28.99	45		1		
29.00 to 29.99	32	1			
30.00 to 34.99	90				
35.00 to 39.99	58				
40.00 to 44.99	10				
45.00 to 49.99	7				
50.00 and over	7				

Racial Origin and Nationality of Employees.

Racial Origin.	Males. British Subject.	Males. Alien.	Females. British Subject.	Females. Alien.
British:				
Born in Canada	678		228	
Born in Great Britain, Ireland	296		44	
Born elsewhere	9		7	
Belgian, Dutch	16	1	3	
French	6		1	
Italian	14		1	
German, Austrian	18	2	3	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	4	1		
Norwegian, Swedish, Danish, Finnish	41	4	1	
Russian, Lithuanian, Polish, Ukrainian	66	3	9	4
Greek, Yugoslavic	4			
Hebrew	3	1		
Chinese	2			
Hindu and other East Indian				
Japanese	7	2		
Indian (native Canadian)				
Negro	4			
Others not shown above	2			1

	Males.	Females.
United States citizens (racial origin not specified)	7	4

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 11 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$29,743.00
Clerks, Stenographers, Salesmen, etc.	124,954.00
Wage-earners (including piece-workers)	138,374.00
Total	$293,071.

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	78	7	July	80	6
February	79	6	August	82	6
March	80	6	September	80	6
April	81	6	October	79	6
May	81	6	November	81	8
June	80	6	December	82	10

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

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

Racial Origin and Nationality of Employees.

Racial Origin.	Males. British Subject.	Males. Alien.	Females. British Subject.	Females. Alien.
British:				
Born in Canada	52		11	
Born in Great Britain, Ireland	29			
Born elsewhere				
Belgian, Dutch	1			
French				
Italian				
German, Austrian	2			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1			
Norwegian, Swedish, Danish, Finnish				
Russian, Lithuanian, Polish, Ukrainian	1			
Greek, Yugoslavic				
Hebrew	1			
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above	3			

	Males.	Females.
United States citizens (racial origin not specified)	1	

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 104 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$150,524.00
Clerks, Stenographers, Salesmen, etc	298,969.00
Wage-earners (including piece-workers)	1,496,364.00
Total	$1,945,857.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	575	1,093	July	645	1,302
February	575	1,084	August	640	1,319
March	599	1,122	September	623	1,279
April	617	1,167	October	623	1,244
May	623	1,172	November	609	1,232
June	632	1,220	December	603	1,241

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	18	2	5
$6.00 to $6.99		1	7		1
7.00 to 7.99		3	14	3	12
8.00 to 8.99	1	4	10	4	10
9.00 to 9.99	1	10	29	2	18
10.00 to 10.99	5	8	56	19	46
11.00 to 11.99	2	1	68	1	22
12.00 to 12.99	3	10	82	2	7
13.00 to 13.99	13		139	8	14
14.00 to 14.99	8	6	364	6	
15.00 to 15.99	16	14	160	2	
16.00 to 16.99	12	6	104		
17.00 to 17.99	9	1	40		
18.00 to 18.99	39	4	32		
19.00 to 19.99	24	1	12		
20.00 to 20.99	50		21		
21.00 to 21.99	18	1	4		
22.00 to 22.99	50		8		
23.00 to 23.99	28	1	3		
24.00 to 24.99	64		8		
25.00 to 25.99	55		6		
26.00 to 26.99	25		2		
27.00 to 27.99	28		1		
28.00 to 28.99	20		1		
29.00 to 29.99	4				
30.00 to 34.99	71	1			
35.00 to 39.99	32				
40.00 to 44.99	13				
45.00 to 49.99	4				
50.00 and over	3				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	415		897	
Born in Great Britain, Ireland	219		298	
Born elsewhere	7		16	
Belgian, Dutch	4		4	1
French	5		17	1
Italian	6		24	
German, Austrian	3		13	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	2		10	
Norwegian, Swedish, Danish, Finnish	11	1	31	
Russian, Lithuanian, Polish, Ukrainian	11	1	33	2
Greek, Yugoslavic			1	
Hebrew	1			
Chinese	7	17		
Hindu and other East Indian				
Japanese	12	19	8	
Indian (native Canadian)				
Negro				
Others not shown above	5	1	4	1

	Males.	Females.
United States citizens (racial origin not specified)	18	17

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 60 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$130,192.00
Clerks, Stenographers, Salesmen, etc	152,206.00
Wage-earners (including piece-workers)	506,060.00
Total	$788,458.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	360	135	July	395	176
February	369	130	August	400	184
March	395	141	September	399	184
April	376	142	October	400	209
May	368	162	November	395	214
June	387	167	December	394	201

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	1	1	1	1	1
7.00 to 7.99			2	1	6
8.00 to 8.99	2	2	3		17
9.00 to 9.99	3	4	10	3	4
10.00 to 10.99	1	5	4	1	7
11.00 to 11.99	2	3	2	2	
12.00 to 12.99	4	16	5	2	35
13.00 to 13.99	1	13	7	1	
14.00 to 14.99	1	6	13	3	
15.00 to 15.99	4	6	11		
16.00 to 16.99	2	12	17		
17.00 to 17.99	3	1	14		
18.00 to 18.99	10	5	18		1
19.00 to 19.99	11		5		1
20.00 to 20.99	22	1	13		1
21.00 to 21.99	9	5	5		
22.00 to 22.99	19		9		
23.00 to 23.99	8	2	2		
24.00 to 24.99	23	1	3		
25.00 to 25.99	55	1	9		
26.00 to 26.99	18		5		
27.00 to 27.99	19		1		
28.00 to 28.99	27	1	3		
29.00 to 29.99	4	1	1		
30.00 to 34.99	37	1	1		
35.00 to 39.99	23				
40.00 to 44.99	7				
45.00 to 49.99	3				
50.00 and over	1				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	201		138	
Born in Great Britain, Ireland	144		56	
Born elsewhere	5		4	
Belgian, Dutch	1		2	
French	10	1	2	
Italian	34		4	
German, Austrian	9	1	5	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	6	2	1	
Norwegian, Swedish, Danish, Finnish	14		5	3
Russian, Lithuanian, Polish, Ukrainian	17	2	8	1
Greek, Yugoslavic	2	1	1	
Hebrew	7	1	4	
Chinese		1		
Hindu and other East Indian				
Japanese	3	1		
Indian (native Canadian)				
Negro				
Others not shown above	2			

	Males.	Females.
United States citizens (racial origin not specified)	7	3

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 951 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$2,453,475.00
Clerks, Stenographers, Salesmen, etc.	1,106,155.00
Wage-earners (including piece-workers)	35,700,500.00
Total	$39,260,130.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	20,402	75	July	23,382	113
February	22,251	88	August	25,052	110
March	23,705	96	September	25,959	111
April	24,354	94	October	26,122	119
May	25,025	114	November	25,352	129
June	24,564	120	December	22,415	125

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	14	2	2		1
$6.00 to $6.99	9	1	1		
7.00 to 7.99	15	2			1
8.00 to 8.99	14		2		
9.00 to 9.99	9	2	1	1	
10.00 to 10.99	44	2	2		1
11.00 to 11.99	25	8	4		
12.00 to 12.99	35	12	8		8
13.00 to 13.99	45	19	2	5	
14.00 to 14.99	47	39	4		
15.00 to 15.99	67	19	21		
16.00 to 16.99	128	51	8	4	1
17.00 to 17.99	189	43	8		
18.00 to 18.99	235	20	10	1	1
19.00 to 19.99	1,253	111	11	1	1
20.00 to 20.99	569	53	5		
21.00 to 21.99	1,809	98	9	1	
22.00 to 22.99	878	48	5		
23.00 to 23.99	805	46	1		
24.00 to 24.99	3,098	150	3		
25.00 to 25.99	1,110	26	7		
26.00 to 26.99	1,163	26			
27.00 to 27.99	1,363	17	2		
28.00 to 28.99	2,554	47	1		
29.00 to 29.99	927	5	1		
30.00 to 34.99	4,574	89	4		
35.00 to 39.99	3,601	54	3	1	
40.00 to 44.99	2,069	4			
45.00 to 49.99	1,875				
50.00 and over	1,576	1			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	13,973		119	
Born in Great Britain, Ireland	3,480		8	
Born elsewhere	350			
Belgian, Dutch	135	40		1
French	242	27		
Italian	201	97		
German, Austrian	409	174		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	597	468	1	
Norwegian, Swedish, Danish, Finnish	2,646	1,492	10	2
Russian, Lithuanian, Polish, Ukrainian	1,042	876	8	1
Greek, Yugoslavic	169	238		
Hebrew	2			
Chinese	440	1,257		
Hindu and other East Indian	434			
Japanese	496	928	4	3
Indian (native Canadian)	337			
Negro	9			
Others not shown above	391	154		2

	Males.	Females.
United States citizens (racial origin not specified)	551	5

TABLE No. 15.

METAL TRADES.

Returns covering 841 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$2,251,179.00
Clerks, Stenographers, Salesmen, etc.	2,437,411.00
Wage-earners (including piece-workers)	8,013,675.00
Total	$12,702,265.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,227	207	July	6,281	259
February	5,289	216	August	6,427	266
March	5,524	241	September	6,330	284
April	5,647	233	October	6,401	283
May	5,793	244	November	6,560	263
June	5,941	252	December	6,568	275

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	11	3	2	31
$6.00 to $6.99	8	20	2	1	18
7.00 to 7.99	6	42	2	1	22
8.00 to 8.99	8	47			28
9.00 to 9.99	24	59	1		35
10.00 to 10.99	26	61	4	2	19
11.00 to 11.99	23	51	7	9	17
12.00 to 12.99	21	62	40	3	21
13.00 to 13.99	24	52	11	1	16
14.00 to 14.99	22	52	11		15
15.00 to 15.99	230	75	84	2	20
16.00 to 16.99	90	44	14		17
17.00 to 17.99	148	30	14		10
18.00 to 18.99	188	38	8		3
19.00 to 19.99	161	29	9		8
20.00 to 20.99	284	24	15		4
21.00 to 21.99	133	16	2		5
22.00 to 22.99	303	11	4		4
23.00 to 23.99	137	7	6		1
24.00 to 24.99	278	11			3
25.00 to 25.99	357	14	23	1	1
26.00 to 26.99	232	2	2		2
27.00 to 27.99	280	21	1		3
28.00 to 28.99	236	20	3		
29.00 to 29.99	253	14	4		2
30.00 to 34.99	964	51			10
35.00 to 39.99	807	12			3
40.00 to 44.99	737	4			
45.00 to 49.99	291				1
50.00 and over	177				1

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	5,636		325	
Born in Great Britain, Ireland	1,991		64	
Born elsewhere	79		3	
Belgian, Dutch	42	15		
French	36	10	1	
Italian	67	16	3	
German, Austrian	57	5		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	38	20	1	1
Norwegian, Swedish, Danish, Finnish	137	26	4	
Russian, Lithuanian, Polish, Ukrainian	112	24	10	
Greek, Yugoslavic	7	5	1	
Hebrew	18		2	
Chinese	16	2		
Hindu and other East Indian				
Japanese	25	2		1
Indian (native Canadian)	2			
Negro	1			
Others not shown above	116	10	4	

	Males.	Females.
ted States citizens (racial origin not pecified)	99	8

TABLE No. 16.

METAL-MINING.

Returns covering 164 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$1,224,621.00
Clerks, Stenographers, Salesmen, etc	1,037,110.00
Wage-earners (including piece-workers)	11,551,190.00
Total	$13,812,921.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	6,097	69	July	6,599	89
February	6,159	69	August	6,532	92
March	6,312	70	September	6,543	102
April	6,422	70	October	6,723	105
May	6,629	79	November	7,024	92
June	6,658	86	December	6,228	95

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			1		
7.00 to 7.99	8				
8.00 to 8.99	1		1		
9.00 to 9.99		3			
10.00 to 10.99	5	1			
11.00 to 11.99	1	1	1		
12.00 to 12.99	12	1			8
13.00 to 13.99	1				
14.00 to 14.99	2				
15.00 to 15.99	7	11	3		
16.00 to 16.99	6	3	2		2
17.00 to 17.99	12	3	7		14
18.00 to 18.99	26	3	9	1	3
19.00 to 19.99	27	1	12		2
20.00 to 20.99	39	1	16		1
21.00 to 21.99	29	2	4		
22.00 to 22.99	33	3	10		
23.00 to 23.99	49	6	5		
24.00 to 24.99	175	13	3		4
25.00 to 25.99	78	9	2		
26.00 to 26.99	33	1	2		1
27.00 to 27.99	180	1	3		
28.00 to 28.99	763	9	6		
29.00 to 29.99	501	4			
30.00 to 34.99	2,177	79	1		7
35.00 to 39.99	2,527	27			
40.00 to 44.99	566				
45.00 to 49.99	214				
50.00 and over	78		1		

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	3,848		85	
Born in Great Britain, Ireland	1,455		34	
Born elsewhere	62		2	
Belgian, Dutch	43	21		
French	33	6	1	
Italian	135	45	3	
German, Austrian	89	29	1	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	95	80	1	
Norwegian, Swedish, Danish, Finnish	681	402	5	1
Russian, Lithuanian, Polish, Ukrainian	176	99		
Greek, Yugoslavic	75	132		
Hebrew	9	1		
Chinese	20	48		
Hindu and other East Indian				
Japanese	5	61	1	
Indian (native Canadian)	20			
Negro				
Others not shown above	162	27	1	1

	Males.	Females.
United States citizens (racial origin not specified)	195	2

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 404 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$1,200,324.00
Clerks, Stenographers, Salesmen, etc.	1,411,277.00
Wage-earners (including piece-workers)	6,598,899.00
Total	$9,210,500.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,419	514	July	4,847	604
February	3,551	502	August	5,577	646
March	3,845	513	September	5,465	643
April	4,073	544	October	4,460	671
May	4,187	580	November	4,512	662
June	4,571	600	December	4,613	692

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	18	6	13	3
$6.00 to $6.99	7	14	8		1
7.00 to 7.99	8	7	6		1
8.00 to 8.99	9	27	14	8	16
9.00 to 9.99	8	22	6	13	3
10.00 to 10.99	21	33	28	18	4
11.00 to 11.99	26	20	16	12	4
12.00 to 12.99	64	52	46	11	32
13.00 to 13.99	29	31	58	7	2
14.00 to 14.99	106	46	107	3	5
15.00 to 15.99	82	33	123	7	
16.00 to 16.99	69	65	108	17	
17.00 to 17.99	136	19	43	3	1
18.00 to 18.99	130	20	50		
19.00 to 19.99	320	77	87	3	
20.00 to 20.99	118	20	18	1	
21.00 to 21.99	328	11	34		
22.00 to 22.99	186	7	14		
23.00 to 23.99	170	3	9		
24.00 to 24.99	1,177	27	1		1
25.00 to 25.99	290	4	8		
26.00 to 26.99	623	6	1		
27.00 to 27.99	233	7	2		1
28.00 to 28.99	471	4	11		
29.00 to 29.99	70	2			
30.00 to 34.99	835		1		1
35.00 to 39.99	386				
40.00 to 44.99	282				
45.00 to 49.99	164				
50.00 and over	68				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	3,254		723	
Born in Great Britain, Ireland	2,637		141	
Born elsewhere	511		5	
Belgian, Dutch	23	15	2	1
French	34	16	2	
Italian	27	30	16	
German, Austrian	58	38	4	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	33	34	5	
Norwegian, Swedish, Danish, Finnish	251	117	13	
Russian, Lithuanian, Polish, Ukrainian	85	222	16	6
Greek, Yugoslavic	5	9		
Hebrew	13	1	2	
Chinese	26	7		1
Hindu and other East Indian	11			
Japanese	20	13	5	5
Indian (native Canadian)	21			
Negro	1			
Others not shown above	76	106	17	4

	Males.	Females.
United States citizens (racial origin not specified)	220	5

TABLE No. 18.

OIL-REFINING.

Returns covering 58 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$311,261.00
Clerks, Stenographers, Salesmen, etc.	902,729.00
Wage-earners (including piece-workers)	1,780,611.00
Total	$2,994,601.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	782	28	July	950	31
February	784	28	August	915	32
March	765	23	September	955	35
April	658	25	October	883	34
May	671	28	November	843	32
June	727	31	December	782	29

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	3				
7.00 to 7.99	1				
8.00 to 8.99	4				
9.00 to 9.99	2				
10.00 to 10.99	1				
11.00 to 11.99					
12.00 to 12.99	3	1			
13.00 to 13.99					
14.00 to 14.99	3	2			
15.00 to 15.99	5	1	3		
16.00 to 16.99	3				
17.00 to 17.99	3	1	2		
18.00 to 18.99	8	5	4	1	
19.00 to 19.99	22	2	1		
20.00 to 20.99	46	7	14		
21.00 to 21.99	71	1			
22.00 to 22.99	28	3	1		
23.00 to 23.99	18				
24.00 to 24.99	82	7	3		
25.00 to 25.99	52				
26.00 to 26.99	52	1			
27.00 to 27.99	66				
28.00 to 28.99	86	4			
29.00 to 29.99	43	5			
30.00 to 34.99	239	4			
35.00 to 39.99	178	1			
40.00 to 44.99	121				
45.00 to 49.99	53				
50.00 and over	23				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	881		64	
Born in Great Britain, Ireland	317		14	
Born elsewhere	31			
Belgian, Dutch	3	1	1	
French	6			
Italian	2	1		
German, Austrian	3	1		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	13			
Norwegian, Swedish, Danish, Finnish	96	8	4	
Russian, Lithuanian, Polish, Ukrainian	12			
Greek, Yugoslavic	14			
Hebrew	2			
Chinese	48	8		
Hindu and other East Indian	4			
Japanese	28	6		
Indian (native Canadian)	65			
Negro				
Others not shown above	34	2		

	Males.	Females.
United States citizens (racial origin not specified)	11	

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 11 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$98,438.00
Clerks, Stenographers, Salesmen, etc.	142,534.00
Wage-earners (including piece-workers)	182,764.00
Total	$423,736.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	122	15	July	151	20
February	133	15	August	154	20
March	138	17	September	151	23
April	141	19	October	160	22
May	157	19	November	148	21
June	152	21	December	141	20

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

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	120		29	
Born in Great Britain, Ireland	70		6	
Born elsewhere	2			
Belgian, Dutch	1			
French				
Italian				
German, Austrian				
Bulgarian, Czech, Slovak, Hungarian, Rumanian				
Norwegian, Swedish, Danish, Finnish	2			
Russian, Lithuanian, Polish, Ukrainian				
Greek, Yugoslavic				
Hebrew				
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above				

	Males.	Females.
United States citizens (racial origin not specified)	1	

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 145 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$759,183.00
Clerks, Stenographers, Salesmen, etc.	1,170,533.00
Wage-earners (including piece-workers)	2,297,671.00
Total	$4,227,387.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,199	205	July	1,274	232
February	1,211	198	August	1,270	230
March	1,232	211	September	1,265	243
April	1,256	228	October	1,298	290
May	1,258	220	November	1,296	272
June	1,284	221	December	1,281	272

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	9	30	6	2
$6.00 to $6.99	3	6	6	7	9
7.00 to 7.99	1	7	6	9	10
8.00 to 8.99	.....	10	13	4	15
9.00 to 9.99	3	11	4	3	10
10 00 to 10.99	2	12	6	10	18
11.00 to 11.99	14	8	39	1	8
12.00 to 12.99	9	11	33	4	4
13.00 to 13.99	15	4	6	.....	4
14.00 to 14.99	3	5	31	2	4
15.00 to 15.99	11	9	41	2	7
16.00 to 16.99	12	1	19	.....	1
17.00 to 17.99	11	3	22	.....	2
18.00 to 18.99	11	.....	9	.....	1
19.00 to 19.99	5	1	10	.....	.....
20 00 to 20.99	19	2	66	.....	1
21.00 to 21.99	8	.....	2	.....	3
22.00 to 22.99	29	1	12	.....	1
23.00 to 23.99	10	2	3	.....	.....
24.00 to 24.99	24	2	7	.....	3
25.00 to 25.99	43	.....	3	.....	.....
26.00 to 26.99	19	.....	1	.....	3
27.00 to 27.99	23	.....	3	.....	4
28 00 to 28.99	33	.....	1	.....	1
29.00 to 29.99	13	.....	1	.....	2
30.00 to 34.99	119	1	1	.....	7
35.00 to 39.99	89	.....	2	.....	2
40.00 to 44.99	304	.....	.....	.....	.....
45 00 to 49.99	161	.....	.....	.....	.....
50.00 and over	171	.....	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,408	.....	418	.....
Born in Great Britain, Ireland	524	.....	76	.....
Born elsewhere	21	.....	8	.....
Belgian, Dutch	1	.....	1	.....
French	4	.....	1	.....
Italian	2	.....	.....	.....
German, Austrian	8	.....	2	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1	.....	.....	.....
Norwegian, Swedish, Danish, Finnish	13	.....	4	.....
Russian, Lithuanian, Polish, Ukrainian	5	1	1	2
Greek, Yugoslavic	.....	.....	.....	.....
Hebrew	1	.....	6	.....
Chinese	.....	20	.....	.....
Hindu and other East Indian	.....	.....	.....	.....
Japanese	19	19	4	1
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	5	.....	1	.....

	Males.	Females.
United States citizens (racial origin not specified)	37	8

TABLE No. 21.

PULP AND PAPER—MANUFACTURING OF.

Returns covering 12 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$740,486.00
Clerks, Stenographers, Salesmen, etc.	467,628.00
Wage-earners (including piece-workers)	5,759,618.00
Total	$6,967,732.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,158	151	July	3,401	165
February	3,134	161	August	3,400	174
March	3,161	154	September	3,371	169
April	3,171	152	October	3,407	180
May	3,257	155	November	3,391	190
June	3,347	157	December	3,363	195

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	.....	.....	.....	1	.....
7.00 to 7.99	.....	.....	.....	.....	.....
8.00 to 8.99	1	.....	.....	.....	.....
9.00 to 9.99	1	.....	1	.....	5
10.00 to 10.99	.....	.....	1	.....	.....
11.00 to 11.99	1	.....	.....	.....	2
12.00 to 12.99	1	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....	2
14.00 to 14.99	.....	4	2	.....	.....
15.00 to 15.99	1	.....	5	.....	2
16.00 to 16.99	4	.....	11	1	6
17.00 to 17.99	1	1	58	5	.....
18.00 to 18.99	3	9	15	.....	.....
19.00 to 19.99	2	.....	26	.....	4
20.00 to 20.99	7	3	14	.....	.....
21.00 to 21.99	2	11	23	4	.....
22.00 to 22.99	20	.....	7	.....	.....
23.00 to 23.99	4	.....	8	.....	.....
24.00 to 24.99	436	5	2	.....	1
25.00 to 25.99	104	2	2	.....	.....
26.00 to 26.99	114	.....	2	.....	.....
27.00 to 27.99	81	.....	.....	.....	.....
28.00 to 28.99	328	20	.....	.....	.....
29.00 to 29.99	609	5	.....	.....	.....
30.00 to 34.99	779	2	1	.....	.....
35.00 to 39.99	298	.....	1	.....	1
40.00 to 44.99	257	.....	1	.....	.....
45.00 to 49.99	177	.....	.....	.....	.....
50.00 and over	107	.....	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,664	.....	135	.....
Born in Great Britain, Ireland	746	.....	32	.....
Born elsewhere	45	.....	.....	.....
Belgian, Dutch	7	1	.....	.....
French	16	3	2	.....
Italian	113	.....	4	.....
German, Austrian	14	.....	3	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	26	10	1	.....
Norwegian, Swedish, Danish, Finnish	122	26	5	.....
Russian, Lithuanian, Polish, Ukrainian	57	13	1	.....
Greek, Yugoslavic	1	.....	1	.....
Hebrew	1	.....	.....	.....
Chinese	.....	108	.....	.....
Hindu and other East Indian	.....	.....	.....	.....
Japanese	150	236	.....	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	36	.....	2	.....

	Males.	Females.
United States citizens (racial origin not specified)	44	1

TABLE No. 22.

SHIP-BUILDING.

Returns covering 52 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$272,813.00
Clerks, Stenographers, Salesmen, etc.	406,096.00
Wage-earners (including piece-workers)	9,855,400.00
Total	$10,534,309.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,373	4	July	5,736	8
February	3,521	4	August	6,100	9
March	3,763	5	September	6,880	10
April	4,218	4	October	8,286	11
May	4,620	4	November	8,655	12
June	5,070	6	December	10,035	13

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		2			9
7.00 to 7.99	1	1			4
8.00 to 8.99					12
9.00 to 9.99					2
10.00 to 10.99	3				1
11.00 to 11.99	1	1			7
12.00 to 12.99	2				9
13.00 to 13.99	4				4
14.00 to 14.99	3				6
15.00 to 15.99	3	2	3		
16.00 to 16.99	3	30	1		4
17.00 to 17.99	2	21			5
18.00 to 18.99	8	1	2		2
19.00 to 19.99	18	81	1		
20.00 to 20.99	1		3		2
21.00 to 21.99	64	152			2
22.00 to 22.99	415	160	2		4
23.00 to 23.99	626	174			
24.00 to 24.99	157	1			2
25.00 to 25.99	459	44	1		2
26.00 to 26.99	36	7			
27.00 to 27.99	224	13			
28.00 to 28.99	120	1			
29.00 to 29.99	444	3			
30.00 to 34.99	2,784	33			1
35.00 to 39.99	1,093	32	1		
40.00 to 44.99	3,290	3			
45.00 to 49.99	427				
50.00 and over	413				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	5,381		23	
Born in Great Britain, Ireland	3,811		7	
Born elsewhere	717			
Belgian, Dutch	91	11		
French	57	1		
Italian	209	4		
German, Austrian	93			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	108	10		
Norwegian, Swedish, Danish, Finnish	403	80		
Russian, Lithuanian, Polish, Ukrainian	141	5		
Greek, Yugoslavic	57	6		
Hebrew	8			
Chinese	1			
Hindu and other East Indian				
Japanese	53	24	2	
Indian (native Canadian)	76			
Negro	4			
Others not shown above	39			

	Males.	Females.
United States citizens (racial origin not specified)	199	

TABLE No. 23.

SMELTING.

Returns covering 5 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$169,474.00
Clerks, Stenographers, Salesmen, etc.	844,000.00
Wage-earners (including piece-workers)	5,819,155.00
Total	$6,832,629.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,069	24	July	3,341	23
February	3,035	24	August	3,413	24
March	3,008	23	September	3,330	24
April	3,127	23	October	3,358	24
May	3,224	24	November	3,349	24
June	3,260	23	December	3,348	24

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	12		3		4
$6.00 to $6.99	1	1			
7.00 to 7.99	3				
8.00 to 8.99	4				
9.00 to 9.99					
10.00 to 10.99	6	2	1		3
11.00 to 11.99	1				2
12.00 to 12.99	8	1			13
13.00 to 13.99	1	1	12		2
14.00 to 14.99	1	3			8
15.00 to 15.99	10	3	1		1
16.00 to 16.99	7	1			1
17.00 to 17.99	2	1	1		4
18.00 to 18.99	12	2			3
19.00 to 19.99	43	1	3		2
20.00 to 20.99	8	3			1
21.00 to 21.99	11	1			1
22.00 to 22.99	43	1	3		2
23.00 to 23.99	7	1			
24.00 to 24.99	27				2
25.00 to 25.99	32	3			
26.00 to 26.99	58	1			1
27.00 to 27.99	17	1			1
28.00 to 28.99	48	5			1
29.00 to 29.99	31	1			1
30.00 to 34.99	509	65			3
35.00 to 39.99	1,136	55			
40.00 to 44.99	793	15			
45.00 to 49.99	282				
50.00 and over	117				

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,664		9	
Born in Great Britain, Ireland	909		11	
Born elsewhere	50			
Belgian, Dutch	9	5		
French	3	2		
Italian	317	64	5	
German, Austrian	19	5		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	19	12		
Norwegian, Swedish, Danish, Finnish	106	56		1
Russian, Lithuanian, Polish, Ukrainian	41	18		
Greek, Yugoslavic	25	17		
Hebrew				
Chinese	1	4		
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above	7	4		

	Males.	Females.
United States citizens (racial origin not specified)	102	

TABLE No. 24.

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

Returns covering 111 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$955,647.00
Clerks, Stenographers, Salesmen, etc	2,134,182.00
Wage-earners (including piece-workers)	8,549,943.00
Total	$11,639,772.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,943	1,557	July	4,334	1,550
February	3,938	1,601	August	4,339	1,539
March	4,141	1,612	September	4,300	1,489
April	4,276	1,391	October	4,276	1,483
May	4,251	1,425	November	4,302	1,438
June	4,242	1,515	December	4,310	1,565

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

For Week of Employment of Greatest Number.	Males. 21 Yrs. & over.	Males. Under 21 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00	2	2	6		
$6.00 to $6.99	3				
7.00 to 7.99	2	1	1		1
8.00 to 8.99	1		1		
9.00 to 9.99	2		1		2
10.00 to 10.99	2		1		
11.00 to 11.99	4	1	30		
12.00 to 12.99	9		111		
13.00 to 13.99	35		64		
14.00 to 14.99	44	10			
15.00 to 15.99	21	3	255		
16.00 to 16.99	151	5	129		1
17.00 to 17.99	45		22		3
18.00 to 18.99	62	1	84		6
19.00 to 19.99	183	4	167		1
20.00 to 20.99	81	1	503		
21.00 to 21.99	133		113		2
22.00 to 22.99	116		2		
23.00 to 23.99	205		28		3
24.00 to 24.99	263	3	15		2
25.00 to 25.99	215				1
26.00 to 26.99	166				
27.00 to 27.99	164	1			3
28.00 to 28.99	121				
29.00 to 29.99	144				1
30.00 to 34.99	1,000				7
35.00 to 39.99	915				1
40.00 to 44.99	507		1		1
45.00 to 49.99	185				
50.00 and over	99				

Racial Origin and Nationality of Employees.

Racial Origin.	Males. British Subject.	Males. Alien.	Females. British Subject.	Females. Alien.
British:				
Born in Canada	2,121		1,413	
Born in Great Britain, Ireland	2,910		497	
Born elsewhere	99		44	
Belgian, Dutch	14	3		
French	26	1	1	1
Italian	69	6	3	
German, Austrian	89	11		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	71	1		
Norwegian, Swedish, Danish, Finnish	176	14	12	
Russian, Lithuanian, Polish, Ukrainian	135	5		
Greek, Yugoslavic	4	1		
Hebrew				
Chinese	10	1	1	
Hindu and other East Indian	8		1	
Japanese	6			
Indian (native Canadian)	3			
Negro	2			
Others not shown above	166	3	11	

	Males.	Females.
United States citizens (racial origin not specified)	58	7

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 103 Firms.

Salary and Wage Payments, 1941.

Officers, Superintendents, and Managers	$566,562.00
Clerks, Stenographers, Salesmen, etc	237,663.00
Wage-earners (including piece-workers)	3,652,084.00
Total	$4,456,309.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,720	161	July	3,155	216
February	2,794	192	August	3,218	218
March	2,829	200	September	3,147	223
April	2,843	198	October	3,083	245
May	2,994	219	November	3,073	270
June	3,010	220	December	2,922	262

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

For Week of Employment of Greatest Number.	Males. 21 Yrs. & over.	Males. Under 21 Yrs.	Females. 18 Yrs. & over.	Females. Under 18 Yrs.	Apprentices.
Under $6.00		13			2
$6.00 to $6.99	3	1			3
7.00 to 7.99	3				1
8.00 to 8.99	11	1			1
9.00 to 9.99	1	8			2
10.00 to 10.99	2	6	4	2	1
11.00 to 11.99	1	41			6
12.00 to 12.99	4	56	12	4	4
13.00 to 13.99	10	53	14	2	
14.00 to 14.99	7	149	23	1	
15.00 to 15.99	13	66	69	7	5
16.00 to 16.99	14	88	41	2	1
17.00 to 17.99	65	113	6	1	1
18.00 to 18.99	40	158	25	2	
19.00 to 19.99	162	36	5	1	
20.00 to 20.99	63	35	5		
21.00 to 21.99	113	14	5	1	1
22.00 to 22.99	186	5	6		
23.00 to 23.99	78	11	3	1	
24.00 to 24.99	308	27	3		
25.00 to 25.99	147	3	2		
26.00 to 26.99	293	4			
27.00 to 27.99	130	7			
28.00 to 28.99	294	1			
29.00 to 29.99	55	1			
30.00 to 34.99	421				
35.00 to 39.99	151	1			
40.00 to 44.99	61				
45.00 to 49.99	41				
50.00 and over	20				

Racial Origin and Nationality of Employees.

Racial Origin.	Males. British Subject.	Males. Alien.	Females. British Subject.	Females. Alien.
British:				
Born in Canada	2,216		194	
Born in Great Britain, Ireland	545		22	
Born elsewhere	58		1	
Belgian, Dutch	34	9		
French	31	2	2	
Italian	51	7	4	
German, Austrian	76	6	9	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	105	13		
Norwegian, Swedish, Danish, Finnish	137	42	11	
Russian, Lithuanian, Polish, Ukrainian	112	14	6	
Greek, Yugoslavic	5	1		
Hebrew	4			
Chinese	10	16		
Hindu and other East Indian	1			
Japanese	25	9	18	1
Indian (native Canadian)	2			
Negro	2			
Others not shown above	46	3	1	

	Males.	Females.
United States citizens (racial origin not specified)	45	2

SUMMARY OF ALL TABLES.

Returns covering 5,115 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1941.

Officers, Superintendents, and Managers	$16,300,930.00	
Clerks, Stenographers, and Salesmen, etc.	17,737,814.00	
Wage-earners (including piece-workers)	141,410,812.00	
		$175,449,556.00
Returns received too late to be included in above Summary	$535,884.00	
Estimated pay-roll of employers covered by Department's inquiry from whom returns were not received	2,345,000.00	
Transcontinental Railways	14,395,019.00	
Pay-rolls of additional services not included in the industrial survey: viz., Governmental workers, wholesale and retail firms, delivery, auto transportation, ocean services, miscellaneous (estimated pay-roll)	46,800,000.00	
		64,075,903.00
Total		$239,525,459.00

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	77,017	6,945
February	79,891	6,881
March	82,510	7,072
April	86,051	7,005
May	89,343	7,357
June	91,887	8,325
July	93,787	10,522
August	97,986	11,797
September	98,689	12,045
October	98,925	11,846
November	97,473	10,279
December	92,785	9,367

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	63,708	.....	10,610	.....
Born in Great Britain, Ireland	30,944	.....	2,409	.....
Born elsewhere	2,556	.....	126	.....
Belgian, Dutch	595	147	49	7
French	700	83	109	9
Italian	1,953	364	155	11
German, Austrian	1,476	351	225	8
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1,660	787	90	11
Norwegian, Swedish, Danish, Finnish	6,595	2,471	276	31
Russian, Lithuanian, Polish, Ukrainian	3,023	1,464	503	52
Greek, Yugoslavic	575	503	19	18
Hebrew	110	5	38	1
Chinese	1,643	2,985	48	18
Hindu and other East Indian	464	.....	2	.....
Japanese	1,647	1,470	864	350
Indian (native Canadian)	1,428	.....	1,083	.....
Negro	41	.....	3	.....
Others not shown above	1,746	371	195	98

	Males.	Females.
United States citizens (racial origin not specified)	1,887	107

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	180	111	318	113	68
$6.00 to $6.99	100	71	107	34	65
7.00 to 7.99	127	103	147	71	109
8.00 to 8.99	124	156	203	117	132
9.00 to 9.99	156	187	214	125	110
10.00 to 10.99	272	190	467	171	124
11.00 to 11.99	208	224	489	75	107
12.00 to 12.99	367	403	988	104	168
13.00 to 13.99	733	294	1,223	81	50
14.00 to 14.99	855	419	1,927	148	50
15.00 to 15.99	1,190	520	1,567	65	53
16.00 to 16.99	1,022	395	1,463	49	45
17.00 to 17.99	1,307	399	937	45	69
18.00 to 18.99	1,537	336	757	27	34
19.00 to 19.99	3,836	463	833	24	26
20.00 to 20.99	2,647	249	1,070	12	13
21.00 to 21.99	4,268	360	428	11	27
22.00 to 22.99	4,480	331	311	.....	30
23.00 to 23.99	3,796	318	199	5	8
24.00 to 24.99	8,850	290	155	5	20
25.00 to 25.99	4,740	156	164	1	18
26.00 to 26.99	4,464	80	75	2	9
27.00 to 27.99	4,267	87	72	.....	19
28.00 to 28.99	6,535	121	111	.....	4
29.00 to 29.99	4,021	49	57	.....	12
30.00 to 34.99	20,562	397	151	.....	41
35.00 to 39.99	15,407	186	53	2	14
40.00 to 44.99	12,542	30	12	.....	1
45.00 to 49.99	4,914	3	.....	.....	2
50.00 and over	4,260	1	4	.....	1
Totals	117,767	6,929	14,503	1,287	1,429

"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 1941, inclusive.

