PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1943

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
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1944.

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 1943 is herewith respectfully submitted.

GEORGE S. PEARSON,
Minister of Labour.

Office of the Minister of Labour,
July, 1944.

The Honourable George S. Pearson,
Minister of Labour.

SIR,—I have the honour to submit herewith the Twenty-sixth Annual Report on the work of the Department of Labour up to December 31st, 1943.

I have the honour to be,

Sir,

Your obedient servant,

ADAM BELL,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., July, 1944.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1943.

This Annual Report for the year 1943, being the twenty-sixth of the Department, marks a year in which the demands for all-out effort forced industrial pay-rolls to record highs unique in the history of the Department.

In the fourth year of the war, and geared for mass production in the forging of the tools for victory, British Columbia's industrial machine played an epic part in the race of preparations for historic " D " day.

Our total Provincial pay-roll, with an increase of $78,303,481 over the previous year, rose to $381,196,427, the highest on record in the history of the Province.

With demands for peak production bringing less casual employment, and overtime hours in some instances, average weekly wages climbed to new heights in twenty-one of the twenty-five tables, the cost-of-living bonus also being a contributing factor in the general picture of higher wage-levels.

The average weekly wage for all adult male wage-earners rose to $37.19 for 1943, representing an increase of $1.95 over the previous year, and the highest recorded since the formation of the Department.

Twenty-two of the twenty-five tables relating to the industrial group showed increases in the pay-roll totals for 1943.

Greatest increase was again in the ship-building industry (up an additional $18,000,000 over 1942), followed by the construction industry (up $13,000,000), miscellaneous trades and industries (up over $10,000,000), metal trades (increased almost $7,500,000), and lumber industries (up over $3,000,000). For others in order of increase *see* " Comparison of Pay-rolls," in report data.

Decreases were noted in only three industries (metal-mining, with a further drop of $490,000; smelting, down $414,000; and pulp and paper mills, down $97,000).

With the greatest increases again evident in those industries most essential to the war effort, employment totals continued to soar, with record gains in metal trades, ship-building, and industries of a like nature. Increasing numbers of female employees added to the pay-rolls, replacing male workers for service or releasing others for essential occupations, swelled the average monthly employment totals to a new high in 1943, the month of August showing a total of 152,694 as against a high of 143,760 in November of 1942.

While in some vital industries production schedules necessitated longer working-hours, the average in most industries decreased slightly from the 1942 figures, the general trend being indicated by the average weekly working-hours for all employees, which dropped to 47.19 from 48.12 in 1942.

STATISTICS OF TRADES AND INDUSTRIES.

Reflecting the general expansion of industrial activity in British Columbia under pressure of war conditions the statistical section for 1943 presents an interesting picture of marked progress in the industrial life of the Province, notwithstanding the fact that the actual number of firms reporting showed a slight decrease in comparison with the 1942 figures.

EMPLOYERS' RETURNS TOTAL 4,727.

The total number of firms reporting in time for tabulation in the tables was 4,727, as compared with 4,845 in 1942, a decrease of 118.

PAY-ROLL.

The 4,727 firms filing returns in time for classification reported a total pay-roll of $311,406,320. This total, however, represents only the industrial pay-rolls, and is not considered as the total Provincial pay-roll until further augmented by additional figures which follow, showing an accumulative total of $381,196,427, an increase of $78,303,481 over 1942.

Pay-rolls of 4,727 firms making returns to Department of Labour	$311,406,320
Returns received too late to be included in above summary	70,134
Employers included in Department's inquiry, not sending in returns (estimated pay-roll)	1,350,000
Transcontinental railways (ascertained pay-roll)	19,424,973
Pay-rolls of additional services not included in the industrial survey; viz., Governmental workers, wholesale and retail firms, miscellaneous (estimated pay-roll)	48,945,000
Total	$381,196,427

PREVIOUS PROVINCIAL PAY-ROLLS.

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

1928	$183,097,781	1936	$142,349,591
1929	192,092,249	1937	162,654,234
1930	167,133,813	1938	158,026,375
1931	131,941,008	1939	165,683,460
1932	102,957,074	1940	188,325,766
1933	99,126,653	1941	239,525,459
1934	113,567,953	1942	302,892,946
1935	125,812,140	1943	381,196,427

The percentage of the total pay-roll expended in the wage-earner section continued to increase over 1942, the following table showing 84.25 per cent. of the total allotted to this class of worker for 1943.

	1939.	1940.	1941.	1942.	1943.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	10.82	10.22	9.29	7.13	6.57
Clerks, stenographers, and salesmen	11.86	11.15	10.11	8.66	9.18
Wage-earners	77.32	78.63	80.60	84.21	84.25
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

Industrial pay-roll totals continued to soar, with twenty-two of the twenty-five tables showing increases for 1943. Again in the lead, ship-building reached an all-time high with an increase of $18,290,613 over the previous year, followed by construction, up $13,254,802, and miscellaneous trades and industries with a gain of $10,147,742; metal trades increased by $7,413,471, followed by the lumber industries, up $3,143,563; food products, an increase of $1,915,959; wood manufacturing (N.E.S.), up $1,489,254; Coast shipping, a gain of $1,359,553; public utilities, up $879,387; explosives and chemicals, up $513,633; laundries, cleaning and dyeing, $414,973; coal-mining, $398,481; builders' materials, $306,079; printing and publishing, $194,213; oil-refining, $189,560; breweries, $174,790; garment-making, $139,296; leather and fur goods, $59,530; house furnishings, $43,705; paint-manufacturing, $27,987; jewellery-manufacture, $3,545; and cigar and tobacco manufacturing, up $2,530.

Decreases were noted in metal-mining, with a drop of $490,503; smelting, down $414,817; and pulp and paper mills, down $97,415.

Industry.	1941.		1942.		1943.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	37	$1,237,173.00	34	$1,584,038.00	31	$1,758,828.00
Builders' materials	85	1,787,736.00	76	2,000,579.00	74	2,306,658.00
Cigar and tobacco manufacturing	3	3,501.00	3	4,441.00	3	6,971.00
Coal-mining	27	3,820,642.00	27	4,491,833.00	26	4,890,314.00
Coast shipping	124	8,045,059.00	117	8,660,344.00	119	10,019,897.00
Construction	1,054	14,827,887.00	889	30,101,754.00	753	43,356,556.00
Explosives and chemicals	26	3,126,623.00	24	3,501,356.00	23	4,014,989.00
Food products	597	13,837,812.00	572	16,276,059.00	547	18,192,018.00
Garment-making	70	965,505.00	63	1,264,303.00	66	1,403,599.00
House furnishings	60	1,707,941.00	65	1,778,909.00	67	1,822,614.00
Jewellery-manufacturing	11	293,071.00	12	343,552.00	11	347,097.00
Laundries, cleaning and dyeing	104	1,945,857.00	104	2,018,329.00	99	2,433,302.00
Leather and fur goods, manufacture of	60	788,458.00	53	866,701.00	55	926,231.00
Lumber industries	951	39,260,130.00	938	43,935,333.00	948	47,078,896.00
Metal trades	841	12,702,265.00	800	17,223,536.00	801	24,637,007.00
Metal-mining	164	13,812,921.00	127	11,808,861.00	93	11,318,358.00
Miscellaneous	404	9,210,500.00	455	16,012,831.00	510	26,160,573.00
Oil-refining	58	2,994,601.00	53	3,039,683.00	62	3,229,243.00
Paint-manufacturing	11	423,736.00	10	429,195.00	10	457,182.00
Printing and publishing	145	4,227,387.00	145	4,143,521.00	142	4,337,734.00
Pulp and paper mills	12	6,967,732.00	13	8,824,524.00	12	8,727,109.00
Ship-building	52	10,534,309.00	46	47,203,906.00	47	65,494,519.00
Smelting	5	6,832,629.00	5	7,881,503.00	5	7,466,686.00
Street-railways, etc.	111	11,639,772.00	110	12,734,102.00	115	13,613,489.00
Wood manufacturing (N.E.S.)	103	4,456,309.00	104	5,917,196.00	108	7,406,450.00
Totals	5,115	$175,449,556.00	4,845	$252,046,389.00	4,727	$311,406,320.00

INDUSTRIAL DIVISIONS.

For purposes of record and comparison the industrial activities of the Province are segregated into three divisions—Greater Vancouver, Vancouver Island, and Rest of Mainland. Again, as in the year previous, due to the localization and development of heavy industries within the Greater Vancouver section, a continued increase in the percentage attributable to this division was evident in 1943, the percentage increasing to 46.88, as against 45.91 per cent. in 1942. Resultant fractional decreases were noted in the 1943 percentages representing the other divisions—the Vancouver Island percentage decreasing to 17.76 from a previous figure of 18.18, and the Mainland section showing 35.36 per cent. as against 35.91 per cent. for 1942.

By the application of the above percentages to the total 1943 pay-roll, a breakdown of that figure covering the three industrial divisions is obtained, as shown in the following table:—

	1939.	1940.	1941.	1942.	1943.
Greater Vancouver	$57,591,570.70	$67,477,121.96	$92,504,732.26	$139,058,151.51	$178,704,884.98
Rest of Mainland	73,762,276.39	82,034,703.67	98,157,533.10	108,768,856.91	134,791,056.59
Vancouver Island	34,329,612.91	38,813,940.37	48,863,193.64	55,065,937.58	67,700,485.43
Totals	$165,683,460.00	$188,325,766.00	$239,525,459.00	$302,892,946.00	$381,196,427.00

An indication of the higher earnings in certain industries and the decreasing numbers employed in the lower wage brackets is evident in the following—showing the

total number of adult males employed in the various industries 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. Less than $19.
Cigar and tobacco manufacturing	10	70.00
Leather and fur goods	267	12.73
Laundries, cleaning and dyeing	509	10.02
Coast shipping	5,164	9.57
Food products	10,301	9.09
House furnishings	595	8.91
Printing and publishing	1,054	7.12
Breweries	730	5.21
Explosives and chemicals	1,602	5.12
Metal trades	9,396	5.11
Garment-making	199	5.03
Builders' materials	1,228	4.89
Smelting	3,137	4.24
Wood manufacturing (N.E.S.)	3,218	2.89
Miscellaneous trades and industries	9,289	2.83
Construction	23,837	2.59
Ship-building	29,020	2.50
Oil-refining	1,111	2.43
Street-railways, power, etc.	4,951	1.60
Lumber industries	27,090	1.36
Coal-mining	2,887	1.07
Pulp and paper manufacturing	3,487	0.75
Metal-mining	5,378	0.09
Jewellery-manufacturing	67	0.00
Paint-manufacturing	100	0.00

While in certain industries fluctuations in the numbers employed in the lower wage groups occur due to the increased employment of unskilled labour, it is significant that thirteen of the twenty-five tables continued to show diminishing percentages employed in this lower wage group.

AVERAGE WEEKLY WAGE BY INDUSTRIES.

Increases in the average weekly wage for adult male workers were general in twenty-one of the twenty-five tables, the decreases in the remainder being mostly of a fractional nature. 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.

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

Industry.	1936.	1937.	1938.	1939.	1940.	1941.	1942.	1943.
Breweries	$25.00	$26.18	$27.42	$27.98	$28.23	$29.29	$31.85	$33.46
Builders' materials	22.28	22.31	22.82	23.23	24.15	26.26	30.78	31.61
Cigar and tobacco manufacturing	17.75	15.50	13.00	19.75	17.70	14.50	15.83	15.10
Coal-mining	28.75	27.46	28.20	29.39	28.04	31.84	34.56	39.00
Coast shipping	31.61	31.99	32.93	29.35	30.34	30.03	31.24	33.97
Construction	24.13	25.61	25.81	26.12	27.52	30.21	36.41	39.60
Explosives and chemicals	23.76	24.58	24.20	25.75	31.67	33.39	36.45	37.54
Food products, manufacture of	23.16	23.85	23.70	23.23	23.59	25.65	30.52	32.66
Garment-making	22.74	22.97	23.15	24.25	25.22	26.51	27.72	32.03
House furnishings	21.29	22.25	20.80	22.53	23.59	25.74	27.76	28.13
Jewellery, manufacture of	34.39	34.60	38.95	39.23	43.44	38.72	38.59	41.14
Laundries, cleaning and dyeing	22.25	22.89	23.33	23.19	24.00	24.76	28.20	30.39
Leather and fur goods, manufacture of	20.48	21.23	22.23	21.19	21.72	26.07	27.80	30.18
Lumber industries	24.83	26.81	26.59	27.14	28.83	31.01	33.94	37.09
Metal trades	24.41	24.77	25.09	25.38	26.18	29.90	34.00	36.37
Metal-mining	29.10	30.34	30.48	30.86	31.77	33.72	37.19	35.82
Miscellaneous trades and industries	22.07	23.85	23.46	23.91	24.36	26.97	33.58	34.92
Oil-refining	26.21	27.92	28.68	28.97	29.17	30.97	33.40	35.52
Paint-manufacturing	21.44	23.08	22.78	22.69	23.15	24.95	28.73	30.71
Printing and publishing	32.72	33.69	34.19	34.34	34.34	36.78	37.10	38.39
Pulp and paper manufacturing	24.24	26.75	26.36	26.54	29.84	32.13	33.92	36.41
Ship-building	26.38	27.88	28.76	28.55	31.74	35.27	40.32	40.08
Smelting	24.54	25.08	24.80	25.57	32.75	37.07	38.49	38.47
Street-railways, gas, water, power, telephones, etc.	27.50	27.20	27.78	28.63	28.57	30.93	32.28	35.01
Wood, manufacturing of (N.E.S.)	20.32	21.97	22.68	23.22	24.88	27.01	30.24	33.34

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

Increase.