COMPARATIVE FIGURES, 1930 TO 1941.

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
1939	4,829	94,045	88.68	5.42	5.90
1940	4,971	103,636	88.93	5.13	5.94
1941	5,115	118,160	89.61	4.49	5.90

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

1941	46.90	1935	47.17
1940	46.91	1934	47.32
1939	47.80	1933	47.35
1938	46.84	1932	47.69
1937	47.25	1931	47.37
1936	47.63	1930	48.62

Information regarding hours, as submitted to the Department of Labour by the 5,115 firms reporting, covered 118,160 male and female employees for 1941. A segregation shows 89.61 per cent. working 48 hours or less per week, 4.49 per cent. working from 48 to 54 hours per week, and 5.90 per cent. working in excess of 54 hours per week.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

	1937.	1938.	1939.	1940.	1941.
Breweries	44.60	44.53	45.41	44.95	45.07
Builders' materials, etc.	45.15	44.63	45.07	45.31	45.97
Cigar and tobacco manufacturing	42.73	24.00	40.40	41.50	35.33
Coal-mining	47.91	47.93	47.92	48.03	48.02
Coast shipping	46.93	48.54	49.42	50.38	52.95
Contracting	44.11	43.85	43.82	44.01	45.03
Explosives, chemicals, etc.	46.70	47.20	42.57	45.81	47.09
Food products, manufacture of	49.05	47.43	47.59	46.78	47.28
Garment-making	44.39	43.22	43.69	43.38	42.51
House-furnishings	45.61	44.33	44.12	44.76	44.62
Jewellery, manufacture of	44.30	42.01	40.75	43.87	44.16
Laundries, cleaning and dyeing	45.20	44.14	44.66	44.35	45.20
Leather and fur goods, manufacture of	45.33	44.31	44.27	44.93	45.37
Lumber industries—					
Logging	48.49	48.38	48.47	48.37	48.24
Logging-railways	50.91	49.51	50.36	52.65	52.77
Lumber-dealers	45.77	44.67	45.80	45.17	46.33
Planing-mills	48.45	48.37	48.71	49.17	48.50
Sawmills	48.23	47.99	47.98	48.17	48.40
Shingle-mills	46.65	47.46	47.57	47.35	47.29
Metal trades	45.46	45.00	44.93	45.13	45.14
Metal-mining	50.25	50.30	50.19	50.20	50.24
Miscellaneous trades and industries	46.20	45.78	45.64	45.96	46.97
Oil-refining	46.70	48.81	47.69	48.17	49.82
Paint manufacturing	44.16	44.11	44.10	43.95	43.87
Printing and publishing	44.37	43.55	42.64	42.24	42.90
Pulp and paper manufacturing	47.95	44.29	47.96	47.78	47.46
Ship-building	43.85	44.05	44.08	43.68	43.63
Smelting	47.92	47.95	47.89	49.28	47.84
Street-railways, gas, water, power, etc.	45.36	45.23	45.11	45.40	45.44
Wood, manufacture of (not elsewhere specified)	46.72	46.29	46.39	47.27	46.08

SUMMARY OF LAWS AFFECTING LABOUR.

(Passed by the Legislature of British Columbia, Session 1941–42.)

"POLL TAX ACT AMENDMENT ACT, 1941–42."

An amendment to the above Act was passed to provide that persons in the various arms of Service in the present war, returning medically unfit, be exempt from poll tax.

"TRUCK ACT AMENDMENT ACT, 1941–42."

This Act was amended to extend its application to municipalities and villages. The benefits which the Act gives to wage-earners were formerly restricted to cities.

"APPRENTICESHIP ACT AMENDMENT ACT, 1941–42."

This Act was amended to permit of apprenticeship being started at the age of 15 instead of 16 as formerly. The reason for this was that the "Factories Act" allows the employment of boys to commence at 15 years of age. The situation was that boys could start work at 15 but could not commence their apprenticeship until they were 16, thereby losing a valuable year's apprenticeship.

"POST-WAR REHABILITATION ACT."

This Act was passed making provision for rehabilitation of men and women whose regular course of employment has been dislocated during the present war. The Act is very far-reaching in its benefits and furnishes the Government with wide powers to deal with the post-war situation. It also provides for the immediate establishment for a Post-war Rehabilitation Council pertaining to all phases of the public welfare.

"TRADE-SCHOOLS REGULATION ACT AMENDMENT ACT, 1941–42."

This Act was amended to define more clearly the definition of "Trade-school," and to stop abuses that were beginning to develop in connection with false and improper advertising of trade-school courses.

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 ..... 789 Pender Street West, 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,—We have the honour to present the Eighth Annual Report of the Board of Industrial Relations for the year ended December 31st, 1941.

It was in 1934 that the Board was formed, superseding the Minimum Wage Board which in 1933 had recorded its activities for sixteen years. Thus, if there had been no change in set-up this would have been the Twenty-fourth Annual Report. It will be realized, therefore, that for almost a quarter of a century legislation has been giving benefits to the workers of this Province and protecting fair employers against competitors who might not be as considerate if no regulations were placed on their operations.

The Board of Industrial Relations administers the "Male Minimum Wage Act," the "Female Minimum Wage Act," and the "Hours of Work Act."

MEETINGS AND DELEGATIONS.

The Board convened on twenty days during the year, holding thirty-eight sessions. Victoria was the meeting-place on thirteen days and Vancouver for six days. The Board travelled to Abbotsford one day for a special session with Fraser Valley School Boards in connection with their school janitors.

Fourteen representative delegations appeared before the Board at different meetings during 1941 to discuss their problems. These groups sometimes consisted of workers only. Sometimes employers in a group presented their views. On certain occasions joint deputations of employees and employers placed their recommendations before the Board, it being deemed advisable in these cases to have both sides present at the same time.

NEW ORDERS AND REGULATIONS.

Most of these delegations were invited to meet the Board while it was considering new Orders or contemplating amendments to existing Orders. The following is a brief summary of the 1941 enactments:—

Janitors.—Order No. 43A increased the scale for janitors in apartment buildings.

Janitors.—Order No. 43B exempted janitors in one-room school-houses from the provisions of Order No. 43.

Janitresses.—Order No. 44A made the same increases for janitresses in apartment buildings as were granted to janitors.

Janitresses.—Order No. 44B exempted janitresses in one-room school-houses from the provisions of Order No. 44.

Laundry, Cleaning and Dyeing Industries.—Order No. 74 put employees in these industries on an hourly basis instead of a weekly basis and required learners of any age to work under permits. Formerly only those 18 years of age or over needed permits for their training periods.

The new Order increased the rates and classed the workers by experience instead of by age as the original Order had done.

Provisions were made for the supplying and up-keep of uniforms or special articles of wearing-apparel when employers required their help to be so attired.

No deductions are permissible from the girls' wages for accidental damage to any article belonging to or in the custody of their employers, nor for penalties for unsatisfactory work.

Personal Service Occupation.—Order No. 27D. Physiotherapy was added to Order No. 27.

Painting, Decorating, and Paper-hanging Trade in the Southerly Portion of Vancouver Island.—Order No. 75 set a rate of 75 cents an hour for these trades in the localities specified in the Order.

Shingle Industry.—Order No. 62 (1941). This Order took the place of Order No. 62 which had set an hourly rate for any occupation in the industry.

The new Order sets a specific rate for sawing and packing shingles, based upon the "square." For sawing the rates are 25 cents per square for No. 1 shingles and 20 cents per square for shingles lower in grade than No. 1.

The rate for packers is 15 cents per square.

There is an hourly guarantee of 40 cents for sawyers and packers and the same hourly rate for employees other than sawyers and packers.

Transportation Industry.—Order No. 26B. As so many women and girls were entering this industry the Board promulgated an Order under the "Female Minimum Wage Act," making it practically the same as the Transportation Order under the "Male Minimum Wage Act." Summary of this Order is set out in the Appendix to the Report.

Hotel and Catering Industry.—Order No. 52H for resort hotels in unorganized territory during the summer season. The usual summer Order was put into effect from June 14th, 1941, to September 13th, 1941.

Hotel and Catering Industry.—Order No. 52J. This is the customary Order for resort hotels in unorganized territory for the winter season. It was operative from September 29th, 1941, to June 13th, 1942.

Mercantile Industry.—Order No. 24, Supplementary (1941). Prescribed rates for women and girls employed temporarily during the Christmas season.

Mercantile Industry.—Order No. 59, Supplementary (1941). Set out rates for men and boys doing temporary work in the Christmas season.

"HOURS OF WORK ACT" REGULATIONS.

The following routine Regulations were made during 1941:—

Fruit and Vegetable Industry.—Regulation No. 21G exempted the industry from the provisions of the "Hours of Work Act," but the Orders of the Board require a rising scale of wages as hours increase, and this has a definite effect in keeping the working-week as short as practical.

Mercantile Industry.—(Christmas, 1941, Temporary). Appropriate regulations were enacted to take care of the Christmas rush in various branches of the industry and to protect both male and female workers from overly long hours.

STATISTICS COVERING WOMEN AND GIRL EMPLOYEES.

Completed returns were received from 5,612 employers of women and girls, an increase of 380 over the 1940 total. The survey covered some 34,204 women workers for 1941, an increase of 4,166 reported on the pay-rolls as compared with the previous yearly period.

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

MERCANTILE INDUSTRY (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	927	815	664	538	507
Total number of employees	7,368	6,480	5,592	5,315	5,010
Over 18 years	6,647	5,972	5,194	4,851	4,540
Under 18 years	721	508	398	464	470
Total weekly wages—					
Employees over 18 years	$90,166.19	$78,154.39	$70,943.66	$65,856.44	$60,373.35
Employees under 18 years	$6,373.25	$4,293.42	$4,012.57	$4,695.22	$4,638.65
Average weekly wages—					
Employees over 18 years	$13.56	$13.09	$13.66	$13.58	$13.30
Employees under 18 years	$8.84	$8.45	$10.08	$10.12	$9.66
Percentage of employees under 18 years	9.79%	7.84%	7.12%	8.73%	9.38%
Average hours worked per week	39.30	38.75	42.14	43.48	40.47

Firms reporting in the mercantile industry for 1941 again showed an increase, 927 making returns for the year, with an additional 888 employees recorded.

The average weekly wage for employees over 18 years increased to $13.56 as against $13.09 for 1940. The percentage of younger employees under 18 years gained slightly, the average weekly wage for this latter group also showing an increase over the previous year.

The average weekly hours increased fractionally to 39.30 as against 38.75 previously reported.

LAUNDRY INDUSTRY (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	122	124	111	95	86
Total number of employees	1,469	1,318	1,182	1,095	1,084
Over 18 years	1,371	1,228	1,126	1,029	1,014
Under 18 years	98	90	56	66	70
Total weekly wages—					
Employees over 18 years	$18,698.02	$15,941.10	$14,520.24	$13,565.23	$13,083.49
Employees under 18 years	$991.06	$741.14	$460.97	$567.74	$575.71
Average weekly wages—					
Employees over 18 years	$13.64	$12.98	$12.90	$13.18	$12.90
Employees under 18 years	$10.11	$8.23	$8.23	$8.60	$8.22
Percentage of employees under 18 years	6.67%	6.83%	4.74%	6.03%	6.46%
Average hours worked per week	41.89	42.00	42.09	42.74	41.90

The number of firms reporting in the laundry industry decreased by 2, although the total employees covered increased to 1,469 as against 1,318 for 1940.

Average weekly wages for employees over 18 years increased from $12.98 in 1940 to $13.64 in 1941, the average in the under-18 group rising from $8.23 to $10.11 during the same period.

Little change was noted in the percentage of employees under 18 years, 6.67 per cent. being reported as compared with 6.83 per cent. for the previous year.

The average weekly working-hours continued to decrease slightly, the 1941 figure standing at 41.89 as against 42 for 1940.

This industry continues to be very busy in certain sections of the Province where large groups of men in the Services are stationed. Rush orders for quantity work, including bedding and uniforms, when personnel of camps move to other localities have taxed capacities of many laundries and dry-cleaning establishments.

The coastal laundries, too, have had to cope with extra work for ships in port for short periods.

This emergency trade, due to war conditions, has imposed many problems on the laundry operators that they would not have to solve in normal times.

HOTEL AND CATERING INDUSTRY (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	1,005	943	819	765	532
Total number of employees	5,528	4,974	4,380	3,970	3,424
Over 18 years	5,309	4,811	4,288	3,878	3,302
Under 18 years	219	163	92	92	122
Total weekly wages—					
Employees over 18 years	$74,660.52	$66,383.16	$59,156.99	$53,223.45	$46,840.82
Employees under 18 years	$2,621.25	$1,792.51	$1,043.15	$1,058.77	$1,353.11
Average weekly wages—					
Employees over 18 years	$14.06	$13.80	$13.80	$13.72	$14.19
Employees under 18 years	$11.97	$11.00	$11.34	$11.51	$11.09
Percentage of employees under 18 years	3.96%	3.28%	2.10%	2.32%	3.56%
Average hours worked per week	43.34	43.12	43.11	42.95	42.43

Inasmuch as the number of janitresses and women elevator operators throughout the Province does not reach a figure high enough to warrant separate classification, these workers have been included with others in the hotel and catering industry. These two classes were formerly covered by the Order relating to the public housekeeping industry. The new name—hotel and catering industry—tends to designate the occupation more clearly than the former one.

The firms reporting increased from 943 in 1940 to 1,005 in 1941, with a corresponding gain in employees of 554.

The average weekly wage for employees over 18 years rose to $14.06 as against $13.80 for the previous year. Owing to certain unskilled employees being included in this group, who by permission of the Board were allowed to be trained at the same rates as the younger girls, the average for some years remained below the $14 legal minimum. This average now stands above the minimum rate set.

The under-18 group likewise showed increased wages, the average weekly wage for this class rising to $11.97 for 1941 over $11 for 1940. The percentage employed in this younger group gained slightly from 3.28 per cent. to 3.96 per cent.

A fractional increase was noted in the average hours worked.

The Board has noticed a great labour turnover this year amongst the waitresses, who not only have been changing over from one restaurant to another but also from one city to another.

This has created many complications for employers and the Board. While the report is specifically for the year 1941 it does not go to press until part of 1942 has elapsed, and the announcement of Federal Regulations to restrain this moving about from one job to another will undoubtedly be welcomed by all concerned.

OFFICE OCCUPATION (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	2,537	2,417	2,241	2,096	1,891
Total number of employees	8,513	7,438	6,779	7,367	5,911
Over 18 years	8,327	7,321	6,691	7,273	5,802
Under 18 years	186	117	88	94	109
Total weekly wages—					
Employees over 18 years	$155,758.51	$133,397.18	$121,691.66	$132,369.27	$106,395.64
Employees under 18 years	$2,237.85	$1,358.66	$1,006.38	$1,115.55	$1,306.60
Average weekly wages—					
Employees over 18 years	$18.71	$18.22	$18.19	$18.20	$18.34
Employees under 18 years	$12.03	$11.61	$11.44	$11.87	$11.99
Percentage of employees under 18 years	2.18%	1.57%	1.30%	1.28%	1.84%
Average hours worked per week	40.80	40.35	40.55	40.16	40.79

This classification was again in the lead with the greatest number of women employed; returns being received from 2,537 firms for the year 1941, an increase of 120 over the preceding year.

The returns covered a total of 8,513 employees, representing an additional 1,075 over the previous year's figure.

Average weekly wage for the experienced workers rose to $18.71 from $18.22 in 1940, while the average for the inexperienced group also increased, the 1941 figure being $12.03 as against a previous figure of $11.61.

The percentage of younger employees in this occupation again showed some increase over previous years.

Average weekly hours increased slightly to 40.80 as compared with 40.35 for 1940.

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	1,453	employed at	$65.00	per month.
,,	315	,,	70.00	,,
,,	389	,,	75.00	,,
,,	230	,,	80.00	,,
,,	248	,,	85.00	,,
,,	231	,,	90.00	,,
,,	108	,,	95.00	,,
,,	255	,,	100.00	,,
,,	83	,,	110.00	,,
,,	70	,,	115.00	,,
,,	47	,,	120.00	,,
,,	63	,,	125.00	,,
,,	57	,,	130.00	,,
,,	10	,,	135.00	,,
,,	22	,,	140.00	,,
,,	33	,,	150.00	,,
,,	147	,,	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.

It is gratifying to notice that office employees holding the more responsible positions are gradually being remunerated according to efficiency and service.

Last year's report noted 1,563 at the actual monthly minimum of $65 and this year only 1,453 were being paid that salary.

The above table this year shows an improvement in that more substantial numbers of office help were moved up to the higher brackets.

This year's table indicates that 147 women were receiving more than $150 monthly, whereas last year only 118 appeared in this category.

PERSONAL SERVICE OCCUPATION (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	200	214	198	161	157
Total number of employees	581	607	570	509	481
Over 18 years	553	581	555	495	472
Under 18 years	28	26	15	14	9
Total weekly wages—					
Employees over 18 years	$7,384.08	$7,715.72	$7,696.07	$6,723.47	$6,283.69
Employees under 18 years	$172.06	$131.33	$112.63	$57.75	$45.09
Average weekly wages—					
Employees over 18 years	$13.35	$13.28	$13.87	$13.58	$13.31
Employees under 18 years	$6.15	$5.05	$7.51	$4.13	$5.01
Percentage of employees under 18 years	4.82%	4.28%	2.63%	2.75%	1.87%
Average hours worked per week	35.98	35.35	36.89	37.87	37.85

Included in the above figures are employees of beauty-parlours and theatre ushers.

Some decrease was noted in the number of firms filing returns in this classification, with a resulting drop in the total employees reported to 581 as against 607 for the previous year.

In the experienced group the average weekly wage increased from $13.28 to $13.35 for 1941. A similar increase was evident in the inexperienced class, where the average rose to $6.15 over $5.05 for 1940. The percentage of the latter group employed also increased during the year.

With the increases in the above average earnings a slight increase was noted in the average weekly hours worked, the 1941 figure rising to 35.98 as against 35.35 for the preceding year.

Within this section the irregular hours of theatre ushers was again largely responsible for the low average working-hours per week.

FISHING INDUSTRY (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	6	10	10	6	5
Total number of employees	160	105	58	36	37
Experienced	130	78	27	23	26
Inexperienced	30	27	31	13	11
Total weekly wages—					
Experienced employees	$1,868.08	$1,222.54	$455.81	$267.35	$330.84
Inexperienced employees	$401.26	$261.33	$199.29	$134.37	$90.67
Average weekly wages—					
Experienced employees	$14.37	$15.67	$16.88	$11.62	$12.72
Inexperienced employees	$13.38	$9.68	$6.43	$10.34	$8.24
Percentage of inexperienced employees	18.75%	25.71%	53.45%	36.11%	29.73%
Average hours worked per week	35.54	38.82	31.78	34.61	37.02

Inasmuch as the Order of the Board does not cover women workers in fish-canneries, this group comprises a rather negligible number.

Although fewer firms reported, a considerable increase was shown in the number of employees listed. Higher wages were paid to beginners in the inexperienced group, the average weekly wage increasing to $13.38 as against $9.68 previously reported. A slight drop was recorded in the average earnings of the experienced class.

Increased employment in this industry was probably a contributing factor in the decrease in working-hours, the average weekly hours dropping to 35.54 as against 38.82 for the previous year.

The reason so few employees are reported in this industry is that the Order does not apply to employees in canneries.

It may be necessary to include these women and girls at some future date. A great many of them are Indian women who help their male relatives during the fishing season, and their work and hours are a bit erratic during the fish-runs. A study is being made of this matter as the report goes to press.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	150	132	145	137	142
Total number of employees	1,887	1,922	1,880	1,815	1,934
Experienced	1,818	1,872	1,766	1,759	1,720
Inexperienced	69	50	114	56	214
Total weekly wages—					
Experienced employees	$36,327.20	$35,047.43	$32,074.05	$32,238.68	$31,284.95
Inexperienced employees	$632.96	$486.27	$1,156.11	$434.46	$2,497.70
Average weekly wages—					
Experienced employees	$19.98	$18.72	$18.16	$18.33	$18.19
Inexperienced employees	$9.17	$9.73	$10.14	$7.76	$11.67
Percentage of inexperienced employees	3.66%	2.60%	6.06%	3.09%	11.06%
Average hours worked per week	40.38	40.10	39.84	40.71	40.59

Included in the above table with regular telephone and telegraph company employees are those operating switchboards in offices and other establishments such as hotels, hospitals, etc.

While some increase was apparent in the number of firms filing returns under this heading, a slight decrease in the total employees reported was evident.

The average weekly wage for experienced employees again increased—rising from $18.72 in 1940 to $19.98 for the year under review. A similar average figure for the inexperienced class decreased slightly from $9.73 to $9.17 for 1941, with an increase in the percentage of this latter group employed.

Average hours of work in this occupation showed only a fractional increase over the previous year's figure.

A most substantial increase in weekly average wages occurred in this industry—namely, $1.26 a week in excess of the 1940 average—putting this occupation at the top of the list for highest average for experienced employees.

In the non-seasonal occupations this was well in advance of other increased averages. The laundry and manufacturing industries each show the 1941 averages for experienced employees to be 66 cents in advance of the 1940 figures; this being second to the increase shown by the telephone employees.

MANUFACTURING INDUSTRY (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	551	501	435	380	358
Total number of employees	4,450	3,545	3,208	3,085	2,652
Experienced	3,815	3,061	2,784	2,701	2,297
Inexperienced	635	484	424	384	355
Total weekly wages—					
Experienced employees	$59,149.52	$45,411.50	$41,240.31	$40,177.04	$32,469.11
Inexperienced employees	$6,234.27	$4,490.36	$3,676.80	$3,482.01	$3,247.59
Average weekly wages—					
Experienced employees	$15.50	$14.84	$14.81	$14.87	$14.14
Inexperienced employees	$9.82	$9.28	$8.67	$9.07	$9.15
Percentage of inexperienced employees	14.27%	13.65%	13.22%	12.45%	13.39%
Average hours worked per week	42.65	42.36	42.01	41.92	41.65

Firms reporting in the manufacturing industry increased from 501 in 1940 to 551 in 1941.

The total employees reported in this section for the year stood at 4,450, an increase of 905 as compared with the total for 1940.

Increases were apparent in both wage groups, the average weekly wage for the experienced workers rising to $15.50 as against $14.84 for 1940, while in the inexperienced class the average weekly figure increased to $9.82 from $9.28 previously recorded.

With increased employment, the percentage of inexperienced employees rose to 14.27 per cent. as against 13.65 per cent. for the previous year.

A slight gain was also noted in the average working-hours, which figure stood at 42.65 as compared with 42.36 for 1940.

It is gratifying to note that the weekly average for experienced employees has shown a marked increase, surpassing the average of 1931 when wages were at a high level. That year the figure stood at $15.45.

This table includes all types of factories, and also takes in those engaged in millinery work-rooms and dressmaking establishments.

The commodities produced, assembled, and packed by feminine hands in this category cover a very wide range, as reference to the summary of Orders will disclose.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	82	76	79	81	71
Total number of employees	4,141	3,649	3,840	3,540	3,551
Experienced	3,922	3,529	3,562	3,316	3,298
Inexperienced	219	120	278	224	253
Total weekly wages—					
Experienced employees	$67,752.93	$59,173.40	$57,232.59	$54,275.82	$54,279.51
Inexperienced employees	$1,945.17	$1,067.67	$2,713.79	$2,247.52	$2,650.17
Average weekly wages—					
Experienced employees	$17.28	$16.77	$16.07	$16.37	$16.46
Inexperienced employees	$8.88	$8.90	$9.76	$10.03	$10.48
Percentage of inexperienced employees	5.29%	3.29%	7.24%	6.33%	7.12%
Average hours worked per week	47.17	47.16	46.75	46.90	47.78

Firms reporting in this classification increased for 1941, with a total employment figure of 4,141 as against 3,649 for 1940.

The average weekly wage for experienced workers again increased, the 1941 figure rising to $17.28 from $16.77 in 1940. The percentage of inexperienced workers employed rose from 3.29 per cent. to 5.29 per cent., while the average weekly wage for this latter group remained almost steady with a variation of 2 cents.

Average weekly hours in this industry remained practically unchanged.

TRANSPORTATION INDUSTRY (FEMALE).

	1941.
Number of firms reporting	32
Total number of employees	107
Over 18 years	20
Under 18 years	87
Total weekly wages—	
Employees over 18 years	$207.42
Employees under 18 years	$712.58
Average weekly wages—	
Employees over 18 years	$10.37
Employees under 18 years	$8.19
Percentage of employees under 18 years	81.31%
Average hours worked per week	43.19

Inasmuch as this is a new table, no comparative data for previous years are available.

Included in the figures presented are female workers engaged in delivery, truck-driving, messenger work, etc.

Thirty-two firms reported women or girls engaged in these occupations, the number of employees totalling 107.

The average weekly earnings in the over-18-year group was $10.37, while in the under-18 class, which represented 81.31 per cent. of the total employed, the average weekly earnings were $8.19.

Average weekly hours for the workers in this industry for 1941 were 43.19.

It will be interesting to note future developments in this industry. The Board made a special survey towards the end of the year when girls were known to be doing delivery-work on bicycles and in light trucks.

The matter of suitable clothing for these messengers during winter gave the members some concern.

Certain companies, as soon as they realized girls would be employed for a considerable period, voluntarily had appropriate protective garments made for their messengers.

When the covering Order was made in August the Board foresaw that fall and winter days would make the girls' work uncomfortable if they were not suitably clad to protect them from the elements.

A provision was inserted in the Order whereby employers who require their help to wear uniforms must furnish them without cost to the employees.

However, some of the firms, experimenting with female help, were not requiring the girls to wear uniforms. Our officials were able to persuade most employers that suitable clothing would help to avoid colds and other ailments due to exposure to the weather, and thus obviate the necessity for absence from duty.

Provision of suitable rest-room accommodation for the girls between calls was also taken up with the firms. In some instances, as the companies had previously only employed males, it was necessary to make alterations on their premises to provide proper facilities for the girls.

Incidentally, the advent of women and girls into certain other industries, where none had been employed before, has in many instances had the effect of improving conditions for the men also. When alterations were being made for the girls many employers built bright airy lunch-rooms for their men, installed lockers, etc., and improved their premises generally.

SUMMARY OF ALL OCCUPATIONS ("FEMALE MINIMUM WAGE ACT").

	1941.	1940.	1939.	1938.	1937.
Number of firms reporting	5,612	5,232	4,702	4,259	3,749
Total number of employees	34,204	30,038	27,489	26,732	24,084
Over 18 years, or experienced	31,912	28,453	25,993	25,325	22,471
Under 18 years, or inexperienced	2,292	1,585	1,496	1,407	1,613
Total weekly wages—					
Employees over 18 years, or experienced	$511,972.47	$442,446.42	$405,011.38	$398,696.76	$351,341.40
Employees under 18 years, or inexperienced	$22,321.71	$14,622.69	$14,381.69	$13,793.39	$16,405.29
Average weekly wages—					
Employees over 18 years, or experienced	$16.04	$15.55	$15.58	$15.74	$15.64
Employees under 18 years, or inexperienced	$9.74	$9.23	$9.61	$9.80	$10.17
Percentage of employees under 18 years, or inexperienced	6.70%	5.28%	5.44%	5.26%	6.70%
Average hours worked per week	41.82	41.48	42.24	42.42	42.05

Actual figures concerning 34,204 women and girl employees are shown in the above table, who comprise the staffs of some 5,612 firms. Aggregate wages and salaries for one week totalled $534,294.18, or an increase of $77,225.07 over the 1940 total.

The average weekly wage for all occupations increased to $16.04 in the over 18 years, or experienced, group as against a figure of $15.55 for 1940.

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. Taking all classes of employment together, it will be seen, therefore, that 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 the 34,204 gainfully employed women and girls was only 41.82 hours, a fractional increase over the previous year's average of 41.48.

The percentage of employees under 18 years or inexperienced increased from 5.28 per cent. to 6.70 per cent. in 1941.

A study of the tables shows increases in the average wage for the adult or experienced worker in eight out of ten occupations; these being the mercantile, laundry, hotel and catering, office, personal service, telephone and telegraph, manufacturing, and fruit and vegetable industry.

In one industry only, a decrease in the average for adult experienced workers occurred—namely, the fishing industry—while in the transportation industry no previous comparative figures are available.

In the summary table it is noted that over 34,000 women and girls are taking their part in the business life of the Province. The figures concern only those workers

with classes of employment covered by Orders of the Board, and do not include domestic workers, farm-labourers, or fruit-pickers, which are excluded from coverage by the provision of the "Female Minimum Wage Act." Returns are likewise not requested for women and girls employed in banks, as their conditions of employment are regulated by the Dominion "Bank Act." Federal employees are also not covered by the Provincial legislation.

PERCENTAGES ABOVE AND BELOW LEGAL MINIMUM FOR EXPERIENCED FEMALE WORKERS.

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*	1,715	23.28	3,782	51.33	1,871	25.39	7,368
Laundry	14.88†	110	7.49	421	28.66	938	63.85	1,469
Hotel and catering	14.00*	1,607	29.07	2,448	44.28	1,473	26.65	5,528
Office	15.00‡	1,453	17.07	6,056	71.14	1,004	11.79	8,513
Personal service	14.25*	139	23.92	232	39.93	210	36.15	581
Fishing	15.50†	1	0.63	68	42.50	91	56.87	160
Telephone and telegraph	15.00†	49	2.60	1,511	80.07	327	17.33	1,887
Manufacturing	14.00†	383	8.61	2,436	54.74	1,631	36.65	4,450
Fruit and vegetable	14.40†	100	2.41	2,672	64.53	1,369	33.06	4,141
Totals, 1941	.....	5,557	16.30	19,626	57.56	8,914	26.14	34,097§
Totals, 1940	.....	5,885	19.59	16,088	53.56	8,065	26.85	30,038

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

§ In the transportation industry, 107 employees excluded from above table and not included in totals, as it is impractical to set a weekly rate owing to the variation of minimum wages in the Order, depending on whether the work is done on foot or bicycles, by motor-cycles, or other types of motor-vehicles.

Reflecting the general up-trend in wages for the worker, the percentage of employees included in the returns who were receiving wages in excess of the legal minimum rose to 57.56 in 1941, as against a previous high of 53.56 for 1940. A corresponding drop was noted in the percentage indicating those receiving the actual legal minimum, and also a slight decrease in the percentage figure for those receiving less than the fixed rate. The latter group comprises the younger and less skilled employees for whom lower rates are set, and part-time workers who, by reason of the short hours, are unable to earn an amount equal to the weekly rate set for full-time employees.

The hotel and catering industry continued to hold most closely to the rates fixed in the Orders, with 29.07 per cent. receiving the minimum of $14 per week.

Again leading in the group above the legal minimum, the telephone and telegraph industry reported 80.07 per cent. of its total employees receiving more than the fixed rate.

Office workers continued to hold second place with 71.14 per cent. paid in excess of the required amount. In the fruit and vegetable industry 64.53 per cent. were higher than the fixed rate. The manufacturing industry reported 54.74 per cent. above the legal minimum; followed by the mercantile group with 51.33 per cent. above. In the hotel and catering industry 44.28 per cent. were shown in receipt of more than the minimum set; followed by workers in the fishing group with 42.50 per cent. In the personal service occupation 39.93 per cent. were receiving higher than the legal minimum; while the laundry section reported with 28.66 per cent. above the rate set.

Individual high wages are recorded each year in the various occupations. For the period under review the top salaries in each group are as follows:—

Occupation or Industry.	Weekly Wage or Salary.
Office	$77.30
Telephone and telegraph	65.80
Mercantile	65.00
Manufacturing	64.10
Fruit and vegetable	50.40
Personal service	50.00
Hotel and catering	50.00
Fishing	29.90
Laundry, cleaning and dyeing	29.50
Transportation	18.00

The top ranking woman in the office occupation, while still an employee, is an executive director for her employers. The high weekly wage of $64.10 in the manufacturing group might cause some surprise, but as photographic work is included in this category a woman employee with a responsible position in this line receives a pay cheque weekly much in advance of most other feminine workers in the group.

The young lady carrying off top honours in the fruit and vegetable industry is probably a most expert packer working on piece rates.

In the hotel and catering industry it must be borne in mind that allowances are made for board and lodging, so the $50 weekly wage would be part cash and part living allowance.

As was to be expected the newest group—the transportation industry—appears at the bottom of the list.

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	5,705	$72,969.19	1,419	$19,728.49	244	$3,841.76	$96,539.44
Laundry	983	12,952.39	425	5,816.24	61	920.45	19,689.08
Hotel and catering	3,786	52,886.28	1,364	18,970.71	378	5,424.78	77,281.77
Office	7,045	130,136.34	1,235	23,102.75	233	4,757.27	157,996.36
Personal service	433	5,509.14	131	1,817.34	17	229.66	7,556.14
Fishing	69	940.40	82	1,198.24	9	130.70	2,269.34
Telephone and telegraph	1,441	28,324.18	390	7,447.33	56	1,188.65	36,960.16
Manufacturing	3,237	46,403.37	1,093	17,003.80	120	1,976.62	65,383.79
Fruit and vegetable	2,153	32,969.91	1,916	35,451.11	72	1,277.08	69,698.10
Transportation	104	883.91	3	36.09	.....	.....	920.00
Totals	24,956	$383,975.11	8,058	$130,572.10	1,190	$19,746.97	$534,294.18
1941 per cent.	72.96%	.....	23.56%	.....	3.48%	.....	.....
1940 per cent.	72.46%	.....	23.96%	.....	3.58%	.....	.....

Comparative percentages of single, married, and widowed employees showed little change over last year's figures.

It will be noted that the percentage of married women and widows gainfully employed dropped slightly in 1941.

The fruit and vegetable industry continued to show the highest proportion of married workers, which is understandable, as in the fruit areas when perishable products need attention every available worker lends her assistance. In this group wives and other married relatives of the growers, packers, and canners take it as a matter of course that they will help in this important industry during the short season. Other married women look forward to assisting in handling the fruit and vegetables which must be attended to without delay to prevent waste of valuable food.

Separate figures were not compiled for those employees who were reported as divorced or separated. Inasmuch as these numbers were low, the figures were included in the totals for married workers.

TABLE SHOWING YEARS OF SERVICE OF FEMALE EMPLOYEES WITH EMPLOYERS REPORTING FOR 1941.

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	195	4,214	896	451	328	244	204	131	103	91	36	475	7,368	927
Laundry	40	644	227	150	64	72	53	39	17	18	8	137	1,469	122
Hotel and catering	189	3,175	707	358	214	194	141	104	50	46	45	305	5,528	1,005
Office	153	2,880	1,137	688	526	469	424	288	186	151	110	1,501	8,513	2,537
Personal service	18	262	106	53	37	21	18	8	16	5	6	31	581	200
Fishing	.....	132	19	1	3	2	.....	.....	.....	2	.....	1	160	6
Telephone and telegraph	2	623	115	135	55	157	131	62	25	15	7	560	1,887	150
Manufacturing	247	2,139	579	366	246	192	130	79	63	40	32	337	4,450	551
Fruit and vegetable	342	2,287	478	291	238	122	108	70	43	34	27	101	4,141	82
Transportation	.....	106	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	107	32
Totals	1,186	16,462	4,265	2,493	1,711	1,473	1,209	781	503	402	271	3,448	34,204	5,612

The length of service table indicates, according to occupations, the length of time each employee has been in the service of the employer sending in the return.

An indication of increased employment is noted in the total employees working less than one year, the previous figure of 11,934 in this group increasing to 16,462 for 1941.

In each occupation, when compiling the figures, special note is taken of the employee credited with the greatest number of years service. The mercantile industry listed one employee with 34 years' service. In the laundry, cleaning and dyeing industry 27 years was the highest recorded. Longest service in the hotel and catering section was 33 years. One office employee was credited with 43 years' service. In the personal service occupation the longest service recorded was 25 years. The fishing industry listed one employee with 12 years. In the telephone and telegraph industry one employee was credited with 35 years with her present firm. The manufacturing industry listed an employee with 32 years' service, while 24 years was the longest period of service recorded in the fruit and vegetable group. The transportation industry, reporting for the first time, showed only one employee with more than 1 year's service.

COLLECTIONS AND INSPECTIONS.

During 1941, personal inspections were made by the staff throughout the Province, totalling 12,104 visits to plants and establishments of all descriptions employing men and women.

Most of these investigations are matter of routine, but some are made following complaints that labour regulations are not being observed.

Regular inspections of pay-rolls revealed that some employees were being incorrectly paid for the hours they worked. When this is discovered employers are given the opportunity to make the necessary adjustments. Sometimes it involves interviews with employers and employees if certain discrepancies occur and contradictory statements and records are presented by those involved.

The Wage Acts give employees, or persons acting on their behalf, the right to take civil action for collection of arrears, and upon conviction costs of the action must be borne by the defending employer.

The policy of the Board is to refrain from instituting Court proceedings unless the employer presents a defiant attitude to amicable settlement or is a person who has broken the law on previous occasions.

If summary conviction results, besides the imposition of a fine or ordering imprisonment should the fine not be paid, the Magistrate orders payment of all arrears of wages due to the employees.

Wage adjustments without recourse to the Courts were made in 1941 as follows:—

Under the "Female Minimum Wage Act," 316 employers adjusted wages for 509 women and girls in the sum of $10,607.15.

Under the "Male Minimum Wage Act," 313 firms paid arrears to 676 men and boys to the amount of $23,510.76, making a total under the two Acts of $34,117.91.

In addition to this, following Court cases arrears were ordered paid in the sum of $2,788.21, which brought total arrears paid over to employees up to the imposing figure of $36,906.12.

This tangible sum represents the difference between what the workers had been paid and the amounts to which they were entitled under the various Wage Orders of the Board.

COURT CASES.

For the year 1941 Court proceedings were instituted against employers for infractions of various labour laws when other less stringent methods failed.

A summary of cases follows, showing the charge, under which Statute it was laid, name and address of the employer, and result of the proceedings where convictions were obtained:—

	Cases.	Convictions.	Dismissed or Withdrawn.
"Female Minimum Wage Act"	34	32	D., 2
"Male Minimum Wage Act"	32	16	D., 16
"Hours of Work Act"	42	41	D., 1
"Semi-monthly Payment of Wages Act"	29	17	D., 12
"Factories Act"	7	7	.....
Totals	144	113	D., 31

"Female Minimum Wage Act."

Name of Employer.	Charge.	Sentence and Remarks.
Bellevue Hotel, Mission	Failure to pay minimum wage	Fined $25; costs, $4.50; in default, two months.
DeLuxe Café (W. M. Hong), Wells	Failure to grant 24 consecutive hours off duty	Suspended sentence; pay arrears, $10.50.
Rings Bakery, 187 Hastings Street East, Vancouver	Failure to pay minimum wage	Suspended sentence; pay arrears, $29.85.
Ted Cutler, 6505 Fraser Avenue, Vancouver	Failure to pay minimum wage	Suspended sentence; costs, $2.50; pay arrears, $18.64; in default, two months.
Elite Café, 738 Fort Street, Victoria	Failure to post schedule of hours of work	Fined $25.
Good Eats Café, Coquitlam	Failure to pay minimum wage (three charges)	Fined $25; costs, $2.50; pay arrears, $30.
Happy Valley Café, Creston	Failure to pay minimum wage	Fined $25; costs, $4.50; pay arrears, $23.40.
David Neon, Ltd., 1025 Main Street, Vancouver	Failure to pay minimum wage	Fined $25; costs, $2.50; pay arrears, $61.88.
Moler Beauty Parlor (Loyd Goch), 311 Hastings Street West, Vancouver	Failure to pay minimum wage	Fined $25; pay arrears, $9.25; in default, thirty days.
Consolidated Brokers, Ltd., 475 Howe Street, Vancouver	Failure to pay minimum wage	Suspended sentence; costs, $2.50; pay arrears, $19.20.
Star Café (Wong Chung), Nelson	Failure to keep true and correct records	Fined $10.
Grandview Steam Laundry (Wo Kee), 891 Prior Street, Vancouver	Failure to keep true and correct records	Fined $15; in default, ten days.
J. E. Jeremy, 615 Pender Street West, Vancouver	Failure to pay minimum wage	Suspended sentence.
J. E. Jeremy, 615 Pender Street West, Vancouver	Failure to pay minimum wage	Case dismissed.

COURT CASES—*Continued.*

"FEMALE MINIMUM WAGE ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Mrs. E. E. Gates, Trail	Failure to keep records	Suspended sentence.
Roy Ginn, 355 Burrard Street, Vancouver	Failure to pay minimum wage	Suspended sentence; costs, $2.50; pay arrears, $53.80.
Keefer Steam Laundry (Wong June), 238 Keefer Street, Vancouver	Failure to keep records in English; record kept, but false	Fined $25; in default, one month.
Jimmy's Lunch, 422 Hastings Street East, Vancouver	Failure to pay minimum wage	Fined $25; costs, $2.50; default, two months; pay arrears, $57.80.
McBain's Marine Equipment, 1840 Georgia Street West, Vancouver	Failure to pay minimum wage	Suspended sentence; costs, $2.50; pay arrears, $53.
Annex Rooms (Sutro Bancroft), 103½ Hastings Street East, Vancouver	Failure to pay minimum wage	Fined $25; default, two months; pay arrears, $87.
Happy Valley Café (George Mah Café), Creston	Failure to pay minimum wage	Fined $25; costs, $3.50; pay arrears, $56.60.
Happy Valley Café, Creston	Failure to pay minimum wage	Fined $25; pay arrears, $38.62.
Happy Valley Café, Creston	Failure to pay minimum wage	Fined $25; pay arrears, $7.96.
Ernest Goucher, Island Highway	Failure to keep records	Fined $10; costs, $2.50.
New Nugget Café (C. F. Wing), Wells	Failure to keep records	Fined $25; in default, two months.
Abraham Fast, 348 Columbia Street, New Westminster	Failure to pay minimum wage	Fined $50 and costs; pay arrears, $26.84; in default, three months. NOTE.—This case was appealed and conviction quashed.
Golden Pheasant Café, Prince George	Failure to pay minimum wage	Fined $25; pay arrears, $42; in default, one month.
Golden Pheasant Café, Prince George	Excessive hours	Fined $25; costs, $1.75; in default, one month.
Golden Pheasant Café, Prince George	Failure to grant 24 consecutive hours rest period	Fined $10; in default, ten days.
Heights Fish & Chips (Viola Moore), 3901 Hastings Street East, Vancouver	Failure to pay minimum wage	Fined $100; in default, three months; pay arrears, $4.70.
A. F. Haddad, Radium Hot Springs	Failure to pay minimum wage	Guilty; suspended sentence; pay arrears, $19.29.
Satin Dairy (Sam Silas), 796 Robson Street, Vancouver	Failure to post schedule of hours	Fined $25; in default, thirty days.

"MALE MINIMUM WAGE ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Harnam Singh, Mount Lehman	Failure to pay wages semi-monthly (Order No. 26)	Fined $10.
Jagir Singh, 722 Market Street, Victoria	Failure to keep true and correct records	Fined $10.
Mrs. Lahab Singh, 1226 Finlayson Street, Victoria	Failure to pay minimum wage	Suspended sentence; pay arrears, $60.
Leonard's Café, 831 Granville Street, Vancouver	Failure to pay minimum wage	Suspended sentence; pay arrears, $1.50.
Rendera Apartments (A. J. Romeril), 1395 Twelfth Avenue West, Vancouver	Failure to pay minimum wage	Suspended sentence; pay arrears, $29.90.
Rendera Apartments (A. J. Romeril), 1395 Twelfth Avenue West, Vancouver	Failure to pay minimum wage	Fined $50; pay arrears, $55.19.
Crown Cartage & Warehousing Co., Ltd., 1293 Homer Street, Vancouver	Failure to keep records	Fined $10; costs, $2.50.
Ideal Delivery System (H. Kovich), 723 Nelson Street, Vancouver	Failure to pay minimum wage	Fined $50; costs, $2.50; pay arrears, $73.15.
Frank Talarieo, Grand Forks	Failure to pay minimum wage	Suspended sentence; costs, $6.25; pay arrears, $26.30.
Dan McKenzie, 1101 Eighth Avenue, New Westminster	Failure to produce records on demand of an Inspector	Fined $10.
Martin Hotel, 1176 Granville Street, Vancouver	Failure to pay minimum wage	Fined $50.
Kennedy Bros., Ltd., 735 Columbia Street, New Westminster	Failure to pay wages semi-monthly (Order No. 59)	Suspended sentence.

COURT CASES—*Continued.*

"MALE MINIMUM WAGE ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
North American Peat Co., Ltd., Bryne Road, Burnaby	Failure to pay minimum wage	Fined $50; pay arrears, $56.80.
Dan McKenzie, 1101 Eighth Avenue, New Westminster	Failure to produce records on demand of an Inspector	Fined $10.
Harnam Singh, Abbotsford	Failure to keep records	Fined $25; costs, $5.50.
North American Peat Co., Ltd., Bryne Road, Burnaby	Failure to pay minimum wage	Fined $50; pay arrears, $54.30.

"HOURS OF WORK ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Four Sisters Café, 849 Granville Street, Vancouver	Employing person outside hours posted	Fined $25 or one month in jail.
Arrowview Hotel (T. O. Gattman), Port Alberni	Failure to keep true and correct records	Fined $25; in default, fourteen days.
Arrowview Hotel, Port Alberni	Excessive hours	Fined $25; in default, fourteen days.
Central Produce Co., 2408 Hastings Street East, Vancouver	Failure to keep true and correct records	Fined $20; in default, one month.
Hastings Furniture Store (Harry Avery), Vancouver	Failure to keep true and correct records	Fined $10; in default, ten days.
Glenburn Service, 4295 Hastings Street East, Vancouver	Failure to keep true and correct records	Suspended sentence.
Albert Coles, 707 Yates Street, Victoria	Failure to keep true and correct records	Fined $10.
Hatzic Shake & Shingle Co., Hatzic	Failure to keep true and correct records	Fined $10; costs, $2.50.
Main Grocery, Ltd., 1130 Commercial Drive, Vancouver	Failure to keep true and correct records	Fined $25; costs, $2.50.
Stave Lake Cedar Co., Ltd., Dewdney	Excessive hours	Fined $25; costs, $2.50.
Stave Lake Cedar Co., Ltd., Dewdney	Excessive hours	Fined $25; costs, $2.50.
Active Trading Co., 935 Cordova Street East, Vancouver	Failure to keep true and correct records	Fined $25 or distress.
Empress Hotel, 235 Hastings Street East, Vancouver	Failure to keep true and correct records	Fined $20; in default, one month.
Stanley Gee, 652 Baker Street, Nelson	Excessive hours	Suspended sentence.
Reids Holiday Togs, Ltd., 81 Robson Street, Vancouver	Excessive hours	Fined $20 or distress.
Western Foundry, Twelfth and Renfrew Streets, Vancouver	Excessive hours	Suspended sentence.
A. F. Haddad, Radium Hot Springs	Failure to keep records	Suspended sentence.
Artistic Ornamental Iron Works, 200 Victoria Drive, Vancouver	Employing person outside hours posted	Dismissed; case appealed.
Bend Sawmills, Ltd., Bend	Excessive hours	Fined $25; costs, $1.75; in default, thirty days.
Coast Cap Manufacturing Co., 304 Main Street, Vancouver	Failure to keep true and correct records	Fined $10.
W. M. Hong, DeLuxe Café, Wells	Excessive hours	Suspended sentence.
St. Alice Rifle Club (Mrs. Cecilia Galia), 120 Second Street West, North Vancouver	Failure to post notice of working-hours	Fined $25; in default, ten days.
Honey-Cream Do-Nut Co. (Walter Gundrum), 479 Broadway East, Vancouver	Failure to keep records	Fined $10; in default, five days.
Ideal Delivery System (H. Kovich), 723 Nelson Street, Vancouver	Failure to keep records	Fined $20.
Cranbrook Meat Market, Cranbrook	Failure to post notice of working-hours	Fined $25.
Cranbrook Trading Co., Ltd., Cranbrook	Employing person outside hours posted	Fined $25.
Elite Café, 728 Fort Street, Victoria	Excessive hours	Fined $25.
New Atlantic Café, 130 Hastings Street East, Vancouver	Employing person outside hours posted	Fined $15.

COURT CASES—*Continued.*

"HOURS OF WORK ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Overwaitea, Ltd., Cranbrook	Failure to post notice of working-hours	Fined $25.
Busy Bee Café (Geo. Kremedas), 33 Cordova Street West, Vancouver	Failure to post notice of working-hours	Fined $25; in default, ten days.
Nelsons Laundries, Ltd., 2300 Cambie Street, Vancouver	Failure to keep true and correct records	Fined $10.
Northwest Produce Co., Prince George	Failure to keep true and correct records	Fined $25; in default, ten days.
Guarantee Cleaners & Dyers, 1100 Union Street, Vancouver	Failure to keep true and correct records	Fined $10; in default, ten days.
Club Café, Nelson	Failure to post notice of working-hours	Fined $25.
Dandy Barbecue, 1855 Georgia Street West, Vancouver	Failure to post notice of working-hours	Suspended sentence.
Excelsior Paper Stock, Ltd., 925 Main Street, Vancouver	Excessive hours	Fined $10; in default, distress.
Hastings Bakery, 716 Hastings Street East, Vancouver	Failure to keep true and correct records	Fined $15; in default, ten days.
Kishan Singh, 174 Nicol Street, Nanaimo	Failure to keep true and correct records	Fined $10; costs, $2.
Sanitary Dry Cleaners and Dye Works, Ltd., 401 Twelfth Avenue East, Vancouver	Excessive hours	Fined $15; in default, distress.
Powell Fish Co., Ltd., 622 Powell Street, Vancouver	Excessive hours	Fined $25; in default, one month.
David McDonald, Salmo	Failure to keep true and correct records	Suspended sentence; costs, $5.75.

"SEMI-MONTHLY PAYMENT OF WAGES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
R. H. Weaver (Blackcock Mine), Ymir	Failure to pay wages semi-monthly	Fined $25; costs, $9.75; paid arrears, $72.
M. Robinson, c/o Canoe Pass Lumber Co., Ladner	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $76.85.
Henry Pearson, Kimberley	Failure to pay wages semi-monthly	Fined $25; costs, $8.50; pay arrears, $132.85.
Banner Mine, P. D. McTavish, Salmo	Failure to pay wages semi-monthly (nine charges)	Suspended sentence; costs, $11.50; pay arrears, $908.32.
Mainland Construction Co., 350 Pender Street West, Vancouver	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $72.36; in default, ten days.
R. G. Russell, Midway	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $57.92.
New Nuggett Café (C. F. Wing), Wells	Failure to pay wages semi-monthly	Fined $25; in default, thirty days; pay arrears, $40.
Northwestern Hardwoods, Ltd., Deroche	Failure to pay wages semi-monthly	Suspended sentence.
R. J. McKay, Deroche	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $42.40.
Sigfred Ekholm, Magna Bay	Failure to pay wages semi-monthly	Fined $35; costs, $9.50; pay arrears, $54.80.
Abdullah Singh, c/o Prairie Lumber Co., Ltd., Durieu	Failure to pay wages semi-monthly	Fined $25; pay arrears, $87.
D. A. McLean, 3709 Main Street, Vancouver	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $30.95; costs, $2.50.
Wm. Polonikoff, Rossland	Failure to pay wages semi-monthly	Fined $25; costs, $3; pay arrears, $139.90.
Wm. Polonikoff, Rossland	Failure to pay wages semi-monthly	Suspended sentence; pay arrears, $131.90.
Fred Humphries, 1763 Fourteenth Avenue East, Vancouver	Failure to pay wages semi-monthly	Suspended sentence; costs, $5; pay arrears, $5.95.

COURT CASES—*Continued.*

"SEMI-MONTHLY PAYMENT OF WAGES ACT"—*Continued.*

Name of Employer.	Charge.	Sentence and Remarks.
Dan McKenzie, 1101 Eighth Street, New Westminster	Failure to pay wages semi-monthly	Case dismissed.
Joe Colosimo, Twentieth and Marine, New Westminster	Failure to pay wages semi-monthly	Fined $25 and costs; default, three months; pay arrears, $133.92.

"FACTORIES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
Cee Lee Laundry, 1717 Quadra Street, Victoria	Operating laundry after 7 p.m.	Fined $50; costs, $5.
Kwong Sing, 1719 Quadra Street, Victoria	Operating laundry after 7 p.m.	Fined $50; costs, $2.50.
Cee Lee Laundry, 1717 Quadra Street, Victoria	Operating laundry on Remembrance Day	Fined $50; costs, $2.50; in default, thirty days.
Hing Lung Laundry, 1719 Quadra Street, Victoria	Operating laundry on Remembrance Day	Fined $50; costs, $2.50; in default, thirty days.
Sam Kee Laundry, 611 Chatham Street, Victoria	Operating laundry on Remembrance Day	Fined $50; costs, $2.50; in default, thirty days.
J. O'Kelly, 1176 Granville Street, Vancouver	Operating passenger elevator without having an operator's licence	Fined $10; costs, $2.50.
Lee Gat, 1176 Granville Street, Vancouver	Operating passenger elevator without having an operator's licence	Suspended sentence.

COMPARATIVE WAGES, 1918, 1939, 1940, 1941.

Figures showing comparative wage trends are furnished in the following tables for the year 1918, when data were first compiled, and for the three most recent years—namely, 1939, 1940, and 1941. It will be noted these relate to non-seasonal occupations only.

MERCANTILE INDUSTRY (FEMALE).

	1918.	1939.	1940.	1941.
Average weekly wages—				
Employees over 18 years	$12.71	$13.66	$13.09	$13.56
Employees under 18 years	$7.70	$10.08	$8.45	$8.84
Percentage of employees under 18 years	15.49%	7.12%	7.84%	9.79%

LAUNDRY INDUSTRY (FEMALE).

Average weekly wages—				
Employees over 18 years	$11.80	$12.90	$12.98	$13.64
Employees under 18 years	$9.78	$8.23	$8.23	$10.11
Percentage of employees under 18 years	21.80%	4.74%	6.83%	6.67%

HOTEL AND CATERING INDUSTRY (FEMALE).

Average weekly wages—				
Employees over 18 years	$14.23	$13.80	$13.80	$14.06
Employees under 18 years	$11.77	$11.34	$11.00	$11.97
Percentage of employees under 18 years	5.51%	2.10%	3.28%	3.96%

COMPARATIVE WAGES—*Continued.*

OFFICE OCCUPATION (FEMALE).

	1918.	1939.	1940.	1941.
Average weekly wages—				
Employees over 18 years	$16.53	$18.19	$18.22	$18.71
Employees under 18 years	$10.88	$11.44	$11.61	$12.03
Percentage of employees under 18 years	7.45%	1.30%	1.57%	2.18%

PERSONAL SERVICE OCCUPATION (FEMALE).

Average weekly wages—				
Employees over 18 years	$13.83	$13.87	$13.28	$13.35
Employees under 18 years	$6.96	$7.51	$5.05	$6.15
Percentage of employees under 18 years	15.38%	2.63%	4.28%	4.82%

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

Average weekly wages—				
Experienced employees	$15.55	$18.16	$18.72	$19.98
Inexperienced employees	$11.90	$10.14	$9.73	$9.17
Percentage of inexperienced employees	8.70%	6.06%	2.60%	3.66%

MANUFACTURING INDUSTRY (FEMALE).

Average weekly wages—				
Experienced employees	$12.54	$14.81	$14.84	$15.50
Inexperienced employees	$9.57	$8.67	$9.28	$9.82
Percentage of inexperienced employees	28.64%	13.22%	13.65%	14.27%

SPECIAL LICENCES.

In order to permit inexperienced workers to gain experience the minimum wage Acts make provision for the issuance of special licences setting lower rates than are required to be paid to experienced employees under the various Orders of the Board.

Application forms are supplied and the employee and employer complete the form. It is checked to see that everything is in accordance with the provisions of the specific Order under which the permit is sought, and also to make sure the employer does not exceed his quota of this type of help, as a limitation is set in the Act itself to ensure that permits are not used for the sole purpose of cutting down the wage bill. Inspectors assist in checking these forms.

If the Board is satisfied that everything is in order, an original permit is sent to the employee and a duplicate to the employer.

When the permit expires it is returned to the office for cancellation on the Board's records.

As lower rates for learners are not deemed to be basic rates, it is permissible for employers to make periodic increases sooner than the permit requires. We have found recently that many employees are receiving increases much quicker than at the specific dates designated on the permits. It is also noticeable that owing chiefly to the difficulty of obtaining help some employers start the learners in advance of the rates in the Orders. When the application discloses this tendency the permit is always issued on the basis of the higher rate. If the employee is raised to the minimum for experienced employees before the permit expires it is returned and cancelled on the Board's records.

During the year 1,726 of these special licences or permits were granted to inexperienced female workers. They were taken out by employers in the following occupations or industries:—

Industry or Occupation.	Number of Licences issued.
Telephone and telegraph	10
Personal service	23
Mercantile	187
Manufacturing	305
Laundry, cleaning and dyeing	349
Office	363
Hotel and catering	489
Total	1,726

In the laundry, cleaning and dyeing industries and also in the hotel and catering industries the current Orders now require licences for inexperienced employees of any age, either under or over 18.

In all the other groups these permits are only needed for inexperienced women 18 years of age.

Order No. 59 made under the "Male Minimum Wage Act," covering the mercantile industry, makes provision for youths of two age-groups to be employed under permit at varying rates. Those from 18 to 21 have one sliding scale of learners' wages and young men from 21 to 24 may have permits issued under another scale set out in Order No. 59.

One hundred and seven permits under this Order were granted during 1941. This was 36 less than in 1940.

WAR BRINGS DIFFERENT WORK TO WOMEN.

Men and women throughout the Province are exerting all their efforts, in whatever line of work they follow, to do the urgent task facing them all, helping to the utmost those in authority to increase production of commodities needed to win the war, or to give their services to maintain their freedom.

Into this important work women and girls are entering in increasing numbers. Under the stress of present conditions they have undertaken work that was formerly considered as being beyond their physical strength and endurance.

That they are making a success of these unfamiliar tasks is definitely proved by direct contact with employers, some of whom were sceptical about the advisability of hiring women and girls, but now frankly admit that they are experiencing less inconvenience in their operations than they expected when they changed their personnel from men to women, and others state the women are excelling in certain occupations.

There are types of work too heavy for most women, but in repetitive operations, in work requiring dexterity of fingers and hands, in checking and examining, and in routine duties the girls have often proved to be more adaptable and suited to the work than men and boys.

Other women and girls have risen to executive positions, receiving promotions due to rearrangement of staffs.

At this date it is difficult to foresee what post-war conditions will bring to these female employees who are doing such unfamiliar work as welding, machine-tending in sash and door plants and other wood-working establishments, assembly and checking in electrical, gun, and aeroplane factories, or sanding and glueing in furniture plants. Others are doing lathe-work, spot welding, operating stamping-presses, working on winding and small cable machines in establishments making metal tanks, drums, or wire ropes.

Berry-boxes are being stitched by girls who also operate saws in these plants.

In furniture factories the girls may be found operating the wood-working, boring, sanding, and other light machines.

Where veneer products are manufactured most of the operations seem to be particularly suitable for women and girls to handle.

Certain lumber companies have put girls to work grading spruce and working in their laboratories.

Drill-presses, buffers and grinders are operated by girls in a saw factory. They also insert teeth in the saws.

Labelling packages, putting together small battery-lights, operating wire-straightening machines, cutting keg-heads; grading, sorting, and bundling barrel-staves, and counting rivets and bolts are all new occupations for female industrial workers.

We are becoming used to having our groceries, meats, laundry, telegrams, and small packages delivered by girls on bicycles or driving light trucks.

The Board is ever alert to changing conditions, and keeps in touch with employers to see that the welfare of their employees is properly safeguarded. Proper clothing is recommended, and employers are co-operating in providing necessary lunch-rooms and sanitary arrangements.

CONCLUSION.

We would not like to close this report without extending our appreciation to employers and employees who have co-operated with the Board and its officials in complying with the labour laws of the Province.

Protection for employees in the way of wages, hours, and fair working conditions is not the sole aim and object of our legislation. The fair employer is assured that his less scrupulous competitor is being kept in line by being governed by the same rulings as he is.

The Board is grateful to those public-spirited citizens who, being neither employer nor employed, often give their assistance in various ways.

Our sincere thanks, therefore, are extended to all who have shared and assisted in our important work.

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 (1942), EFFECTIVE JULY 20TH, 1942.

(Superseding Order No. 17.)

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
Under 18 years of age	20c.	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

NOTE.—(*a*.) Does not apply to indentured apprentices.

BARBERING (MALE).

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

(Superseding Order No. 8.)

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	

NOTE.—(*a*.) Does not apply to indentured apprentices.

BOX-MANUFACTURING (MALE).

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

(Superseding Order No. 37 and Order No. 7.)

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. 70, EFFECTIVE MARCH 18TH, 1940.

(Superseding Order No. 31.)

Includes every employee in charge of or driving a motor-vehicle with seating accommodation for more than seven (7) passengers used for the conveyance of the public for which service a charge is made.

Area.	Hourly Rate.	Hours.
Vancouver Island and Saltspring Island	50c.	40 to 50.
	55c.	Less than 40.
	75c.	In excess of 9 hours in any one day or 50 hours in any one week.

BUS-DRIVERS (MALE).

ORDER NO. 70A, EFFECTIVE JUNE 27TH, 1940.

Provides that the minimum wage mentioned in Order No. 70 shall apply to the time of a bus-driver while on duty and waiting on call, and shall include all the time occupied by a bus-driver from the time he reports at his employer's headquarters or garage for duty until he returns again to his employer's headquarters or garage where he originally reported for duty; and shall include the time occupied by a bus-driver in dead-heading from his employer's headquarters or garage to the place where he is to take charge of the bus and vice versa; but the minimum wage shall not apply to waiting-time of a bus-driver when occupied on special trips, charter trips, excursions, and overloads.

CARPENTRY TRADE (MALE).

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

(Superseding Order No. 40.)

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

NOTE.—(*a.*) Does not apply to apprentices under "Apprenticeship Act."
(*b.*) Does not apply to employees permanently employed at maintenance-work.
(*c.*) "Semi-monthly Payment of Wages Act" requires wages be paid as often as semi-monthly.

CARPENTRY TRADE (MALE).

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

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

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

NOTE.—(*a.*) Does not apply to apprentices under "Apprenticeship Act."
(*b.*) Does not apply to employees permanently employed at maintenance-work.
(*c.*) "Semi-monthly Payment of Wages Act" requires wages be paid as often as semi-monthly.

CARPENTRY TRADE (MALE).

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

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

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.*) Does not apply to apprentices under "Apprenticeship Act."
(*b.*) Does not apply to employees permanently employed at maintenance-work.
(*c.*) "Semi-monthly Payment of Wages Act" requires wages be paid as often as semi-monthly.

CARPENTRY TRADE (MALE).

ORDER NO. 72, EFFECTIVE MAY 27TH, 1940.

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

Area.	Hourly Rate.	Weekly Hours not to exceed.
All carpentry work within a radius of 5 miles from the centre of the City of Alberni	75c.	48

NOTE.—(*a.*) Does not apply to apprentices under "Apprenticeship Act."
(*b.*) Does not apply to employees permanently employed at maintenance-work.
(*c.*) "Semi-monthly Payment of Wages Act" requires wages be paid as often as semi-monthly.

CARPENTRY TRADE (MALE).

ORDER NO. 73, EFFECTIVE MAY 27TH, 1940.

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

Area.	Hourly Rate.	Weekly Hours not to exceed.
All carpentry work within a radius of 5 miles from the centre of the City of Nanaimo	75c.	48

NOTE.—(*a.*) Does not apply to apprentices under "Apprenticeship Act."
(*b.*) Does not apply to employees permanently employed at maintenance-work.
(*c.*) "Semi-monthly Payment of Wages Act" requires wages be paid 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 (1940), EFFECTIVE NOVEMBER 28TH, 1940.

(Superseding Order No. 12, Order No. 12A, Order No. 12B, Order No. 45, and Order No. 45A.)

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, Point Grey, Victoria, Nanaimo, New Westminster, Prince Rupert, Esquimalt, Saanich, Burnaby, Oak Bay	45c.	35c.	48
Rest of Province	40c.	30c.	48

NOTE.—(*a.*) Above rates do not apply to indentured apprentices under "Apprenticeship Act."
(*b.*) Wages to be paid semi-monthly.

ELEVATOR OPERATORS AND STARTERS (MALE).

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

(Superseding Order No. 32.)

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 and Order No. 5.)

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 (1940), EFFECTIVE OCTOBER 10TH, 1940.

(Superseding Order No. 39.)

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	50c.	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 12TH, 1937.

(Superseding Order No. 22.)

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.

	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 INDUSTRY (FEMALE).

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

(Superseding Order No. 21.)

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.

	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.

HOTEL AND CATERING INDUSTRY (FEMALE).

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

(Superseding Order No. 30 and Order No. 5.)

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 52K 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. 52K (RESORT HOTELS), EFFECTIVE JUNE 15TH, 1942, TO SEPTEMBER 12TH, 1942.

(Superseding Orders 52A, 52D, 52F, and 52H.)

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-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.

ORDER NO. 43A, EFFECTIVE JANUARY 23RD, 1941.

(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, $27.00 per month;
6 residential suites, $30.00 per month;
7 residential suites, $33.00 per month;
8 residential suites, $36.00 per month;
9 residential suites, $39.00 per month;
10 residential suites, $42.00 per month;
11 residential suites, $45.00 per month;
12 residential suites, $48.00 per month;
13 residential suites, $51.00 per month;
14 residential suites, $54.00 per month;
15 residential suites, $57.20 per month;
16 residential suites, $60.50 per month;
17 residential suites, $63.80 per month;
18 residential suites, $67.10 per month;
19 residential suites, $70.40 per month;
20 residential suites, $73.70 per month;
21 residential suites, $77.00 per month;
22 residential suites, $80.30 per month;
23 residential suites, $82.50 per month;
24 residential suites, $84.70 per month;
25 residential suites, $86.90 per month;
26 residential suites, $89.10 per month;
27 residential suites, $91.30 per month;
28 residential suites, $93.50 per month;
29 residential suites, $95.70 per month;
30 residential suites, $97.90 per month;
31 residential suites, $100.10 per month;
32 residential suites, $102.30 per month;
33 residential suites, $104.50 per month;
34 residential suites, $106.70 per month;
35 residential suites, $108.90 per month;
36 residential suites, $111.10 per month;
37 residential suites, $113.30 per month;
38 residential suites, $115.50 per month;
39 residential suites, $117.70 per month;
40 residential suites, $119.90 per month;
41 residential suites, $122.10 per month;
42 residential suites, $124.30 per month;
43 residential suites, $126.50 per month;
44 residential suites, $128.70 per month;
45 residential suites, $130.90 per month;
46 residential suites, $133.10 per month;
47 residential suites, $135.30 per month;
48 residential suites, $137.50 per month;
49 residential suites, $137.50 per month;
50 residential suites, $137.50 per month;
over 50 residential suites, $137.50 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.

NOTE.—In computing the number of residential suites in any apartment building the suite occupied by the janitor shall not be included.

JANITORS (MALE).

ORDER NO. 43B, EFFECTIVE JUNE 12TH, 1941.

Excludes from Order No. 43 janitors employed in one-room school-houses.

JANITRESSES (FEMALE).

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

ORDER NO. 44A, EFFECTIVE JANUARY 23RD, 1941.

(Superseding Order No. 29.)

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, $27.00 per month;	29 residential suites, $95.70 per month;
6 residential suites, $30.00 per month;	30 residential suites, $97.90 per month;
7 residential suites, $33.00 per month;	31 residential suites, $100.10 per month;
8 residential suites, $36.00 per month;	32 residential suites, $102.30 per month;
9 residential suites, $39.00 per month;	33 residential suites, $104.50 per month;
10 residential suites, $42.00 per month;	34 residential suites, $106.70 per month;
11 residential suites, $45.00 per month;	35 residential suites, $108.90 per month;
12 residential suites, $48.00 per month;	36 residential suites, $111.10 per month;
13 residential suites, $51.00 per month;	37 residential suites, $113.30 per month;
14 residential suites, $54.00 per month;	38 residential suites, $115.50 per month;
15 residential suites, $57.20 per month;	39 residential suites, $117.70 per month;
16 residential suites, $60.50 per month;	40 residential suites, $119.90 per month;
17 residential suites, $63.80 per month;	41 residential suites, $122.10 per month;
18 residential suites, $67.10 per month;	42 residential suites, $124.30 per month;
19 residential suites, $70.40 per month;	43 residential suites, $126.50 per month;
20 residential suites, $73.70 per month;	44 residential suites, $128.70 per month;
21 residential suites, $77.00 per month;	45 residential suites, $130.90 per month;
22 residential suites, $80.30 per month;	46 residential suites, $133.10 per month;
23 residential suites, $82.50 per month;	47 residential suites, $135.30 per month;
24 residential suites, $84.70 per month;	48 residential suites, $137.50 per month;
25 residential suites, $86.90 per month;	49 residential suites, $137.50 per month;
26 residential suites, $89.10 per month;	50 residential suites, $137.50 per month;
27 residential suites, $91.30 per month;	over 50 residential suites, $137.50 per month.
28 residential suites, $93.50 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.

JANITRESSES (FEMALE).

ORDER NO. 44B, EFFECTIVE JUNE 12TH, 1941.

Excludes from Order No. 44 janitresses employed in one-room school-houses.

LAUNDRIES, CLEANING AND DYEING (FEMALE).

ORDER NO. 74, EFFECTIVE MARCH 10TH, 1941.

(Superseding Order in Effect since March 31st, 1919.)

	Per Hour.	Daily Minimum, except Saturday.	Daily Minimum, Saturday only.
Experienced rate (section 1)	31c.	$1.24	93c.

Learners must have permit, if employed at following rates:—

Learner's rate (full time) (section 2 (*b*))	First four months	21c. per hour.
	Second four months	24c. per hour.
	Third four months	27½c. per hour.
	Thereafter	31c. per hour.

		Four Hours or Less per Day (except Saturday).	Three Hours or Less on Saturday.
Learner's rate (full time) (section 2 (*b*))	First four months	84c. per day	63c. per day.
	Second four months	96c. per day	73c. per day.
	Third four months	$1.10 per day	82½c. per day.
	Thereafter	$1.24 per day	93c. per day.

NOTE.—(*a.*) Every employee called for employment shall be paid after reporting at the place of employment.

(*b.*) When employees are required to wear uniforms or special articles of wearing-apparel, no deduction shall be made from the wages for such uniform or special articles of wearing-apparel, or for the repair or laundering thereof, except as approved by the Board of Industrial Relations.

(*c.*) No deduction shall be made for the accidental damage to any article, or as a penalty for unsatisfactory work.

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

(*e.*) Hours of work governed by "Factories Act."

(*f.*) Maximum hours, forty-eight in the week.

LOGGING (MALE).