Breweries	$1.61	Leather and fur goods, manufacture of	$2.38
Builders' materials	.83	Lumber industries	3.15
Coal-mining	4.44	Metal trades	2.37
Coast shipping	2.73	Miscellaneous trades and industries	1.34
Construction	3.19	Oil-refining	2.12
Explosives and chemicals	1.09	Paint-manufacturing	1.98
Food products, manufacture of	2.14	Printing and publishing	1.29
Garment-making	4.31	Pulp and paper manufacturing	2.49
House furnishings	.37	Street-railways, gas, water, power, telephones, etc.	2.73
Jewellery-manufacturing	2.55	Wood manufacturing (N.E.S.)	3.10
Laundries, cleaning and dyeing	2.19		

Decrease.

Cigar and tobacco manufacturing	$0.73	Ship-building	$0.24
Metal-mining	1.37	Smelting	.02

INDUSTRIAL WAGE.

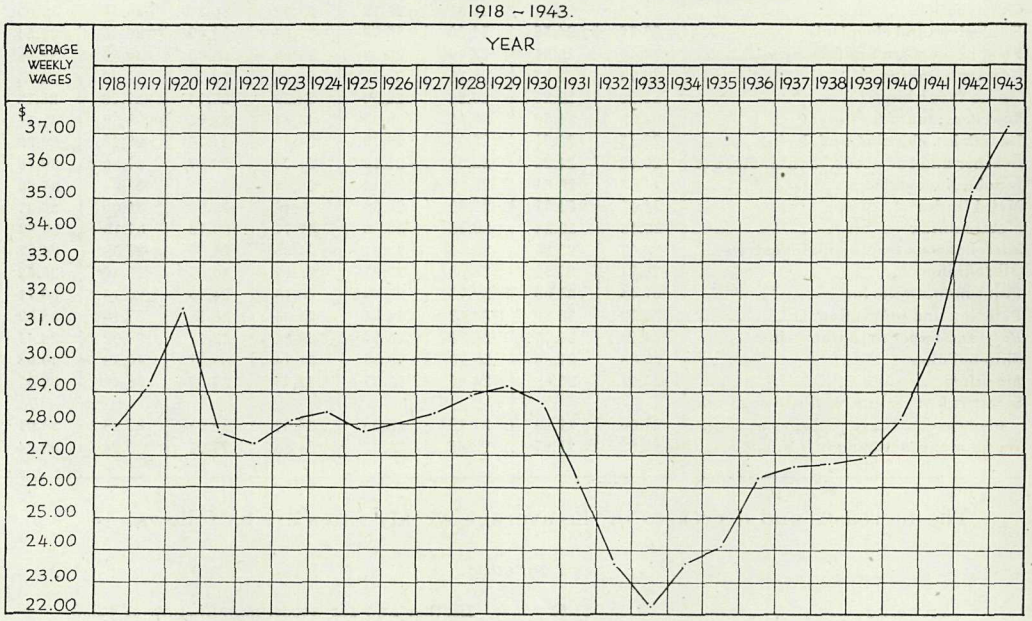
Establishing a further gain over the record high for the previous year, the average weekly wage for all adult males in the wage-earner group rose to $37.19 in 1943,

an increase of $1.95 over the preceding year and the highest recorded since the formation of the Department. The following shows the average for each year since 1918:—

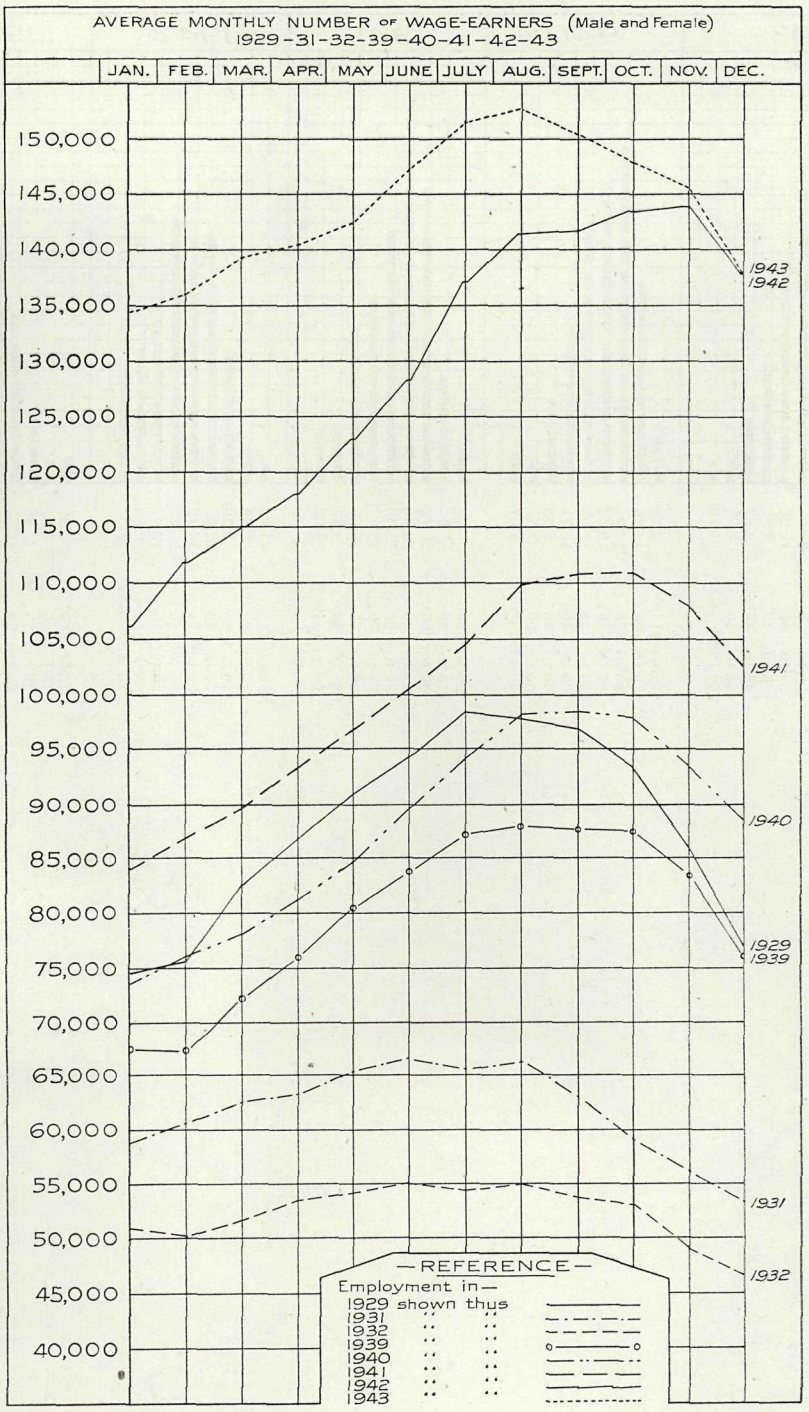
1918	$27.97	1931	$26.17
1919	29.11	1932	23.62
1920	31.51	1933	22.30
1921	27.62	1934	23.57
1922	27.29	1935	24.09
1923	28.05	1936	26.36
1924	28.39	1937	26.64
1925	27.82	1938	26.70
1926	27.99	1939	26.80
1927	28.29	1940	28.11
1928	28.96	1941	30.67
1929	29.20	1942	35.24
1930	28.64	1943	37.19

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 1943.

AVERAGE WEEKLY WAGES PAID TO ADULT MALE EMPLOYEES
1918 ~ 1943.

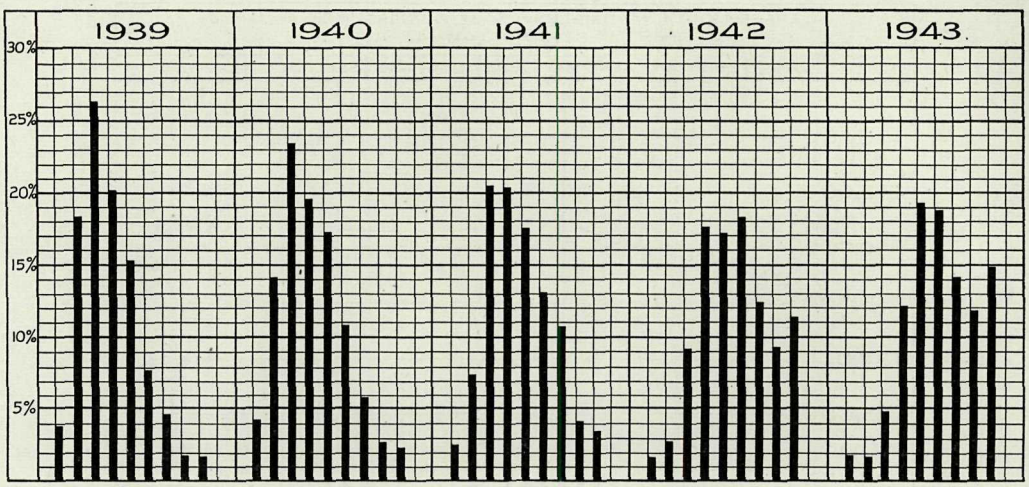


(1943 figure—$37.19.)



1943.

January	134,384	July	151,465
February	136,040	August	152,694
March	139,280	September	150,388
April	140,420	October	147,884
May	142,387	November	145,569
June	147,186	December	137,890



Weekly Wages.	Percentage of Employees.				
	1939	1940	1941	1942	1943
Under $15	3.90	4.18	2.65	1.66	1.99
$15 to 20	18.29	14.10	7.55	2.99	1.82
20 to 25	26.37	23.33	20.42	9.20	4.83
25 to 30	20.07	19.54	20.40	17.62	12.08
30 to 35	15.26	17.03	17.46	17.12	19 33
35 to 40	7.88	10.71	13.08	18.32	18.91
40 to 45	4.62	5.99	10.65	12.42	14.21
45 to 50	1.82	2.75	4.17	9.34	11.90
50 and over	1.79	2.37	3.62	11.33	14.93

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.	1942.				1943.			
	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	Dec.	897	Feb.	608	Nov.	958	Feb.	708
Builders' materials	Aug.	1,129	Jan.	1,008	April	1,146	Jan. and Feb.	1,068
Cigar and tobacco manufacturing	Nov. and Dec.	9	July and Aug.	4	Oct., Nov., and Dec.	10	Jan.	6
Coal-mining	Jan.	2,645	Sept.	2,343	Nov.	2,854	April	2,560
Coast shipping	Oct.	5,806	Dec.	4,664	Aug.	5,330	Jan.	4,697
Construction	Nov.	20,281	Jan.	8,876	July	20,149	Dec.	14,031
Explosives, chemicals, etc.	July	1,578	Mar.	1,261	April	1,563	Aug.	1,287
Food products, manufacture of	Sept.	14,768	Mar.	6,913	Sept.	14,878	Mar.	7,090
Garment-making	April	1,045	Aug.	905	April	1,107	Aug.	933
House furnishings	Feb.	1,317	April	1,234	April	1,260	Sept.	1,171
Jewellery, manufacture of	Jan., Mar., and April	96	Oct.	85	Jan.	89	Nov. and Dec.	84
Laundries, cleaning and dyeing	Aug.	2,007	Jan.	1,699	July	2,263	Jan.	1,947
Leather and fur goods, manufacture of	Nov.	598	April	543	Nov.	617	April	577
Lumber industries	Mar.	25,351	Dec.	20,794	Sept.	23,890	Jan.	19,188
Metal trades	Nov.	8,094	Jan.	6,805	Aug.	10,646	Jan.	9,326
Metal-mining	Feb.	5,891	Oct.	4,260	Jan.	5,045	Dec.	4,205
Miscellaneous trades and industries	Aug.	11,741	Jan.	6,619	Dec.	14,420	Jan.	11,358
Oil-refining	July	966	Dec.	838	Aug.	1,011	Mar.	774
Paint-manufacturing	July	178	Mar.	150	Aug.	178	Jan.	162
Printing and publishing	May	1,587	Nov.	1,369	Oct.	1,455	Mar.	1,325
Pulp and paper manufacturing	Dec.	4,159	Oct.	3,870	Jan.	4,057	April	3,836
Ship-building	Dec.	28,553	Jan.	13,942	July	30,958	Oct.	28,391
Smelting	Feb.	3,187	June	3,020	Feb.	2,942	Sept.	2,437
Street-railways, gas, water, power, telephones, etc.	April	6,182	Jan.	5,823	Aug.	6,395	Feb.	6,058
Wood manufacturing (N.E.S.)	Aug.	4,308	Feb.	3,411	Aug.	4,785	Jan.	4,137
All industries	Nov.	143,760	Jan.	105,954	Aug.	152,694	Jan.	134,384

RACIAL ORIGIN AND NATIONALITY OF EMPLOYEES.

A summary of returns dealing with the racial origin and nationality of employees showed a total coverage under this question of 193,165 employees for 1943. Of this total some 145,362 or 75.25 per cent. were originally from English-speaking countries; 36,450 or 18.87 per cent. originally from Continental Europe; 7,344 or 3.80 per cent. from Asiatic stock; and 4,009 or 2.08 per cent. from other countries, or racial origin not stated.