ORDER NO. 1 (1940), EFFECTIVE OCTOBER 10TH, 1940.

(Superseding Order No. 1, Order No. 1A, and Order No. 1B.)

Includes 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.

	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.
Shingle-bolts (felling, bucking, and splitting)	$1.30 per cord	48

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

(*b.*) Watchmen in logging-camps where operations are entirely suspended are exempt.

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—Section 3.

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—Section 4.

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 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—Section 5.

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.)

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 Seventeen (17) 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).

Inexperienced and partly inexperienced, 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.)

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.

PAINTING, DECORATING, AND PAPER-HANGING.

ORDER NO. 71, EFFECTIVE JUNE 1ST, 1940.

"Painting, decorating, and paper-hanging" means all work usually done by painters, decorators, and paper-hangers in connection with the construction, erection, alteration, remodelling, or renovation of any building or structure, or any part thereof.

Area.	Rate per Hour.
City of Vancouver, including Point Grey, City of New Westminster, District of Burnaby, Municipality of the District of West Vancouver, City of North Vancouver, District of North Vancouver	75c.

NOTE.—(*a*.) This Order does not apply to indentured apprentices pursuant to the "Apprenticeship Act."
(*b*.) Does not apply to those permanently employed at maintenance-work in industrial or manufacturing establishments, public and private buildings.
(*c*.) All wages must be paid semi-monthly.

PAINTING, DECORATING, AND PAPER-HANGING.

ORDER NO. 75, EFFECTIVE JUNE 2ND, 1941.

"Painting, decorating, and paper-hanging" means all work usually done by painters, decorators, and paper-hangers in connection with the construction, erection, alteration, remodelling, or renovation of any building or structure, or any part thereof.

Area.	Rate per Hour.
Land Districts of Victoria, Lake, North Saanich, South Saanich, Esquimalt, Highland, Metchosin, Goldstream, Sooke, Otter, Malahat, and Renfrew	75c.

NOTE.—(*a.*) This Order does not apply to indentured apprentices pursuant to the "Apprenticeship Act."

(*b.*) Does not apply to those permanently employed at maintenance-work in industrial or manufacturing establishments, public and private buildings.

(*c.*) All wages must be paid semi-monthly.

PATROLMEN (MALE).

ORDER NO. 69, EFFECTIVE FEBRUARY 5TH, 1940.

"Private patrol agency" means every person who by contract or agreement undertakes to watch or patrol the premises of more than one person for the purpose of guarding or protecting persons or property against robbery, theft, burglary, or other hazards.

"Patrolman" means an employee (not covered by any other Order of the Board) employed by a private patrol agency.

Hourly rate	35c.

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

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

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

PERSONAL SERVICE OCCUPATION (FEMALE).

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

(Superseding, in part, Personal Service Order.)

This includes the work of females employed in manicuring; hairdressing; barbering; massaging; physiotherapy; 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.)

(*c.*) Where special article of wearing-apparel of distinctive design, trimming, colour, or fabric is required, it shall be furnished, laundered, and repaired free of cost to the employee. (*See* 27B.)

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.

PERSONAL SERVICE OCCUPATION (FEMALE).

ORDER NO. 27B, EFFECTIVE MAY 1ST, 1940.

The above Order requires that where a distinctive uniform of special design, trimming, colour, or fabric is required, it shall be furnished, laundered, and repaired free of cost to the employee.

PERSONAL SERVICE OCCUPATION (FEMALE).

ORDER NO. 27D, EFFECTIVE MARCH 13TH, 1941.

Adds physiotherapy to the definition of Order No. 27.

PUBLIC PLACES OF AMUSEMENT (FEMALE).

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

(Superseding Personal Service Order.)

"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 20TH, 1939.

(Superseding Order No. 2, Order No. 14, and Order No. 36.)

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-MILLS (MALE).

ORDER NO. 62 (1941), EFFECTIVE JUNE 16TH, 1941.

(Superseding Order No. 62 and Order No. 16.)

"Shingle industry" means all operations in or incidental to the manufacture of shingles.

"Square" means a roofing square of four bundles, understood and accepted as a standard by the industry, and according to specification N.R.C. 5—1936, issued by the National Research Council of Canada.

	Per Square.	Guaranteed Hourly Rate.
Sawyers—		
No. 1 shingles	25c.	40c.
Lower in grade than No. 1 shingles	20c.	40c.
Packers, all grades	15c.	40c.
Other employees not included in any other Order of the Board		40c.

NOTE.—Employees packing or sawing shingles on any other basis than by the square shall be paid on the same proportionate basis.

SHIP-BUILDING INDUSTRY (MALE).

ORDER NO. 20 (1940), EFFECTIVE OCTOBER 10TH, 1940.

(Superseding Order No. 20.)

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

NOTE.—*This order does not apply to indentured apprentices pursuant to the "Apprenticeship Act."*

TAXICAB DRIVERS (MALE).

ORDER NO. 33 (1940), EFFECTIVE OCTOBER 10TH, 1940.

(Superseding Order No. 33, Order No. 33A, and Order No. 33B.)

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.—(*a.*) 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.

(*b.*) Wages shall be paid as often as semi-monthly.

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.	

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.	48
	12.00 per week for 2nd 3 months.	48
	13.00 per week for 3rd 3 months.	48
	Licences required for inexperienced employees 18 years of age or over.	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 (1940), EFFECTIVE OCTOBER 10TH, 1940.

ORDER NO. 26A (1940), EFFECTIVE NOVEMBER 28TH, 1940.

(Superseding Order No. 26.)

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, and operators of motor-cycles with wheeled attachments, 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	40c.	35c.	52½c.
(3.) Operators of motor-cycles with not more than two wheels and without wheeled attachment	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 (*e*)	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.
(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 are 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.

(*f.*) Wages shall be paid as often as semi-monthly.

TRANSPORTATION INDUSTRY (FEMALE).

Order No. 26b, Effective August 18th, 1941.

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 with not more than two wheels and without wheeled attachment	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.
(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 Not less than forty cents (40c.) per hour. 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 rate.

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

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

WOOD-WORKING.

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

(Superseding Order No. 35 and Order No. 11.)

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 now in effect, compiled as at July 15th, 1942.

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.
41	Apprentices, Indentured	Feb. 7/37	Feb. 11/37	Feb. 11/37	Male and female.
17 (1942)	Baking	July 15/42	July 16/42	July 20/42	Male.
42	Barbering	April 5/37	April 8/37	June 14/37	Male.
55	Box-manufacture	March 10/38	March 17/38	April 4/38	Male.
70	Bus-drivers (Vancouver Island and Saltspring Island)	March 12/40	March 14/40	March 18/40	Male.
70A	Bus-drivers (Vancouver Island and Saltspring Island)	June 21/40	June 27/40	June 27/40	Male.
58	Carpentry (Vancouver and District)	Sept. 15/38	Sept. 22/38	Nov. 7/38	Male.
65	Carpentry (Kootenay Area)	June 23/39	June 29/39	Aug. 1/39	Male.
66	Carpentry (Victoria and District)	Aug. 16/39	Aug. 17/39	Aug. 21/39	Male.
72	Carpentry (Alberni)	May 14/40	May 16/40	May 27/40	Male.
73	Carpentry (Nanaimo)	May 14/40	May 16/40	May 27/40	Male.
68	Christmas-trees	Aug. 31/39	Sept. 7/39	Sept. 11/39	Male.
12 (1940)	Construction	Nov. 26/40	Nov. 28/40	Nov. 28/40	Male.
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.
18C	Engineers, Stationary Steam	May 14/37	May 20/37	June 1/37	Male.
39 (1940)	First-aid Attendants	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
....	Fishing		Jan. 15/20	Feb. 28/20	Female.
46	Fruit and Vegetable	July 2/37	July 8/37	July 12/37	Female.
47	Fruit and Vegetable	July 2/37	July 8/37	July 12/37	Male.
51	Household Furniture	Nov. 17/37	Nov. 18/37	Nov. 18/37	Male.
52	Hotel and Catering	Feb. 8/38	Feb. 10/38	Feb. 14/38	Female.
52B	Hotel and Catering	May 18/38	May 19/38	May 19/38	Female.
52K	Hotel and Catering (Resort Hotels)	June 9/42	June 11/42	June 15/42 to Sept. 12/42	Female.
43	Janitor	May 14/37	May 20/37	June 1/37	Male.
43A	Janitor	Jan. 21/41	Jan. 23/41	Jan. 23/41	Male.
43B	Janitor	June 4/41	June 12/41	June 12/41	Male.
44	Janitresses	May 14/37	May 20/37	June 1/37	Female.
44A	Janitresses	Jan. 21/41	Jan. 23/41	Jan. 23/41	Female.
44B	Janitresses	June 4/41	June 12/41	June 12/41	Female.
74	Laundry, Cleaning and Dyeing	Feb. 25/41	Feb. 27/41	March 10/41	Female.
1 (1940)	Logging	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
28	Logging and Sawmills (Cost of Board, Cranbrook Area)	Sept. 25/35	Sept. 26/35	Sept. 26/35	Male.
25	Manufacturing	Mar. 29/35	June 6/35	July 1/35	Female.
24	Mercantile	Mar. 29/35	June 6/35	July 1/35	Female.
59	Mercantile	Oct. 12/38	Oct. 20/38	Oct. 20/38	Male.
34	Office Occupation	Jan. 24/36	Jan. 30/36	Jan. 30/36	Female.
75	Painters, Decorators, and Paper-hangers	April 22/41	April 24/41	June 2/41	Male.
71	Painters, Decorators, and Paper-hangers	April 26/40	May 2/40	June 1/40	Male.
69	Patrolmen	Jan. 19/40	Jan. 25/40	Feb. 5/40	Male.
27	Personal Service	Aug. 29/35	Sept. 5/35	Sept. 5/35	Female.
27A	Personal Service	March 23/39	April 6/39	April 6/39	Female.
27B	Personal Service	April 23/40	April 25/40	May 1/40	Female.
27D	Personal Service	March 11/41	March 13/41	March 13/41	Female.
67	Public Places of Amusement	Aug. 31/39	Sept. 7/39	Sept. 11/39	Female.
50	Sawmills	Aug. 3/37	Aug. 5/37	Aug. 16/37	Male.
50A	Sawmills	July 18/39	July 20/39	July 20/39	Male.
62 (1941)	Shingle-mills	June 4/41	June 5/41	June 16/41	Male.
20 (1940)	Ship-building	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
33 (1940)	Taxicab-drivers	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
60	Taxicab-drivers (Victoria and Vicinity)	Nov. 15/38	Nov. 17/38	Nov. 17/38	Male.
60A	Taxicab-drivers (Victoria and Vicinity)	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
....	Telephone and Telegraph		Mar. 4/20	April 5/20	Female.
26 (1940)	Transportation	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
26A (1940)	Transportation	Nov. 26/40	Nov. 28/40	Nov. 28/40	Male.
26B	Transportation	Aug. 12/41	Aug. 14/41	Aug. 18/41	Female.
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.

NOTE.—Regulation 9 cancelled by 9A, September 26th, 1940.

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.

12A. Every employer shall furnish the Board with a copy of his pay-roll, or record in such form prescribed by the Board, showing the hours worked and the nature of the work performed by his employees in respect of section 6 of the Act, or Regulations Nos. 6 and 11 of the Board, not later than fifteen (15) days after such hours have been worked. (Effective December 12th, 1940.)

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 Nos. 15A, 15B, 15C, and 15D cancelled by

REGULATION No. 15E.

MERCANTILE INDUSTRY.

NOTE.—Regulation 15E cancelled by 29, September 30th, 1939.

Regulations Nos. 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 Nos. 21, 21B, 21C, 21D, 21E, 21F, and 21G cancelled by

REGULATION No. 21H.

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, 1943.

Made and given at Victoria, B.C., this 9th day of June, 1942.

(Published in B.C. Gazette, June 11th, 1942. Effective June 11th, 1942, to March 31st, 1943.)

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.

REGULATION No. 29.

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 8th day of November, 1939.

COMPILED JULY 15TH, 1942.

By BOARD OF INDUSTRIAL RELATIONS.

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

INDUSTRIAL CONCILIATION AND ARBITRATION BRANCH.

Head Office ..... Parliament Buildings, Victoria, B.C.
Secretary-Registrar ..... B. H. E. Goult.
Branch Office ..... Department of Labour, 789 Pender Street West, Vancouver, B.C.
Chief Conciliation Officer ..... James Thomson.

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

VICTORIA, B.C., May 30th, 1942.

SIR,—Submitted herewith is the fourth annual report of the Industrial Conciliation and Arbitration Branch for the year ended December 31st, 1941.

Due to the intensification of the war during this period the Province came to experience a greater measure of war-time economy. Change caused unrest, which was immediately reflected in the work of the Branch.

Complaints increased from fifty-six in 1940 to 105. In 1940 twenty-seven disputes had been referred to Conciliation Commissioners; in 1941 a total of sixty-one disputes were referred to these officers.

In 1940 there had been but one strike which affected 204 employees and caused a time-loss of 8,510 man-days. In 1941 there were eight strikes directly affecting 1,408 employees, but causing a loss of only 7,594 man-days. It is worthy of note that the time-loss was the lowest ever recorded; and that even so, it was increased by a carry-over from a dispute arising in 1940.

Boards of Arbitration sitting in 1940 were nine in number. In the year just passed, twenty-five disputes were referred to arbitration. In five cases disputes were settled before Boards were designated. Of the twenty awards made, thirteen were unanimous.

The record of industrial disputes in British Columbia since 1931 is shown in the following table. An average of the number of disputes, employees affected, and working-days lost for the years 1931–37, as compared with the record from 1938 to 1941—the years in which the "Industrial Conciliation and Arbitration Act" has been effective—continues to show a marked decrease in the latter period.

The record of industrial disputes in British Columbia since 1931 follows:—

NUMBER OF DISPUTES, NUMBER OF EMPLOYEES AFFECTED, AND TIME LOST IN WORKING-DAYS, 1931–41.*

Year.	No. of Disputes.	Employees affected.	Time lost in Working-days.
1941	8	1,408	7,594
1940	1	204	8,510
1939	4	822	13,803
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

* The record of the Department includes lockouts as well as strikes. A lockout, or an industrial condition that is undeniably a lockout, is rarely encountered, and strikes and lockouts are therefore recorded together in the statistical tables. The term "dispute" is used in reference to either strike or lockout. Figures shown are inclusive of all disputes which have come to the attention of the Department. Methods taken to secure this information preclude the possibility of serious omission. Since it is not always possible to secure exact information concerning the duration of a dispute or the number of employees involved, revisions are sometimes made in the light of later information.

Estimates of time lost are computed by multiplying the number of days a dispute lasts by the number of employees directly involved and not replaced. The number of employees indirectly affected are not included in the computations.

† 1938 was the first calendar year in which the "Industrial Conciliation and Arbitration Act" became effective.

An average of the number of disputes, employees affected, and working-days lost for the years 1931–37, as compared with the record for 1938–41—the four years in which the " Industrial Conciliation and Arbitration Act " has been effective—continues to show a marked decrease in the latter period.

AVERAGE NUMBER OF DISPUTES, AVERAGE NUMBER OF EMPLOYEES AFFECTED, AND AVERAGE TIME LOST IN WORKING-DAYS, 1938–41, AS COMPARED WITH AVERAGE FOR THE YEARS 1931–37.

Period.	No. of Strikes.	Employees affected.	Time lost in Working-days.
1931–37	15	3,933	66,118
1938–41	6	818	9,535

An analysis of disputes by industries reveals the fact that the greatest loss of time occurred in the logging industry and that the greatest number of employees affected by disputes were employed in the manufacturing industry.

ANALYSIS OF DISPUTES IN BRITISH COLUMBIA IN 1941 BY VARIOUS INDUSTRIES.

Industry.	No. of Employers affected.	No. of Employees affected.	Time lost in Man Working-days.
Service	1	62	242
Transportation	1	44	220
Logging	1	286	4,144
Manufacturing	5	1,016	2,988
Totals	8	1,408	7,594

A summary of disputes commencing in 1941 and causing loss of time follows:—

SUMMARY OF DISPUTES COMMENCING IN 1941.

Industry or Occupation.	Particulars.	No. of Employees affected.	Time lost in Working-days.
Hotel waiters, Vancouver	Commenced December 23rd, 1940; for Union recognition, wage increases, and certain changes in working conditions; terminated January 24th, 1941. Thirty-three men were re-engaged at 33 cents an hour straight time and 35 cents an hour split time, plus meals. In favour of employer	62	242*
Garage employees, Vancouver	Commenced March 30th, 1941; for increased wages and changes in working conditions; terminated April 3rd, 1941; referred to sole arbitrator. In favour of employees	44	220
Metal-workers, Vancouver	Commenced May 5th, 1941; against discharge of workers; terminated May 6th; conciliation and reference to Board of Arbitration. In favour of employees	56	56
Loggers, Lake Cowichan	Commenced June 19th, 1941; for closed shop and Union agreement; terminated July 7th, when men returned to work pending reference of dispute to Conciliation Commissioner and Board of Arbitration. In favour of employees	286	4,144
Electrical workers, Vancouver	Commenced June 30th, 1941; against changes in conditions pending inquiry under provisions of " Industrial Disputes Investigation Act "; terminated July 2nd	32	32
Can-factory workers, Vancouver	Commenced August 22nd, 1941, following termination of arbitration proceedings; for Union agreement, increased wages, and certain changes in working conditions; terminated August 26th; conciliation (Provincial and Federal). In favour of workers	325	1,000
Bolt-factory workers, Vancouver	Commenced August 30th, 1941; for Union recognition; terminated October 1st; conciliation (Federal)	53	1,350
Cannery-workers, Steveston	Commenced October 24th; for increased wages; terminated October 25th; negotiations; compromise	550	550
Totals		1,408	7,594

* Time lost in 1941 only.

MINOR DISPUTES (NOT LISTED AS REGULAR STRIKES).

NEWSPAPER CARRIERS, TRAIL AND ROSSLAND.

Twenty-one newspaper carrier boys in Trail and Rossland ceased work between January 25th and February 17th to secure an increase in pay. A bonus, instead of an increase, was finally agreed upon.

LOGGING EMPLOYEES, POETT NOOK, SARITA BAY.

Twelve mill-hands employed at Sarita Bay, near Alberni, worked all day Sunday, April 27th, and asked for a half-day off Monday. This was refused, but the employees took the time off despite the refusal. The employer, knowing shipping was not available, closed the mill down and the employees found work elsewhere.

SHIP-BUILDERS, NORTH VANCOUVER.

Twenty-four ship-builders employed by a North Vancouver concern quit work on the afternoon of April 17th, following a misunderstanding between the men and the Company over the advancement of unskilled workers.

An agreement regarding the advancement of this type of labour was promised, and the men returned to work on the advice of the Union business agent the next morning.

FACTORY-WORKERS, VANCOUVER.

Following negotiations with their employer for an increase in wages, employees of a Vancouver factory struck on the afternoon of August 4th. A representative of the Provincial Department of Labour immediately conferred with the workers, who returned to their employment the following morning.

The employees obtained increased wages and a promise of a cost-of-living bonus.

WAITRESSES, VANCOUVER.

A waiter and fourteen waitresses employed by three Vancouver restaurants ceased work for a short period of time August 6th, in protest of the neglect of the operators to respect the wage-scale contained in a recently signed agreement. The matter was adjusted after negotiation.

I. STRIKES, 1941.

HOTEL WAITERS, VANCOUVER.

No. 1.—This strike was a carry-over from 1940. Full details of the circumstances leading to this dispute, which took place in Vancouver, December 23rd, 1940, to January 24th, 1941, may be found on page 83 of the Annual Report of the Department of Labour for 1940.

GARAGE EMPLOYEES, VANCOUVER.

No. 2.—On January 24th a Board of Arbitration was appointed under the provisions of the "Industrial Conciliation and Arbitration Act" to arbitrate a dispute between a Vancouver transportation company and its garage and transportation employees. On February 27th the chairman of the Board and the employer's representative handed down a majority award, the employees' arbitrator dissenting. The Company accepted the award of the Board, but the employees rejected it.

Further negotiations were carried on concerning the matters still in dispute, which included employee classifications, basic wages, cost-of-living bonus, the term of the proposed agreement between the Company and its employees, holidays, and additional pay for Sundays and statutory holidays. No agreement was reached and the employees struck March 30th, as they were legally entitled to do. The strike spread and resulted in the tie-up of certain feeder-buses.

It was thereafter suggested by a third party that the disputants request the Minister of Labour for the Province to appoint a sole arbitrator, a Judge, to arbitrate the matters in dispute and to make an award, which the two parties would agree to

accept. It was also suggested that the terms contained in the award of the Board of Arbitration should be the minimum terms granted the employees.

Both parties agreed to this suggestion and work was thereupon resumed April 3rd.

The award of the sole arbitrator was made April 24th. It clarified employee classifications, recommended a two-year agreement, gave two weeks' holiday annually with pay for twelve days (previously the men received pay for ten days only), but refused time and one-half for Sundays and statutory holidays and any increase in wages other than those granted by the Board of Arbitration. The cost-of-living bonus had been previously conceded.

The sequel to the strike was therefore favourable to the employees.

METAL-WORKERS, VANCOUVER.

No. 3.—Employees of a metal-working concern in Vancouver submitted a proposed Union agreement covering wages, hours, conditions of work, and Union recognition to their employer. Subsequently, five senior employees were allegedly dismissed. Fifty-six employees thereupon struck May 5th, returning to work the following day at the behest of officials of the Provincial Department of Labour. They thereupon made application for a Conciliation Commissioner, who was thereafter appointed. The dispute was finally referred to a Board of Arbitration.

The unanimous award of the Board favoured the employees and recommended an eight-hour day and forty-four-hour week; time and one-half for overtime; holidays with pay for employees with over a year's service and, with the exception of four classifications, an all-around increase of pay.

At meetings held August 5th and 6th, a total of thirty-eight employees voted in favour of accepting the award. None of the employees rejected the award. There were no votes spoiled.

The employer, however, informed the Honourable the Minister of Labour on August 4th, that his "Company was unable to accept the award in its present form. . . ."

(For further details regarding this dispute *see* "Boards of Arbitration, 1941, No. 5.")

LOGGERS, LAKE COWICHAN.

No. 4.—On expiry of an agreement between a logging company at Lake Cowichan and its employees a proposed Union agreement was suggested to replace the old, to which the Company took exception. Negotiations failed and on June 19th the men struck.

Application had meanwhile been made for the services of a Conciliation Commissioner, under the provisions of the "Industrial Conciliation and Arbitration Act." Before conciliation could proceed the majority of the men had left the camp.

They were informed that conciliation would proceed as soon as the men returned to work on the same conditions as those prevailing June 17th. The workmen affected thereupon resumed work between July 4th and July 7th.

The matters in dispute were thereafter referred to a Board of Arbitration. Findings of the Board favoured the employees.

(For further details regarding the sequel to this dispute *see* "Boards of Arbitration, 1941, No. 11.")

ELECTRICAL WORKERS, VANCOUVER.

No. 5.—Thirty-two employees of a light-manufacturing plant in Vancouver ceased work June 30th, following a request that a change be made from a forty-eight-hour to a forty-four-hour week, and that wages be increased from 30 cents and 75 cents per hour to 50 cents and 85 cents per hour.

The workers returned to work July 2nd, pending an inquiry under the provisions of the "Industrial Disputes Investigation Act."

CAN-FACTORY WORKERS, VANCOUVER.

No. 6.—Employees of a can-manufacturing company in Vancouver submitted to their employer a proposed Union agreement covering Union recognition, wages, hours

of work, and other conditions. The Company refused to accept the proposed agreement, and the dispute which thereafter arose was finally submitted to a Board of Arbitration.

Proceedings before the Board were late in their presentation, and two days after commencement of these hearings, on August 20th, the life of the Board expired. Representatives of the Company refused an extension of the life of the Board beyond that date, and its functions terminated without an award being made.

The employees of the Company thereupon struck at midnight, August 21st.

Following further negotiations and intervention by the Honourable the Minister of Labour for the Province and representatives of the Federal Department of Labour, the dispute terminated August 26th. The employees were given an increase in wages, Union recognition, and certain changes in working conditions. In favour of workers.

(For further details relating to this dispute *see* "Boards of Arbitration, 1941, No. 9.")

BOLT-FACTORY WORKERS, VANCOUVER.

No. 7.—A strike of bolt-factory workers in Vancouver, which commenced August 30th, followed the report of a Board of Conciliation and Investigation appointed under the provisions of the "Industrial Disputes Investigation Act," which submitted its report to the Federal Minister of Labour on August 5th. The report was signed by the chairman and the employees' member, while a minority report was filed by the employer's member.

The Board recommended a wage-scale which provided for increases in wages of 5 cents per hour and other terms of employment, all of which were accepted by both parties. The Board recommended against holidays with pay, at the time. A majority of the Board recommended negotiations for a Union agreement, the member for the employer dissenting.

The Company refused to sign a Union agreement and a strike followed. The plant was producing rivets for ship-building, and shipyard workers adopted resolutions favouring the strike. It was reported a sympathetic strike was possible.

Conciliation by the Western Representative of the Federal Department of Labour was unsuccessful. Early in October the Federal Minister of Labour was in Vancouver and he arranged for a resumption of work, the dispute to be again referred to the Board and its decision to be made binding. The men resumed work October 2nd.

CANNERY-WORKERS, STEVESTON.

No. 8.—Certain employees of a Steveston cannery struck at midnight, October 24th, for an increase of wages and cost-of-living bonus.

These workers were informed by a Union organizer that they were wrongfully on strike and returned to work the following day at 11 a.m., after being granted 5 cents an hour increase.

Settlement favoured the workers.

EXTENSION OF THE PROVISIONS OF THE "INDUSTRIAL DISPUTES INVESTIGATION ACT."

By authority of Privy Council Order No. 3495, passed November 7th, 1939, under the provisions of the "War Measures Act" (chapter 206, R.S.C. 1927), the "Industrial Disputes Investigation Act" is extended to cover all plants and undertakings where Imperial or Federal war contracts are being carried on, or to all plants and undertakings where such contracts are being carried on conjointly with private projects or contracts. Resultantly, if employers or employees so concerned make application to the Provincial authorities for the services of a Conciliation Commissioner under the provisions of the "Industrial Conciliation and Arbitration Act," the applicants have been requested to submit the matter to the Western Representative of the Federal Department of Labour in British Columbia.

To avoid the possibility of confusion, applicants for the services of a Conciliation Commissioner under the Provincial statute are asked to sign a statement declaring that

the employer concerned is not, to the best of their knowledge, engaged in any contract awarded by the Imperial or Federal Governments.

Industrial disputes within the exclusive jurisdiction of the Parliament of Canada are dealt with under the "Industrial Disputes Investigation Act" as heretofore. All disputes within the jurisdiction of the Province of British Columbia, with the exceptions noted, are dealt with under the provisions of the "Industrial Conciliation and Arbitration Act."

WAGES.

Under Federal regulations now in force (P.C. No. 8253, as amended), no employer may increase or decrease basic wage-rates unless authorized to do so by the National War Labour Board or a Regional War Labour Board. There are nine Regional Boards, one for each Province, on which Government, labour, and employers are represented. The British Columbia Board is located in Vancouver, and any inquiries regarding wages should be addressed to Robert Morrison, Esq., Chief Executive Officer, British Columbia Regional War Labour Board, 789 Pender Street West, Vancouver, B.C.

Permission for a change in wages can only be given where the Board finds the basic scale to be low compared to those for similar occupations in the same locality or a comparable locality.

Excepted from this regulation are workers in agriculture, fishing, hunting, trapping, domestic service; employees of a hospital, religious, charitable, or educational institution; as well as Civil Service employees of Federal, Provincial, or municipal governments.

Should a dispute arise over wages within the application of the "Industrial Conciliation and Arbitration Act" it may, in its eventual analysis, be heard before a Board of Arbitration, whose members may make whatever recommendations they see fit. The implementation of these recommendations, however, lies in the hands of the Regional War Board.

II. CONCILIATION, 1941.

Fifty-nine Conciliation Commissions were authorized by the Minister in 1941. A tabulated record for the year follows:—

No.	Trade involved.	Location.	Date Conciliation Commission issued.	Employees involved.	Employers involved.	Cause of Dispute.	Result of Reference.
1	Street-railwaymen and bus operators	Vancouver, Victoria, and New Westminster	March 14	1,730	1	Refusal to grant employees' request for 6 cents an hour increase for all employees covered by new agreement; that New Westminster and Point Grey garage employees be covered by the agreement, and that a thirty-day clause covering wages be inserted in the agreement.	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 3, 1941").
2	Telegraph messengers.	Vancouver	April 4	21	1	Refusal of employer to accept proposed agreement covering rates of pay and working conditions	Offer of employer accepted. Settled.
3	Electrical workers	Penticton	April 8	5	1	Refusal of employer to grant requested changes in wages and working conditions	Compromise. Settled.
4	Truck-drivers	Bridge River	April 18	9	2	Refusal of employer to grant a requested increase in wages, and refusal of employees to accept employers' offer	Settled. Agreements signed.
5	Journeymen lathers	Vancouver	April 18	60	7	Refusal of employers to accept employees' proposal that master lathers pay for the cost of nails used for nailing inside fir laths as against the established practice of having the employees pay for the cost of nails	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 4, 1941").
6	Milk-wagon drivers and dairy employees	West Vancouver	April 22	4	1	Refusal of employer to accept proposed agreement covering increased wages and changed working conditions	Some of the employees found work elsewhere, and the Commission was cancelled at the request of the men's representative.
7	Lay employees of a hospital	Vancouver	May 6	200	1	Rejection of employees' requests for a 10-per-cent. increase in wages and adjustment to compensate for change in hospitalization benefits	Settled.
8	Glove-workers	Vancouver	May 6	46	1	Refusal of employer to accept proposed Union agreement covering wages and working conditions as submitted	Settled. Agreement signed.
9	Taxicab-drivers	Vancouver	May 7	44	8	Refusal of employers to accept proposed Union agreement covering wages and working conditions as submitted	In one case the Conciliation Commissioner found application had been improperly made and the Commission was thereupon cancelled. The other cases were settled. Agreements signed.
10	Metal-workers	Vancouver	May 9	45	1	Refusal of employer to accept proposed Union agreement covering wages, contract prices, working conditions, and Union recognition as submitted	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 5, 1941").

11	Bakery and confectionery workers	Vancouver, Victoria, and Nanaimo	June 7	44	5	Failure of negotiations following request of employees of bakeries concerned that they be brought under a Union agreement covering wages, hours, and working conditions	Four cases settled and agreements signed; fifth case referred to Board of Arbitration (*see* "Boards of Arbitration, No. 10, 1941").
12	Loggers	Lake Cowichan	June 18	300	1	Failure of employer to accept proposed Union agreement. Matters in dispute after negotiations were Union recognition, Union camp, seniority, and leave of absence	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 11, 1941").
13	Fruit-packers	Penticton	June 20	20	1	Failure of negotiations following employees' request for increased wages and changes in working conditions	Settled. Compromise.
14	Bus-drivers	Victoria	June 24	21	1	Refusal of employer to accept proposed Union agreement covering Union recognition, wages, and working conditions. Refusal of employees to accept employer's counter-proposal	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 6, 1941").
15	Taxicab-drivers	Victoria	June 24	45	4	Failure of negotiations following submission by employees of proposed Union agreement covering Union recognition, wages, hours, working conditions, and application of check-off system. A counter-proposal by the employer was rejected	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 8, 1941").
16	Metal-workers	Vancouver	June 24	325	1	Failure of negotiations following submission by employees of proposed Union agreement covering Union recognition, wages, and working conditions	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 9, 1941").
17	Bus-drivers	Nanaimo	June 26	10	1	Failure of negotiations following submission by employees of proposed Union agreement covering Union recognition, wages, and working conditions, and rejection by workers of employer's counter-proposal	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 7, 1941").
18	Drivers and swampers for cartage firms	Vancouver	June 28	461	26	Failure of negotiations and rejection of the counter-proposal of the employers, following submission by the workers of proposed Union agreements covering an increase in the wages paid	Settled. Compromise. Union agreements signed.
19	Steel- and metal-workers	Vancouver	July 8	45	1	Failure of negotiations and rejection of the counter-proposal of the employer, following submission by the workers of a proposed Union agreement covering Union recognition, wages, contract prices, and working conditions	Referred to Board of Arbitration. Before the Board could be constituted disputants agreed upon a settlement and an agreement was signed.
20	Lay employees of a hospital	Port Alberni	July 28	30	1	Failure of employer to agree to request of employees for increase in wages and changes in hours and working conditions. Rejection by workers of employer's counter-proposal	Settled. Agreement signed.
21	Painters, paper-hangers, and decorators	Vancouver	August 1	300	15	Rejection by employers of workers' request for an increase of 10 cents per hour in their wage-scale	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 14, 1941").

CONCILIATION, 1941—*Continued.*

No.	Trade involved.	Location.	Date Conciliation Commission issued.	Employees involved.	Employers involved.	Cause of Dispute.	Result of Reference.
22	Barge longshoremen	Vancouver	August 7	20	1	Rejection by employer of request for increased wages	Settled. Compromise.
23	Motion-picture projectionists	Vancouver and suburbs, Chilliwack, Kamloops, Kelowna, Nanaimo, Nelson, New Westminster, Penticton, Prince Rupert, Rossland, Trail, and Vernon	August 18	61	1	Failure of negotiations following termination of the current agreement. Employer offered cost-of-living bonus but employees requested increase in wages	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 12, 1941").
24	Motion-picture projectionists	Vancouver	August 20	4	1	Refusal of employer to accept terms of a Union agreement covering wages and working conditions submitted by employees	Settled. Union agreement signed.
25	Motion-picture projectionists	Victoria	August 23	9	1	Failure of negotiations following termination of the current agreement. Employer offered cost-of-living bonus but employees requested increase in wages.	Settled. Union agreement signed.
26	Motion-picture projectionists	Vancouver	August 23	40	1	Failure of negotiations following termination of the current agreement. Employer offered cost-of-living bonus, but employees requested increase in wages	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 13, 1941"). NOTE.—This dispute was referred to the same Board of Arbitration as that which heard Reference No. 23. This dispute involved another chain of theatres however.
27	Motion-picture projectionists	Vancouver and North Vancouver	August 23	6	1	Failure of negotiations for proposed Union agreement covering wage increase and working conditions, following termination of the current agreement Two theatres were involved	The dispute at the Vancouver theatre was satisfactorily settled and a Union agreement signed. The dispute at the North Vancouver theatre was referred to arbitration. Before the chairman of the Board was appointed, the Dominion Government wage provisions became effective and the matter was referred to the B.C. Regional War Board.

28	Bus-drivers	Vancouver	August 23	55	1	Failure of negotiations following employees' request for new Union agreement covering increase in wages, holidays with pay, cost-of-living bonus, and working conditions. A counter-proposal by the employer was rejected	Settled. Compromise agreement signed.
29	Motion-picture projectionists	New Westminster	August 25	3	1	Failure of negotiations following submission of proposed Union agreement covering increased wages and working conditions	Settled. Union agreement signed.
30	Civic employees	Vancouver	August 30	2,000	1	Failure of negotiations following request of employees' representatives that the Corporation pay wage-scale set out in Britain-Bengough-Winters report of 1929, plus a cost-of-living bonus in accordance with the formula set forth in P.C. 7440	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 15, 1941").
31	Film-exchange employees	Vancouver	August 30	32	8	Failure of negotiations following a request of the employees involved for an increase in salaries	Settled.
32	Motion-picture projectionists	Victoria and suburbs, Duncan	September 2	10	1	Failure of negotiations following termination of the current agreement. Employer offered cost-of-living bonus and employees requested increase in wages	Settled. Union agreement signed.
33	Motion-picture projectionists	Vancouver	September 3	4	1	Failure of negotiations for proposed Union agreement covering wage increase and working conditions to replace the current verbal agreement.	Settled. Union agreement signed.
34	Motion-picture projectionists	Burnaby	September 5	2	1	Failure of negotiations following submission by employees of proposed Union contract covering increased wages and working conditions	Referred to Board of Arbitration. Before the Board was constituted the Dominion Government wage provisions became effective and the matter was referred to the B.C. Regional War Board.
35	Stage-line operators and ticket clerks	Vancouver	August 28	59	1	On termination of their current agreement, the employees submitted certain requests to their employer to be incorporated into a new Union agreement covering wages and working conditions. Ensuing negotiations failed	Settled. Union agreement signed.
36	Motion-picture projectionists	Vancouver	September 6	1	1	Failure of negotiations for proposed Union agreement covering wage increase and working conditions, following termination of the current agreement.	Settled. Union agreement signed.
37	Municipal employees	Saanich	September 20	66	1	Failure of negotiations following the request of the municipal employees that their wages be increased	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 16, 1941").
38	Mailing-room employees	Victoria	September 23	3	1	Failure of negotiations following submission to employer by employees of proposed Union agreement covering Union recognition, wages, and working conditions	Settled. Union agreement signed.
39	Cannery-workers	Haney	September 23	80	1	Failure of negotiations following employees' request for adjustment of piece-work rates and working conditions	Settled. Employees put on hourly wage basis.

CONCILIATION, 1941—*Continued.*

No.	Trade involved.	Location.	Date Conciliation Commission issued.	Employees involved.	Employers involved.	Cause of Dispute.	Result of Reference.
40	Carpenters and joiners	Victoria	October 2	28	3	Request for increase in basic wage-scale paid to cover increase in cost of living. Contractors affected were unwilling to enter into an agreement which would increase their operating costs and militate against them in competition with other members of the master organization to which they belonged	Settled. All members of the master organization entered into agreements with their carpenters and joiners.
41	Mill-workers	Victoria	October 2	128	1	Alleged failure of employer to negotiate proposed Union agreement covering wages and working conditions	Settled by signed memorandum covering plan for periodic discussion of problems arising in connection with wages, hours, and working conditions.
42	Retail clerks	New Westminster	October 6	7	1	Request by the representatives of the employees that the Company re-employ certain former employees who had been dismissed allegedly for Union activity	Referred to Board of Arbitration. Settled by disputant parties prior to the constitution of the Board.
43	Packing-house employees	Naramata	October 7	14	1	Request by employees for cost-of-living bonus based on Dominion Government cost-of-living index. The amount granted by the employer was not satisfactory to the employees	Adjustment made. Settled.
44	Sash and door factory workers	Vancouver	October 17	28	1	Refusal of employer to accept proposed Union agreement covering Union recognition, hours of work, and wages	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 17, 1941").
45	Steam and operating engineers	Prince Rupert	October 24	4	1	Request by employees affected for an increase in wages and refusal by employer to accede to requests as presented	Settled. Compromise.
46	Retail clerks	New Westminster	October 27	42	1	Failure of negotiations following submission by representatives of employees of a proposed agreement covering wages and working conditions	Settled.
47	Bakery and confectionery workers	Vancouver	October 27	140	1	Failure of negotiations following submission by representatives of employees of a proposed Union agreement covering wages, hours, and working conditions; discharge of a number of employees	Referred to Board of Arbitration. Settled by disputants before constitution of Board.
48	Sawmill-workers	Nanaimo	November 3	50	1	Failure of negotiations following men's request for increased wages, changes in working conditions, and working agreement	Settled.
49	Garage employees	Wilson Creek	October 31	49	2	Request by employers of postponement of employees' request for increased wages	Settled. Compromise.
50	Bakery and confectionery workers	Vancouver	November 6	200	Several	Failure of negotiations over interpretation of clause in existing agreement covering a revision of wages due to variation in the cost of living	Settled. Existing agreement amended.

51	Cannery-workers	Vancouver	November 7	71	1	Failure of negotiations following submission by employees' representatives of proposed Union agreement covering Union recognition, increased wages, and working conditions	Settled. Agreement signed.
52	Retail clerks	Vancouver	November 7	37	1	Breakdown of negotiations following employees' request for Union agreement covering wages and working conditions	Settled. Union agreement signed.
53	Newspaper-workers	Vancouver	November 14	154	1	Refusal of Company to accept proposed Union agreement covering Union recognition, working conditions, and wages	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 19, 1941").
54	Cannery-workers	Vancouver	November 14	120	1	Representatives of the employees submitted a proposed Union agreement providing for Union recognition, increased wages, and changed working conditions, which the employer was not prepared to accept	Settled. Proposals submitted by the employer accepted by employees.
55	Laundry workers and drivers	Victoria	November 14	149	1	Failure of negotiations following submission by employees of proposed Union agreements covering, in the case of the drivers, wages and working conditions, and, in the case of the inside employees, Union recognition, application of the "check-off" system, wages, hours, and working conditions	Dispute with drivers settled. Dispute with inside workers terminated, but made subject to further negotiations by disputants.
56	Civic employees	North Vancouver	November 10	193	1	Inability of city and district to accede to requests by the employees involved for increased wages, cost-of-living bonus, and changes in working conditions	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 18, 1941").
57	Municipal employees	Penticton	November 19	35	1	Request by employees for wage increases, and reply by employer that no action would be taken unless a Conciliation Commissioner was called in	Settled. Agreement signed.
58	Bus-drivers	West Vancouver	December 12	12	1	Failure of negotiations following submission of a proposed Union agreement covering Union recognition, working conditions, and wages	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 1, 1942").
59	Laundry-workers	Victoria	December 13	130	1	Breakdown of negotiations following conciliation upon refusal of employer to sign a Union agreement containing provisions for a "closed shop," and refusal of the employees to sign any agreement which did not contain such a clause	Referred to Board of Arbitration (*see* "Boards of Arbitration, No. 20, 1941").
			Totals	7,811	128 (approx.)		

III. BOARDS OF ARBITRATION.

Twenty Boards of Arbitration were designated during 1941. The designation of these Boards and the outcome of their deliberations is shown in the following table:—

No. of Board.	Disputant Parties.	Outcome of Hearings.
1.	B.C. Motor Transportation, Ltd., and its garage employees, Vancouver	Majority award, employees' arbitrator dissenting.
2.	B.C. Greyhound Lines, Ltd., and its motor-coach and shop operators, Penticton	Majority award, employer's arbitrator dissenting.
3.	B.C. Electric Railway Co., Ltd., and their electric railway and motor-coach employees in Vancouver, Victoria, and New Westminster	Majority award, employer's arbitrator dissenting.
4.	Certain master lathers and their journeymen	Unanimous award.
5.	Canadian John Wood, Ltd., and their metal-workers	Unanimous award.
6.	Veterans' Sightseeing and Transportation Co., Ltd. (Victoria), and their bus-drivers	Unanimous award.
7.	Veterans' Sightseeing and Transportation Co., Ltd. (Nanaimo), and their bus-drivers	Unanimous award.
8.	Victoria Taxi Companies and their taxi-drivers	Majority award, employees' arbitrator dissenting.
9.	American Can Co. and their metal-workers	Employer refused extension of life of Board. No award made.
10.	Montreal Bakery and its bakery and confectionery workers	Unanimous award.
11.	Lake Logging Co., Ltd., and their logging employees	Unanimous award.
12.	Canadian Famous Players, Ltd., Mainland, and their projectionists	Unanimous award.
13.	Odeon Theatres of Canada, Ltd., Mainland, and their projectionists	Unanimous award.
14.	Certain Master Painters, Vancouver, and their journeymen	Unanimous award.
15.	City of Vancouver and its civic employees	Unanimous award.
16.	Corporation of District of Saanich and its municipal employees	Unanimous award.
17.	Contractors Supply Sash and Door Co., Ltd., Vancouver, and their sash and door employees	Majority award.
18.	Corporation of North Vancouver and District and certain of its municipal employees	Unanimous award.
19.	Sun Publishing Co., Ltd., and certain of its editorial, circulation, promotion, job printing, maintenance, and business office employees	Unanimous award.
20.	New Method Laundries, Ltd., and its laundry employees	Unanimous award.

(NOTE.—Other disputes were referred to arbitration in addition to those which have been described. These were five in number. In three of the five cases, the dispute was settled before the Board was designated. In the other two cases, which had to do solely with wages, the matter was referred to the British Columbia Regional War Board, under the provisions of P.C. 8253.)

A summary of the texts of awards and minority reports of Boards of Arbitration follow:—

No. 1, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between B.C. Motor Transportation, Ltd., Employer, and certain of its Garage and Transportation Employees.

Details of the report and award of the Board of Arbitration designated to inquire into the above-mentioned dispute will be found in the Annual Report of the Department of Labour for 1940 at page 126.

No. 2, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between B.C. Greyhound Lines, Ltd., Employer, and its Motor-coach Operators and its Shop and Garage Employees.

Details of the award of the Board of Arbitration designated to inquire into the above-mentioned dispute will be found in the Annual Report of the Department of Labour for 1940 at page 140.

No. 3, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the British Columbia Electric Railway Co., Ltd., Employer, and its Electric Railway and Motor-coach Employees.

The Board of Arbitration designated to inquire into this dispute was composed of the Honourable Mr. Justice Fisher, chairman; Mr. W. R. Dowrey, employer's arbitrator; and Mr. W. R. Trotter, employees' arbitrator.

The employees had proposed that a new agreement be signed with the Company, containing a provision for a wage increase of 6 cents per hour for employees in all departments covered by the old agreement and the new; that the proposed agreement apply to the garage employees at Point Grey and New Westminster and to the bus operators in Victoria, and that the new agreement might be opened within thirty days to consider the matter of wages only.

The Company rejected these proposals and the Conciliation Commissioner, Mr. James Thomson, recommended the dispute be referred to arbitration.

The Board was thereupon designated, and public sessions were held on May 5th, 7th, 19th, 20th, 21st, 22nd, 26th, 27th, 28th, and 29th, 1941.

On June 2nd, 1941, the Board submitted a majority award; Mr. Dowrey dissented and submitted a minority report.

The majority award recommended an increase in wages of 6 cents per hour over the present scale for all employees covered by the old agreement and the new; refused the request that the proposed agreement apply to the garage employees at Point Grey and New Westminster and to the bus operators in Victoria, and refused the request that the new agreement should be opened within thirty days to consider the matter of wages only.

It was recommended instead that the agreement should continue in effect three years from March 1st, 1941, and that it should contain a clause reading as follows:—

"Wages during the period of this three year agreement to be subject to the fluctuation of Dominion Cost of Living Index in the following manner. Should the Dominion Index as at March 1st, 1941 (108.2) in the future show an increase of five per cent, a bonus of 2½ cents per hour shall be added to the new wage rates and should the Index show a decrease of five per cent from the figure of March 1st, 1941 (108.2) then correspondingly a decrease of 2½ cents per hour shall become effective. Subsequent increases or decreases in the Dominion Cost of Living Index during this three year period to be met by similar adjustments. The adjustments shall be made at intervals not more frequently than every three months from the said March 1st, 1941."

MINORITY REPORT.

In the minority report submitted by Mr. Dowrey, he declared he "could find no reasonable grounds whatever in the evidence for heavy increases in the wage rates for which the Amalgamated Association is asking." He suggested, however, that the employees should be paid a cost-of-living bonus in keeping with the wages policy of the Dominion Government as laid down in Order in Council P.C. 7440.

He thought there was "no reason to include bus-drivers in the agreement," although he recommended that the cost-of-living bonus should apply to them. He recommended further that the employees in the New Westminster and Point Grey garages should be included in the agreement, "but that they should not be included with the shop and barn employees as requested by the Union, but rather have a separate section of their own in the agreement under which their present working conditions should be set out."

Mr. Dowrey also maintained that "the thirty-day clause was undesirable" and that "the duration of the agreement should be for a period of three years dating from March 1st, 1941."

No. 4, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Master Lathers in the City of Vancouver and vicinity, Employers, and their Journeymen Lathers, Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. D. O. Lewis, chairman; Mr. W. G. Jenner, employers' arbitrator; and Mr. William James, employees' arbitrator.

The journeymen lathers employed by seven master lathers in Vancouver and vicinity had requested that their employers pay for the cost of nails used for nailing inside fir laths. This request was rejected by the employers.

On July 23rd, 1941, a unanimous award was returned by the Board recommending that "the master lathers in the City of Vancouver and vicinity supply the nails required for nailing inside fir laths to the journeymen lathers as requested."

No. 5, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Canadian John Wood (Vancouver), Limited, Employer, and its Metal-workers, Employees.

The Board of Arbitration designated to inquire into this dispute was composed of the Honourable Mr. Justice Sidney Smith, chairman; Mr. John Whittle, employer's arbitrator; and Mr. Al. Parkin, employees' arbitrator.

The employees had submitted a proposed Union agreement covering wages, hours, and working conditions to their employer. The Company refused to accept this proposed agreement and submitted counter-proposals through the Conciliation Commissioner, Mr. M. H. McGeough. The men rejected the Company's proposals.

The Board returned a unanimous award July 31st, 1941, and recommended that certain provisions be incorporated into an agreement between the Company and its employees.

These provisions recommended an eight-hour day and a forty-four-hour week; the payment of time and one-half for overtime; one week's holiday a year with pay for all employees with over one year's service; an all around increase in pay of 8 cents an hour, with the exception of certain cases specifically dealt with; the continuance in force of the recommended agreement for one year from May 9th, 1941, and the suggestion that the principle of the length of service in the Company's employ should govern in the event that lay-offs are necessary.

The Board also recommended the adjustment of wages every three months on a flat-rate basis over the whole of the factory "according to the percentage rise and fall of the cost of living as ascertained by the Bureau of Statistics and supplied to the Dominion Department of Labour." Provision was made for an increase of 2½ cents per hour, should the Dominion Index as of May 9th, 1941, show an increase of 5 per cent. Subsequent increases or decreases in the Dominion Cost-of-living Index were to be met by similar adjustments, but in no case was the wage-scale to fall below the basic increase of 8 cents per hour, and the basic increases granted in certain cases specifically dealt with.

No. 6, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Veterans' Sightseeing and Transportation Co., Ltd., Victoria, B.C., Employer, and its Bus Operators, Employees (Victoria, B.C.).

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; Mr. Maris Hale, employer's arbitrator; and Mr. A. Clyde, employees' arbitrator.

The employees had submitted a proposed Union agreement covering Union recognition; the check-off of Union dues from wages; wages and working conditions, including length of vacations, the supplying of uniforms by the Company to employees of two

years' service or more, the retention of seniority of employees entering the armed forces, and passes to drivers transferable to the employees' families.

The Company submitted counter-proposals. These in turn were rejected by the employees.

After all representations and evidence had been heard and the Board had had some discussion in regard to the award, and drafts had been prepared, the member of the Board appointed by the employer was authorized to make an offer of settlement. This offer was considered fair and proper by the member of the Board appointed by the employees. After some discussion the offer, with slight variations, became the unanimous award of the Board, September 3rd, 1941.

The award was not intended to affect the earnings of sightseeing bus-drivers, but such persons were included in the question of Union recognition.

The Board recommended that the employer recognize a local of the National Drivers' Union as the sole bargaining agent for the employees; that any employees presently serving in the armed forces or who may hereafter join them be re-employed by the Company on discharge and be free to join or to refrain from joining the Union as he saw fit; that in the event of returning employees not joining the Union such employees be entitled to elect or appoint one of their number to be a joint bargaining agent with the persons appointed by Union members; that closed-shop regulations be established, but that they should not apply to any employee re-employed after discharge from the armed forces.

Additionally, the Board recommended a two-year contract; that no "check-off" arrangement be made; that employees be promoted and laid off in order of seniority; that a working-day should be not more than nine hours and a working-week should be not more than fifty hours, and that split shifts be eliminated wherever possible.

It was recommended that the hourly rate of pay be increased from 50 cents to 55 cents, with time and one-half for overtime; that any employee working a split shift covering more than twelve hours be paid time and one-half for time worked in excess of twelve hours; that charter work under 40 miles be paid at regular rates, and such work over 40 miles be paid at the rate of 3½ cents per mile. When charter work exceeds nine hours, work is to be paid for at 75 cents per hour or 3½ cents per mile, whichever is greater.

Employees were granted a week's holiday with pay in the second and succeeding years of service, and all regular drivers were to be supplied with complete uniforms.

No. 7, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Veterans' Sightseeing and Transportation Co., Ltd. (Nanaimo Operation), and its Bus Operators employed in the Nanaimo Area.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; Mr. Maris Hale, employer's arbitrator; and Mr. A. Clyde, employees' arbitrator.

The employees had presented a proposed agreement to their employer providing for Union recognition, a closed shop, the institution of the "check-off," the establishment of the seniority principle, and an increase in wages.

The Company presented counter-proposals providing for Union recognition, closed shop, and some increase in pay. For some reason these proposals were not voted upon by the men and the Company withdrew its offer. A further contract providing for an association of all bus operators employed in Victoria and Nanaimo was substituted, and resultantly the question of Union recognition became one of the main points of difference between disputants.

After the consideration of all evidence, the Board made its award, September 5th, 1941. It was identical with the award made in respect to the Victoria bus operators of the Company (*see* Award No. 6, above), with two exceptions: that all Nanaimo employees should be allowed ten minutes barn time per shift, and that the employer should not be required to supply uniforms to the employees, so long as the employees were not required to wear uniforms.

No. 8, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the C. & C. Taxi Service, Ltd., Island Taxi, Safety Cab Company, and Quarter Cab Company, Limited (all of Victoria, B.C.), Employers, and their Taxicab-drivers, Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; Mr. Maris Hale, employers' arbitrator; and Mr. A. Clyde, employees' arbitrator.

Employees of the four taxicab companies had presented a proposed agreement to their respective employers, providing for Union recognition; a closed shop; institution of the "check-off" system; the establishment of the seniority principle; increase of wages; and changes in working conditions.

A counter-proposal made by the employers, involving an increase in wages, lower than that requested, was rejected by the employees.

After hearing all evidence, a majority award was made August 25th, 1941, the employees' arbitrator dissenting and filing a minority report.

The Board recommended an increase in wages of the drivers by 16⅔ per cent. to 35 cents per hour*; that employees be given the option of working ten hours in eleven or ten consecutive hours; that each employee be given one week's holiday with pay in the second and each successive year of his employment with any one company, and that the employer recognize as the bargaining agents on behalf of the employees two representatives duly elected by a majority vote of all employees. (Such representatives need not be employees of the company concerned or holders of Class A, B, or C driving licences. They might or might not be Labour Union officials or employees.)

The Board also recommended that uniforms be provided when the employer required a uniform to be worn; that the employee keep the uniform repaired and neat, and that it remain at all times the property of the employer.

It was also recommended that employees joining the armed forces be protected both as to seniority and re-employment upon discharge; that employees be laid off, promoted, or re-employed in order of seniority, so long as they have sufficient capability to perform the duties required.

In conclusion, it was recommended that a committee representative of the employers and employees of the four companies be set up to investigate complaints of unfair treatment or unjustified dismissals; minor disputes and difficulties, and the interpretation of any agreement existing between them. Both employers and employees were urged to "work together in an effort to have uniform minimum rates established over the entire Victoria district and that these minimums be higher than the existing rates."

Minority Report.

Mr. Clyde in his minority report would have changed the award so that it recommended "the employers recognize as sole bargaining agents of the employees the proper officials of National Drivers Union Local No. 1." He would have also amended the award to provide "for the Committee hearing charges of unfairness to be composed of the proper Union officials and representatives of the employees." Other changes throughout the award were suggested to conform with these amendments and to provide for a "closed shop."

No. 9, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the American Can Company, Limited, Employer, and its Metal-workers, Employees.

The Board of Arbitration designated to inquire into this dispute was composed of the Honourable Mr. Justice Sidney Smith, chairman; Mr. R. L. Norman, employer's arbitrator; and Mr. John Stanton, employees' arbitrator. Upon the resignation of

* The Board recommended that taxicab-drivers be paid 37½ cents an hour when uniform by-laws similar to Victoria City By-law 2888 became effective over the Greater Victoria area.

Mr. Stanton, the Board was redesignated, August 6th, 1941, and the vacancy created by the resignation was filled by Mr. J. W. Hope.

The employees of the Company, through their representatives, had submitted a proposed Union agreement, covering Union recognition, wages, hours of work, and other conditions. The Company refused to accept the proposed agreement.

It had been arranged that the hearings should proceed August 18th. Counsel for the Company and the employer's arbitrator were not available until then.

Under the provisions of section 39 (1) of the Act, a Board of Arbitration must make its award " not more than fourteen days after it is designated." An extension of time may be made " with the unanimous consent of all parties."

The life of the Board therefore expired August 20th.

Hearings commenced August 18th, as arranged, but on August 20th, the representatives of the Company refused the extension of the life of the Board beyond that date, and its functions terminated without an award being made.

No. 10, 1941.

In the Matter of the " Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Montreal Bakery Limited, Employer, and its Bakery and Confectionery Workers, Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Professor G. G. Drummond, chairman; Dr. H. V. Warren, employer's arbitrator; and Mr. John Wigdor, employees' arbitrator.

The employees had submitted a proposed Union agreement to the employer, which the latter was unable to accept. The clauses in the agreement about which contention arose had to do with the principle of the closed shop and institution of the " check-off " system; wage-scales as between different categories of labour; the payment of double time on statutory holidays; and the provision of one week's holiday with pay after one full year's service with the Company.

After all representations and evidence had been heard, the Board returned a unanimous award, September 9th, 1941.

The Board recommended the signing of the proposed agreement, and that " having regard to the small-scale operation of the Montreal Bakery . . . that a letter outside the agreement be signed incorporating the following:—

" 1. The payment of Union rates of wages be made according to the work done in each category of employment.

" 2. The principle of the closed shop be satisfied by the employment of members of the Union in good standing, or others who will promptly become members and remain in good standing.

" 3. The check-off arrangements be left to an understanding between the Union and the Montreal Bakery in order to facilitate the proper collection of Union dues, fines, and assessments."

No. 11, 1941.

In the Matter of the " Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Lake Logging Company, Limited, Employer, and its Logging and Booming Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Dean F. M. Clement, chairman; Mr. J. R. Hamilton, employer's arbitrator; and Mr. John Stanton, employees' arbitrator.

The dispute as initially submitted to the Board was in the form of a Union agreement between the Company and the International Woodworkers of America, Local 1-80. The proposed agreement contained a number of articles, only four of which were in dispute, namely:—

1. The preamble, which had to do with Union recognition.
2. Article 7, which had to do with seniority.
3. Article 9, which had to do with leave of absence.

4. Article 11, which had to do with a "Union camp." This article made it necessary for all employees to become Union members after thirty days' employment. If an employee did not become a Union member, the employer, on written notice from the Union, would be called upon to release such an employee from employment. The article also made it obligatory for "all employees who are now, or shall hereafter become members of the Union" to maintain continuous Union membership.

A unanimous award was returned by the Board, September 15th, 1941.

The Board recommended that it should be stated in the preamble of the agreement that the agreement was "between the Lake Logging Co., Ltd. . . . and the employees of the Lake Logging Co., Ltd. . . ."

The remainder of the Board's recommendations may be stated in full:—

"*Recommendation 2.*—Article 7, Seniority: In the event that the work becomes slack and that it is necessary to reduce the crew, the employees shall be laid off in the inverse order in which they have been hired, and when it is necessary to increase forces the men shall be re-employed in the inverse order in which they were laid off in so far as this is practicable. No new employees shall be hired until the list of former employees is exhausted, and all employees shall be returned to their positions as prior to the time of laying off, if they report for work when public notice is given. Seniority rights as established through mutual understanding between the Company and the committee shall be respected at all times.

"*Recommendation 3.*—Article 9, Leave of Absence: That any employee being called for National Defence or Overseas Service, or whose absence is necessitated by injury or illness, or being elected as a representative on behalf of the Union, thereby necessitating leave of absence, such leave of absence shall be granted by the Party of the First Part, provided sufficient advance notice is given so that his work may be properly cared for; and further provided that such leave of absence shall not exceed fourteen (14) months, except for war services. Any employee absent pursuant to such leave of absence, to be given in writing by the Party of the First Part, shall retain all seniority rights and privileges as an employee of the Company.

"*Recommendation 4.*—Article 11, Union Camp: If the Company hires an employee who is not a member of the International Woodworkers of America, Local 1-80, such employee shall after thirty (30) days' employment, if satisfactory to the Company, be asked by the Union officials to become a member of the Union. If such employee objects to joining the Union his objection shall be taken up in the same manner as other disputes, and such employee shall be given a reasonable time to make up his mind; after which, if he does not agree to join the Union, the Company shall advise him to seek employment elsewhere. All employees who are now, or who shall hereafter become members of the Union, shall maintain continuous membership in the Union."

No. 12, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Famous Players (Canadian) Corporation, Limited, Employer, and its Projectionist Employees.

The Board of Arbitration designated to inquire into this dispute was composed of His Honour Judge A. M. Harper, chairman; Mr. J. K. Macrae, K.C., employer's arbitrator; and Mr. E. A. Jamieson, employees' arbitrator.

The subject-matter of the dispute was a Union agreement submitted by the projectionists to the employer, covering wages and working conditions.

The proposed rates of pay were not acceptable to the employer, and an alternative offer was made to pay the wages set forth in the contract between the parties, which expired August 31st, 1941, and additionally, to pay a cost-of-living bonus based upon the figures of the Dominion Bureau of Statistics.

This offer was rejected.

On October 15th, 1941, following consideration of evidence and representations made by the parties to the dispute, the Board unanimously recommended:—

1. That there should be granted the employees in the Greater Vancouver and New Westminster district for the period from September 1st, 1941, to August 31st, 1943, an increase of 10 per cent. on all rates of wages, including overtime.

2. That in the case of theatres outside Greater Vancouver and New Westminster district, and in the case of all theatres situated outside these districts, the rate of pay should be increased $5 weekly for each projectionist.

No. 13, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Odeon Theatres of Canada, Limited, Employer, and its Projectionist Employees.

The Board of Arbitration designated to inquire into this dispute was composed of His Honour Judge A. M. Harper, chairman; Mr. J. K. Macrae, K.C., employer's arbitrator; and Mr. E. A. Jamieson, employees' arbitrator.

The subject-matter of the dispute was a Union agreement submitted by the projectionists to the employer, covering wages and working conditions.

The proposed rates of pay were not acceptable to the employer, and an alternative offer was made to pay the wages set forth in the contracts between the employees and the previous owners of the various theatres involved, which expired August 31st, 1941. Additionally, the employer offered to pay a cost-of-living bonus based upon the figures of the Dominion Bureau of Statistics.

This offer was rejected.

As the same Board was constituted to hear the arbitration between the Famous Players (Canadian) Corporation, Limited, and its projectionist employees, it was agreed by disputants that the evidence taken in the Famous Players' arbitration was applicable to this arbitration. In addition, other evidence was given by the Odeon Theatres of Canada, Limited.

On October 15th, 1941, following consideration of the representations and evidence submitted, the Board unanimously recommended "that in view of the special circumstances affecting the Odeon Theatres, the rate of wages between the parties hereto as recommended herein should apply for a period of one year, when the parties, by agreement, should adjust the scale of wages by mutual agreement, or, failing this, by arbitration."

Increases in wages as recommended by the Board fell into four categories, namely:—

1. In the case of the Vogue and Beacon Theatres, an increase in the rate of pay of 10 per cent., including overtime, was recommended.

2. In the case of the Paradise and Plaza Theatres, an increase in the weekly wage of each projectionist to $58.34 was recommended.

3. In the case of the Dunbar, Fraser, Kingsway, Lux, Olympia, Nova, Park, Rialto, Rio, and Varsity Theatres, an increase in the weekly wage of $5 to each projectionist was recommended.

4. In the case of the Fox and Metro Theatres, New Westminster, an increase in the weekly wages of each projectionist to $48.60 was recommended.

Replying to a question regarding the payment of overtime, asked by counsel for the employer, following submission of the award to disputants, the Chairman wrote:—

"As to the suburban theatres, the rate of pay was increased by $5 a week, which automatically raised the hourly wage, and any overtime worked by the employees should be based on the increased hourly rate."

No. 14, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between J. Boshard, C. Brawn, A. Bromley, P. McAfferay, F. Morley, M. Brown, Challier Decorators, T. Clark, G. Dobson, Girvan Studios, J. Longmore, C. Seamer, F. Thwaites, J. Webber (all of the City of Vancouver), and R. Cochrane

(of the City of New Westminster), Employers, and their Journeymen Painters, Paper-hangers, and Decorators, Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Lieutenant-Colonel G. H. Dorrell, chairman; Mr. J. Carwardine, employers' arbitrator; and Mr. C. W. Pritchard, employees' arbitrator.

The employees affected had requested that after May 8th, 1941, that the scale of wages be 90 cents per hour.

The request was rejected.

In a unanimous award dated October 29th, 1941, the Board recommended:—

1. That the union basic rate of pay be increased to 90 cents per hour.

2. That no additions be allowed for the cost-of-living bonus.

3. That the increase of wages should not apply to war and other uncompleted-contracts made by the employers prior to August 7th, 1941. In respect of any of these the rate of pay prevailing August 7th, 1941, shall continue until the contract is completed.

No. 15, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Corporation of the City of Vancouver, Employer, and its Civic Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. Justice Sidney Smith, chairman; Mr. T. E. Wilson, employer's arbitrator; and Mr. J. Price, employees' arbitrator.

The civic employees had submitted to their employer, through their duly elected representatives, a proposal that the scale of wages and salaries set out in the Britain-Bengough-Winters report of 1929, plus a cost-of-living bonus in accordance with the formula set out in Order in Council P.C. 7440, be paid the employees involved.

The proposal was refused.

In a unanimous award dated October 10th, 1941, the Board made the following recommendations:—

1. That the basic salaries of civic employees should be those adopted by resolution of the City Council, August 19th, 1930, and paid in accordance therewith.

2. That for the remainder of 1941 the City should pay a bonus of $5 per month to all outside workers, and restore the final 2½-per-cent. salary cut on November 1st, instead of December 1st, as contemplated.

3. That from January 1st, 1942, a cost-of-living bonus be paid in conformity with the formula set out in P.C. 7440, subject to the following reservations:—

(*a.*) The cost-of-living bonus shall be paid only to employees receiving less than $2,100 per year, so that an employee receiving less than $2,100 per year (and whose salary plus bonus would exceed $2,100 per year) shall be entitled to such part of the bonus as will, together with his salary, amount to $2,100 per year.

Should the Dominion cost-of-living index reach 120 or over, then the income level would be varied as follows:—

Index 120	Income level, $2,400
Index 125	Income level, 2,700
Index 130	Income level, 3,000

and so on, as the said Index may increase or decrease from time to time.

(*b.*) The bonus shall be paid only to heads of households, which includes married employees supporting a wife or husband, with or without dependents. It also includes a widow or widower with one or more dependents.

(*c.*) Employees not "heads of households" shall receive one-half the aforementioned bonus.

(*d.*) Casual labourers shall receive for each 1-per-cent. rise in the cost of living a bonus of 25 cents per week, regardless of whether a full or only a partial week is worked.

No. 16, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Corporation of the District of Saanich, Employer, and certain of its Municipal Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; Mr. H. W. Davey, employer's arbitrator; and Mr. E. F. Fox, employees' arbitrator.

The only question referred to the Board was whether or not the wages or salaries paid certain specifically named employees, or certain specifically described groups of employees, were proper, having regard to the surrounding facts and circumstances in each case.

After hearing representations and the consideration of evidence, the Board presented a unanimous award, dated November 20th, 1941. In its award the Board declared:—

"In all instances where no increase in actual remuneration was granted, the basic rate of pay was increased to include the cost of living bonus at present in effect. . . .

"The Employer stressed the fact that the Municipality of Saanich was at present required to make substantial outlays on account of the rapid growth of the urban area. That the volume and nature of these services must inevitably increase in the future and that these additional expenditures would of necessity add to the Municipality's financial difficulties. It was further urged that these additional expenditures would necessitate an increase in the rate of municipal taxation. That the rate of taxation was at present the eighth or ninth highest amongst the twenty-eight municipalities of the Province of British Columbia.

"The Board does not feel that the evidence led on behalf of the Employer indicated any definite inability to pay or that the wage increases awarded are likely to impose any unfair burden on the municipal taxpayers."

The Board recommended the following wages be paid:—

Works Department—	
Ward foremen	$122.50 per month.
Permanent labourers	4.50 per day.*
Truck-drivers	108.00 per month.
Power-shovel operator	135.00 per month.
Grader operator	110.00 per month.
Blacksmith	122.50 per month.
Storekeepers	105.00 per month.
Yard superintendent	150.00 per month.
Waterworks Department—	
General foreman	145.00 per month.
Fitters and meter repair men	115.00 per month.
Meter reader in charge	127.50 per month.
Readers and collectors—	
Head collector	105.00 per month.
Collector No. 1	100.00 per month.
Collector No. 2	75.00 per month.
Fire Department—	
Deputy Chief	130.00 per month.
Firemen	No change.
Office—	
Pay-roll clerk	120.00 per month.
Tax department head clerk	95.00 per month.
Tax clerk and book-keeper	90.00 per month.
Cashier and book-keeper	85.00 per month.
Tax clerk and book-keeper	80.00 per month.

* The Board suggested "that these men be put on a monthly basis so that they will have a greater degree of security of tenure and income than is at present the case."

Office—*Continued.*

Billing-machine operator	$85.00 per month.
Switchboard operator and clerk	75.00 per month.
Stenographer	75.00 per month.
Stenographer	70.00 per month.
Janitor	97.50 per month.
Accountant	115.00 per month.
Relief officer	112.50 per month.
Assistant relief officer	85.00 per month.
Building inspector and valuator	127.00 per month.

Certain of the municipal employees were not dealt with in the course of the award, since it was made clear that they were not involved. The Board suggested that it would be advantageous, if in future cases of a like nature when a dispute arose, that salaries of all the employees in the departments involved be placed before the Board for consideration.

No. 17, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Contractors' Supply Sash and Door Co., Ltd., Vancouver, Employer, and its Sash and Door Factory Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Professor G. F. Drummond, chairman; Mr. Elmore Meredith, employer's arbitrator; and Mr. John Stanton, employees' arbitrator.

The employees involved in the dispute submitted to the Contractors' Supply Sash and Door Co., Ltd., a proposed Union agreement covering Union recognition; a provision for the settlement of disputes; a provision for the institution of a safety committee selected by the Union; an increase in wages; and a forty-four-hour week.

The employer and the employees had failed to agree upon the terms of the agreement.

Following the hearing of evidence a majority award was made, December 18th, 1941; Mr. Meredith dissenting. He agreed with his colleagues, excepting that he held "no sufficient case had been made out" for the recognition of the Union as a bargaining agency, and he did not agree "that overtime rates should be paid for any work done not in excess of forty-eight hours per week." (Evidence showed that the Company operated on a forty-four-hour week.)

The Board in its award recommended:—

1. That the proposed Union agreement be signed by the Company and the Union.

2. That the Company recognize the Union as sole collective bargaining agent for the employees of the Company.

3. That the suggested provision for the arbitration of disputes contained in the proposed agreement be omitted.

4. That the suggested provision for the institution of a safety committee in the proposed agreement be amended to make allowance for the setting-up of a safety committee of five members, four to be selected by the employees and one by the Company. (The duties of this Committee were defined.)

5. That the hours of work should be eight in the day, five days a week, and four hours on Saturday, and that hours worked in excess of forty-four per week should be paid for at the rate of time and one-half.

6. That any provision for an increased wage-scale be omitted, since the Board did not consider itself competent to make an adjudication upon such an increase, under existing Federal regulations.

7. That the provision by which no strikes or lockouts would obtain until all peaceful methods of settlement were exhausted, and the provision that the agreement should remain in full force and effect until fifteen days' notice of change be given remain as stated.

No. 18, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Corporation of the City and District of North Vancouver, Employer, and certain of its Municipal Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. Justice Sidney Smith, chairman; Mr. J. Loutet, employer's arbitrator; and Mr. J. Price, employees' arbitrator.

Certain municipal employees of the City and District of North Vancouver had presented to their employer, through their duly elected representatives, a request for wage increases and changes in working conditions. The Corporation and the employees failed to agree upon the terms of the request.