The following table sets out comparative percentages for the past four years:—

Racial Origin.	1940.	1941.	1942.	1943.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.
English-speaking countries	75.37	75.93	77.37	75.25
Continental Europe	15.10	16.18	16.55	18.87
Asiatic	7.70	6.27	4.34	3.80
From other countries, or not specified	1.83	1.62	1.74	2.08
Totals	100.00	100.00	100.00	100.00

FIRMS WITH LARGE PAY-ROLLS.

An indication of the demand for increased production is noted in the growing number of firms reporting in the higher pay-roll bracket—1943 figures showing a total of 423 firms reporting pay-rolls of over $100,000, compared with 386 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 was again in the lead with 103 firms reporting in the higher bracket, although down 5 from the previous year's total; followed by the construction industry with 63, an increase of 8; metal trades, 50, up 16; food products, 39, an increase of 5; miscellaneous trades and industries, 23, up 3; metal-mining, 18, decreased by 3; ship-building, 17, an increase of 4; Coast shipping, 16, unchanged; wood manufacturing (N.E.S.), 15, up 1; public utilities, 13, unchanged; coal-mining, 10, up 1; oil-refining, and pulp and paper manufacturing, 9 each, both increased by 1; printing and publishing, 7, unchanged; breweries, and builders' materials, 6 each, both up 1; laundries, cleaning and dyeing, 5, an increase of 1; explosives and chemicals, and garment-making, 3 each, both up 1; house furnishings, 3, unchanged; smelting, 2, unchanged; jewellery-manufacture, leather and fur goods, and paint-manufacturing, 1 each, all unchanged from previous year.

Of the 423 firms reported above, nine had pay-rolls in excess of $5,000,000, one between $4,000,000 and $5,000,000, five between $3,000,000 and $4,000,000, eleven between $2,000,000 and $3,000,000, and twenty 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. *Construction.*—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, and others for which separate tables are not at present maintained. They include manufacturers of soap, paper boxes, bags, and containers, brooms and brushes, tents, awnings, and other canvas goods, aircraft and aircraft parts, cartage and warehousing, motor and aerial transportation, ice and 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 domestic and industrial gases, operation of street-railways, and waterworks.

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 31 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$257,537.00
Clerks, Stenographers, Salesmen, etc.	215,122.00
Wage-earners (including piece-workers)	1,286,169.00
Total	$1,758,828.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	597	129	July	702	170
February	601	107	August	734	157
March	603	136	September	732	167
April	624	127	October	730	175
May	635	131	November	752	206
June	673	152	December	720	161

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	3	3	3	.....
$6.00 to $6.99	3	1	.....	.....
7.00 to 7.99	.....	1	.....	.....
8.00 to 8.99	4	1	3	.....
9.00 to 9.99	2	1	3	.....
10.00 to 10.99	1	3	.....	.....
11.00 to 11.99	1	1	1	.....
12.00 to 12.99	5	.....	4	.....
13.00 to 13.99	2	1	5	.....
14.00 to 14.99	1	4	9	2
15.00 to 15.99	1	3	6	.....
16.00 to 16.99	2	1	43	7
17.00 to 17.99	5	3	9	2
18.00 to 18.99	8	1	12	2
19.00 to 19.99	2	5	16	.....
20.00 to 20.99	4	4	16	2
21.00 to 21.99	2	1	35	1
22.00 to 22.99	4	5	8	.....
23.00 to 23.99	8	2	5	.....
24.00 to 24.99	22	4	9	.....
25.00 to 25.99	3	1	6	.....
26.00 to 26.99	5	.....	3	.....
27.00 to 27.99	21	1	5	.....
28.00 to 28.99	16	2	2	.....
29.00 to 29.99	14	2	7	.....
30.00 to 34.99	275	5	38	.....
35.00 to 39.99	212	1	4	.....
40.00 to 44.99	60	1	.....	.....
45.00 to 49.99	25	.....	.....	.....
50.00 and over	19	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	483	.....	167	.....
Born in Great Britain, Ireland	213	.....	37	.....
Born elsewhere	1	.....	.....	.....
Belgian, Dutch	4	.....	.....	.....
French	13	.....	9	.....
Italian	23	.....	1	.....
German, Austrian	23	.....	4	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	10	.....	2	.....
Norwegian, Swedish, Danish, Finnish	27	.....	5	.....
Russian, Lithuanian, Polish, Ukrainian	13	.....	8	.....
Greek, Yugoslavic	5	.....	2	.....
Hebrew	1	.....	.....	.....
Chinese	.....	.....	.....	.....
Hindu and other East Indian	.....	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	1	.....
Others not shown above	4	.....	1	.....

	Males.	Females.
United States citizens (racial origin not specified)	8	2

PROVINCIAL LIBRARY

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 74 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$299,764.00
Clerks, Stenographers, Salesmen, etc.	251,554.00
Wage-earners (including piece-workers)	1,755,340.00
Total	$2,306,658.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,043	25	July	1,095	27
February	1,042	26	August	1,106	26
March	1,117	24	September	1,080	26
April	1,121	25	October	1,076	25
May	1,086	26	November	1,111	27
June	1,077	26	December	1,057	25

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	12	2		
$6.00 to $6.99	2	1		
7.00 to 7.99	1	1		
8.00 to 8.99	1	1		
9.00 to 9.99	2			
10.00 to 10.99	2	2		
11.00 to 11.99	2		1	1
12.00 to 12.99	12		2	
13.00 to 13.99	1		1	
14.00 to 14.99	7		1	
15.00 to 15.99	4	1	2	
16.00 to 16.99	6	1		
17.00 to 17.99	6	1	1	
18.00 to 18.99	2		2	
19.00 to 19.99	7		2	
20.00 to 20.99	9	1	1	
21.00 to 21.99	11	4		
22.00 to 22.99	22		2	
23.00 to 23.99	17		1	
24.00 to 24.99	67	8		
25.00 to 25.99	59			
26.00 to 26.99	82	1		
27.00 to 27.99	37	2	4	
28.00 to 28.99	192	8		
29.00 to 29.99	31		1	
30.00 to 34.99	267	3	2	
35.00 to 39.99	166			
40.00 to 44.99	86			
45.00 to 49.99	48			
50.00 and over	67			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	564		47	
Born in Great Britain, Ireland	380		3	
Born elsewhere	27			
Belgian, Dutch	16	1		
French	15	2		
Italian	38	4	1	
German, Austrian	34			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	12			
Norwegian, Swedish, Danish, Finnish	57	4		
Russian, Lithuanian, Polish, Ukrainian	41	3	1	
Greek, Yugoslavic	1			
Hebrew	1			
Chinese	6	66		
Hindu and other East Indian	3			
Japanese				
Indian (native Canadian)	7			
Negro	1			
Others not shown above	30	4		

	Males.	Females.
United States citizens (racial origin not specified)	12	1

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 3 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$360.00
Clerks, Stenographers, Salesmen, etc.	231.00
Wage-earners (including piece-workers)	6,380.00
Total	$6,971.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5	1	July	8	1
February	6	1	August	7	1
March	6	1	September	8	1
April	6	1	October	9	1
May	7	1	November	9	1
June	7	1	December	9	1

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

For Week of Employment of Greatest Number.	Males.		Females.	
	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				
9.00 to 9.99				
10.00 to 10.99	3			1
11.00 to 11.99	1			
12.00 to 12.99	1			
13.00 to 13.99	1			
14.00 to 14.99				
15.00 to 15.99				
16.00 to 16.99	1			
17.00 to 17.99				
18.00 to 18.99				
19.00 to 19.99	1			
20.00 to 20.99				
21.00 to 21.99				
22.00 to 22.99	1			
23.00 to 23.99	1			
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	7		1	
Born in Great Britain, Ireland	1			
Born elsewhere				
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 26 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$323,341.00
Clerks, Stenographers, Salesmen, etc.	120,051.00
Wage-earners (including piece-workers)	4,446,922.00
Total	$4,890,314 00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,604	2	July	2,586	2
February	2,627	2	August	2,639	2
March	2,591	2	September	2,690	5
April	2,558	2	October	2,798	9
May	2,583	1	November	2,844	10
June	2,575	2	December	2,812	9

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

For Week of Employment of Greatest Number.	Males.		Females.	
	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				
9.00 to 9.99	1			
10.00 to 10.99	3			
11.00 to 11.99	2			
12.00 to 12.99	2			
13.00 to 13.99	1			
14.00 to 14.99	3	1		
15.00 to 15.99	5			
16.00 to 16.99	4	1		
17.00 to 17.99	3			
18.00 to 18.99	7			
19.00 to 19.99	2	2		
20.00 to 20.99	6			
21.00 to 21.99	7	1	1	
22.00 to 22.99	9	1		
23.00 to 23.99	9		1	
24.00 to 24.99	10	1		
25.00 to 25.99	10	11		
26.00 to 26.99	25	4		
27.00 to 27.99	9	5	1	
28.00 to 28.99	38	10		
29.00 to 29.99	65	13	1	
30.00 to 34.99	485	16		
35.00 to 39.99	826	1	1	
40.00 to 44.99	719	6		
45.00 to 49.99	362	1		
50.00 and over	274			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	938		5	
Born in Great Britain, Ireland	871			
Born elsewhere	7			
Belgian, Dutch	5	1		
French	13			
Italian	240	30		
German, Austrian	70	13		
Bulgarian, Czech, Slovak, Hungarian, Rumanian	218	97		
Norwegian, Swedish, Danish, Finnish	54	7		
Russian, Lithuanian, Polish, Ukrainian	162	60		
Greek, Yugoslavic	65	38		
Hebrew	1			
Chinese	1	68		
Hindu and other East Indian				
Japanese				
Indian (native Canadian)	11			
Negro				
Others not shown above	20	3	5	

	Males.	Females.
United States citizens (racial origin not specified)	23	

TABLE No. 5.

COAST SHIPPING.

Returns covering 119 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$791,545.00
Clerks, Stenographers, Salesmen, etc.	601,170.00
Wage-earners (including piece-workers)	8,627,182.00
Total	$10,019,897.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,573	124	July	4,938	163
February	4,707	114	August	5,145	185
March	4,752	128	September	5,074	167
April	4,862	137	October	5,024	186
May	4,767	141	November	5,050	176
June	4,945	155	December	5,071	174

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	40	1		
$6.00 to $6.99	17	1	2	
7.00 to 7.99	7			
8.00 to 8.99	10	1		
9.00 to 9.99	5	3		
10.00 to 10.99	20			
11.00 to 11.99	24		1	
12.00 to 12.99	22	6	10	1
13.00 to 13.99	28	5	1	
14.00 to 14.99	25	33	3	5
15.00 to 15.99	33	13	1	1
16.00 to 16.99	92	2	1	1
17.00 to 17.99	69	7	1	1
18.00 to 18.99	102	9	2	
19.00 to 19.99	126	77	2	
20.00 to 20.99	121	107	3	
21.00 to 21.99	146	3	2	
22.00 to 22.99	71	16	4	1
23.00 to 23.99	81	10	103	26
24.00 to 24.99	158	18	1	
25.00 to 25.99	141	70	2	
26.00 to 26.99	216	62	1	
27.00 to 27.99	192	1		
28.00 to 28.99	172	72	1	
29.00 to 29.99	159	14		
30.00 to 34.99	535	11	2	
35.00 to 39.99	649	2	1	
40.00 to 44.99	699	3		
45.00 to 49.99	695	1		
50.00 and over	509			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	3,080		184	
Born in Great Britain, Ireland	1,494		28	
Born elsewhere	132		4	
Belgian, Dutch	19	1		
French	33			
Italian	12	2		
German, Austrian	8		1	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	35	2		
Norwegian, Swedish, Danish, Finnish	320	13	1	
Russian, Lithuanian, Polish, Ukrainian	843	2	1	
Greek, Yugoslavic	5			
Hebrew	3			
Chinese	79	108		
Hindu and other East Indian				
Japanese	1			
Indian (native Canadian)				
Negro	4			
Others not shown above	165	2	1	

	Males.	Females.
United States citizens (racial origin not specified)	36	1

TABLE No. 6.

CONSTRUCTION.

Returns covering 753 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$2,369,680.00
Clerks, Stenographers, Salesmen, etc	2,753,635.00
Wage-earners (including piece-workers)	38,233,241.00
Total	$43,356,556.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	17,040	427	July	18,991	1,158
February	17,542	469	August	18,564	1,151
March	18,218	490	September	17,543	1,074
April	17,962	640	October	16,396	952
May	18,491	743	November	14,738	742
June	19,047	1,007	December	13,342	689

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	42	18	34	5
$6.00 to $6.99	61	16	6	.....
7.00 to 7.99	15	4	3	.....
8.00 to 8.99	35	9	2	1
9.00 to 9.99	14	10	5	1
10.00 to 10.99	37	14	6	1
11.00 to 11.99	29	13	5	1
12.00 to 12.99	48	33	17	7
13.00 to 13.99	34	10	10	.....
14.00 to 14.99	31	19	10	4
15.00 to 15.99	84	21	25	4
16.00 to 16.99	54	18	47	4
17.00 to 17.99	45	16	17	2
18.00 to 18.99	89	18	19	.....
19.00 to 19.99	69	21	9	1
20.00 to 20.99	79	14	47	.....
21.00 to 21.99	222	52	177	7
22.00 to 22.99	354	39	55	.....
23.00 to 23.99	137	40	75	.....
24.00 to 24.99	541	21	38	1
25.00 to 25.99	569	36	29	.....
26.00 to 26.99	360	54	105	2
27.00 to 27.99	473	16	13	.....
28.00 to 28 99	788	34	41	7
29.00 to 29.99	620	20	5	1
30.00 to 34.99	3,421	90	211	7
35.00 to 39.99	2,324	87	32	.....
40.00 to 44.99	3,294	39	200	.....
45.00 to 49.99	2,117	29	6	.....
50.00 and over	7,851	106	9	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	11,138	.....	1,183	.....
Born in Great Britain, Ireland	5,020	.....	577	.....
Born elsewhere	278	.....	9	.....
Belgian, Dutch	155	13	7	.....
French	809	18	46	.....
Italian	283	16	4	.....
German, Austrian	237	34	19	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	547	50	7	.....
Norwegian, Swedish, Danish, Finnish	1,571	181	59	.....
Russian, Lithuanian, Polish, Ukrainian	1,604	225	80	1
Greek, Yugoslavic	130	613	2	.....
Hebrew	31	1	1	.....
Chinese	89	61	3	.....
Hindu and other East Indian	4	.....	.....	.....
Japanese	6	2	2	.....
Indian (native Canadian)	237	.....	.....	.....
Negro	16	.....	.....	.....
Others not shown above	227	20	15	.....