Following the hearing of evidence and representations of disputant parties the Board reached unanimity, and in an award, dated January 16th, 1942, recommended that the basic salaries be taken as those paid at that time by the City and District, and that:—

1. An extra $15 monthly be paid the Chief of the Fire Department and to the City Treasurer.

2. An extra $10 monthly be paid the City tax clerk and cashier, the City water clerk and cashier, the City cemetery caretaker, and the City ferries book-keeper.

3. An extra $5 monthly be paid the District tax clerk and cashier, the District assessor, the District treasurer, all janitors and maintenance men in the District schools, all captains, firemen, and the mechanic of the City Fire Department, and the stewardess on the City ferries.

4. An extra $2.50 monthly be paid to the reserve men on the City ferries and the ticket collector on the City ferries.

(Increases were to date from January 1st, 1942.)

5. That from January 1st, 1942, a cost-of-living bonus be paid in conformity with the formula set out in P.C. 8253, subject to the following reservations:—

(*a.*) The cost-of-living bonus shall be paid only to employees receiving less than $2,100 per year, so that, however, an employee receiving less than $2,100 per year (and whose salary plus bonus would exceed $2,100 per year) shall be entitled to such part of the bonus as will, together with his salary, amount to $2,100 per year.

Should the cost-of-living bonus reach 120 or over, then the income level would be varied as follows:—

Index 120	Income level $2,400
Index 125	Income level 2,700
Index 130	Income level 3,000

and so on as the said Index may increase or decrease from time to time.

(*b.*) The bonus shall be paid only to heads of households, which includes married employees supporting a wife or a husband, with or without dependents. It also includes a widow or widower with one or more dependents.

(*c.*) Employees not "heads of households" shall receive one-half the aforementioned bonus.

(*d.*) Employees receiving board and lodging, or either, shall receive a part only of the cost-of-living bonus, the amount to be determined in each case by the Commissioner (of the City and District of North Vancouver).

No. 19, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Sun Publishing Co., Ltd., Employer, and certain of its Editorial, Display Advertising, Classified Advertising, Circulation, Promotion, Job Printing, Maintenance, Business Office, and Departmental Messenger Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. G. R. McQueen, chairman; Mr. John Russell, employer's arbitrator; and Mr. H. E. Winch, M.L.A., employees' arbitrator.

Certain of the editorial, display advertising, classified advertising, promotion, job printing, maintenance, business office, and departmental messenger employees of the Sun Publishing Co., Ltd., of Vancouver, through their elected representatives, submitted to their employer a proposed Guild or Union agreement, covering recognition of the Guild as sole collective bargaining agency; wages, hours, and working conditions. Thereafter, the employees and the employer failed to agree on the terms of the agreement.

Following the receiving of representations of disputants and the taking of evidence, the Board submitted a unanimous award, February 20th, 1942.

Throughout the whole of the proceedings the designated representatives of both the employer and the employees showed a sincere desire to effect a satisfactory settlement. To that end they continued to negotiate between the sittings of the Board, and as a result of these negotiations arrived at a full and complete settlement of the matters of dispute. This settlement was put in the form of an agreement, and submitted to the Board February 20th, 1942.

The Board therefore made as its award the terms of settlement incorporated in the agreement.

The agreement became effective as from January 15th, 1942, for a term of one year and thereafter, unless amended or cancelled as provided.

It was recognized by the parties to the reference and by the Board that where the award involved any increase in wages such increases, before they could become effective, must be submitted to the Regional War Board for the Province of British Columbia, and that they were subject to the approval of that Board.

The award made provision for increases in wages (subject to the approval of the Regional War Board); recognition of the Vancouver Newspaper Guild, Local No. 1, as the sole collective bargaining agency for the employees covered by the agreement; the classification of employees; security of employment; hours and overtime; vacations and sick leave; adjustment of disputes; reinstatement of employees on leave of absence for national service; and provision for cancellation or amendment of the contract, if desired.

No. 20, 1941.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between New Method Laundries, Limited (Victoria, B.C.), Employer, and certain of its Laundry and Dry-cleaning Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; Mr. Elmore Meredith, employer's arbitrator; and Mr. Archibald Clyde, employees' arbitrator.

Certain of the laundry and dry-cleaning employees of the New Method Laundries, Limited, Victoria, B.C., had submitted, through their representatives, a proposed Union agreement. The employer and the employees failed to agree upon the terms of the agreement.

The Board, after hearing the representations of disputants and taking evidence, reached unanimity, and submitted its award to the Hon. the Minister of Labour, January 24th, 1942.

It found that the main factors of dispute were the questions of Union recognition, closed shop, and the "check-off." The dispute originally concerned only drivers employed by the Company, who were at that time members of the National Drivers Union, Local No. 1. However, at the time the Board was appointed these questions also involved certain employees of the dry-cleaning plant and the laundry plant, who were members of the Laundry Workers' Union, Local No. 1, to whom the Union members had meanwhile transferred their membership.

It was ascertained by the Board that in December, 1941, the Union had eighty-three members in good standing and twenty-four who were in arrears.

Evidence did not make clear the proportion of employees who favoured the agreement tendered by the Union. At a meeting held to determine whether or not the employees should press for the contract, eighty-four persons voted for the resolution

and forty-eight against. However, there were 163 persons (other than office employees) entitled to vote on the question, and the view-point of the non-voting employees was not known to the Board.

While evidence was taken on the question of wages and hours, it was not of a nature that would be considered by the Regional War Labour Board and, resultantly, the Board of Arbitration did not make any recommendations regarding increased remuneration.

The Board formulated an agreement for acceptance as an alternative to the agreement in dispute. Members of the Board were not unanimous as to the wisdom of incorporating a clause in the agreement to the following effect:—

"All new employees shall be required to join the Union within two weeks of the date on which they are first employed by the Company."

The Board therefore suggested that at the time on which the employees voted on the acceptance or rejection of the award that they also vote on the acceptance or rejection of the clause quoted. The Board made recommendations covering the voting.

The agreement suggested by the Board covered Union recognition; application of the "check-off"; provisions relative to compulsory membership in the Union (not applicable to apprentices until they had been in the employ of the Company for twelve months, or to male employees under the age of 18 years); the constitution of a committee of employees; the settlement of disputes; seniority; and the continuation of the present wage-scale.

(It was agreed that "at some future date" representations would be made to the Regional War Labour Board "for the purpose of establishing a basic scale and price.")

Miscellaneous provisions in the suggested contract covered one week's vacation annually, with pay; questions of interpretation of the agreement; the term of the agreement (to January 31st, 1943); and the method of cancellation of the agreement should such a step be desired.

Pursuant to the recommendation made regarding the balloting upon the acceptance or rejection of the award, and the clause of the award above quoted, a meeting of employees was held February 2nd, 1942. The award was explained by Mr. J. Howard Harman, chairman of the Board, and a vote was thereafter taken under the supervision of an official of the Department of Labour.

The first ballot was taken on the question:—

> "Are you in favour of accepting the award of the Board of Arbitration designated to inquire into the dispute between your employer and yourselves?"

The number balloting totalled 129. Those marking their ballots "Yes" totalled 83; those marking their ballots "No" totalled 42. There were 4 spoiled ballots.

The employees thereupon balloted upon the question:—

> "Shall the following clause be included in . . . the proposed agreement between New Method Laundries, Ltd., and the Employees of the Company:—
>
> "'ALL NEW EMPLOYEES SHALL BE REQUIRED TO JOIN THE UNION WITHIN TWO WEEKS FROM THE DATE ON WHICH THEY ARE FIRST EMPLOYED BY THE COMPANY.'"

The number balloting totalled 113. Those marking their ballots "Yes" totalled 74; those marking their ballots "No" totalled 39. There were no spoiled ballots.

No. 1, 1942.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between The Corporation of the District of West Vancouver and certain of its Bus Operators, Mechanics, and Helpers.

The Board of Arbitration designated to inquire into this dispute was composed of Magistrate George R. McQueen, chairman; Mr. J. T. Watt, J.P., employer's arbitrator; and Mr. Frederick E. Griffin, employees' arbitrator.

Certain of the bus operators, mechanics, and helpers employed by The Corporation of the District of West Vancouver submitted to their employer, through their duly elected representatives, a proposed Union agreement, covering Union recognition, working conditions, wages, and cost-of-living bonus.

The Board, after hearing the representations of disputants and taking evidence, returned a majority award, the employer's arbitrator dissenting. The award and the minority report were submitted to the Honourable the Minister of Labour, March 30th, 1942.

The Board in its award recommended a schedule of working conditions and wages, to be effective for one year from December 12th, 1941. Union recognition was not granted, but it was recommended that the Municipality should not discriminate against any employee on account of his membership in the Union, and that no employee shall discriminate against any employee because such employee is not a member of the said Union. The award also covered seniority, the principle of "last on, first off; last off, first on" if a reduction of staff occurred through slackness, and that a man should not be considered a new man in restarting. Employees joining the armed forces were given leave of absence and retain seniority.

Employees were to be allowed every sixth day off or, where they can only be allowed one day off in seven, they were to be allowed the equivalent to one day off in six, or all legal holidays.

It was recommended that time and one-half be paid for overtime in excess of eight hours, and that eight hours' pay be given for work between seven and three-quarter hours and eight hours. Overtime was awarded any operator recalled after completion of his shift. In no case was a called operators' day to be less than four hours completed within twelve.

Employees covered by the award were to receive free transportation on all lines operated by the Municipality; the employees and the Municipality were each to bear one-half the cost of uniforms.

The Board recommended that the Municipality grant twelve days' holiday with pay to employees after the first year of employment, at times convenient to the Company. Seniority would govern the choice of holidays.

The Board also recommended payment of bus operators at the rate of 75 cents per hour; foreman mechanic at the rate of 82 cents per hour; general mechanics at the rate of 75 cents per hour; day-shift helpers at the rate of 60 cents per hour; and night-shift helpers at the rate of 65 cents per hour.

The award of the Board also covered split shifts, posting of changes in shifts, calculation of holiday pay, the provision of additional work to part-time employees, and leave of absence to officers of the Union on official business.

Mr. Watt concurred in the award, with the exception of that part relating to the hourly wage-scale. In his minority report he expressed the opinion "that from the evidence submitted the salary and wages being paid were adequate for the duties performed."

The award was thereafter accepted by the employees, but the Municipality informed the Department that the Municipality had been requested by the Transit Controller to come to some arrangement with a competing bus line in order to avoid duplication of services and to conserve oil, gasoline, and rubber. Under the circumstances, until the question is settled, the Municipality has declined to accept or reject the award of the Board.

IV. EMPLOYERS' AND EMPLOYEES' ORGANIZATIONS.

Section 9, "Industrial Conciliation and Arbitration Act," requires every organization of employers and employees to file certain returns, namely:—

(1.) A certified copy of its constitution, rules, and by-laws, containing a full 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 30th day of December each year. The list must be filed before the 31st day of January in each year.

To obtain this information the requisite forms are sent to the secretaries of all organizations of record and to the officers of all organizing bodies having branches within the Province. To ascertain the membership of employees' organizations within British Columbia, a return is requested pursuant to section 5 (*a*) of the "Department of Labour Act."

Official acknowledgment is made of complete returns received in pursuance of section 9, "Industrial Conciliation and Arbitration Act." Such returns are not registrations, and an acknowledgment of required information by the Department does not constitute endorsement, either express or implied, of any document supplied.

Annual returns received since this information was requested in 1938 have shown a consistent growth in membership. The decrease in the number of employees' organizations making returns for 1941 is due to the fact that one trade union, by reorganization, dissolved some thirty branches and is handling the membership through its Vancouver office.

Details of the number of organizations making returns since 1937 follow:—

NUMBER OF EMPLOYEES' ORGANIZATIONS MAKING RETURNS AND MEMBERSHIP THEREOF, 1937–41.

Year.	No. of Organizations.	Total Membership.
1937	336	No record.
1938	352	42,063
1939	380	44,867
1940	404	50,360
1941	402	61,292

The printed list is arranged by cities and towns in alphabetical order. In cases where information could be obtained the names and addresses of presidents and secretaries were revised 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. Returns in this category numbered twenty-two in 1937, twenty-three in 1938, twenty-five in 1939 and 1940, and twenty-seven in 1941.

B. H. E. GOULT,
Secretary-Registrar.

ORGANIZATIONS OF EMPLOYEES.

ABBOTSFORD.

Brick and Clay Workers' Federal Union, No. 136.—President, S. Young; Secretary, J. D. Young, Abbotsford.

ALBREDA.

Maintenance-of-way Employees, Brotherhood of, No. 15.—President, E. G. McLeod; Secretary, R. H. Marshall, Valemount.

ALERT BAY.

Fishermen's Association, Pacific Coast Native.—President, Dan Cranmer; Secretary, Geo. M. Luther, Alert Bay.

BELLA BELLA.

Native Brotherhood of B.C., No. 14.—President, Albert Humchit; Secretary, R. Carpenter, Bella Bella.

BELLA COOLA.

Native Brotherhood of B.C., No. 15.—President, Sam King; Secretary, Andrew Schooner, Bella Coola.

BLUBBER BAY.

Pacific Lime Co., Ltd., Employees' Association.—President, C. Simpson; Secretary, E. Neil, Blubber Bay.

BRALORNE.

Miners' Union, No. 271.—President, Robert D'Etcheverrey; Secretary, T. R. Taylor, Bralorne.

BURNABY.

Civic Employees' Federal Union, No. 23.—President, R. E. O'Brien; Secretary, J. F. Grover, 3812 Myrtle Avenue, New Westminster.

Fire-fighters' Association, No. 323.—President, Cecil A. McDonald; Secretary, Lewis C. Auvache, 1995 Inverness Street, Burnaby.

Janitors' Association, Burnaby School, No. 1.—President, W. Gilbert; Secretary, J. Morrison, 1210 Nelson Avenue, New Westminster.

Textile Workers' Federal Union, No. 12.—President, Mrs. A. Moores; Secretary, Miss J. Armstrong, 2881 King Edward Avenue East, Vancouver.

CHAPMAN CAMP.

Workmen's Co-operative Committee, Sullivan Concentrator.—President, Thomas Wilson; Secretary, D. M. Bentley, Kimberley.

CHEMAINUS.

Longshoremen's Association, Chemainus and District.—President, Fred Lewis; Secretary, Ray W. Andrews, Chemainus.

CRANBROOK.

Engineers, Brotherhood of Locomotive, No. 563.—President, F. R. McDaniel; Secretary, J. E. Pierce, 325 Lumsden Avenue, Cranbrook.

Firemen and Enginemen, Brotherhood of Locomotive, No. 559.—President, R. Bartholomew; Secretary, M. H. Johns, Box 214, Cranbrook.

Machinists, International Association of, No. 588.—President, Wm. Henderson; Secretary, R. J. Laurie, Box 544, Cranbrook.

Maintenance-of-way Employees, Brotherhood of, No. 229.—President, S. B. Harrison; Secretary, O. A. Eliason, Box 583, Cranbrook.

Railroad Trainmen, Brotherhood of, No. 585.—President, T. A. Archbold; Secretary, H. B. Haslam, Box 784, Cranbrook.

Railway Carmen of America, Brotherhood of, No. 173.—President, C. Romano; Secretary, Jas. F. Lunn, Cranbrook.

Railway Conductors, Order of, No. 407.—President, K. H. Branch; Secretary, H. J. Huxtable, Box 262, Cranbrook.

Railway Employees and Other Transport Workers, Canadian, No. 143.—President, G. E. Thrift; Secretary, D. H. Daniel, Blue River.

Railway and Steamship Clerks, No. 1292.—President, M. R. Belanger; Secretary, E. G. Dingley, Box 728, Cranbrook.

CUMBERLAND.

Firebosses' Union, Vancouver Island.—President, Edward Surtees; Secretary, John H. Vaughan, Box 181, Cumberland.

Mine Workers of America, United, No. 7293.—President, J. H. Cameron; Secretary, John Bond, Box 614, Cumberland.

ENDAKO.

Maintenance-of-way Employees, Brotherhood of, No. 1870.—President, C. Adcock; Secretary, J. Wall, Vanderhoof.

FERNIE.

Brewery Workers, International Union of United, No. 308.—President, J. H. Brown; Secretary, F. E. Alexander, Box 1071, Fernie.

Mine Workers of America, United, No. 7310.—President, J. Manning; Secretary, W. Martin, Fernie.

FIELD.

Railway Carmen of America, Brotherhood of, No. 1454.—President, P. Decicco; Secretary, W. Murdock, Box 117, Field.

FORT RUPERT.

Native Brotherhood of B.C., No. 18—President, Alfred Scow; Secretary, David M. Hunt, Fort Rupert.

GLEN VOWELL AND KITWANCOOL.

Native Brotherhood of B.C.—Grand Secretary, Port Simpson.

GOLDEN.

Maintenance-of-way Employees, Brotherhood of, No. 165.—President, John Thorson; Secretary, Harry Prestwich, Box 153, Golden.

GREENVILLE.

Native Brotherhood of B.C.—President, Fred McKay; Secretary, Henry McKay, Greenville.

HARTLEY BAY.

Native Brotherhood of B.C., No. 3.—President, Louis Clifton; Secretary, John Eaton, Hartley Bay.

HAZELTON.

Native Brotherhood of B.C., No. 10.—President and Secretary, Charles Clifford, Sr., Hazelton.

HUTTON MILLS.

Maintenance-of-way Employees, Brotherhood of, No. 202.—President, A. E. Carlson; Secretary, C. H. Weaver, Hutton Mills.

JESSICA.

Maintenance-of-way Employees, Brotherhood of, No. 1023.—President, A. J. Cappos; Secretary, C. F. Brown, Spences Bridge.

KALEDEN.

Packing-house Employees' Association.—President, Wm. Gordon MacKenzie; Secretary, Harley G. Palmer, Kaleden.

KAMLOOPS.

Engineers, Brotherhood of Locomotive, No. 821.—President, W. R. Snowden; Secretary, W. A. Harris, 727 Seymour Street, Kamloops.

Engineers, Brotherhood of Locomotive, No. 855.—President, F. C. Bloom; Secretary, Wm. Geo. Reive, Suite 2, 239 Victoria Street, Kamloops.

Fire-fighters, B.C. Provincial Association, No. 11.—President, D. C. Miller; Secretary, L. P. Dorion, 125 Fourth Avenue, Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, No. 258.—President, F. W. Lonneke; Secretary, G. Pabe, 831 Pine Street, Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, No. 930.—President, O. B. Hoover; Secretary, J. B. Gibson, R.R. 1, Kamloops.

Letter Carriers, Federated Association of, No. 80.—President, Fred Frett; Secretary, H. L. Michell, 215 Lorne Street, Kamloops.

Machinists, International Association of, No. 748.—President, K. S. Lucas; Secretary, S. H. Hosken, 788 Nicola Street, Kamloops.

Railway Carmen of America, Brotherhood of, No. 148.—President, Charles Cook; Secretary, Robert Lapsley, 907 St. Paul Street, Kamloops.

Railway Conductors, Order of, No. 611.—President, E. R. Chapman; Secretary, H. P. Battison, 36 Nicola Street West, Kamloops.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 150.—President, R. Eden; Secretary, S. J. Dempsey, 921 St. Paul Street, Kamloops.

Railwaymen, Canadian Association of, No. 30.—President, W. Whiteman; Secretary, J. Gallagher, 503 Victoria Street, Kamloops.

Railwaymen, Canadian Association of, No. 45.—President, W. Whiteman; Secretary, J. Gallagher, 503 Victoria Street, Kamloops.

KASLO.

Maintenance-of-way Employees, Brotherhood of, No. 173.—President, Joe Chmelar; Secretary, T. H. Horner, Kaslo.

KEREMEOS.

Packing-house Employees' Association.—President, T. O. Pettypiece; Secretary, W. Robert Carleton, Keremeos.

KIMBERLEY.

Mine Workmen's Co-operative Committee, Sullivan.—President, Henry Nicholson; Secretary, George Ure, General Delivery, Kimberley.

KISPIOX.

Native Brotherhood of B.C., No. 11.—President, Robert Wilson; Secretary, Wm. Jeffrey, Kispiox.

KITIMAT.

Native Brotherhood of B.C., No. 12.—President, Richard Morrison; Secretary, Joseph Gray, Kitimat.

KITKATLAH.

Native Brotherhood of B.C., No. 5.—President, Henry Brown; Secretary, Edward Innes, Kitkatlah.

KITLOPE.

Native Brotherhood of B.C.—President and Secretary, Johnny Paul, Kitlope.

KITSALAS.

Native Brotherhood of B.C., No. 7.—President and Secretary, Ben Seymour, Kitsalas.

KITWANGA.

Native Brotherhood of B.C., No. 8.—President, Robert Harris; Secretary, Harold Sinclair, Kitwanga.

KLEMTU.

Native Brotherhood of B.C., No. 13.—President, Joseph Robinson; Secretary, Thomas Brown, Klemtu.

LADNER.

Fishermen's Protective Association, B.C., No. 3.—President, A. P. Cosulick; Secretary, M. Vidulich, Jr., R.R. 1, Ladner.

LADYSMITH.

Woodworkers of America, International, Sub-local No. 1-80.—President, John A. Atkinson; Secretary, John E. Ulinder, Box 310, Ladysmith.

LAKE COWICHAN.

Maintenance-of-way Employees, Brotherhood of, No. 2824.—President, T. A. Giles; Secretary, Geo. Robins, Box 139, Lake Cowichan.

Woodworkers of America, International, No. 80.—President, Owen B. Brown; Secretary, A. B. Greenwell, Box 51, Lake Cowichan.

MARGUERITE.

Maintenance-of-way Employees, Brotherhood of, No. 221.—President, J. A. Miller; Secretary, H. Robinson, Marguerite.

MASSET.

Native Brotherhood of B.C., No. 4.—President, Wm. Matthews; Secretary, Chris. Matthews, Masset.

METLAKATLA.

Native Brotherhood of B.C.—Grand Secretary, Port Simpson.

MCBRIDE.

Railway Employees, Canadian Brotherhood of, No. 247.—President, R. T. Clay; Secretary, G. T. Holdway, P.O. Box 26, McBride.

MCGILLIVRAY FALLS.

Maintenance-of-way Employees, Brotherhood of, No. 215.—President, Geo. Tinker; Secretary, T. W. Broadhead, McGillivray Falls.

NANAIMO.

Bakery Salesmen, Sub-local of Local No. 189.—President, B. Janes; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Beverage Dispensers, Island, No. 1.—President, Alex. Bryce; Secretary, E. W. Muir, 621 Nicol Street, Nanaimo.

Carpenters and Joiners, United Brotherhood of, No. 527.—President, John Moffat; Secretary, Fred W. Piper, 646 Machleary Street, Nanaimo.

Civil Servants of Canada, Amalgamated.—President, Lamont Ross; Secretary, H. W. Spencer, 433 Fourth Street, Nanaimo.

Electrical Employees' Organization, B.C. Telephone Co.—President, John Redford; Secretary, Albert R. Rowbottom, 565 Stewart Avenue, Nanaimo.

Firebosses' Union, Nanaimo Branch, Vancouver Island.—President, Charles Webber; Secretary, Fred Bell, 138 Strickland Street, Nanaimo.

Fire-fighters' Association, B.C. Provincial, No. 7.—President, Fred Laithwaite; Secretary, Albert Dunn, 131 Harvey Street, Nanaimo.

Mine Workers of America, United, No. 7355.—President, Dan Radford; Secretary, Percy Lawson, 234 Nicol Street, Nanaimo.

Typographical Union, No. 337.—President, John B. Paul; Secretary, Lewis C. Gilbert, 491 Fifth Street, Nanaimo.

Utilities Limited Employees' Association, Nanaimo-Duncan.—President, Charles Lafec; Secretary, Richard E. Reay, Box 181, Duncan.

NARAMATA.

Packing-house Employees' Association, No. 1.—President, Eldon Baker; Secretary, J. E. T. Warrington, Naramata.

NATAL.

Mine Workers of America, United, No. 7292.—President, Tony Podrasky; Secretary, Sim Weaver, Natal.

NELSON.

Barbers' International Union of America, Journeymen, No. 196.—President, A. J. Hamson; Secretary, Frank Defoe, Ward Street, Nelson.

Civil Servants of Canada, Amalgamated.—President, F. C. Collins; Secretary, A. A. Daynard, 704 Railway Street, Nelson.

Electrical Employees' Organization, B.C. Telephone Co.—President, R. B. Smith; Secretary, A. Hardy, 308 Carbonate Street, Nelson.

Engineers, Locomotive Brotherhood of, No. 579.—President, L. W. Humphrey; Secretary, Gordon Swan, 1115 Ward Street, Nelson.

Express Employees, Brotherhood of, No. 18.—President, R. Todd; Secretary, A. D. Bruce, 619 Silica Street, Nelson.

Firemen and Enginemen, Brotherhood of Locomotive, No. 631.—President, F. H. Abbott; Secretary, G. F. Murray, 1104 McQuarrie Avenue, Nelson.

Letter Carriers, Federal Association, No. 75.—President, F. N. Thompson; Secretary, G. C. Massey, 306 Third Street, Nelson.

Machinists, International Association of, No. 663.—President, S. J. Newell; Secretary, J. E. Baldock, 917 Fifth Street, Nelson.

Maintenance-of-way Employees, Brotherhood of, No. 181.—President, M. Horlick; Secretary, P. Munch, Box 22, Procter.

Railroad Trainmen, Brotherhood of, No. 558.—President, J. S. Edwards; Secretary, C. H. Sewell, 41 High Street, Nelson.

Railway Carmen of America, Brotherhood of, No. 98.—President, A. H. Smith; Secretary, G. B. Abbott, 2013 Stanley Street, Nelson.

Railway Conductors, Brotherhood of, No. 460.—President, W. E. Marquis; Secretary, A. Kirby, 820 Carbonate Street, Nelson.

Railway and Steamship Clerks, Brotherhood of, No. 1291.—President, J. S. Brake; Secretary, E. F. Phillips, 121 Baker Street, Nelson.

Typographical Union, No. 340.—President, J. E. Reid; Secretary, C. A. French, 615 Mill Street, Nelson.

NEW WESTMINSTER.

Bakery Salesmen, Sub-local of Local No. 189.—President, B. Janes; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Boilermakers and Iron-ship Builders, International Brotherhood of, No. 194.—President, F. W. Blatchford; Secretary, C. A. Bailey, 634 Thirteenth Avenue, New Westminster.

Building Workers of Canada, Amalgamated, No. 3.—President, D. G. Johnson; Secretary, J. Greenall, 124 Regina Street, New Westminster.

Butcher Workers' and Meat Cutters' Federal Union, No. 94.—President, A. McWhinnie; Secretary, S. S. Hughes, 1917 Eighth Avenue, New Westminster.

Carpenters and Joiners, United Brotherhood of, No. 1251.—President, Robert Grevis; Secretary, E. J. Barritt, 3342 Neville Street, New Westminster.

Civic Employees' Association. — President, J. Woods; Secretary, E. G. Hudson, Labour Temple, New Westminster.

Civil Servants of Canada, Amalgamated.—President, R. V. Cheale; Secretary, Fred McGrath, 316 Strand Avenue, New Westminster.

Cordage Employees' Association. — President, Wm. M. Jackson; Secretary, Fred J. Hards, R.R. 2, Langley Prairie.

Fire-fighters' Union, International Association, No. 256.—President, Basil Nixon; Secretary, E. L. Vernon Insley, 1209 Hamilton Street, New Westminster.

Glove Workers' Union, No. 104.—President, H. Hedrickson; Secretary, G. Derrick, 3905 Manor Street, New Westminster.

Hospitals Employees' Association, Provincial Mental.—President, J. H. Wilson; Secretary, J. George McChesney, Shaughnessy Street, Port Coquitlam.

Machinists, International Association of, No. 151.—President, J. Cunliffe; Secretary, T. Kenyon, 448 Fader Street, New Westminster.

Milling Employees' Benefit Association, Brackman-Ker. — President, C. Schreck; Secretary, E. D. Eastabrook, R.R. 2, New Westminster.

Paper Workers' Association.—President, Herbert Halverson; Secretary, Miss Blanche Day, 423 Eighth Street, New Westminster.

Plumbers and Steamfitters, United Association, No. 571.—President, J. Mitchell; Secretary, Thos. H. Pulton, 725 Second Street, New Westminster.

Railway Carmen of America, Brotherhood of, No. 280.—President, F. Wood; Secretary, F. H. Clark, 223 Burr Street, New Westminster.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 226.—President, A. S. Greening; Secretary, H. C. Cressweller, Avalon Apartments, Agnes Street and Fourth Street, New Westminster.

Street, Electric Railway and Motor Coach Employees, Amalgamated Association, No. 134.—President, James G. Paterson; Secretary, Samuel I. Hearst, 57 Alexander Street, New Westminster.

Typographical Union, No. 632.—President, A. R. MacDonald; Secretary, R. A. Stoney, Box 754, New Westminster.

Waterfront Workers' Association.—President, A. Gore; Secretary, L. C. Bonwicke, 71 Tenth Street, New Westminster.

OCEAN FALLS.

Papermakers, International Brotherhood of, No. 360.—President, Arnold Thompson; Secretary, Thomas W. Simington, Ocean Falls.

Pulp, Sulphite, and Paper Mill Workers, No. 312.—President, S. C. Andrews; Secretary, H. N. MacLeod, Box 3, Ocean Falls.

OLIVER.

Packing-house Employees' Association.—President, E. Swanson; Secretary, Mrs. Jessie Barton, Oliver.

PENTICTON.

Co-operative Growers Employees' Association.—President, F. L. Owen; Secretary, J. W. Blogg, 438 Hansen Street, Penticton.

Electrical Employees' Association, Penticton Municipal.—President, J. B. Clarke; Secretary, Arthur S. Tate, Box 473, Penticton.

Engineers, Brotherhood of Locomotive, No. 866.—President, C. E. Hulett; Secretary, R. H. Estabrooks, Penticton.

Firemen and Enginemen, Brotherhood of Locomotive, No. 884.—President, C. P. Bird; Secretary, A. R. Fulkerson, Penticton.

Fire-fighters' B.C. Provincial Association, No. 10.—President, H. M. Foreman; Secretary, W. T. Mattock, 617 Winnipeg Street, Penticton.

Municipal Employees' Association, Penticton.—President, G. A. Robinson; Secretary, R. C. Gibbs, 210 Nanaimo Avenue, Penticton.

Railroad Trainmen, Brotherhood of, No. 914.—President, W. J. Abbott; Secretary, A. J. Presley, Box 143, Penticton.

Railway Carmen of America, No. 1426.—President, W. McQuistin; Secretary, T. Bradley, Penticton.

Railway Conductors, Order of, No. 179.—President, H. C. Kirkpatrick; Secretary, C. A. Yule, Box 67, Penticton.

Street Electric Railway and Motor Coach Employees', Amalgamated, No. 1252.—President, A. J. Lochore; Secretary, G. L. Whalen, 833 Dynes Avenue, Penticton.

Typographical Union, No. 541, Vernon.—President, Jack Murray; Secretary, W. B. Hilliard, Box 272, Penticton.

PORT ALBERNI.

Carpenters and Joiners, United Brotherhood of, No. 513.—President, W. R. Bookhout; Secretary, H. J. Salmon, 617 Seventh Avenue North, Port Alberni.

Hospital Employees' Union, West Coast, No. 91.—President, G. L. Hamilton; Secretary, Martha MacCallum, Box 810, Port Alberni.

Woodworkers of America, International, No. 1-85.—President, A. Dewhurst; Secretary, Eddy T. Creelman, Box 746, Port Alberni.

PORT ESSINGTON.

Native Brotherhood of B.C., No. 6.—President, Louis Starr; Secretary, Edward Bolton, Port Essington.

PORT SIMPSON.

Native Brotherhood of B.C., Headquarters.—President, Alfred Price; Secretary, Henry Wesley, Port Simpson.

POWELL RIVER.

Fire-fighters, B.C. Provincial Association of, No. 8.—President, Joseph McCrossan; Secretary, Alexander McLaren, Westview.

Papermakers, International Brotherhood of, No. 142.—President, W. M. Hill; Secretary, H. B. Moore, Box 55, Westview.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 76.—President, James Cook; Secretary, H. L. Hansen, Box 507, Powell River.

PRINCE GEORGE.

Firemen and Enginemen, Locomotive, Brotherhood of, No. 827.—President, R. R. Anderson; Secretary, E. Kirkpatrick, Prince George.

Railway Conductors, Order of, No. 620.—President, D. Ross; Secretary, J. E. Paschal, Prince George.

Railway Employees and Other Transport Workers, No. 28.—President, H. A. MacLeod; Secretary, H. Allen, Box 504, Prince George.

PRINCE RUPERT.

Boilermakers and Iron-ship Builders' Union, No. 4.—President, M. W. McKenzie; Secretary, Harry Rickard, 738 Taylor Street, Prince Rupert.

Building Workers of Canada, Amalgamated, No. 1.—President, John Davidson; Secretary, James Andrews, Box 577, Prince Rupert.

Carpenters and Joiners, United Brotherhood of, No. 1735.—President, S. A. Bird; Secretary, J. S. Black, Box 694, Prince Rupert.

Electrical Workers, International Brotherhood of, No. 344.—President, J. T. Langridge; Secretary, T. G. Macauley, Box 663, Prince Rupert.

Engineers, Steam and Operating, International Union, No. 510.—President, A. W. Burnip; Secretary, S. S. Peachey, 733 Tatlow Street, Prince Rupert.

Fire-fighters, International Association of, No. 559.—President, James Parks; Secretary, J. C. Ewart, Box 506, Prince Rupert.

Fishermen's Federal Union, Deep Sea, No. 80.—President, W. H. Brett; Secretary, George Anderson, Box 249, Prince Rupert.

Fish-packers, Associated, No. 1.—President, A. McDonald; Secretary, Mike Munizaba, Box 853, Prince Rupert.

Fish-packers' Federal Union, No. 49.—President, William Gordon; Secretary, Thomas H. Elliott, 1541 Sixth Avenue East, Prince Rupert.

Longshoremen's Association, Canadian, No. 2.—President, Wm. Ferguson; Secretary, Wm. Pilfold, Box 531, Prince Rupert.

Machinists, International Association of, No. 207.—President, J. Dunn; Secretary, C. Lowing, Box 611, Prince Rupert.

Railway Carmen of America, Brotherhood of, No. 426.—President, J. G. Paul; Secretary, Frank Derry, Box 496, Prince Rupert.

Railway Employees, Canadian Brotherhood of, No. 154.—President, D. R. Creed, Box 676, Prince Rupert.

Typographical Union, No. 413.—President, Jas. M. Campbell; Secretary, Roy O. Franks, Box 552, Prince Rupert.

PRINCETON.

Mine Workers of America, United, No. 7875.—President, Wm. Forsyth; Secretary, John Howarth, Jr., Princeton.

REVELSTOKE.

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, No. 407.—President, David Jones; Secretary, Jas. M. Goble, Box 283, Revelstoke.

Engineers, Brotherhood of Locomotive, No. 657.—President, H. W. Keegan; Secretary, G. L. Ingram, Box 485, Revelstoke.

Firemen and Enginemen, Brotherhood of Locomotive, No. 341.—President, A. O. Almen; Secretary, F. J. Westlake, Box 187, Revelstoke.

Firemen and Oilers, Brotherhood of, No. 381.—President, Douglas Blackwell; Secretary, Samuel Anderson, Box 7, Revelstoke.

Machinists, International Association of, No. 258.—President, Jas. M. Donaldson; Secretary, R. Robertson, Box 209, Revelstoke.

Maintenance-of-way Employees, Brotherhood of, No. 208.—President, N. A. Johnson; Secretary, R. H. Wyman, Box 521, Revelstoke.

Railroad Trainmen, Brotherhood of, No. 51.—President, James McKenzie; Secretary, D. E. Johnson, Box 728, Revelstoke.

Railway Carmen of America, Brotherhood of, No. 481.—President, A. N. Watt; Secretary, G. S. Henderson, General Delivery, Revelstoke.

Railway Conductors, Order of, No. 487.—President, Stanley Porritt; Secretary, Thos. B. Philip, 407 Fourth Street, Revelstoke.