	Males.	Females.
United States citizens (racial origin not specified)	423	4

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 23 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$140,228.00
Clerks, Stenographers, Salesmen, etc	497,386.00
Wage-earners (including piece-workers)	3,377,375.00
Total	$4,014,989.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,343	150	July	1,091	204
February	1,363	167	August	1,066	221
March	1,298	203	September	1,075	227
April	1,319	244	October	1,095	241
May	1,210	223	November	1,157	214
June	1,217	195	December	1,146	202

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	23	1	8	.....
$6.00 to $6.99	.....	1	.....	.....
7.00 to 7.99	5	.....	.....	.....
8.00 to 8.99	3	3	.....	.....
9.00 to 9.99	8	.....	.....	.....
10.00 to 10.99	7	.....	2	.....
11.00 to 11.99	3	1	2	.....
12.00 to 12.99	4	.....	1	.....
13.00 to 13.99	5	2	.....	.....
14.00 to 14.99	1	1	5	.....
15.00 to 15.99	12	2	7	.....
16.00 to 16.99	6	1	6	.....
17.00 to 17.99	2	.....	6	.....
18.00 to 18.99	3	1	12	.....
19.00 to 19.99	3	2	5	.....
20.00 to 20.99	6	.....	2	2
21.00 to 21.99	9	2	.....	.....
22.00 to 22.99	27	4	.....	.....
23.00 to 23.99	10	2	3	.....
24.00 to 24.99	21	7	5	.....
25.00 to 25.99	22	5	4	2
26.00 to 26.99	25	14	2	.....
27.00 to 27.99	11	13	9	1
28.00 to 28.99	58	7	5	2
29.00 to 29.99	16	3	2	.....
30.00 to 34.99	192	16	50	7
35.00 to 39.99	339	28	42	6
40.00 to 44.99	379	12	8	.....
45.00 to 49.99	281	2	.....	.....
50.00 and over	121	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,012	.....	160	.....
Born in Great Britain, Ireland	422	.....	37	.....
Born elsewhere	11	.....	3	.....
Belgian, Dutch	2	1	.....	.....
French	.....	.....	.....	.....
Italian	14	10	4	.....
German, Austrian	4	.....	1	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	6	3	2	.....
Norwegian, Swedish, Danish, Finnish	37	22	4	.....
Russian, Lithuanian, Polish, Ukrainian	17	2	3	.....
Greek, Yugoslavic	1	.....	.....	.....
Hebrew	.....	.....	.....	.....
Chinese	.....	92	.....	.....
Hindu and other East Indian	.....	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	1	.....	.....	.....
Others not shown above	9	3	2	.....

	Males.	Females.
United States citizens (racial origin not specified)	82	9

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 547 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$2,075,631.00
Clerks, Stenographers, Salesmen, etc.	2,442,472.00
Wage-earners (including piece-workers)	13,673,915.00
Total	$18,192,018.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	5,309	2,827	July	8,163	4,862
February	5,080	2,388	August	8,825	5,588
March	5,049	2,041	September	8,475	6,403
April	5,513	2,082	October	7,647	5,861
May	6,026	2,337	November	7,192	4,968
June	6,690	3,090	December	6,140	3,337

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	183	120	255	119
$6.00 to $6.99	72	14	69	19
7.00 to 7.99	43	31	99	30
8.00 to 8.99	53	11	98	26
9.00 to 9.99	44	19	115	57
10.00 to 10.99	70	18	162	60
11.00 to 11.99	39	16	126	38
12.00 to 12.99	58	51	210	69
13.00 to 13.99	48	21	384	97
14.00 to 14.99	40	25	358	106
15.00 to 15.99	69	31	377	83
16.00 to 16.99	59	35	415	104
17.00 to 17.99	78	30	340	67
18.00 to 18.99	80	41	368	75
19.00 to 19.99	87	41	361	83
20.00 to 20.99	179	49	374	72
21.00 to 21.99	71	48	426	78
22.00 to 22.99	148	39	502	88
23.00 to 23.99	157	49	428	71
24.00 to 24.99	182	47	437	79
25.00 to 25.99	315	74	452	53
26.00 to 26.99	353	44	292	28
27.00 to 27.99	420	52	203	30
28.00 to 28.99	738	78	124	12
29.00 to 29.99	409	47	128	10
30.00 to 34.99	2,372	184	428	18
35.00 to 39.99	1,436	86	145	6
40.00 to 44.99	830	26	32	3
45.00 to 49.99	672	19	8	.....
50.00 and over	996	22	7	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien
British:				
Born in Canada	4,990	.....	4,949	.....
Born in Great Britain, Ireland	2,259	.....	1,114	.....
Born elsewhere	140	.....	81	.....
Belgian, Dutch	57	12	37	1
French	88	12	84	11
Italian	75	17	53	26
German, Austrian	157	29	138	29
Bulgarian, Czech, Slovak, Hungarian, Rumanian	106	20	92	29
Norwegian, Swedish, Danish, Finnish	528	41	246	25
Russian, Lithuanian, Polish, Ukrainian	304	84	284	136
Greek, Yugoslavic	142	12	17	4
Hebrew	15	1	3	.....
Chinese	780	745	40	25
Hindu and other East Indian	1	.....	29	.....
Japanese	10	19	16	17
Indian (native Canadian)	1,636	.....	1,767	.....
Negro	6	.....	7	.....
Others not shown above	74	18	75	10

	Males.	Females.
United States citizens (racial origin not specified)	119	95

TABLE No. 9.

GARMENT-MAKING.

Returns covering 66 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$218,231.00
Clerks, Stenographers, Salesmen, etc.	176,409.00
Wage-earners (including piece-workers)	1,008,959.00
Total	$1,403,599.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	199	812	July	204	819
February	204	860	August	197	736
March	206	897	September	201	749
April	204	903	October	197	773
May	202	898	November	197	780
June	198	881	December	203	761

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	.....	.....	8	.....
$6.00 to $6.99	.....	.....	2	2
7.00 to 7.99	.....	.....	3	3
8.00 to 8.99	.....	.....	3	2
9.00 to 9.99	.....	.....	5	4
10.00 to 10.99	2	3	12	20
11.00 to 11.99	1	.....	6	10
12.00 to 12.99	1	1	48	17
13.00 to 13.99	.....	.....	59	9
14.00 to 14.99	3	1	67	5
15.00 to 15.99	1	.....	84	6
16.00 to 16.99	.....	.....	141	16
17.00 to 17.99	.....	5	63	.....
18.00 to 18.99	2	.....	75	.....
19.00 to 19.99	8	1	60	.....
20.00 to 20.99	2	2	51	.....
21.00 to 21.99	9	1	39	.....
22.00 to 22.99	6	1	31	1
23.00 to 23.99	8	1	27	.....
24.00 to 24.99	5	.....	18	.....
25.00 to 25.99	9	1	21	.....
26.00 to 26.99	10	.....	11	.....
27.00 to 27.99	8	.....	6	.....
28.00 to 28.99	7	.....	5	.....
29.00 to 29.99	4	.....	5	.....
30.00 to 34.99	38	.....	14	.....
35.00 to 39.99	32	1	5	.....
40.00 to 44.99	18	.....	1	.....
45.00 to 49.99	14	.....	1	.....
50.00 and over	11	.....	2	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	89	.....	673	.....
Born in Great Britain, Ireland	64	.....	194	.....
Born elsewhere	4	.....	5	.....
Belgian, Dutch	4	1	6	.....
French	3	.....	5	.....
Italian	2	.....	6	.....
German, Austrian	5	1	7	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	7	3	9	1
Norwegian, Swedish, Danish, Finnish	4	3	21	2
Russian, Lithuanian, Polish, Ukrainian	17	3	32	4
Greek, Yugoslavic	1	1	3	.....
Hebrew	9	1	12	.....
Chinese	5	8	12	7
Hindu and other East Indian	1	.....	.....	.....
Japanese	1	.....	6	1
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	1	7	.....	.....

	Males.	Females.
United States citizens (racial origin not specified)	8	15

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 67 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$214,743.00
Clerks, Stenographers, Salesmen, etc.	183,065.00
Wage-earners (including piece-workers)	1,424,806.00
Total	$1,822,614.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	703	549	July	614	593
February	697	556	August	624	583
March	673	569	September	597	574
April	682	578	October	599	601
May	642	587	November	623	633
June	640	598	December	616	620

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	8	16	14	2
$6.00 to $6.99	1	2	3	
7.00 to 7.99	2		5	1
8.00 to 8.99	5	5	3	2
9.00 to 9.99	3	10	12	
10.00 to 10.99	4	1	5	1
11.00 to 11.99	2	6	9	1
12.00 to 12.99	2	5	17	2
13.00 to 13.99	2	16	29	26
14.00 to 14.99		6	42	8
15.00 to 15.99	2	10	62	25
16.00 to 16.99	3	2	81	4
17.00 to 17.99	12	6	81	3
18.00 to 18.99	7	6	58	3
19.00 to 19.99	14	4	40	6
20.00 to 20.99	23	5	40	4
21.00 to 21.99	10	2	16	
22.00 to 22.99	34	11	26	3
23.00 to 23.99	19	2	9	
24.00 to 24.99	37	2	6	
25.00 to 25.99	33	2	17	1
26.00 to 26.99	35	3	5	
27.00 to 27.99	39	5	3	
28.00 to 28.99	36	1		
29.00 to 29.99	30	5	1	
30.00 to 34.99	127	5	2	
35.00 to 39.99	72		2	
40.00 to 44.99	14			
45.00 to 49.99	13			
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	428		410	
Born in Great Britain, Ireland	252		112	
Born elsewhere	3		4	
Belgian, Dutch	6		8	
French	13		10	
Italian	7	2	10	
German, Austrian	14	1	10	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	22	1	6	
Norwegian, Swedish, Danish, Finnish	32	1	20	
Russian, Lithuanian, Polish, Ukrainian	42	3	30	4
Greek, Yugoslavic	20			
Hebrew	3			
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above	16		5	

	Males.	Females.
United States citizens (racial origin not specified)	4	3

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 11 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$39,119.00
Clerks, Stenographers, Salesmen, etc.	160,150.00
Wage-earners (including piece-workers)	147,828.00
Total	$347,097.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	71	18	July	68	20
February	69	19	August	69	19
March	69	19	September	66	19
April	70	18	October	65	21
May	70	18	November	64	20
June	69	18	December	63	21

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00				
$6.00 to $6.99				2
7.00 to 7.99		2		
8.00 to 8.99			1	2
9.00 to 9.99		1		
10.00 to 10.99			2	1
11.00 to 11.99		1		
12.00 to 12.99				
13.00 to 13.99		1	1	
14.00 to 14.99				
15.00 to 15.99			1	1
16.00 to 16.99			1	
17.00 to 17.99			1	
18.00 to 18.99			3	
19.00 to 19.99			1	
20.00 to 20.99			1	
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		1	
26.00 to 26.99				
27.00 to 27.99				
28.00 to 28.99	2			
29.00 to 29.99	1			
30.00 to 34.99	2			
35.00 to 39.99	16			
40.00 to 44.99	18			
45.00 to 49.99	13		1	
50.00 and over	11			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	39		23	
Born in Great Britain, Ireland	25		1	
Born elsewhere				
Belgian, Dutch	1			
French				
Italian	1		1	
German, Austrian	2			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1			
Norwegian, Swedish, Danish, Finnish	1			
Russian, Lithuanian, Polish, Ukrainian	3			
Greek, Yugoslavic				
Hebrew	2			
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above	3		1	

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

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 99 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$205,446.00
Clerks, Stenographers, Salesmen, etc	396,806.00
Wage-earners (including piece-workers)	1,831,050.00
Total	$2,433,302.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	501	1,446	July	520	1,743
February	505	1,496	August	499	1,710
March	507	1,547	September	498	1,726
April	510	1,597	October	502	1,727
May	509	1,620	November	497	1,689
June	510	1,698	December	501	1,666

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	9	12	32	5
$6.00 to $6.99			26	2
7.00 to 7.99	2	1	33	3
8.00 to 8.99	1		45	5
9.00 to 9.99	2		38	5
10.00 to 10.99	5	1	28	6
11.00 to 11.99	2		45	8
12.00 to 12.99	1	7	77	37
13.00 to 13.99	1		75	22
14.00 to 14.99	6	1	160	48
15.00 to 15.99	7	4	183	19
16.00 to 16.99	5		208	11
17.00 to 17.99	5	2	241	43
18.00 to 18.99	5	1	107	4
19.00 to 19.99	6	3	90	8
20.00 to 20.99	6	5	65	
21.00 to 21.99	5		27	
22.00 to 22.99	12	1	29	
23.00 to 23.99	11		21	
24.00 to 24.99	27		28	
25.00 to 25.99	47	3	15	
26.00 to 26.99	19		6	
27.00 to 27.99	28		6	
28.00 to 28.99	21	1	1	
29.00 to 29.99	19		6	
30.00 to 34.99	120	1	8	
35.00 to 39.99	51		5	
40.00 to 44.99	41		5	
45.00 to 49.99	18		6	
50.00 and over	27		3	

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	286		322	
Born in Great Britain, Ireland	190		99	
Born elsewhere	6		1	
Belgian, Dutch	5		1	
French	5		5	1
Italian	9	1	4	2
German, Austrian	3		4	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	6		2	4
Norwegian, Swedish, Danish, Finnish	10		4	
Russian, Lithuanian, Polish, Ukrainian	22		25	4
Greek, Yugoslavic	1			
Hebrew	1			
Chinese	6	13		2
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro	1		2	
Others not shown above	4	1	8	

	Males.	Females.
United States citizens (racial origin not specified)	11	33

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 55 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$110,442.00
Clerks, Stenographers, Salesmen, etc	181,496.00
Wage-earners (including piece-workers)	634,293.00
Total	$926,231.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	297	287	July	280	318
February	299	285	August	286	314
March	294	291	September	274	321
April	284	293	October	281	318
May	281	299	November	283	334
June	282	307	December	283	330

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	9	6	2	
$6.00 to $6.99	2		4	
7.00 to 7.99	2	1	1	
8.00 to 8.99	5		1	5
9.00 to 9.99	2		2	
10.00 to 10.99	2	1	11	3
11.00 to 11.99	2	7	8	10
12.00 to 12.99	3	6	12	5
13.00 to 13.99			12	5
14.00 to 14.99	1	1	15	6
15.00 to 15.99	1	2	31	11
16.00 to 16.99	1	2	26	
17.00 to 17.99	1	5	20	3
18.00 to 18.99	3	4	33	2
19.00 to 19.99	3	6	21	2
20.00 to 20.99	4	3	20	2
21.00 to 21.99	2	1	5	
22.00 to 22.99	5	1	14	
23.00 to 23.99	4	1	12	
24.00 to 24.99	7	2	8	1
25.00 to 25.99	9		13	
26.00 to 26.99	5		8	
27.00 to 27.99	12		6	
28.00 to 28.99	13		4	
29.00 to 29.99	13	1	8	
30.00 to 34.99	62	5	19	
35.00 to 39.99	61		1	
40.00 to 44.99	20			
45.00 to 49.99	8			
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	145		255	
Born in Great Britain, Ireland	80		38	
Born elsewhere	1		8	
Belgian, Dutch	2		5	
French	11	1	2	
Italian	25	1	5	
German, Austrian	8		1	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	12		3	
Norwegian, Swedish, Danish, Finnish	8	1	9	
Russian, Lithuanian, Polish, Ukrainian	14	4	17	
Greek, Yugoslavic	1		2	
Hebrew	2	1	1	
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro				
Others not shown above	7		8	

	Males.	Females.
United States citizens (racial origin not specified)	4	2

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 948 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$2,857,975.00
Clerks, Stenographers, Salesmen, etc.	1,607,899.00
Wage-earners (including piece-workers)	42,613,022.00
Total	$47,078,896.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	18,804	384	July	22,824	553
February	19,817	406	August	23,165	594
March	21,965	437	September	23,280	610
April	22,310	449	October	23,153	589
May	22,666	468	November	23,070	540
June	23,040	524	December	20,582	512

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	47	4	4	1
$6.00 to $6.99	4	6	.....	.....
7.00 to 7.99	10	.....	2	1
8.00 to 8.99	12	41	2	.....
9.00 to 9.99	12	3	1	1
10.00 to 10.99	16	1	3	1
11.00 to 11.99	78	21	2	.....
12.00 to 12.99	14	7	4	12
13.00 to 13.99	36	2	7	.....
14.00 to 14.99	28	5	5	3
15.00 to 15.99	36	6	7	5
16.00 to 16.99	30	13	9	9
17.00 to 17.99	22	11	4	2
18.00 to 18.99	23	12	10	2
19.00 to 19.99	188	46	26	1
20.00 to 20.99	68	25	16	10
21.00 to 21.99	115	42	23	1
22.00 to 22.99	140	31	29	4
23.00 to 23.99	170	41	30	3
24.00 to 24.99	578	105	31	28
25.00 to 25.99	302	43	87	8
26.00 to 26.99	604	56	12	1
27.00 to 27.99	553	47	9	.....
28.00 to 28.99	1,367	69	59	1
29.00 to 29.99	552	50	7	.....
30.00 to 34.99	7,208	340	68	4
35.00 to 39.99	5,015	365	46	3
40.00 to 44.99	2,967	78	7	.....
45.00 to 49.99	2,783	26	1	.....
50.00 and over	4,112	14	1	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	12,491	.....	822	.....
Born in Great Britain, Ireland	3,146	.....	257	.....
Born elsewhere	250	.....	32	.....
Belgian, Dutch	113	32	181	.....
French	374	27	22	.....
Italian	197	86	43	.....
German, Austrian	353	127	124	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	510	386	9	2
Norwegian, Swedish, Danish, Finnish	2,525	1,383	882	6
Russian, Lithuanian, Polish, Ukrainian	1,166	549	360	11
Greek, Yugoslavic	132	236	20	.....
Hebrew	5	.....	.....	.....
Chinese	527	1,809	11	.....
Hindu and other East Indian	580	.....	.....	.....
Japanese	307	87	.....	1
Indian (native Canadian)	675	.....	14	.....
Negro	16	.....	.....	.....
Others not shown above	872	285	122	2

	Males.	Females.
United States citizens (racial origin not specified)	374	6

TABLE No. 15.

METAL TRADES.

Returns covering 801 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$3,197,533.00
Clerks, Stenographers, Salesmen, etc.	3,617,629.00
Wage-earners (including piece-workers)	17,821,845.00
Total	$24,637,007.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	8,523	803	July	9,290	1,145
February	8,494	835	August	9,430	1,216
March	8,614	883	September	9,239	1,300
April	8,744	977	October	9,032	1,250
May	8,900	1,052	November	8,791	1,194
June	9,179	1,115	December	8,589	1,200

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	37	36	12	2
$6.00 to $6.99	30	13	11	.....
7.00 to 7.99	23	34	10	1
8.00 to 8.99	25	22	4	3
9.00 to 9.99	22	17	13	1
10.00 to 10.99	23	46	30	2
11.00 to 11.99	27	33	13	1
12.00 to 12.99	32	52	17	11
13.00 to 13.99	29	27	39	5
14.00 to 14.99	35	25	30	8
15.00 to 15.99	50	53	69	7
16.00 to 16.99	50	29	68	2
17.00 to 17.99	52	51	49	6
18.00 to 18.99	45	54	80	5
19.00 to 19.99	67	43	47	2
20.00 to 20.99	101	33	84	2
21.00 to 21.99	83	42	50	2
22.00 to 22.99	120	32	78	4
23.00 to 23.99	108	45	53	1
24.00 to 24.99	155	34	77	2
25.00 to 25.99	224	38	58	2
26.00 to 26.99	230	28	67	.....
27.00 to 27.99	181	21	65	1
28.00 to 28.99	221	17	55	2
29.00 to 29.99	425	19	47	1
30.00 to 34.99	1,445	126	139	.....
35.00 to 39.99	1,720	91	90	2
40.00 to 44.99	1,554	67	75	.....
45.00 to 49.99	1,175	41	5	.....
50.00 and over	1,107	47	1	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	6,124	.....	969	.....
Born in Great Britain, Ireland	2,894	.....	144	.....
Born elsewhere	172	.....	23	.....
Belgian, Dutch	68	21	11	.....
French	84	13	9	1
Italian	106	24	19	.....
German, Austrian	118	8	12	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	98	25	4	.....
Norwegian, Swedish, Danish, Finnish	305	65	27	5
Russian, Lithuanian, Polish. Ukrainian	324	66	47	4
Greek, Yugoslavic	15	7	1	.....
Hebrew	15	1	4	1
Chinese	29	9	.....	.....
Hindu and other East Indian	2	.....	.....	.....
Japanese	4	2	1	.....
Indian (native Canadian)	1	.....	.....	.....
Negro	2	.....	1	.....
Others not shown above	175	8	9	1

	Males.	Females.
United States citizens (racial origin not specified)	198	25

TABLE No. 16.

METAL-MINING.

Returns covering 93 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$810,991.00
Clerks, Stenographers, Salesmen, etc	1,176,333.00
Wage-earners (including piece-workers)	9,331,034.00
Total	$11,318,358.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,860	185	July	4,259	280
February	4,816	200	August	4,215	285
March	4,791	205	September	4,094	280
April	4,550	224	October	4,057	291
May	4,454	253	November	4,162	298
June	4,422	280	December	3,924	281

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00		2		
$6.00 to $6.99				
7.00 to 7.99	1			
8.00 to 8.99				
9.00 to 9.99				
10.00 to 10.99	1			
11.00 to 11.99				
12.00 to 12.99			5	
13.00 to 13.99			8	
14.00 to 14.99				
15.00 to 15.99		7	9	
16.00 to 16.99			21	
17.00 to 17.99			3	1
18.00 to 18.99	3	3	15	1
19.00 to 19.99	4	1	8	1
20.00 to 20.99	8	4	13	
21.00 to 21.99	8	5	27	1
22.00 to 22.99	41		13	4
23.00 to 23.99	2	4	4	
24.00 to 24.99	18	18	5	
25.00 to 25.99	32	8	5	
26.00 to 26.99	64	1	15	
27.00 to 27.99	71	18	14	
28.00 to 28.99	32	4	10	
29.00 to 29.99	100	13	15	
30.00 to 34.99	1,747	37	52	2
35.00 to 39.99	2,287	21	24	
40.00 to 44.99	667	1	1	
45.00 to 49.99	246	1		
50.00 and over	46			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	2,671		182	
Born in Great Britain, Ireland	1,110		18	
Born elsewhere	87		1	
Belgian, Dutch	29	11		
French	37	3		
Italian	123	31	2	
German, Austrian	85	54	1	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	100	83	2	3
Norwegian, Swedish, Danish, Finnish	492	261		3
Russian, Lithuanian, Polish, Ukrainian	147	91	3	
Greek, Yugoslavic	54	35		
Hebrew		2		
Chinese	8	46		
Hindu and other East Indian				
Japanese	14	10	1	
Indian (native Canadian)	9			
Negro				
Others not shown above	183	27	3	

	Males.	Females.
United States citizens (racial origin not specified)	78	3

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 510 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$1,520,712.00
Clerks, Stenographers, Salesmen, etc	4,122,240.00
Wage-earners (including piece-workers)	20,517,621.00
Total	$26,160,573.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	7,604	3,754	July	7,925	4,675
February	7,635	3,822	August	7,924	4,687
March	7,852	3,872	September	8,319	4,759
April	8,009	4,031	October	8,609	5,316
May	8,149	4,150	November	8,602	5,435
June	8,273	4,369	December	8,898	5,522

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	25	16	21	19
$6.00 to $6.99	8	7	9	3
7.00 to 7.99	19	3	8	3
8.00 to 8.99	10	3	9	5
9.00 to 9.99	8	10	23	4
10.00 to 10.99	15	8	19	19
11.00 to 11.99	7	10	27	7
12.00 to 12.99	21	21	45	37
13.00 to 13.99	23	9	70	29
14.00 to 14.99	16	3	92	39
15.00 to 15.99	32	23	134	35
16.00 to 16.99	20	14	182	47
17.00 to 17.99	26	12	132	31
18.00 to 18.99	33	17	145	10
19.00 to 19.99	79	51	457	7
20.00 to 20.99	56	12	98	2
21.00 to 21.99	81	18	44	1
22.00 to 22.99	94	34	133	25
23.00 to 23.99	49	26	25	2
24.00 to 24.99	277	212	1,103	10
25.00 to 25.99	148	21	47	
26.00 to 26.99	235	19	68	2
27.00 to 27.99	436	25	14	1
28.00 to 28.99	932	153	35	
29.00 to 29.99	111	5	977	16
30.00 to 34.99	1,979	179	1,025	4
35.00 to 39.99	1,670	96	189	
40.00 to 44.99	1,513	44	50	
45.00 to 49.99	766	8	7	
50.00 and over	600	1		

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	5,011		3,279	
Born in Great Britain, Ireland	3,406		1,432	
Born elsewhere	122		36	
Belgian, Dutch	83	10	45	3
French	87	1	60	
Italian	74	3	24	
German, Austrian	136	6	57	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	97	2	55	1
Norwegian, Swedish, Danish, Finnish	391	8	155	
Russian, Lithuanian, Polish, Ukrainian	562	12	196	31
Greek, Yugoslavic	28		13	
Hebrew	18	21	5	
Chinese	31	29	6	
Hindu and other East Indian	21			
Japanese	15		3	
Indian (native Canadian)	164		5	
Negro	6			
Others not shown above	354	8	224	15

	Males.	Females.
United States citizens (racial origin not specified)	276	17

TABLE No. 18.

OIL-REFINING.