Railwaymen, Canadian Association, No. 72.—President, Geo. Watson; Secretary, L. W. File, Box 577, Revelstoke.

RIVERS INLET.

Native Brotherhood of B.C., No. 16.—President, Simon Walkus; Secretary, David Bernard, Rivers Inlet.

ROUNDS.

Woodworkers of America, International, Sub-local No. 1-80.—President, W. R. Sutherland; Secretary, A. Wayment, Rounds.

SHALALTH.

Transportation and Associated Trades Union, Bridge River.—President, George Thompson; Secretary, Loyd Fraleigh, Shalalth.

SKEENA CROSSING.

Native Brotherhood of B.C., No. 9.—President, Arthur McDames; Secretary, Moses Jones, Skeena Crossing.

SMITHERS.

Engineers, Brotherhood of Locomotive, No. 111.—President, F. V. Foster; Secretary, H. D. Johnson, Box 80, Smithers.

Railroad Trainmen, Brotherhood of, No. 869.—President, J. M. Graham; Secretary, J. H. Rife, Box 168, Smithers.

Railway Carmen of America, Brotherhood of, No. 1415.—President, J. Cathrae; Secretary, D. MacLean, Smithers.

Railway Employees, Canadian Brotherhood, No. 93.—President, R. W. Champion; Secretary, P. B. Emerson, Smithers.

SMITH INLET.

Native Brotherhood of B.C., No. 17.—President, George Walkus; Secretary, Geo. Walkus, Jr., Smith Inlet.

SOUTH SLOCAN.

Operators' Organization of the West Kootenay Power and Light Company.—President, John E. Batley; Secretary, John E. Parker, Bonnington Falls.

Workmen's Co-operative of the West Kootenay Power and Light Company, Limited.—President, T. M. Roberts; Secretary, W. Wadeson, South Slocan.

SQUAMISH.

Railway Carmen of America, Brotherhood of, No. 1419.—President, W. A. Mahood; Secretary, A. H. Barnfield, Squamish.

SQUIRREL COVE.

Native Brotherhood of B.C., No. 19.—President and Secretary, Wm. Mitchell, Squirrel Cove.

TELKWA.

Maintenance-of-way Employees, Brotherhood of, No. 340.—President, A. K. Hemstreet; Secretary, D. Small, Box 29, Telkwa.

Native Brotherhood of B.C., No. 20.—President and Secretary, Peter Pierre, Telkwa.

TRAIL.

Co-operative Committee, Workmen's, of the Consolidated Mining and Smelting Company.—President, David Kenneway; Secretary, Millard B. MacLaren, c/o Consolidated Mining and Smelting Company, Limited, Trail.

Fire-fighters' Union, No. 9.—President, George Dingwall; Secretary, Frank W. Banton, 1390 Pine Avenue, Trail.

Letter Carriers, Federated Association, No. 76.—President, Robert H. Hilder; Secretary, R. H. Busch, 2183 Riverside Avenue, Trail.

Miners' Union, Trail and District, No. 480.—President, F. W. Henne; Secretary, H. H. Vanderburg, Box 12, Trail.

VANARSDOL.

Maintenance-of-way Employees, Brotherhood of, No. 335.—President, D. J. Gunn; Secretary, G. Somerville, Kitsalas via Copper River.

VANCOUVER.

Aeronautical Mechanics, No. 756.—President, C. Whent; Secretary, T. Price, 529 Beatty Street.

Automotive Maintenance Workers, No. 1.—President, S. L. Rogers; Secretary, S. L. Rogers, 1782 First Avenue East.

Bakery and Confectionery Workers', International, No. 468.—President, R. P. Davis; Secretary, J. A. Humphreys, 614 Holden Building.

Bakery Salesmen, No. 189.—President, B. Janes; Secretary, Birt Showler, 529 Beatty Street.

Barbers' Association of B.C.—President, Joseph Jackson; Secretary, R. W. Morrow, 4, 441 Seymour Street.

Barbers' International Union, Journeymen, No. 120.—President, R. J. Guthrie; Secretary, C. E. Herrett, 529 Beatty Street.

Bartenders' International League of America, No. 835.—President, George Edwards; Secretary, T. A. Skinner, 203 Cunningham Street, New Westminster.

Beverage Dispensers, No. 676.—President, W. G. Couper; Secretary, J. F. Mohan, 307 Pender Street West.

Blacksmiths' and Helpers' Union, No. 1.—President, Charles C. Rouse; Secretary, Clifford T. Rouse, 703 Holden Building.

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, No. 151.—President, W. J. Bartlett; Secretary, A. Buckingham, 1329 Stride Avenue, New Westminster.

Boilermakers' and Iron-ship Builders' Union, No. 1.—President, A. Campbell; Secretary, Robert Stephen, 16 Hastings Street East.

Bookbinders, International Brotherhood of, No. 105.—President, Francis Milne; Secretary, Flora E. MacDonald, 535 Homer Street.

Brewery Workers, International Union of United, No. 300.—President, W. Pallent; Secretary, Ed. Sims, 5392 Clarendon Street.

Bricklayers and Masons, International Union, No. 1.—President, A. Fordyce; Secretary, L. Padgett, 2066 Eighth Avenue West.

Bridge, Structural, and Ornamental-iron Workers, International Association, No. 97.—President, James E. Fitzpatrick; Secretary, Robert McDonald, 531 Beatty Street.

B.C. Box Limited Employees' Association.—President, Stanley Purves; Secretary, James E. Armstrong, foot of Heather Street, Marpole.

Building Workers of Canada, Amalgamated, No. 1.—President, Harold Temple; Secretary, M. J. Teskey, Room 34, 163 Hastings Street West.

Building Workers of Canada, Amalgamated, Pattern-makers Unit.—President, O. Heys; Secretary, J. L. Irvine, 163 Hastings Street West.

Building Workers of Canada, Amalgamated, Shipyard Unit, No. 2.—President, Damon Eisenman; Secretary, W. Bray, 163 Hastings Street West.

Camp and Mill Workers' Federal Labour Union, No. 31.—President, Taneji Sada; Secretary, Takaichi Umezuki, 544 Powell Street.

Cannery and Agricultural Workers' Union, United, No. 1.—President, Herbert Hortin; Secretary, Miss Ruth Turner, 517 Holden Building.

Carpenters and Joiners, United Brotherhood of, No. 452.—President, H. P. Hamilton; Secretary, J. Stevenson, 529 Beatty Street.

Carpenters and Joiners of America, United Brotherhood of, No. 2235.—President, L. D. Bell; Secretary, G. F. Moul, 2067 Third Avenue West.

Cement Finishers, International, No. 602.—President, T. Chilton; Secretary, A. Wilson, 531 Beatty Street.

Cemco Employees' Association.—President, J. Moore; Secretary, V. R. Sansome, 165 Fourth Avenue West.

Checkers' and Weighers' Association, Marine.—President, Wm. Stanton; Secretary, R. Meltam, 207 Hastings Street West.

City Hall Employees' Association, No. 59.—President, Wm. M. Black; Secretary, James Tarbuck, 195 Pender Street East.

Civic Employees' Association, North Vancouver.—President, Wm. Thomson; Secretary, Trafford H. Heape, 745 Thirteenth Street East, North Vancouver.

Civic Employees' Union, No. 28.—President, J. R. McDonald; Secretary, W. J. Scribbins, 195 Pender Street East.

Civic Federation of Vancouver.—President, H. Harris; Secretary, Robert Skinner, 95 Pender Street East.

Civil Servants of Canada, Amalgamated.—President, H. A. Benbow; Secretary, Harold Baker, 3, 522 Pender Street West.

Divers' and Tenders' Union, Submarine.—President, H. Ryan; Secretary, Wm. Zess, 703 Holden Building.

Dock and Shipyard Workers' Union, No. 2.—President, C. A. Saunders; Secretary, G. Lawrence, 67 Lonsdale Avenue, North Vancouver.

Electrical Employees' Organization, B.C. Telephone Co.—President, E. McDonald; Secretary, R. H. Milner, 768 Seymour Street.

Electrical Workers, Amalgamated Building Workers, Unit No. 3.—President, S. C. Baxter; Secretary, Robert Adair, 163 Hastings Street West.

Electrical Workers, International Brotherhood of, No. 213.—President, Wm. Fraser; Secretary, J. N. Ross, 529 Beatty Street.

Elevator Constructors, International Union of, No. 82.—President, H. C. MacKichan; Secretary, R. Holmes, 529 Beatty Street.

Engineers, National Association of Marine, No. 7.—President, J. A. Munro; Secretary, E. Read, 319 Pender Street West.

Engineers, National Union of Operating, No. 2.—President, F. C. McDonald; Secretary, G. D. Lamont, 223 Carrall Street.

Engineers, National Union of Operating, No. 3.—President, Wm. Reid; Secretary, J. E. Brown, 705 Holden Building.

Engineers, International Union of Operating, No. 115.—President, G. Parkinson; Secretary, A. Scott, 529 Beatty Street.

Engineers, International Union of Operating, No. 882.—President, J. Henderson; Secretary, C. E. Graham, 310, 529 Beatty Street.

Engineers, International Union of Operating, No. 963.—President, Wm. Partington; Secretary, James McGrath, 5660 Yew Street.

Engineers, International Brotherhood of Locomotive, No. 320.—President, Walter J. Hill; Secretary, E. J. Wise, 104 Tenth Avenue West.

Engineers, International Brotherhood of Locomotive, No. 907.—President, Vincent Wright; Secretary, J. Meehan, 219 C.N.R. Depot.

Express Employees, Brotherhood of, No. 15.—President, W. E. Ferrier; Secretary, Maurice E. Davidson, 422 Sixteenth Avenue East.

Film Exchange Employees, No. B-71—President, Wm. Grant; Secretary, George Hislop, 2549 Charles Street.

Fire-fighters, B.C. Provincial Association of, No. 1.—President, F. G Lucas; Secretary, P. F. Enright, 1310 Sixty-fourth Avenue West.

Fire-fighters, B.C. Provincial Association of, No. 3.—President, James Spencer; Secretary, Thomas Cumming, Thirteenth Street and St. George, North Vancouver.

Fire-fighters, B.C. Provincial Association of, No. 4.—President, Geo. Horridge; Secretary, T. W. Murphy, 2 Acadia Circle, University Hill, Vancouver.

Fire-fighters' Union, No. S-18.—President, Jos. Lyon; Secretary, Chas. A. Watson, 1626 Thirteenth Avenue East, Vancouver.

Firemen and Enginemen, Locomotive, Brotherhood of, No. 656.—President, T. McEwan; Secretary, C. W. Pulham, 3174 Fifth Avenue West.

Firemen and Oilers, International Brotherhood of, No. 289.—President, E. Daem; Secretary, W. R. Chapman, 1165 Beach Avenue.

Fishermen's Federal Union, United, No. 44.—President, Hulbert Stavenes; Secretary, W. T. Burgess, 138 Cordova Street East.

Fish-cannery and Reduction Plant Workers' Union, United, No. 89.—President, E. F. Maxwell; Secretary, W. T. Burgess, 138 Cordova Street East.

First-aid Attendants, B.C.—President, J. B. Livsey; Secretary, H. W. Mahler, 303A Pender Street West.

Garage and Motor Trades Association of B C.—President, William Dudgeon; Secretary, Fred Elliott, 342 Pender Street West.

Garment Workers, United, No. 190.—President, M. P. Palmatary; Secretary, Walter W. Shaw, 3435 Sixth Avenue West.

Garment Workers' Union, International Ladies, No. 276.—President, Harold Appleton; Secretary, Roland Jackson, 119 Pender Street West.

General Duty Nurses' Association.—President, Miss Rae K. Greer; Secretary, Miss Winnifred W. Dunbar, 636 Tenth Avenue West.

Granite Cutters' International Association of America.—President, A. S. Simpson; Secretary, Alex. Fordyce, 20 Twelfth Avenue West.

Hod Carriers' Section, Construction Workers' Industrial Union.—President, Myron Kuzych; Secretary, Laurence Isener, 4810 Elgin Street.

Hod Carriers' Common and Building Labourers' Union, International, No. 602.—President, J. Cassidy; Secretary, W. James, 531 Beatty Street.

Hospital Employees' Union, No. 4.—President, Miss Josephine Thompson; Secretary, Miss Isabel Inkson, 756 Thirteenth Avenue West.

Hotel and Restaurant Employees' Union, No. 28.—President, Wm. J. Henning; Secretary, J. A. Wilson, 413 Granville Street.

Inland Boatmen's Union of the Pacific, B.C. Division—President, James McCarthy; Secretary, John M. Smith, 138 Cordova Street East.

Iron Moulders' and Foundry Workers' Union, International, No. 281.—President, John Minot; Secretary, John Browne, 638 Broadway West.

Jersey Farms Employees' Staff Council.—President, Lionel G. Warwick; Secretary, Ernest R. Wilson, 2256 Broadway West.

Jewelry Workers' Union, International, No. 42.—President, Ed. Percy; Secretary, Karl Zuker, 517 Holden Building.

Kelly Douglas Company, Limited, Employees' Association.—President, Geo. Murray; Secretary, B. M. Hart, 367 Water Street.

Lathers', International Union of Wood, Wire, and Metal, No. 207.—President, Geo. Morris; Secretary, Malcolm G. Finlayson, 116 Hastings Street West.

Letter Carriers, Federated Association of, No. 12.—President, David Samson; Secretary, John Cass, 426 Seventeenth Avenue West.

Lithographers of America, Amalgamated, No. 44.—President, Norman E. Wilby; Secretary, Arthur Robold, 2974 Fifteenth Avenue West.

Longshoremen's Association, Burrard Coastwise.—President, Thomas Laughton; Secretary, James Darwood, 45 Dunlevy Avenue.

Longshoremen's Association, North Vancouver.—President, D. Paull; Secretary, T. E. Moody, Box 2353, North Vancouver.

Lumber and Sawmill Workers' Union, No. 1-217.—President, B. J. Melsness; Secretary, Wm. J. Bennett, 504 Holden Building.

Lumber and Sawmill Workers' Union, No. 1-71.—President, John MacCuish; Secretary, E. Dalskog, 506 Holden Building.

Lumber Workers' Industrial Union, No. 120.—Secretary, W. M. Ahern, Box 837, Vancouver.

Machinists, International Association of, No. 182.—President, N. G. Salsbury; Secretary, Jas. H. Wallace, 3271 Fifteenth Avenue West.

Machinists, International Association of, No. 692.—President, R. G. Daniels; Secretary, Percy R. Bengough, 529 Beatty Street.

Mailers' Union, No. 70.—President, Cecil G. Stubbs; Secretary, Richard Gordon Taylor, 1176 Duchess Street, West Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 31.—President, R. Olson; Secretary, R. McLure, 4269 Victoria Drive.

Maintenance-of-way Employees, Brotherhood of, No. 167.—President, J. Krimmer; Secretary, P. J. Doyle, 3630 Tenth Avenue West.

Maintenance-of-way Employees, Brotherhood of, No. 210—President, J. Fraser; Secretary, R. Halliday, 3481 Georgia Street.

Metal Workers' Union, No. 1.—President, Harry More; Secretary, Robert G. Patterson, 551 Sixth Avenue East.

Metal Workers' Union, No. 2.—President, Wm. Russ; Secretary, E. May, 16 Hastings Street East.

Metal Workers' Union, No. 3.—President, George Sowden; Secretary, R. A. Friesen, 1615 Burnaby Street.

Milk-wagon Drivers' and Dairy Employees' Union, No. 464.—President, R. McCulloch; Secretary, Birt Showler, 529 Beatty Street.

Miners' Union, No. 289.—Secretary, George F. Price, 517 Holden Building.

Moulders' and Foundry Workers' Union, No. 1.—President, J. G. Turner; Secretary, J. R. Maggs, 705, 16 Hastings Street East.

Municipal Employees' Association, West Vancouver.—President, P. S. Hopkins; Secretary, T. J. Elliott, 1125 Inglewood Avenue, West Vancouver.

Musicians' Mutual Protective Union, No. 145.—President, Wm. Pilling; Secretary, Edward A. Jamieson, 81, 553 Granville Street.

McLennan, McFeely & Prior, Limited, Employees' Association.—President, J. N. L. Betts; Secretary, A. S. Kellaway, 99 Cordova Street East.

National Biscuit and Confection Company, Limited, Employees' Association.—President, H. Neville; Secretary, G. H. Archer, 1706 First Avenue West.

Newspaper Guild, No. 1.—President, Jon Farrell; Secretary, Miss Doris Milligan, 4, 1101 Nicola Street.

Packing-house Workers of America, United, No. 162.—President, Dave Bryce; Secretary, Dick Douglas, 702, 16 Hastings Street East.

Pacific Coast Packers, Limited, Employees' Association.—President, D. H. Gardner; Secretary, Miss E. I. Christensen, 762 Fifty-seventh Avenue East.

Painters, Decorators, Paper-hangers of America, Brotherhood of, No. 138.—President, G. H. Randall; Secretary, J. Eaves, 529 Beatty Street.

Paper Box, Limited Employees' Association, National.—President, C. McMurchie; Secretary, J. D. Sharp, 160 Third Avenue West.

Photo-engravers' Union, No. 54.—President, Wm. Wilson; Secretary, Joseph A. Hinke, 3776 Thirty-fifth Avenue West.

Pile Drivers, Bridge, Wharf, and Dock Builders, No. 2404.—President, Willis Moore; Secretary, J. McGuffie, 144 Hastings Street West.

Plasterers and Cement Finishers, International Operative, No. 779.—President, G. Anderson; Secretary, W. James, 531 Beatty Street.

Plasterers, Association of Operative, No. 89.—President, W. Leonard; Secretary, R. Foster, 5347 Earles Street, Vancouver.

Plumbers and Steamfitters, United Association of, No. 170.—President, Val Pearson; Secretary, Frank Carlisle, 531 Beatty Street.

Police Federal Association, No. 12.—President, C. W. Macdonald; Secretary, K. W. MacLean, 236 Cordova Street East.

Printing Pressmen and Assistants' Union, No. 69.—President, M. Erenberg; Secretary, Thos. S. Ezart, 1807 Thirty-eighth Avenue East.

Pulp, Sulphite, and Paper Mill Workers, No. 433.—President, Herman T. Phillips; Secretary, Francis McDermott, c/o Pacific Mills, Limited, foot of Campbell Avenue.

Railroad Trainmen, Brotherhood of, No. 144.—President, W. Pennington; Secretary, R. J. H. Blackwell, 557 Fifty-sixth Avenue East.

Railway Carmen, Brotherhood of, No. 58.—President, Wm. Thomas Cox; Secretary, Samuel S. Shearer, Canadian Pacific Railway Company, Drake Street.

Railway Clerks, Brotherhood of, No. 526.—President, John Chipperfield; Secretary, John Brodie, 1434 Eighth Avenue East.

Railway Conductors, Order of, No. 267.—President, E. Pugsley; Secretary, J. B. Physick, 1156 Thurlow Street.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 59.—President, J. T. Skinner; Secretary, A. E. Langley, 3537 Third Avenue West.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 82.—President, A. A. Egan; Secretary, T. M. Sullivan, 2715 Dundas Street.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 207.—President, Ivor Hill; Secretary, Alex. Duncan, 196 Twenty-first Avenue East.

Railway Employees, Canadian Brotherhood of, No. 220.—President, Ralph Anderson; Secretary, Ross Heriot, 16 Hastings Street East.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 221.—President, P. Jones; Secretary, T. W. R. Bell, 1461 Pender Street West.

Railway Mail Clerks' Association.—President, H. F. Hatte; Secretary, J. H. Menzies, 2990 Seventh Avenue West.

Railway and Steamship Clerks, Brotherhood of, No. 46.—President, Harry V. Astley; Secretary, Herbert E. Barnes, 5438 Larch Street.

Railway and Steamship Clerks, Brotherhood of, No. 626.—President, Thomas Gray; Secretary, M. McGilivray, 1052 Richards Street.

Railway and Steamship Clerks, Brotherhood of, No. 630.—President, Arthur Gordon; Secretary, W. J. Mason, 3116 Thirteenth Avenue West.

Railwaymen, Canadian Association of, No. 74 (No. 52 Amalgamated).—Acting-Secretary, H. S. Evans, 347 Forty-eighth Avenue East.

Retail Clerks' Union, No. 279.—President, Alex. McDonald; Secretary, Don Maxwell, 404 Holden Building.

Retail Employees' Association, No. 1.—President, R. M. Stevenson; Secretary, Allan Spain, 3922 Georgia Street East.

Seafarers' Association, Canadian.—President, H. H. Taylor; Secretary, R. Codd, 405 Powell Street.

Seamen's Union, B.C.—President, Hugh Murphy; Secretary, Richard Whearty, 340B Cambie Street.

Sheet-metal Workers, International Association of, No. 280.—President, Ronald Macaulay; Secretary, Dan Macpherson, 308, 529 Beatty Street.

Sheet-metal Workers, International Association of, No. 314.—President, H. H. Swinden; Secretary, Geo. Watson, 1909 Nineteenth Avenue East.

Shipyards, Limited, Employees' Association.—President, Wm. Osborne; Secretary, R. Bell, 660 Gilford Street.

Sign and Pictorial Painters' Union, No. 726.—President, A. Lacey; Secretary, Wm. O. Clarkson, 529 Beatty Street.

Slade & Company Limited, and Associated Companies Employees' Association, A. P.—President, Wm. A. Spain; Secretary, G. R. Brewer, 157 Water Street.

Spear and Jackson Employees' Club.—President, M. Wilson; Secretary, D. R. Alexander, 3519 Twenty-sixth Avenue West.

Stenographers, Typists, Book-keepers, and Office Assistants, No. 18177.—President, Miss L. M. Nicholles; Secretary, Miss B. Gouthro, 529 Beatty Street.

Stereotypers' and Electrotypers' Union, International, No. 88.—President, R. N. Myles; Secretary, W. L. McComb, 3158 Thirty-second Avenue West.

Stone-cutters' Association, Journeymen.—President, Frank H. Lowe; Secretary, Frank Hall, 2931 Forty-second Avenue East.

Street, Electric Railway, and Motor Coach Employees, Amalgamated Association, No. 101.—President, Thomas Dunlop; Secretary, Roland K. Gervin, 175 Broadway East.

Switchmen's Union, No. 111.—President, W. J. Inglis; Secretary, A. S. Crosson, 3925 Fourteenth Avenue West.

Tailors', Journeymen, No. 178.—President, Stephen G. Constantine; Secretary, Dorothy L. Roberts, 529 Beatty Street.

Taxi, Stage, and Bus Drivers' Union, No. 151.—President, A. C. Shaw; Secretary, C. McIvor, 529 Beatty Street.

Teachers' Federation, B.C.—President, W. R. McDougall; Secretary, Harry Charlesworth, 1300 Robson Street.

Teamsters', Chauffeurs', and Warehousemen's Union, International, No. 31A.—President, J. S. Wood; Secretary, Birt Showler, 529 Beatty Street.

Telegraphers' Union of America, Commercial, No. 1.—President, W. D. Brine; Secretary, Geo. W. Campbell, Box 432, Vancouver.

Theatrical Stage Employees, International Alliance, No. 118.—President, Gordon Martin; Secretary, Walter Blake, Box 711, Vancouver.

Theatrical Stage Employees, No. 348.—President, R. G. Pollock; Secretary, J. H. Leslie, Box 345, Vancouver.

Tile, Marble, Terrazzo Helpers, International, No. 78.—President, D. F. Snow; Secretary, S. J. Cooke, 529 Beatty Street.

Tile Setters, No. 3.—President, R. Neville; Secretary, Wm. Richards, 5321 Spencer Street.

Truck Drivers and Helpers, General, No. 31.—President, F. Doig; Secretary, Birt Showler, 529 Beatty Street.

Typographical Union, No. 226.—President, W. H. P. McClure; Secretary, R. H. Neelands, 529 Beatty Street.

Upholsterers', International Union of North America, No. 306.—President, Malcolm Grant; Secretary, Richard Garside, 529 Beatty Street.

Warehouse Employees' and Truck Drivers' Association, W. H. Malkin Co., Ltd.—President, W. Ramsay; Secretary, F. H. Calhoun, 57 Water Street.

Waterfront Workers' Association, No. 2140.—President, Robert J. Upton; Secretary, A. G. Smith, 45 Dunlevy Avenue.

Welders and Burners, Amalgamated Building Workers of Canada, No. 4.—President, Lawrence Kain; Secretary, Max R. Sharpe, 163 Hastings Street West.

Woodworkers' Union, B.C., No. 1.—President, A. Rithaler; Secretary, A. Bilesky, 384 Alexandra Road, Eburne P.O.

VERNON.

Public Service Plant Employees' Organization, Canadian.—President, A. B. Edwards; Secretary, J. B. Steward, Box 705, Vernon.

VICTORIA.

Bakery and Confectionery Workers' International Union, No. 468.—President, George Rennie; Secretary, Arthur Jacobs, 1548 Lionel Street.

Barbers' International Union, Journeymen, No. 372.—President, George A. Turner; Secretary, Jas. A. Green, 1319 Douglas Street.

Boilermakers' and Iron-ship Builders' Union of Canada, No. 2.—President, R. D. Patterson; Secretary, R. Smith, 1415 Broad Street.

Boilermakers and Iron-ship Builders and Helpers, International Brotherhood of, No. 191.—President, L. Basso; Secretary, W. S. Duncan, 837 Old Esquimalt Road.

Bookbinders, International Brotherhood of, No. 147.—President, W. W. Laing; Secretary, J. A. Wiley, Jones Building, 723 Fort Street.

Brewery Workers, No. 280.—President, Thomas E. Rigby; Secretary, W. Bryan, 2642 Scott Street.

Bricklayers' and Masons' International Union, No. 2.—President, W. Mertton; Secretary, James Brekerlay, 2682 Cadboro Bay Road.

Building Workers of Canada, Shipwrights, Boatbuilders, and Caulkers, No. 1.—President, James F. Murray; Secretary, James J. Walker, 540 Niagara Street.

Carpenters and Joiners of America, United Brotherhood of, No. 1598.—President, L. W. Noble; Secretary, Alex. Sims, 602 Broughton Street.

Carpenters and Joiners, United Brotherhood of, No. 2415.—President, Sidney Berrow; Secretary, Ernest Honey, 2511 Empire Street.

City Hall Officials' Association.—President, W. H. Warren; Secretary, Miss Yvonne Meikle, City Hall.

Civic Employees' Federation of Greater Victoria.—President, F. L. Shaw; Secretary, T. G. Harris, City Hall.

Civic Employees' Protective Association, No. 50.—President, J. W. Watson; Secretary, G. A. Fletcher, 1035 Hillside Avenue.

Civil Servants of Canada, Amalgamated.—President, E. W. Jones; Secretary, G. K. Beeston, 406 Post Office Building.

Coach Lines Drivers' Association, Vancouver Island.—President, Jack Grante; Secretary, Jack Sykes, Broughton Street.

Cooperage Employees' Association, Sweeney.—President, H. Nutting; Secretary, R. Creech, Industrial Reserve.

Dockyard and Shipyard Workers Union, No. 1.—President, S. Robertson; Secretary, E. E. Wood, 1116 Broad Street.

Drivers' Union, National, No. 1.—President, S. Grimmond; Secretary, T. E. Moir, 131 South Turner Street.

Electrical Employees' Organization, B.C. Telephone Company.—President, John Egan; Secretary, Wilfred H. Sturrock, 3567 Savannah Avenue.

Electrical Workers, International Brotherhood of, No. 230.—President, C. A. Peck; Secretary, I. F. Smith, 542 Langford Street.

Engineers, National Association of Marine, No. 6.—President, A. Alexander; Secretary, G. W. Brown, 409 Union Building.

Express Employees, Brotherhood of, No. 20.—President, T. C. Johns; Secretary, F. E. Dutot, 2176 Pentland Road.

Fire-fighters' B.C. Provincial Association, No. 2.—President, K. Mills; Secretary, J. Lusse, No. 1 Fire Hall.

Fire-fighters' B.C. Provincial Association, No. 5.—President, Gordon R. Lay; Secretary, Donald L. Miller, 2424 Hamiota Street.

Fire-fighters' B.C. Provincial Association, No. 6.—President, Harry Greenwood; Secretary, Thomas W. Moss, 3680 Douglas Street.

Firemen and Enginemen, Brotherhood of Locomotive, No. 690.—President, E. W. Collins; Secretary, G. H. Stewart, 2446 Bowker Avenue.

Garage Association, Vancouver Island Coach Lines.—President, Walter Bate; Secretary, Walter McAdams, Courtney Street.

Government Employees, American Federation of, No. 59.—President, Thomas F. Monoghan; Secretary, E. E. David, Box 484, Victoria.

Hotel and Restaurant Employees, No. 459.—President, Mrs. Oliver Brown; Secretary, Frank Dovey, Box 233, Victoria.

Iron-moulders and Foundry Workers, International, No. 144.—President, W. Gennoe; Secretary, Archie Clegg, 864 Old Esquimalt Road.

Lathers' Association, Vancouver Island.—President, E. C. Day; Secretary, A. J. Ferguson, 2751 Roseberry Avenue.

Lathers', International Wood, Wire, and Metal, No. 332.—President, H. W. Crane; Secretary, J. B. White, 3481 Doncaster Drive, Mount Tolmie P.O., Victoria.

Laundry Workers' Union, No. 1.—President, Neil McKinnon; Secretary, Miss Mabel Palmer, 314 Oswego Street.

Letter Carriers, Federated Association, No. 11.—President, Walter J. Knotts; Secretary, Fred C. Hurry, 898 Front Street.

Library Staff Association, Victoria Public.—President, Miss Constance Hobbs; Secretary, Mrs. E. H. Robinson, 764 Yates Street.

Longshoremen's Association.—President, James Lackie; Secretary, W. Norman Scott, 270 Dallas Road.

Machinists, Fitters and Helpers, National Union of, No. 2.—President, L. A. Hodgins; Secretary, Donald Wilson, 210 Wilson Street.

Machinists, International Association of, No. 456.—President, W. R. Watson; Secretary, C. H. Lester, 1137 Caledonia Avenue.

Mailers' Union, No. 121.—President, Andrew Veitch; Secretary, James A. McCague, 6, 1046 View Street.

Maintenance-of-way Employees, Brotherhood of, No. 533.—President, J. B. Bell; Secretary, H. W. McKenzie, Langford.

Moulders and Foundry Workers, No. 2.—President, W. Neilds; Secretary, J. Hancock, 28, 1116 Broad Street.

Musicians' Mutual Protective Union, No. 247.—President, C. W. Hunt; Secretary, T. Homan, 602 Broughton Street.

Painters, Decorators, and Paperhangers, Brotherhood of, No. 1163.—President, W. Rivers; Secretary, C. H. Palmer, 441 Gorge Road.

Pantorium Employees' Association.—President, E. J. Galvin; Secretary, G. R. Beek, 317 Churchill Hotel, 1122 Government Street.

Paper Workers, International Brotherhood of, No. 367.—President, J. F. McManus; Secretary, H. Martindale, 3830 Quadra Street.

Police Mutual Benefit Association.—President, Henry F. Jarvis; Secretary, Stanley T. Holmes, 625 Fisgard Street.

Postal Employees, Canadian.—President, H. W. Adams; Secretary, J. H. Hedley, 1166 Chapman Street.

Printing Pressmen and Assistants, No. 79.—President, T. Nute; Secretary, F. H. Larssen, 1236 McKenzie Street.

Railroad Trainmen, Brotherhood of, No. 613.—President, H. C. Horner; Secretary, J. A. Stone, 1320 Burleigh Drive.

Railway Carmen of America, Brotherhood of, No. 50.—President, J. Stephenson; Secretary, H. Greaves, 638 Victoria Avenue.

Railway Conductors, Order of, No. 289.—President, E. H. Spall; Secretary, J. N. Forde, 707 Wilson Street.

Railway Employees, Canadian Brotherhood of, No. 222.—President, F. Wellsmith; Secretary, A. Nichol, 1569 Westall Avenue.

Railway and Steamship Clerks, Brotherhood of, No. 1137.—President, W. Dallimore; Secretary, John W. Yates, 1753 Davie Street.

Retail Clerks' Union, No. 279.—Secretary, Don Maxwell, 404 Holden Building, Vancouver; Victoria Representative, A. Wilkinson, R.R. 3, Victoria.

Sheet Metal Workers', International Association, No. 276.—President, John A. Cook; Secretary, Charley Lewis, 2850 Parkview Drive.

Shingle Weavers' Union, International Woodworkers of America, No. 1–118.—President, T. Lidgate; Secretary, John T. Waggett, 2875 Gorge View Road.

Street, Electric Railway, and Motor Coach Employees of America, Amalgamated Association of, No. 109.—President, Edwin F. Fox; Secretary, Wilfred Turner, Yates and Broad Streets, Victoria.

Theatrical Stage Employees, International Alliance, No. 168.—President, R. Jones; Secretary, C. Rau, Box 524, Victoria.

Truck Drivers and Helpers, Federal Union, No. 101.—President, W. Wylie; Secretary, Ernest Belton, 2387 Estevan Avenue.

Typographical Union, No. 201.—President, James D. Davidson; Secretary, James Petrie, 311 Jones Building.

WESTVIEW.

Carpenters and Joiners and Millwrights of America, No. 2068.—President, E. Scott; Secretary, J. Van Es, Box 612, Powell River.

WHITE ROCK.

Civil Servants of Canada, Amalgamated.—President, W. E. Chambers; Secretary, R. F. Woolard, White Rock.

WHONNOCK.

Fishermen's Protective Association, B.C., No. 1.—President, R. E. Ritchie; Secretary, Geo. F. Crockett, Whonnock.

Fishermen's Protective Association, B.C., No. 2.—President, S. Hornbrook; Secretary, F. Rolley, Whonnock.

ZEBALLOS.

Miners' Union, No. 450.—President, Gordon Greenwood; Secretary, Nicholas Bird, Spud Valley Mine, Zeballos.

EMPLOYERS' ORGANIZATIONS.

CALGARY.

Coal Operators' Association, Western Canada Bituminous.—President, A. N. Scott; Secretary, C. Stubbs, 516-520 Lougheed Building, Calgary, Alberta.

PENTICTON.

Co-operative Growers.—President, W. H. Morris; Secretary, D. G. Penny, Penticton.

Packers' and Shippers' Association, Southern Okanagan.—President, F. McDonald; Secretary, C. E. Battye, Kaleden.

VANCOUVER.

Bakers' Association, Master.—President, H. Armstrong; Secretary, F. A. Wilson, 199 Eighth Avenue East.

Building and Construction Industries' Exchange.—President, J. Tucker; Secretary, Robert Lecky, 342 Pender Street West.

Contractors' Association, General.—President, M. C. Cameron; Secretary, Robert Lecky, 342 Pender Street West.

Electrical Association.—President, Earle Dunsmuir; Secretary, John S. Homersham, 535 Homer Street.

Fishing Vessel Owners' Association.—President, Capt. Chas. E. Prince; Secretary, Rolph Bremer, 163 Hastings Street West.

Hotels' Association, B.C.—President, A. Paterson; Secretary, J. J. Kahn, 626 Pender Street West.

Industrial Association of B.C.—President, W. L. Macken; Secretary, Miss Margaret M. Riley, 355 Burrard Street.

Jewellers' Association, Canadian.—President, E. R. Flewwelling; Secretary, A. Fraser Reid, 1635 Napier Street.

Laundry, Dry Cleaners, and Linen Supply Club.—President, W. R. Morrow; Secretary, A. R. Bernard, 910 Richards Street.

Loggers' Association Incorporated, B.C.—Chairman, G. W. O'Brien; Secretary, R. J. Stuart, 1522, 510 Hastings Street West.

Lumber and Shingle Manufacturers' Association, B.C.—President, J. G. Robson; Secretary, Thos. A. Wilkinson, 837 Hastings Street West.

Metal Trades Section, Canadian Manufacturers' Association.—President, Wm. Ross; Secretary, R. Robinson, 355 Burrard Street.