Returns covering 62 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$416,661.00
Clerks, Stenographers, Salesmen, etc.	1,020,283.00
Wage-earners (including piece-workers)	1,792,299.00
Total	$3,229,243.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	790	43	July	913	48
February	812	44	August	957	54
March	733	41	September	909	57
April	740	40	October	859	51
May	768	49	November	881	57
June	830	47	December	854	47

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	1		1	
$6.00 to $6.99				
7.00 to 7.99				
8.00 to 8.99				
9.00 to 9.99				1
10.00 to 10.99	1		1	
11.00 to 11.99	1			1
12.00 to 12.99	2	1	1	
13.00 to 13.99				
14.00 to 14.99		1	1	
15.00 to 15.99	2	1	1	
16.00 to 16.99	1	1	1	
17.00 to 17.99	4	1	1	1
18.00 to 18.99	15		5	
19.00 to 19.99	3		3	
20.00 to 20.99	3	7	3	
21.00 to 21.99	3	5	7	
22.00 to 22.99	9	10	2	
23.00 to 23.99	5		4	
24.00 to 24.99	27	5	4	
25.00 to 25.99	22	1	7	
26.00 to 26.99	30	2	2	
27.00 to 27.99	21		6	
28.00 to 28.99	80	2	4	
29.00 to 29.99	30			
30.00 to 34.99	253	9	2	
35.00 to 39.99	294	2	1	
40.00 to 44.99	153	2	1	
45.00 to 49.99	65		1	
50.00 and over	86			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	748		103	
Born in Great Britain, Ireland	322		21	
Born elsewhere	25			
Belgian, Dutch	5			
French	17			
Italian	3			
German, Austrian	5			
Bulgarian, Czech, Slovak, Hungarian, Rumanian	10			
Norwegian, Swedish, Danish, Finnish	110	3	2	
Russian, Lithuanian, Polish, Ukrainian	10	2		
Greek, Yugoslavic	1			
Hebrew			1	
Chinese	14	11		
Hindu and other East Indian				
Japanese				
Indian (native Canadian)	164		4	
Negro				
Others not shown above	41	1	4	

	Males.	Females.
United States citizens (racial origin not specified)	23	1

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 10 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$91,105.00
Clerks, Stenographers, Salesmen, etc.	137,275.00
Wage-earners (including piece-workers)	228,802.00
Total	$457,182.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	113	49	July	119	56
February	121	52	August	120	58
March	118	55	September	111	57
April	118	53	October	110	55
May	114	56	November	113	53
June	115	55	December	114	56

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

For Week of Employment of Greatest Number.	Males.		Females.	
	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				
9.00 to 9.99				
10.00 to 10.99				
11.00 to 11.99				
12.00 to 12.99		1		
13.00 to 13.99			9	3
14.00 to 14.99			10	
15.00 to 15.99		5	8	3
16.00 to 16.99		2	7	
17.00 to 17.99		4	2	
18.00 to 18.99		3	4	
19.00 to 19.99	2	1	3	
20.00 to 20.99		2	2	
21.00 to 21.99				
22.00 to 22.99	2	4	3	
23.00 to 23.99			1	
24.00 to 24.99	2	2		
25.00 to 25.99	7		1	
26.00 to 26.99	33	6		
27.00 to 27.99	6			
28.00 to 28.99	4			
29.00 to 29.99	3			
30.00 to 34.99	20			
35.00 to 39.99	10			
40.00 to 44.99	5			
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	84		48	
Born in Great Britain, Ireland	51		8	
Born elsewhere	1			
Belgian, Dutch			1	
French			1	
Italian			1	
German, Austrian				
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1		1	
Norwegian, Swedish, Danish, Finnish	3		1	
Russian, Lithuanian, Polish, Ukrainian	9		2	
Greek, Yugoslavic	1			
Hebrew				
Chinese				
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro			1	
Others not shown above				

	Males.	Females.
United States citizens (racial origin not specified)	1	2

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 142 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$661,574.00
Clerks, Stenographers, Salesmen, etc.	1,354,022.00
Wage-earners (including piece-workers)	2,322,138.00
Total	$4,337,734.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,076	259	July	1,067	305
February	1,051	307	August	1,072	308
March	1,058	267	September	1,126	317
April	1,055	289	October	1,102	353
May	1,047	292	November	1,075	323
June	1,055	307	December	1,067	317

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	4	14	13	7
$6.00 to $6.99	4	4	1	
7.00 to 7.99	1	2	4	
8.00 to 8.99	7	8	3	3
9.00 to 9.99	3	6	3	1
10.00 to 10.99	4	14	3	12
11.00 to 11.99	10	6	10	3
12.00 to 12.99	4	27	56	8
13.00 to 13.99	3	7	7	6
14.00 to 14.99	6	10	17	11
15.00 to 15.99	9	9	23	3
16.00 to 16.99	10	1	10	1
17.00 to 17.99	7	7	13	1
18.00 to 18.99	3	4	16	1
19.00 to 19.99	12	1	18	1
20.00 to 20.99	6	2	54	1
21.00 to 21.99	11		20	
22.00 to 22.99	7	1	26	
23.00 to 23.99	7		14	
24.00 to 24.99	16		14	
25.00 to 25.99	18	1	7	
26.00 to 26.99	9		4	
27.00 to 27.99	12	1	1	
28.00 to 28.99	24		2	
29.00 to 29.99	11	1	5	
30.00 to 34.99	84	1	5	
35.00 to 39.99	100	1	4	
40.00 to 44.99	345	1	2	
45.00 to 49.99	191	1		
50.00 and over	126			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,209		577	
Born in Great Britain, Ireland	457		109	
Born elsewhere	30		24	
Belgian, Dutch	1		2	
French	3		3	
Italian	2			
German, Austrian	5		3	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	3			
Norwegian, Swedish, Danish, Finnish	8	4	6	6
Russian, Lithuanian, Polish, Ukrainian	5	1	6	
Greek, Yugoslavic				
Hebrew	4			
Chinese	5	27		
Hindu and other East Indian				
Japanese				
Indian (native Canadian)				
Negro			2	
Others not shown above	9		2	

	Males.	Females.
United States citizens (racial origin not specified)	19	9

TABLE No. 21.

PULP AND PAPER—MANUFACTURING OF.

Returns covering 12 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$743,560.00
Clerks, Stenographers, Salesmen, etc.	681,001.00
Wage-earners (including piece-workers)	7,302,548.00
Total	$8,727,109.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,644	413	July	3,435	517
February	3,552	411	August	3,441	534
March	3,458	433	September	3,340	581
April	3,394	442	October	3,347	584
May	3,414	457	November	3,408	602
June	3,386	500	December	3,423	582

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	7		2	
$6.00 to $6.99	2			
7.00 to 7.99	4			
8.00 to 8.99				
9.00 to 9.99	2			
10.00 to 10.99	1	1	1	
11.00 to 11.99	1	2	3	
12.00 to 12.99	2			
13.00 to 13.99		2	1	
14.00 to 14.99	1		1	
15.00 to 15.99	1		1	
16.00 to 16.99	1			
17.00 to 17.99	3		20	5
18.00 to 18.99	1		35	2
19.00 to 19.99	1	10	6	1
20.00 to 20.99	4		31	11
21.00 to 21.99	2	3	60	10
22.00 to 22.99			33	2
23.00 to 23.99	5	4	20	
24.00 to 24.99	3		6	1
25.00 to 25.99	4	2	7	2
26.00 to 26.99	19	3	25	
27.00 to 27.99	39	7	10	3
28.00 to 28.99	64	1	73	
29.00 to 29.99	257	22	19	
30.00 to 34.99	1,167	121	80	1
35.00 to 39.99	983	10	31	
40.00 to 44.99	382	5		
45.00 to 49.99	344	3		
50.00 and over	187			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien
British:				
Born in Canada	1,639		296	
Born in Great Britain, Ireland	912		65	
Born elsewhere	32		2	
Belgian, Dutch	17	8	1	
French	80	2	26	1
Italian	137	4	19	
German, Austrian	36	4	11	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	33	24	6	
Norwegian, Swedish, Danish, Finnish	215	56	17	1
Russian, Lithuanian, Polish, Ukrainian	139	99	33	1
Greek, Yugoslavic	10	7	1	
Hebrew	4			
Chinese	282	83	1	
Hindu and other East Indian	11			
Japanese				
Indian (native Canadian)	37			
Negro				
Others not shown above	56	4	2	

	Males.	Females.
United States citizens (racial origin not specified)	70	16

TABLE No. 22.

SHIP-BUILDING.

Returns covering 47 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$1,233,077.00
Clerks, Stenographers, Salesmen, etc.	2,919,613.00
Wage-earners (including piece-workers)	61,341,829.00
Total	$65,494,519.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	28,119	539	July	29,238	1,720
February	28,490	638	August	28,805	1,723
March	28,539	755	September	26,946	1,794
April	28,107	950	October	26,602	1,789
May	28,021	1,176	November	26,980	1,993
June	29,487	1,434	December	26,711	1,894

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	123	19	14	5
$6.00 to $6.99	39	3	9	.....
7.00 to 7.99	50	4	5	.....
8.00 to 8.99	34	3	3	.....
9.00 to 9.99	39	4	17	1
10.00 to 10.99	27	2	1	.....
11.00 to 11.99	42	6	6	.....
12.00 to 12.99	52	5	9	2
13.00 to 13.99	53	2	5	1
14.00 to 14.99	52	3	14	.....
15.00 to 15.99	60	8	9	.....
16.00 to 16.99	42	8	5	2
17.00 to 17.99	49	3	12	2
18.00 to 18.99	63	11	14	3
19.00 to 19.99	79	8	15	3
20.00 to 20.99	103	7	11	2
21.00 to 21.99	110	11	30	6
22.00 to 22.99	136	103	34	8
23.00 to 23.99	85	17	18	3
24.00 to 24.99	362	10	70	5
25.00 to 25.99	282	65	52	1
26.00 to 26.99	219	34	43	9
27.00 to 27.99	174	18	37	3
28.00 to 28.99	257	46	34	15
29.00 to 29.99	329	30	184	16
30.00 to 34.99	3,550	329	291	3
35.00 to 39.99	6,516	228	287	.....
40.00 to 44.99	5,120	246	180	.....
45.00 to 49.99	6,233	182	91	.....
50.00 and over	4,740	53	32	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	16,681	.....	969	.....
Born in Great Britain, Ireland	7,584	.....	385	.....
Born elsewhere	680	.....	7	.....
Belgian, Dutch	180	18	8	4
French	285	4	7	.....
Italian	227	9	26	.....
German, Austrian	245	5	48	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	298	41	10	.....
Norwegian, Swedish, Danish, Finnish	1,170	209	54	4
Russian, Lithuanian, Polish, Ukrainian	961	166	120	13
Greek, Yugoslavic	173	42	18	.....
Hebrew	17	6	.....	.....
Chinese	220	655	3	.....
Hindu and other East Indian	9	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	60	.....	.....	.....
Negro	4	.....	.....	.....
Others not shown above	533	33	21	2

	Males.	Females.
United States citizens (racial origin not specified)	139	5

TABLE No. 23.

SMELTING.

Returns covering 5 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$179,274.00
Clerks, Stenographers, Salesmen, etc.	1,151,057.00
Wage-earners (including piece-workers)	6,136,355.00
Total	$7,466,686.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,822	78	July	2,450	174
February	2,855	87	August	2,276	186
March	2,812	89	September	2,246	191
April	2,629	128	October	2,296	204
May	2,415	143	November	2,551	188
June	2,590	158	December	2,386	175

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	29	4	4	1
$6.00 to $6.99	1	.....	.....	.....
7.00 to 7.99	7	.....	1	.....
8.00 to 8.99	2	4	2	.....
9.00 to 9.99	2	.....	1	.....
10.00 to 10.99	16	4	1	.....
11.00 to 11.99	3	1	1	.....
12.00 to 12.99	6	2	1	.....
13.00 to 13.99	15	13	2	.....
14.00 to 14.99	3	8	2	.....
15.00 to 15.99	15	4	11	1
16.00 to 16.99	7	2	2	.....
17.00 to 17.99	8	2	3	1
18.00 to 18.99	19	6	4	2
19.00 to 19.99	15	5	1	.....
20.00 to 20.99	8	5	4	1
21.00 to 21.99	11	2	6	1
22.00 to 22.99	14	2	2	1
23.00 to 23.99	14	3	.....	.....
24.00 to 24.99	14	2	1	.....
25.00 to 25.99	12	2	1	.....
26.00 to 26.99	17	1	.....	.....
27.00 to 27.99	16	6	4	.....
28.00 to 28.99	48	8	1	.....
29.00 to 29.99	25	5	.....	.....
30.00 to 34.99	368	42	15	2
35.00 to 39.99	884	41	6	2
40.00 to 44.99	873	31	3	.....
45.00 to 49.99	441	12	.....	.....
50.00 and over	244	1	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,608	.....	59	.....
Born in Great Britain, Ireland	797	.....	16	.....
Born elsewhere	12	.....	.....	.....
Belgian, Dutch	10	11	1	.....
French	5	1	.....	.....
Italian	322	56	2	.....
German, Austrian	20	17	.....	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	29	27	1	1
Norwegian, Swedish, Danish, Finnish	74	108	2	2
Russian, Lithuanian, Polish, Ukrainian	48	29	1	.....
Greek, Yugoslavic	2	6	.....	.....
Hebrew	1	.....	.....	.....
Chinese	.....	3	.....	.....
Hindu and other East Indian	.....	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	59	11	.....	.....