Milk Producers' Association, Fraser Valley.—President, W. L. Macken; Secretary, J. J. Brown, 425 Eighth Avenue West.

Motor Carriers' Association of B.C.—President, J. V. Hughes; Secretary, W. Brown, 914, 207 Hastings Street West.

Plastering and Lathing Contractors' Association.—President, D. H. Kissack; Secretary, Geo. A. Skinner, 4865 Fairmont Street.

Printers' Section, Canadian Manufacturers' Association.—Chairman, Charles Chapman; Secretary, Auddrey Parkinson, 355 Burrard Street.

Retail Merchants' Association.—President, W. S. Charlton; Secretary, Geo. R. Matthews, 744 Hastings Street West.

Shipping Federation of B.C.—President, F. J. Pickett; Secretary, C. W. Train, 45 Dunlevy Avenue.

Storage and Transfermen's Association, Canadian.—President, R. A. James; Secretary, J. A. Whitmore, 818 Richards Street.

Upholstered Furniture Manufacturers' Association of B.C.—President, Stanley H. Small; Secretary, John M. Richardson, 626 Pender Street West.

VICTORIA.

Bakers' Association, Master.—President, D. J. McLean; Secretary, T. P. McConnell, 210 Pemberton Building.

Beer Licensees Employers' Association.—President, A. Mawer; Secretary, Mrs. F. A. A. Newmarch, 891 Admirals Road.

Builders' Exchange, Limited.—President, L. G. Scott; Secretary, W. J. Hamilton, 1712 Douglas Street.

Electrical Association, B.C.—President, E. H. Emery; Secretary, A. R. Colby, 645 Pandora Avenue.

INSPECTION OF FACTORIES.

VANCOUVER, B.C., July 20th, 1942.

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 1941.

In summarizing the work of this Department for the year 1941, we report the building of many new industrial plants in widely separated portions of the Province. In the year 1940, we saw the foundations laid and the steel in course of erection, and some of these plants are of such magnitude that we were amazed on our inspection trips during the year under review to find the buildings completed, machinery installed, and the plant manufacturing material urgently required for the war effort.

The management and owners of certain factories manufacturing products which in these times are considered in the luxury class have expressed some concern as to their future. They inform us that their source of supply has been greatly curtailed and in some instances the material required is not obtainable, and when stock on hand is depleted they will be forced to suspend operations or enter some other line of industry of a more essential nature.

INSPECTIONS.

During the year 1941, 2,240 inspections and reinspections of factories were made.

ACCIDENT-PREVENTION.

The entrance of large numbers of inexperienced workmen into industry has resulted in an increase in accident frequency and severity. Investigation of injuries received has in some instances conclusively proven that they were received solely because of inexperience.

Many serious injuries have also been received because of failure to stop the machine before attempting to make adjustments, and also because of failure to realize that the mere pulling of a switch or shifting of a belt does not of necessity fully stop the moving parts. Many machines do not lose their momentum for some considerable time after their disconnection from the prime mover. One of the most serious accidents investigated during the year was received solely because this fact was not fully realized.

Mention has been made in previous reports of the importance of instructing the inexperienced employees of the hazards attached to their work. The responsibility for imparting these instructions must be accepted and carried out by the foreman or superintendent of the plant. Investigations made would indicate that some individuals in these positions are not giving the personal attention required.

While we feel assured that it is the desire of management of industry to provide safe and healthful working conditions for their employees, this can be achieved only through the combined efforts of every one connected with the plant. In performing our duties as Inspectors, we enter many industrial establishments and make many recommendations, but unfortunately we occasionally meet some individual who looks upon industrial safety standards and regulations as something to be enforced against industry. To such persons, we endeavour to convince them that the only purpose for which safety standards are ever developed by anybody or any group is to help every one carry on their accident-prevention work more effectively.

As many of the new industrial plants have been constructed for the sole purpose of manufacturing supplies for the war effort, they have priority in their purchase of machinery and tools. Some of these plants have entirely eliminated line-shafting, all machines being individually driven, and each machine equipped with accident-prevention features. In striking contrast, we meet the sub-contractor, who, in his efforts to meet commitments, is obliged to purchase out-moded or even second-hand equipment. We have, during our inspection visits, noted machines that had been discarded years ago placed back in service. These machines, while they lack many of the safety features of the modern equipment of to-day, will, if properly maintained and placed in

charge of a competent and safety-minded operator, perform their part in production output without hazard to the operator.

SAFEGUARDING WORKERS' HEALTH.

Industrial dusts are mechanically generated by many different processes and operations. Some of these are recognized as being injurious to health, while others are classified as nuisance dusts. Nevertheless, it should not be necessary for workers to be subjected to high concentrations of dusts regardless of their composition, nor should it be necessary for workmen to be required to use respirators during the entire working-day if it is at all possible to remove by mechanical means injurious dusts, gases, fumes, or other impurities. Respirators and helmets of an approved type are, of course, required to be used where intermittent exposure, not otherwise controllable, is involved.

It is not unreasonable to expect that the management of any industry using solvents, the fumes of which are injurious to health, would give consideration to the type of building and location of the work-room in which these solvents are used. Even under the best of natural ventilating conditions there are certain processes that require the installation of mechanical exhaust systems in order to remove harmful fumes. Electroplating and its related operations when performed under ideal housing conditions generally require mechanical ventilation and dust-removing equipment. The efficient operation of this mechanical equipment is, because of structural conditions, made exceedingly difficult to attain when the operations are performed in the basement of storied buildings.

EMPLOYEES' WELFARE.

While not all employers, as yet, realize that the day is past when their employees are satisfied to hang their coats and hats on a peg and eat their lunches in some corner of a work-room, they are fast becoming the exception.

The management of some industries have, for a considerable time, proven to their own satisfaction that any expenditure made in connection with their employees' welfare is a sound investment. There are, however, others who are still inclined to cling to the past and seem to judge an employee's efficiency by his ability to tolerate and withstand primitive working conditions. We contact this type of employer occasionally, and various excuses, none of which as a rule is justifiable, are given for his failure to provide proper working conditions for his employees. In such instances, we specify the necessary requirements, and a reasonable length of time is given the employer to comply with same.

In striking contrast, we visit other industrial plants, both old and new, in which welfare measures have attained a very high standard. These consist of rest periods, the most modern sanitary conveniences, dining and reading rooms, and well-equipped individual lockers. Facilities are also provided for drying the clothing of employees whose duties are such that they are required to work at unsheltered occupations.

WOMEN IN INDUSTRY.

During the year, an increasing number of young girls and women entered industry. While a great majority are engaged in industrial occupations directly connected with or closely related to the manufacture of war supplies, others have replaced males of military age in industries supplying commodities for domestic use, and are, for the first time in this Province, performing operations on certain types of power-driven machinery, and engaged in other occupations which had formerly been performed by men.

Industrial plants which had anticipated the employment of female factory employees made provision in their structural plans for the inclusion of first-aid rooms, rest-rooms, and cloak and dining rooms for these employees, and these, in some instances, are in charge of a qualified nurse. In some of the older plants, considerable structural additions were required to be made in order to provide these facilities.

While women and young girls have proven that they are as capable as men in performing certain industrial tasks, it is the responsibility of management to ensure that their occupation is such that it can be safely performed and without undue fatigue.

It will be generally recognized that the type of clothing usually worn by women should, if they are operating or working in close proximity to power-driven machinery, be substituted with either a one-piece coverall or slacks. As a further precaution against receiving injuries on the job, they should also wear caps or the equivalent as a protective measure against flowing hair being caught in the machinery. Thus clothed, she qualifies as "the well-dressed woman in industry" because she is safely dressed. Shoes suitable for the job are also an essential item of the women workers' wardrobe. These should be comfortable and durable. One thing they definitely should not wear is jewellery of any kind.

INDUSTRIAL HOME-WORK.

Inspection of records discloses a further decline in the volume of work to be performed in the home. Employers possessing permits authorizing them to give out work to be done elsewhere than on their premises do not, as a rule, have permanent skilled employees to perform the specialized class of work that home-workers are required to do. Home-workers' permits are issued only to individuals who perform work of an intermittent and specialized nature and to persons who for some particular reason are unable to perform the work outside the home.

ELEVATORS.

For the third successive year, we are able to report that no serious injuries were received by the public while being transported on passenger elevators or by persons employed in factories and warehouses in which power freight-elevators are installed. This record has been achieved through the combined efforts of the elevator operators, the elevator service-men, and the management of buildings and factories in which elevators are located who, with but few exceptions, are prompt in rectifying any defects which inspection reveals to be necessary; and also because of the installation of interlocking equipment on the hoistway doors and car gates of passenger elevators and the hoistway gates of freight elevators. This mechanical device has eliminated at least 80 per cent. of the causes of elevator accidents and will continue to do so if properly maintained and not purposely rendered inoperative.

ELEVATOR OPERATORS' LICENCES.

In 1941, 878 operators' licences were renewed and 400 temporary and 329 permanent licences were issued.

NEW ELEVATOR INSTALLATIONS.

Sixteen plans and specifications relating to the installation of modern elevator equipment were approved.

ELEVATOR INSPECTIONS.

During the year 1941, 1,363 passenger and freight elevators were inspected.

HOLIDAY PERMITS.

During the year, 254 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 requires continuous operation.

OVERTIME PERMITS.

Sixty-seven overtime permits were issued during the year, limiting the employment of female factory employees to not more than nine hours in any one day or fifty-four hours in any one week.

PROSECUTIONS.

Five proprietors of Oriental laundries were each fined $50 and costs for operating their laundries on a holiday and after 7 o'clock in the afternoon.

The proprietor of a hotel was fined $10 and costs for permitting an unlicensed operator to operate the passenger elevator in his hotel.

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.

REPORT OF ADMINISTRATOR OF UNEMPLOYMENT RELIEF, 1941.

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

SIR,—I herewith submit the annual report of the Administrator of Unemployment Relief for the year 1941.

The marked improvement in employment conditions mentioned in my last report has continued throughout the year under review. The number of persons in receipt of relief at January 1st, 1941, was 30,943, while as at December 31st, 1941, the number had shrunk to 15,547. This shrinkage was most noticeable during the first seven months of the year and, I feel, indicates that a very considerable improvement had taken place in business conditions throughout the Province. It is to be understood that the figures given include both employable and unemployable persons; the latter group showing an increase over the previous year for the reason that as time elapses many who were carried as employables had, owing to health conditions, to be removed from the active list. It also might be as well to mention that many persons now receiving employable assistance are of advancing age, so that their degree of employability depends on their ability to find selective work suitable to age and condition.

Throughout the year no changes were made in the policy relative to reimbursing municipalities up to 80 per cent. of relief granted to persons in both groups.

On April 1st the Federal Government withdrew their contribution made for several years towards Unemployment Relief, resulting in this Province having to undertake the full cost of such aid, although municipalities still continue to pay their usual 20 per cent. shares.

Figures to December 31st, 1941, resulting from the reregistration which was undertaken in September, 1940, show that 10,171 standard cases, 585 farmers, and 1,164 transients reregistered during the period.

Assistance to Settlers Agreement.—The Assistance to Settlers Agreement (31–12–36) between the Dominion and Provincial Governments terminated at the end of the fiscal year, March 31st, 1941. On it being felt that a number of settlers who had only recently been placed on the Plan would be unable to reach a self-supporting position without continued aid, the Provincial Government, as a consequence, decided to continue the Plan on a limited scale for a period of one year, ending March 31st, 1942, applicable only to the settlers referred to, no new applications being taken. At the beginning of the year eighty-one cases remained active, but it is confidently expected that by the end of this extended period the majority of them will be self-supporting. A final report will undoubtedly reveal that the Assistance to Settlers Plan has been an unqualified success.

Youth Training, etc.—Youth Training, Rural Occupational Training, and Physical and Recreational Training Plans still continue under the ægis of the Education Department. Urban Training is being conducted under the direction of the British Columbia University Extension.

Expenditures relating to Unemployment Relief will be found in both the Public Works Department Annual Report and also in the Annual Public Accounts Statement, etc., of the Department of Finance.

E. W. GRIFFITH,
Administrator.

STATEMENT OF RELIEF ADMINISTERED IN THE PROVINCE OF BRITISH COLUMBIA, 1941.

(As compiled from returns received from the field.)

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Numbers.
January.				
Employables—				
Organized territory—				
Resident municipal families	3,037	7,164	.....	10,201
Provincial families	99	242	.....	341
Transient families—				
Municipal	335	971	.....	1,306
Provincial	23	64	.....	87
Single men	.....	.....	3,223	3,223
Single women	.....	.....	275	275
Emergency	27	76	18	121
Assistance to settlers	9	18	.....	27
Unorganized territory—				
Resident Provincial families	889	2,825	.....	3,714
Municipal families	37	108	.....	145
Transient families	35	142	.....	177
Single men	.....	.....	557	557
Single women	.....	.....	41	41
Emergency	35	111	64	210
Assistance to settlers	89	324	.....	413
Unemployables—				
Municipal	1,222	2,208	2,724	6,154
Provincial—				
Organized	83	169	149	401
Unorganized	700	1,525	1,217	3,442
Hospital camp	.....	.....	108	108
Totals	6,620	15,947	8,376	30,943
February.				
Employables—				
Organized territory—				
Resident municipal families	3,069	7,239	.....	10,308
Provincial families	113	291	.....	404
Transient families—				
Municipal	337	991	.....	1,328
Provincial	26	62	.....	88
Single men	.....	.....	3,126	3,126
Single women	.....	.....	264	264
Emergency	15	32	8	55
Assistance to settlers	10	21	.....	31
Unorganized territory—				
Resident Provincial families	973	3,082	.....	4,055
Municipal families	40	126	.....	166
Transient families	45	190	.....	235
Single men	.....	.....	593	593
Single women	.....	.....	39	39
Emergency	36	107	65	208
Assistance to settlers	70	249	.....	319
Unemployables—				
Municipal	1,195	2,146	2,818	6,159
Provincial—				
Organized	81	166	149	396
Unorganized	694	1,481	1,200	3,375
Hospital camp	.....	.....	116	116
Totals	6,704	16,183	8,378	31,265

STATEMENT OF RELIEF, 1941—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Numbers.
March.				
Employables—				
Organized territory—				
Resident municipal families	2,930	6,835	.....	9,765
Provincial families	100	264	.....	364
Transient families—				
Municipal	322	916	.....	1,238
Provincial	20	49	.....	69
Single men	.....	.....	2,908	2,908
Single women	.....	.....	278	278
Emergency	2	7	5	14
Assistance to settlers	10	22	.....	32
Unorganized territory—				
Resident Provincial families	968	3,065	.....	4,033
Municipal families	44	135	.....	179
Transient families	64	292	.....	356
Single men	.....	.....	594	594
Single women	.....	.....	35	35
Emergency	23	74	53	150
Assistance to settlers	67	210	.....	277
Unemployables—				
Municipal	1,150	2,063	2,666	5,879
Provincial—				
Organized	71	148	142	361
Unorganized	693	1,487	1,176	3,356
Hospital camp	.....	.....	110	110
Totals	6,464	15,567	7,967	29,998
April.				
Employables—				
Organized territory—				
Resident municipal families	2,579	5,886	.....	8,465
Provincial families	74	199	.....	273
Transient families—				
Municipal	266	697	.....	963
Provincial	16	37	.....	53
Single men	.....	.....	2,072	2,072
Single women	.....	.....	277	277
Emergency	3	7	9	19
Assistance to settlers	11	25	.....	36
Unorganized territory—				
Resident Provincial families	694	2,116	.....	2,810
Municipal families	29	70	.....	99
Transient families	47	191	.....	238
Single men	.....	.....	515	515
Single women	.....	.....	34	34
Emergency	13	29	37	79
Assistance to settlers	54	191	.....	245
Unemployables—				
Municipal	1,125	2,025	2,741	5,891
Provincial—				
Organized	73	150	130	353
Unorganized	698	1,410	1,164	3,272
Hospital camp	.....	.....	91	91
Totals	5,682	13,033	7,070	25,785

STATEMENT OF RELIEF, 1941—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Numbers.
May.				
Employables—				
Organized territory—				
Resident municipal families	2,300	5,080	.....	7,380
Provincial families	56	127	.....	183
Transient families—				
Municipal	247	552	.....	799
Provincial	15	23	.....	38
Single men	.....	.....	2,047	2,047
Single women	.....	.....	274	274
Emergency	2	6	8	16
Assistance to settlers	16	38	.....	54
Unorganized territory—				
Resident Provincial families	633	1,836	.....	2,469
Municipal families	25	64	.....	89
Transient families	31	133	.....	164
Single men	.....	.....	456	456
Single women	.....	.....	36	36
Emergency	23	73	28	124
Assistance to settlers	56	194	.....	250
Unemployables—				
Municipal	1,115	2,015	2,713	5,843
Provincial—				
Organized	71	144	128	343
Unorganized	675	1,477	1,190	3,342
Hospital camp	.....	.....	99	99
Totals	5,265	11,762	6,979	24,006
June.				
Employables—				
Organized territory—				
Resident municipal families	1,965	4,175	.....	6,140
Provincial families	43	89	.....	132
Transient families—				
Municipal	202	461	.....	663
Provincial	6	9	.....	15
Single men	.....	.....	1,775	1,775
Single women	.....	.....	263	263
Emergency	7	17	10	34
Assistance to settlers	15	34	.....	49
Unorganized territory—				
Resident Provincial families	523	1,515	.....	2,038
Municipal families	21	52	.....	73
Transient families	20	73	.....	93
Single men	.....	.....	365	365
Single women	.....	.....	35	35
Emergency	16	53	26	95
Assistance to settlers	52	183	.....	235
Unemployables—				
Municipal	1,076	1,907	2,691	5,674
Provincial—				
Organized	62	127	108	297
Unorganized	637	1,400	1,167	3,204
Hospital camp	.....	.....	99	99
Totals	4,645	10,095	6,539	21,279

STATEMENT OF RELIEF, 1941—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Numbers.
July.				
Employables—				
Organized territory—				
Resident municipal families	1,690	3,405	.....	5,095
Provincial families	33	60	.....	93
Transient families—				
Municipal	167	360	.....	527
Provincial	6	10	.....	16
Single men	.....	.....	1,641	1,641
Single women	.....	.....	247	247
Emergency	2	4	6	12
Assistance to settlers	12	29	.....	41
Unorganized territory—				
Resident Provincial families	449	1,176	.....	1,625
Municipal families	15	36	.....	51
Transient families	11	49	.....	60
Single men	.....	.....	323	323
Single women	.....	.....	35	35
Emergency	17	40	25	82
Assistance to settlers	48	164	.....	212
Unemployables—				
Municipal	1,053	1,854	2,739	5,646
Provincial—				
Organized	57	118	93	268
Unorganized	607	1,327	1,138	3,072
Hospital camp	.....	.....	104	104
Totals	4,167	8,632	6,351	19,150
August.				
Employables—				
Organized territory—				
Resident municipal families	1,455	2,857	.....	4,312
Provincial families	35	67	.....	102
Transient families—				
Municipal	55	117	.....	172
Provincial	1	1	.....	2
Single men	.....	.....	1,478	1,478
Single women	.....	.....	225	225
Emergency	4	6	9	19
Assistance to settlers	10	25	.....	35
Unorganized territory—				
Resident Provincial families	396	984	.....	1,380
Municipal families	15	32	.....	47
Transient families	10	30	.....	40
Single men	.....	.....	282	282
Single women	.....	.....	31	31
Emergency	27	67	30	124
Assistance to settlers	34	120	.....	154
Unemployables—				
Municipal	1,004	1,781	2,682	5,467
Provincial—				
Organized	48	99	105	252
Unorganized	610	1,305	1,124	3,039
Hospital camp	.....	.....	103	103
Totals	3,704	7,491	6,069	17,264

STATEMENT OF RELIEF, 1941—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Numbers.
September.				
Employables—				
Organized territory—				
Resident municipal families	1,287	2,461	.....	3,748
Provincial families	31	57	.....	88
Transient families—				
Municipal	46	89	.....	135
Provincial	.....	.....	.....	.....
Single men	.....	.....	1,187	1,187
Single women	.....	.....	216	216
Emergency	6	19	7	32
Assistance to settlers	11	26	.....	37
Unorganized territory—				
Resident Provincial families	368	910	.....	1,278
Municipal families	8	20	.....	28
Transient families	8	25	.....	33
Single men	.....	.....	275	275
Single women	.....	.....	34	34
Emergency	4	8	23	35
Assistance to settlers	25	95	.....	120
Unemployables—				
Municipal	971	1,727	2,763	5,461
Provincial—				
Organized	42	87	94	223
Unorganized	584	1,232	1,131	2,947
Hospital camp	.....	.....	99	99
Totals	3,391	6,756	5,829	15,976
October.				
Employables—				
Organized territory—				
Resident municipal families	1,169	2,191	.....	3,360
Provincial families	21	32	.....	53
Transient families—				
Municipal	41	76	.....	117
Provincial	3	19	.....	22
Single men	.....	.....	1,232	1,232
Single women	.....	.....	208	208
Emergency	3	12	10	25
Assistance to settlers	8	16	.....	24
Unorganized territory—				
Resident Provincial families	353	865	.....	1,218
Municipal families	7	22	.....	29
Transient families	9	30	.....	39
Single men	.....	.....	243	243
Single women	.....	.....	31	31
Emergency	9	29	12	50
Assistance to settlers	25	90	.....	115
Unemployables—				
Municipal	963	1,663	2,660	5,286
Provincial—				
Organized	38	74	88	200
Unorganized	579	1,188	1,147	2,914
Hospital camp	.....	.....	106	106
Totals	3,228	6,307	5,737	15,272

STATEMENT OF RELIEF, 1941—*Continued.*

Direct Relief.	Numbers.			
	Family Heads.	Dependents.	Single Individuals.	Total Numbers.
November.				
Employables—				
Organized territory—				
Resident municipal families	1,130	2,113	.....	3,243
Provincial families	23	40	.....	63
Transient families—				
Municipal	44	99	.....	143
Provincial	3	14	.....	17
Single men	.....	.....	1,296	1,296
Single women	.....	.....	193	193
Emergency	1	4	5	10
Assistance to settlers	7	15	.....	22
Unorganized territory—				
Resident Provincial families	347	821	.....	1,168
Municipal families	11	42	.....	53
Transient families	9	31	.....	40
Single men	.....	.....	241	241
Single women	.....	.....	25	25
Emergency	16	76	11	103
Assistance to settlers	17	65	.....	82
Unemployables—				
Municipal	851	1,696	2,691	5,238
Provincial—				
Organized	38	80	87	205
Unorganized	571	1,183	1,137	2,891
Hospital camp	.....	.....	117	117
Totals	3,068	6,279	5,803	15,150
December.				
Employables—				
Organized territory—				
Resident municipal families	1,171	2,149	.....	3,320
Provincial families	27	54	.....	81
Transient families—				
Municipal	49	99	.....	148
Provincial	3	16	.....	19
Single men	.....	.....	1,389	1,389
Single women	.....	.....	201	201
Emergency	.....	.....	2	2
Assistance to settlers	7	15	.....	22
Unorganized territory—				
Resident Provincial families	377	948	.....	1,325
Municipal families	10	29	.....	39
Transient families	13	37	.....	50
Single men	.....	.....	261	261
Single women	.....	.....	25	25
Emergency	6	20	13	39
Assistance to settlers	17	65	.....	82
Unemployables—				
Municipal	934	1,676	2,710	5,320
Provincial—				
Organized	37	77	82	196
Unorganized	584	1,166	1,155	2,905
Hospital camp	.....	.....	123	123
Totals	3,235	6,351	5,961	15,547

ANNUAL REPORT OF APPRENTICESHIP BRANCH, 1941.

Provincial Apprenticeship Committee, 789 Pender Street West, Vancouver, B.C.

J. A. Ward Bell, *Chairman.* J. F. Keen.
Adam Bell. James Thomson.

Officials of the Branch.

Hamilton Crisford ..... Director of Apprenticeship.
Thomas V. Berto ..... Assistant Director.

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

SIR,—I herewith submit the annual report of the Provincial Apprenticeship Committee for the year 1941.

The year 1941 has brought many problems in connection with apprenticeship, as this year has seen the real change-over from a peace to war economy in the industrial life of the Province.

The demands of both industry and our armed mechanical forces have largely been focused on the metal trades and a number of special training-schools have been operating under both governmental and private auspices.

For a time it appeared that a further demand might be made for the school to supersede apprenticeships almost entirely in so far as war industries were concerned, but it quickly became evident that the ever-increasing expansion required could not be attained through specialization alone and that industry would have to continue to produce its key tradesmen through apprenticeship.

The training-schools have done excellent work in the field of specialization and have supplied large numbers of men to industry and youths of military age to the armed forces.

Industry is persevering with good results in training apprentices to meet their future needs, and this in spite of the fact that approximately 20 per cent. of these lads have to date been lost by them to the Navy, Army, or Air Force, very largely owing to the training industry has provided.

As a result, there is a decided trend towards the apprenticing of lads at an earlier age than heretofore. With the present facilities for steady employment and rapid advancement this is all to the good, particularly as many of the trade and technical school facilities formerly available for youths are now almost entirely given over for the time being to specialized classes for men beyond the present military enlistment ages.

In this all-out effort which the Canadian people are now facing, apprenticeship in this Province is therefore continuing to play a most important part which will materially assist our productive capacity, not only during the present conflict, but in the years of reconstruction which must follow.

That the reconstruction period will bring its own special problems is beyond doubt, but in this day and age the thoroughly trained, skilled worker is naturally much more readily absorbed in practically every type of endeavour than the semi-skilled or untrained worker.

The fact that this is a mechanized war will undoubtedly assist materially in the rehabilitation problem in peace, as the large number of men who are working at trades in the armed forces during this conflict is out of all proportion to the comparatively small number that had this opportunity during the last World War.

This is instanced by the fact that most of the apprentices who have enlisted or have been called up before the completion of their apprenticeship period are now employed in one of the Services at their apprenticeship trades and will in all probability complete their apprenticeship in these Services, thereby reducing the problem that might otherwise arise on their resumption to civil life.

The general co-operation of industry in regard to apprenticeship training problems has been very gratifying and the previous request for permission to employ large numbers of under-age boys at specialized war work, but not under contract of appren-

ticeship, has been definitely discarded in favour of training and employing men of an age that exempts them from compulsory military service.

This system, in conjunction with the maintenance of apprenticeship, is assisting in the stabilization of the labour situation, so necessary in these times.

At the end of the year the total number of live apprenticeship contracts totalled 1,285. This figure includes 181 apprentices who are serving their country in one or other of His Majesty's Armed Forces.

The number of new contracts approved during the year totalled 468, while 177 apprentices satisfactorily completed their periods of apprenticeship, bringing the total number of apprentices who have completed to date to 532.

The appended table gives the standing of controlled apprenticeship in various trades and occupations as at the 31st day of December, 1941.

HAMILTON CRISFORD,
Director of Apprenticeship.

APPRENTICESHIP CONTRACTS IN FORCE.

GROUP A.

Occupations designated as Trades under the "Apprenticeship Act."

Occupation.	No. in Force.	Occupation.	No. in Force.
Automobile mechanics	105	Jewellery-work	15
Automobile metalwork	33	Lithography	15
Automobile painting	7	Machinists	273
Automobile-tire repairing	3	Metal trades—miscellaneous	1
Automobile trimming	----	Moulding	69
Automotive woodworking	1	Painting and decorating	38
Aviation mechanics	42	Pattern-making	22
Boiler-making	32	Pipe-fitters	3
Carpentry	134	Plastering	4
Druggists	80	Plumbing and steam-fitting	57
Electrical appliances	22	Sheet-metal working	68
Electrical work	21	Ship and boat building	22
Electric work—construction	9	Sign and pictorial painting	6
Electrical work—shop	31		
Glass-working	6	Total	1,124
Iron-worker	5		

GROUP B.

Occupations not yet designated under the "Apprenticeship Act."

Occupation.	No. in Force.	Occupation.	No. in Force.
Bakers and cooks	15	Hardware clerk	1
Barbers	11	Lead-burners	8
Blacksmiths	5	Lumber grader	1
Bookbinders	3	Millinery	1
Bricklayers	2	Municipal clerk	1
Business-machine mechanics	5	Office occupation	----
Butchers	2	Photo-finishers	2
Butter-making	1	Printing	1
Carpet and linoleum layers	3	Seedsman	1
Chocolate-dipping	3	Spring-makers	2
Clerk, automotive—wholesale	1	Shoe-repairing and bicycle rebuilding	1
Confectioner	----	Tailoring	1
Dentistry	1	Spotter	1
Dressmaking	6	Upholsterers	13
Draughtsmen	2	Watch-repairing	4
Fur-finishers	3	Wholesale hardware	1
Florists	4	Woodworking	1
Furniture-manufacture	1	Window-shade making	1
Gardeners	3	Zinc light and glazing	1
Harness and shoe repairing	1		
Hairdressers	47	Total	161

Grand total of contracts now in force	1,285
Total apprenticeships completed	532

TRADE-SCHOOLS REGULATION BRANCH.

J. A. Ward Bell ..... Chief Administrative Officer.
Mrs. Rex Eaton ..... Administrative Officer.
Hamilton Crisford ..... Secretary, 789 Pender Street West, Vancouver, B.C.

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

SIR,—I herewith submit the annual report of the Trade-schools Regulation Branch for the year 1941.

The year 1941 is the fourth year of operation of the "Trade-schools Regulation Act" and it can now be definitely stated that the conditions existing that made the enactment necessary have now been entirely eliminated.

The four years that have passed also demonstrate that, generally speaking, the usefulness of the schools now coming within its provisions has been enhanced through the standardization of operating conditions and the elimination of undesirable features, resulting in a general improvement in the tuition offered to the public through the whole-hearted co-operation of the proprietors of the majority of schools.

The British Columbia Act has now been closely followed in other Canadian Provinces and in some of the States south of the line. This has made it difficult, if not impossible, for the old type of racketeering school to operate profitably, and such schools have not only been eliminated in this Province but are gradually being squeezed out of existence elsewhere.

During the year further meetings were held between the Administrative Officers and the proprietors and operators of business and stenographic schools. At these meetings the conclusions reached as a result of a survey of this field were fully discussed with beneficial results and the co-operation thus established is being maintained.

Considerable attention throughout the year has been given to the welding trade, as this trade can be satisfactorily taught in a school by a comparatively short course and welding has become of growing importance in both ship-building and aviation. The services of an expert welder have been employed from time to time to inspect schools and report on teaching staffs, teaching methods, and equipment.

Two commercial aviation schools have been carrying on practical training courses at the request and in co-operation with the aviation industry which, up to the end of this year, has absorbed all graduates.

Quite a number of new schools have been established for the teaching of occupations vital to our war industries. These, together with the older established schools and the British Columbia Government and Dominion Government Schools, have offered up-to-date training facilities to men of practically all ages, as and when they have been required, and to date have kept our Provincial industries fully supplied.

The value of this training effort only becomes fully apparent as graduates of these schools work side by side with experienced tradesmen and with practice attain full skill in the operations in which they have been trained.

Many hundreds of these graduates are now working at skilled operations, not only in our war industries but in the Armed Forces, where the basic knowledge they have absorbed is always in demand.

Correspondence and home-study schools again show a drop in the number of students enrolled during the year, except in the occupation of accountancy, in which the demand for trained men has been unprecedented.

Home study tuition is now very largely confined to persons already employed who have the ambition to improve their knowledge and position. This is the legitimate field of the correspondence school and one in which it has really something to offer in conjunction with the student's practical experience in his employment.

During the year pressure has been brought on the Government to extend the provisions of the Act, to embrace the teaching of all occupations, including the professions, except such as are specifically excluded. This matter has been under investigation for some months by the Administrative Officers, who expect to be in a position to make their report to the Minister at an early date.

HAMILTON CRISFORD,
Secretary.

SAFETY BRANCH.

PARLIAMENT BUILDINGS,
February 4th, 1942.

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

SIR,—I herewith submit the annual report of the Safety Branch for the year 1941.

The Safety Branch has carried on throughout the year according to the policy laid down by the Honourable Minister of Labour. With the assistance and co-operation of other branches of the Labour Department every effort has been made to obtain the utmost value from the funds available and the staff allowed.

The work of encouraging accident-prevention and the study of problems particularly affecting the logging industry have been carried on to the best of our ability.

The loss of life due to accidental injuries in the logging industry during 1941 was slightly higher than the previous past year. The year 1940 gave us seventy-seven fatalities and 5,163 compensable accidents. Log production was 3,693,000,000 feet log-scale. The year 1941 gave us seventy-eight fatalities and 5,620 compensable accidents. Log production was 3,679,950,000 feet log-scale.

From information available regarding industries both in Canada and the United States we learn there has been a sudden rise in the number of accidents. Traffic accidents have risen, also, during the period.

Comparing the logging industry with general conditions, we find it has not shown a worse accident rate but a better one than might be expected during such trying times.

Logging operators as a whole are not giving as much support to the accident-prevention compaign as they should. However, we are pleased to report that quite a large number of operators are eager to improve the accident situation, both in their own camps and in the logging industry in general. These operators have tried to work out schemes to promote an accident-prevention consciousness among their employees. Some of them hold safety sweepstakes, some provide entertainment, and others pay employees extra wages or a bonus for accident-free time.

There has been a definite improvement in the employers' attitude toward safety. Also, a definite improvement is seen in the employees' attitude.

The matter of first-aid training is worthy of notice. In many camps, especially the larger ones, there is a trained first-aid man in every section of the operation. If a man is injured in such a camp, his fellow-worker or he, himself, knows just exactly what to do about it. We have information that serves to prove not only serious physical consequences have been prevented by prompt and proper first-aid attentions but, also, several times during the year, life has been saved. It is impossible to estimate the full value of first-aid training of our loggers. It is of greatest importance after an accident happens and, at the same time, makes men more careful, thereby preventing accidents.

Safety rules and regulations serve as a guide and are a great help in a general way, but actual success in accident-prevention depends on individual action. Employer and employee alike must have the will to prevent accidents. Knowledge of first aid breeds such a will.

During the year the Safety Adviser attended thirty-three Coroners' inquests; made 297 special calls and thirty-five inspections at camps. Several picture-shows and lectures, as well as ten safety equipment demonstrations, were given. Three days were spent at the Workmen's Compensation Board inquiry regarding accident-prevention in the logging industry. Eight accident-prevention meetings, five first-aid field-days, and two conventions were attended by the Safety Adviser.

During the months of June, July, August, and September moving pictures were taken throughout the Province for a logging moving picture, made in technicolour and entitled " Be Careful and Live." A trailer, also in technicolour, was made and entitled " A Trip over the Big Bend Highway." These pictures were approved by the Labour Department and will be shown in the logging camps and communities, as well as in other places where educational work on safety is being carried on. The pictures were

made at a low cost to the Department, being a joint effort of the Forestry Branch, Department of Lands, and the Safety Branch.

Safety meetings with Workmen's Compensation Board Inspectors and the Safety Directors of the camps were held periodically, at which discussions took place on all phases of accident-prevention matters.

Safety hard hats have received the same attention as usual and more men in the camps are wearing them now.

Due to increased demand for the monthly accident-prevention bulletins, the number printed each month has been raised by five hundred. We now have printed 3,000 each month.

The Safety Adviser attended the Lumber Section and directors' meetings of the Western Safety Conference for one week in October and was made vice-president of that organization for 1942.

The proof of any endeavour is the results obtained. I am pleased to report there were several large logging camps that went through the whole of 1941 without a fatal accident. No such experience is due to luck or chance, but to hard work on the part of the management and the safety director, plus the co-operation of every man on the job.

There is no doubt the Safety Branch has fanned the flame of interest in accident-prevention in our logging industry and, while we may not be able to point to any visible improvement in accident frequency or severity for the Province as a whole, we can point out individual camps with improved accident records as examples. We are thankful the rate of accidents has been held from taking a sudden up-swing since commencement of the war.

Respectfully submitted.

CHARLES PEARSE,
Safety Adviser.

VICTORIA, B.C.:
Printed by CHARLES F. BANFIELD, Printer to the King's Most Excellent Majesty.
1942.

1,825-542-7850