	Males.	Females.
United States citizens (racial origin not specified)	120	2

TABLE No. 24.

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

Returns covering 115 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$1,004,744.00
Clerks, Stenographers, Salesmen, etc	2,490,720.00
Wage-earners (including piece-workers)	10,118,025.00
Total	$13,613,489.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,649	1,654	July	4,564	1,771
February	4,497	1,561	August	4,600	1,795
March	4,554	1,639	September	4,583	1,789
April	4,695	1,655	October	4,568	1,782
May	4,582	1,673	November	4,569	1,799
June	4,545	1,734	December	4,492	1,870

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	9		18	
$6.00 to $6.99	2			
7.00 to 7.99	4		1	
8.00 to 8.99	4		1	
9.00 to 9.99	4		2	
10.00 to 10.99	4		11	
11.00 to 11.99	1		31	2
12.00 to 12.99	1	1	119	
13.00 to 13.99	1	1	97	
14.00 to 14.99	4	1	46	
15.00 to 15.99	27	3	258	5
16.00 to 16.99	7		226	
17.00 to 17.99	3		169	
18.00 to 18.99	8	6	112	
19.00 to 19.99	34	1	68	
20.00 to 20.99	9	1	294	
21.00 to 21.99	91	16	239	
22.00 to 22.99	37	1	7	
23.00 to 23.99	58	1	64	
24.00 to 24.99	114	2	24	
25.00 to 25.99	118	7	2	
26.00 to 26.99	113		4	
27.00 to 27.99	215	1	2	
28.00 to 28.99	222	6	5	
29.00 to 29.99	152		7	
30.00 to 34.99	1,249	5	14	
35.00 to 39.99	1,203	3	5	
40.00 to 44.99	502	4		
45.00 to 49.99	511		1	
50.00 and over	244			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	2,397		2,057	
Born in Great Britain, Ireland	2,817		450	
Born elsewhere	69		8	
Belgian, Dutch	18	1		
French	25		3	
Italian	57	13	2	
German, Austrian	39	5	1	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	39	6	1	
Norwegian, Swedish, Danish, Finnish	139	8	9	1
Russian, Lithuanian, Polish, Ukrainian	116	7	4	
Greek, Yugoslavic	11	2		
Hebrew				
Chinese	2	8		
Hindu and other East Indian	1			
Japanese	4	7		
Indian (native Canadian)	2			
Negro				
Others not shown above	88	15		2

	Males.	Females.
United States citizens (racial origin not specified)	90	50

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 108 Firms.

Salary and Wage Payments, 1943.

Officers, Superintendents, and Managers	$681,679.00
Clerks, Stenographers, Salesmen, etc	341,577.00
Wage-earners (including piece-workers)	6,383,194.00
Total	$7,406,450.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,992	1,145	July	3,304	1,463
February	3,086	1,219	August	3,301	1,484
March	3,109	1,270	September	3,224	1,464
April	3,139	1,330	October	3,163	1,413
May	3,164	1,390	November	3,193	1,375
June	3,239	1,442	December	3,100	1,335

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	15	28	12	6
$6.00 to $6.99	6	7	2	1
7.00 to 7.99	4	1	1	1
8.00 to 8.99	5	3	4	
9.00 to 9.99	4	3	5	1
10.00 to 10.99	7	2	6	2
11.00 to 11.99	4	5	9	6
12.00 to 12.99	9	3	15	6
13.00 to 13.99	2	14	9	10
14.00 to 14.99	4	16	17	13
15.00 to 15.99	5	26	37	22
16.00 to 16.99	9	31	25	10
17.00 to 17.99	5	14	68	14
18.00 to 18.99	14	19	65	6
19.00 to 19.99	15	49	82	31
20.00 to 20.99	17	44	94	52
21.00 to 21.99	17	44	281	93
22.00 to 22.99	71	21	83	15
23.00 to 23.99	30	49	145	5
24.00 to 24.99	134	29	111	9
25.00 to 25.99	75	7	24	7
26.00 to 26.99	158	42	22	5
27.00 to 27.99	98	18	21	2
28.00 to 28.99	250	36	40	5
29.00 to 29.99	113	13	21	4
30.00 to 34.99	994	78	83	12
35.00 to 39.99	478	14	30	2
40.00 to 44.99	293	1	7	
45.00 to 49.99	192	1		
50.00 and over	190			

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	2,138		1,167	
Born in Great Britain, Ireland	625		140	
Born elsewhere	17			
Belgian, Dutch	31	6	18	
French	68	1	50	
Italian	27	9	13	
German, Austrian	80	15	21	
Bulgarian, Czech, Slovak, Hungarian, Rumanian	65	12	21	
Norwegian, Swedish, Danish, Finnish	189	67	64	
Russian, Lithuanian, Polish, Ukrainian	217	35	55	2
Greek, Yugoslavic	17	2	5	
Hebrew	1		1	
Chinese	17	58		
Hindu and other East Indian	18		4	
Japanese	2	4		
Indian (native Canadian)	28		1	
Negro	1			
Others not shown above	22	15	6	

	Males.	Females.
United States citizens (racial origin not specified)	124	56

SUMMARY OF ALL TABLES.

Returns covering 4,727 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1943.

Officers, Superintendents, and Managers	$20,444,952.00	
Clerks, Stenographers, and Salesmen, etc.	28,599,196.00	
Wage-earners (including piece-workers)	262,362,172.00	
		$311,406,320.00
Returns received too late to be included in above Summary	$70,134.00	
Estimated pay-roll of employers covered by Department's inquiry from whom returns were not received	1,350,000.00	
Transcontinental Railways	19,424,973.00	
Pay-rolls of additional services not included in the industrial survey: viz., Governmental workers, wholesale and retail firms, miscellaneous (estimated pay-roll)	48,945,000.00	
		69,790,107.00
Total		$381,196,427.00

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	118,281	16,103
February	119,968	16,072
March	122,986	16,294
April	123,205	17,215
May	124,203	18,184
June	127,091	20,095
July	128,678	22,787
August	129,077	23,617
September	125,730	24,658
October	123,317	24,567
November	121,912	23,657
December	116,103	21,787

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	76,000	.....	18,907	.....
Born in Great Britain, Ireland	35,392	.....	5,285	.....
Born elsewhere	2,107	.....	248	.....
Belgian, Dutch	831	148	332	8
French	2,068	85	342	14
Italian	2,004	318	240	28
German, Austrian	1,687	319	463	32
Bulgarian, Czech, Slovak, Hungarian, Rumanian	2,265	782	233	41
Norwegian, Swedish, Danish, Finnish	8,270	2,445	1,588	55
Russian, Lithuanian, Polish, Ukrainian	6,787	1,443	1,308	211
Greek, Yugoslavic	816	1,001	84	4
Hebrew	134	34	29	1
Chinese	2,101	3,906	76	34
Hindu and other East Indian	651	.....	33	.....
Japanese	364	131	29	19
Indian (native Canadian)	3,031	.....	1,792	.....
Negro	58	.....	14	.....
Others not shown above	2,952	438	514	33

	Males.	Females.
United States citizens (racial origin not specified)	2,243	357

Classified Weekly Wage-rates (Wage-earners only)

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. & over.	Under 21 Yrs.	18 Yrs. & over.	Under 18 Yrs.
Under $6.00	626	302	457	172
$6.00 to $6.99	254	76	144	29
7.00 to 7.99	200	85	176	43
8.00 to 8.99	216	115	184	54
9.00 to 9.99	179	87	245	77
10.00 to 10.99	271	121	304	129
11.00 to 11.99	282	129	306	89
12.00 to 12.99	302	229	670	214
13.00 to 13.99	285	133	831	213
14.00 to 14.99	267	164	905	258
15.00 to 15.99	456	232	1,346	231
16.00 to 16.99	410	164	1,525	218
17.00 to 17.99	405	180	1,256	185
18.00 to 18.99	535	216	1,196	118
19.00 to 19.99	827	378	1,341	147
20.00 to 20.99	822	332	1,324	163
21.00 to 21.99	1,027	303	1,515	201
22.00 to 22.99	1,364	357	1,115	156
23.00 to 23.99	995	297	1,063	111
24.00 to 24.99	2,778	529	1,996	136
25.00 to 25.99	2,463	398	858	76
26.00 to 26.99	2,866	374	695	47
27.00 to 27.99	3,072	257	439	41
28.00 to 28.99	5,582	555	501	44
29.00 to 29.99	3,489	263	1,446	48
30.00 to 34.99	27,960	1,603	2,548	60
35.00 to 39.99	27,344	1,078	951	21
40.00 to 44.99	20,552	567	572	3
45.00 to 49.99	17,214	327	128	.....
50.00 and over	21,584	244	55	.....
Totals	144,627	10,095	26,092	3,284

"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 1943, inclusive.

COMPARATIVE FIGURES, 1930 TO 1943.

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
1942	4,845	154,191	84.70	7.51	7.79
1943	4,727	151,420	89.10	4.57	6.33

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

1943	47.19	1936	47.63
1942	48.12	1935	47.17
1941	46.90	1934	47.32
1940	46.91	1933	47.35
1939	47.80	1932	47.69
1938	46.84	1931	47.37
1937	47.25	1930	48.62

Information submitted by the 4,727 firms reporting to the Department of Labour regarding hours covered some 151,420 male and female employees for 1943. A segregation shows 89.10 per cent. working 48 hours or less per week, 4.57 per cent. working from 48 to 54 hours per week, and 6.33 per cent. working in excess of 54 hours per week.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

Industry.	1939.	1940.	1941.	1942.	1943.
Breweries	45.41	44.95	45.07	44.88	45.05
Builders' materials	45.07	45.31	45.97	48.05	47.43
Cigar and tobacco manufacturing	40.40	41.50	35.33	44.57	44.80
Coal-mining	47.92	48.03	48.02	47.99	47.90
Coast shipping	49.42	50.38	52.95	52.05	51.69
Construction	43.82	44.01	45.03	50.06	51.14
Explosives, chemicals, etc.	42.57	45.81	47.09	47.84	46.75
Food products, manufacture of	47.59	46.78	47.28	48.33	47.59
Garment-making	43.69	43.38	42.51	44.30	43.30
House furnishings	44.12	44.76	44.62	44.88	44.00
Jewellery, manufacture of	40.75	43.87	44.16	44.01	43.88
Laundries, cleaning and dyeing	44.66	44.35	45.20	45.37	44.99
Leather and fur goods, manufacture of	44.27	44.93	45.37	44.82	43.79
Lumber industries—					
Logging	48.47	48.37	48.24	48.78	48.67
Logging-railways	50.36	52.65	52.77	51.40	53.00
Lumber-dealers	45.80	45.17	46.33	46.42	45.23
Planing-mills	48.71	49.17	48.50	49.95	49.27
Sawmills	47.98	48.17	48.40	48.44	48.47
Shingle-mills	47.57	47.35	47.29	47.20	46.42
Metal trades	44.93	45.13	45.14	45.42	45.02
Metal-mining	50.19	50.20	50.24	49.89	49.35
Miscellaneous trades and industries	45.64	45.96	46.97	47.65	47.68
Oil-refining	47.69	48.17	49.82	47.54	45.83
Paint-manufacturing	44.10	43.95	43.87	43.86	43.95
Printing and publishing	42.64	42.24	42.90	43.70	42.13
Pulp and paper manufacturing	47.96	47.78	47.46	47.84	48.27
Ship-building	44.08	43.68	43.63	47.88	43.92
Smelting	47.89	49.28	47.84	49.40	49.72
Street-railways, gas, water, power, etc.	45.11	45.40	45.44	45.64	45.77
Wood manufacturing (not elsewhere specified)	46.39	47.27	46.08	46.59	46.28

SUMMARY OF LAWS AFFECTING LABOUR.

(Passed by the Legislature of British Columbia, Session 1944.)

"CONTROL OF EMPLOYMENT OF CHILDREN ACT."

This Act prohibits the employment of children under the age of 15 years unless permission to do so has been received from the Minister of Labour or any person appointed by him for the purpose. Eight industries or trades are specified in the Schedule to the Act in which such employment is prohibited unless under permit. They are:—

1. Manufacturing industry.
2. Ship-building industry.
3. Generation, transformation, and transmission of electricity or motive power of any kind.
4. Logging industry.
5. Construction industry.
6. Catering industry.
7. Public places of amusement.
8. Shops which are exempt from the provisions of the "Shops Regulation and Weekly Half-holiday Act."

The Lieutenant-Governor in Council may by regulation add to or delete from the Schedule any branch of any employment.

Parents or guardians of children employed in contravention of the provisions of the Act, as well as their employers, on summary conviction are liable to a fine of not more than $50.

"FEMALE MINIMUM WAGE ACT, AMENDMENT ACT, 1944."
"MALE MINIMUM WAGE ACT, AMENDMENT ACT, 1944."

These two Acts require employers on every pay-day to furnish each of his employees a statement of wages in writing setting out:—

(*a.*) The employee's earnings for the unit of time for which payment of wages is made.

(*b.*) Any bonus or living allowance to which the employee is entitled.

(*c.*) The amount of each deduction from the earnings of the employee as well as the purpose for which each deduction is made.

If he deems it desirable the Minister of Labour may require the employer to set out the earnings of his employees with respect to overtime worked by them.

These Acts came into force June 1st, 1944.

"WARTIME LABOUR RELATIONS REGULATIONS ACT."

A résumé of this important Act will be found in the section of the Report relating to the Industrial Conciliation and Arbitration Branch of the Department of Labour.

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 (on loan to Federal Government, place taken temporarily by Essie Brown) ..... 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.
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To the Honourable the Minister of Labour,
Province of British Columbia.

SIR,—We have the honour to present the Tenth Annual Report of the Board of Industrial Relations for the year ended December 31st, 1943.

In 1934 the Board of Industrial Relations was formed, taking over the activities of the former Minimum Wage Board and branching out into lines of endeavour not covered by the original administrative body, which dealt with labour problems of women and girl employees exclusively. For sixteen years the Minimum Wage Board had functioned in the Province, so this is in reality the twenty-sixth report covering labour laws and regulations.

As the war continues the problems of the Board are different to those confronting it in peace-times. The administrative staff does not have so much trouble in connection with wages, but when every one is being urged to work at top speed to get out vital products in order to bring victory closer there is a tendency towards excessive hours of work.

Overtime permits are asked for, and when the cause is justified these are granted, as there is a sincere attitude on the part of the Board to co-operate as fully as possible in urgent circumstances.

The labour shortage, general throughout the Province and, in fact, the whole Dominion, has added difficulties for employers and the Board. Employers are faced with engaging inexperienced help, often much older or much younger than they would otherwise consider.

The Board realizes that extra precautions must be taken in such cases to ensure safe and healthful employment and it has adopted a policy through its Orders and Regulations to especially see that these inexperienced employees are safe-guarded in their work and assured of appropriate wages and working conditions.

Special reference to various phases of these matters is found in the reports of the Women's and Children's Division, the Factory, Trade-schools, Apprenticeship and Safety Branches of the Department of Labour, so it is unnecessary to elaborate on them in this section.

Requests have been received from certain quarters to reopen specific Orders of the Board with a view to bringing the minimum wages up to amounts more nearly approaching standard rates of pay at the present time.

The authority to increase or decrease wages, however, now rests with the Federal Government through its National or Regional War Labour Boards.

If the Board of Industrial Relations deems it advisable to alter any of its Orders or promulgate new Orders in such a way as to increase or decrease present rates, or to require minimum wages to be paid to employees not previously covered, it must

obtain the approval of the Regional War Labour Board of British Columbia before such changes may become effective.

We are pleased to record that the Regional War Labour Board has at all times co-operated most whole-heartedly when approached by our Board for such approval.

MEETINGS AND DELEGATIONS.

Twenty-six sessions of the Board were held on fifteen days during the year. Seventeen of these sessions were convened in Victoria and the remainder in Vancouver.

As the Board was studying the problems connected with overtime in the various branches of the lumbering industry, arrangements were made for the appearance of delegations representing employers and employees in these occupations. Much time was devoted to these hearings.

The fishing industry was vitally interested in a revision of the Order dealing with female employees; the mercantile industry was concerned with regulations for the Christmas season and so the Board arranged for the appearance of delegations to present their views on these topics.

In all, during 1943 thirteen groups representing various occupations and industries met the Board at specially arranged sessions.

The employees' view-points were presented mainly through Union members.

NEW ORDERS AND REGULATIONS.

Eleven Orders were made during the year. These are summarized in the Appendix to the Report, but the following is a brief outline of the Orders:—

Fishing Industry.—Order No. 78 replaced the Order made in 1920 and extended the scope to cover more female employees in the industry.

Hotel and Catering Industry.—Order No. 52M. This is the usual Order under the "Female Minimum Wage Act" for the resort hotels in unorganized territory for the summer season. It remained in force from June 14th, 1943, to September 11th, 1943.

Six Orders were promulgated during the year establishing overtime rates of pay in certain industries. Five of the Orders were made under the "Male Minimum Wage Act" and are as follows:—

Sawmill Industry.—Order No. 50 (1943).

Logging Industry.—Order No. 1 (1943).

Woodworking Industry.—Order No. 49 (1943).

Box-manufacturing Industry.—Order No. 55 (1943).

Shingle Industry.—Order No. 62 (1943).

The sixth Order in this group was made under the "Female Minimum Wage Act" and related to the *Shingle Industry,* Order No. 77 (1943).

The overtime rates of pay in these Orders apply west of the Cascade Mountains, except for the woodworking industry, which is Province-wide in its scope.

Logging Industry.—Order No. 1A (1943) amended Order No. 1 (1943) by adding two groups of employees to those exempt from the overtime rates.

Mercantile.—Order No. 24, Supplementary (1943), prescribed Christmas employment rates of pay for women and girls.

Mercantile.—Order No. 59, Supplementary (1943), prescribed Christmas employment rates of pay for men and boys.

"HOURS OF WORK ACT" REGULATIONS.

In 1943 Regulations under the above-mentioned Act were made for:—

Fruit and Vegetable Industry.—Regulation No. 21J exempted the industry from the provisions of the Act, but as working-hours of employees are extended the Orders

of the Board require a rising scale of wages. This tends to keep hours of employees within reasonable limits.

Mercantile Industry.—(Christmas, 1943, Temporary.) Suitable regulations were made to deal with the Christmas season rush, to ensure that working-hours of employees in stores would not be excessive.

STATISTICS COVERING WOMEN AND GIRL EMPLOYEES.

Reflecting the increasing importance of women workers in the industrial life of the Province returns received from some 6,894 employers of women and girls showed a total of 54,905 female workers for 1943, an increase of 10,444 over the figure for the previous year. The number of firms reporting also increased, the 1943 figure showing a gain of 537 over the total for 1942.

The following tables concern those occupations and industries covered by Orders of the Board:—

MERCANTILE INDUSTRY (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	1,330	1,146	927	815	664
Total number of employees	9,929	7,733	7,368	6,480	5,592
Over 18 years	8,408	6,706	6,647	5,972	5,194
Under 18 years	1,521	1,027	721	508	398
Total weekly wages—					
Employees over 18 years	$127,289.88	$98,400.56	$90,166.19	$78,154.39	$70,943.66
Employees under 18 years	$16,777.71	$10,145.09	$6,373.25	$4,293.42	$4,012.57
Average weekly wages—					
Employees over 18 years	$15.14	$14.67	$13.56	$13.09	$13.66
Employees under 18 years	$11.03	$9.88	$8.84	$8.45	$10.08
Percentage of employees under 18 years	15.32%	13.28%	9.79%	7.84%	7.12%
Average hours worked per week	37.76	39.04	39.30	38.75	42.14

Firms reporting in the mercantile industry increased to show a total of 1,330 in 1943 as against a previous figure of 1,146 for 1942. With the increasing demand for female workers in this industry, the total employees recorded showed a total of 9,929 as compared with 7,733 in 1942.

Further increase was noted in the average weekly wages—the average for employees over 18 years increasing to $15.14 as against $14.67 for the previous year, and the average in the under-18-year group to $11.03 compared with $9.88 in 1942. The percentage of this latter group of younger employees continued to increase over previous years.

With added employment the average weekly hours of work within the industry decreased to 37.76.

LAUNDRY INDUSTRY (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	138	141	122	124	111
Total number of employees	1,830	1,725	1,469	1,318	1,182
Experienced	1,762	1,517	1,371	1,228	1,126
Inexperienced	68	208	98	90	56
Total weekly wages—					
Experienced employees	$26,370.25	$22,697.95	$18,698.02	$15,941.10	$14,520.24
Inexperienced employees	$726.36	$2,272.71	$991.06	$741.14	$460.97
Average weekly wages—					
Experienced employees	$14.97	$14.96	$13.64	$12.98	$12.90
Inexperienced employees	$10.68	$10.93	$10.11	$8.23	$8.23
Percentage of inexperienced employees	3.72%	12.06%	6.67%	6.83%	4.74%
Average hours worked per week	40.49	42.94	41.89	42.00	42.09

Although no increase was evident in the number of firms reporting in the laundry industry, the total employees reported for 1943 increased to 1,830 as against 1,725 in 1942.

The average weekly wage for experienced employees gained fractionally to $14.97, while for the inexperienced group, in which were represented only 3.72 per cent. of the total employment, the average decreased slightly to $10.68, compared with $10.93 for the year previous.

Average weekly working-hours dropped to 40.49 as against a high of 42.94 in the previous year.

HOTEL AND CATERING INDUSTRY (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	1,137	1,075	1,005	943	819
Total number of employees	8,879	6,818	5,528	4,974	4,380
Experienced	8,371	6,313	5,309	4,811	4,288
Inexperienced	508	505	219	163	92
Total weekly wages—					
Experienced employees	$137,097.40	$96,210.79	$74,660.52	$66,383.16	$59,156.99
Inexperienced employees	$5,234.53	$5,446.17	$2,621.25	$1,792.51	$1,043.15
Average weekly wages—					
Experienced employees	$16.38	$15.24	$14.06	$13.80	$13.80
Inexperienced employees	$10.30	$10.78	$11.97	$11.00	$11.34
Percentage of inexperienced employees	5.72%	7.41%	3.96%	3.28%	2.10%
Average hours worked per week	41.50	43.30	43.34	43.12	43.11

In the hotel and catering industry a total of 1,137 firms reported for 1943, an increase of 62 over the previous year's total of 1,075. Total employees covered increased to 8,879 as against 6,818 reported for 1942.

For the experienced employees the average weekly wage climbed to $16.38 compared with a previous figure of $15.24. In the inexperienced class the 1942 average wage of $10.78 decreased slightly to show $10.30 for the year under review. A corresponding drop in the percentage of this latter group employed was also noted.

In line with the general trend in most of the tables, the average weekly hours also decreased in this industry—the average showing as 41.50 as against 43.30 for the previous year.

OFFICE OCCUPATION (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	2,766	2,649	2,537	2,417	2,241
Total number of employees	12,172	9,991	8,513	7,438	6,779
Over 18 years	11,614	9,653	8,327	7,321	6,691
Under 18 years	558	338	186	117	88
Total weekly wages—					
Employees over 18 years	$237,803.37	$188,753.83	$155,758.51	$133,397.18	$121,691.66
Employees under 18 years	$7,903.27	$4,553.04	$2,237.85	$1,358.66	$1,006.38
Average weekly wages—					
Employees over 18 years	$20.48	$19.55	$18.71	$18.22	$18.19
Employees under 18 years	$14.16	$13.47	$12.03	$11.61	$11.44
Percentage of employees under 18 years	4.58%	3.38%	2.18%	1.57%	1.30%
Average hours worked per week	40.69	41.29	40.80	40.35	40.55

Firms reporting employees in the office occupation increased from 2,649 to a total of 2,766 for the year 1943. Total employees reported rose to 12,172, an increase of 1,181 over the previous year.

Experienced workers in this group received an average weekly wage of $20.48 as against $19.55 in 1942, while in the younger and inexperienced class the average wage stood at $14.16, also representing an increase over the previous year's figure of $13.47.

The percentage of younger employees engaged in this occupation continued to show an increase.

Average weekly working-hours in the office occupation decreased from the 1942 high of 41.29 to 40.69 for the year under review.

Interesting note is made of 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	1,177	employed at	$65.00	per month.
,,	453	,,	70.00	,,
,,	736	,,	75.00	,,
,,	502	,,	80.00	,,
,,	544	,,	85.00	,,
,,	549	,,	90.00	,,
,,	272	,,	95.00	,,
,,	733	,,	100.00	,,
,,	231	,,	110.00	,,
,,	149	,,	115.00	,,
,,	102	,,	120.00	,,
,,	212	,,	125.00	,,
,,	165	,,	130.00	,,
,,	41	,,	135.00	,,
,,	43	,,	140.00	,,
,,	69	,,	150.00	,,
,,	292	,,	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.

With higher wages general throughout the office-worker group for 1943, the numbers shown in low-wage brackets continued to decrease over figures for the previous year, with noted increases in those assuming the more responsible positions at higher rates of pay.

While the actual monthly minimum in the occupation is $65, only 1,177 were shown as being paid that salary in 1943 as against a total of 1,240 in 1942, and in the higher wage classes 292 were shown as receiving in excess of $150 monthly in 1943, compared with a figure for the previous year of 184.

PERSONAL SERVICE OCCUPATION (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	134	125	200	214	198
Total number of employees	453	380	581	607	570
Over 18 years	446	374	553	581	555
Under 18 years	7	6	28	26	15
Total weekly wages—					
Employees over 18 years	$7,463.48	$6,033.37	$7,384.08	$7,715.72	$7,696.07
Employees under 18 years	$80.07	$53.28	$172.06	$131.33	$112.63
Average weekly wages—					
Employees over 18 years	$16.73	$16.13	$13.35	$13.28	$13.87
Employees under 18 years	$11.44	$8.88	$6.15	$5.05	$7.51
Percentage of employees under 18 years	1.55%	1.58%	4.82%	4.28%	2.63%
Average hours worked per week	39.94	40.32	35.98	35.35	36.89

As mentioned in a previous issue of this report, since 1941 the above table has been compiled to cover only that section of the personal service group employed in beauty-

parlours; the remaining occupations—theatre ushers, attendants, etc.—now being included in a new table which follows under the heading of Public Places of Amusement.

Firms reporting in the beauty-parlour business increased to 134 from 125 in 1942, the total employment reported increasing to 453 from 380 in the year previous. Of the 453 employees, 446 were shown as over 18 years of age.

In the experienced class of employee the average weekly wage increased to $16.73 over a previous figure of $16.13, while the small group shown as under 18 years of age averaged $11.44 as against $8.88 for 1942.

Average weekly hours worked in beauty-parlour occupations declined slightly from 40.32 to 39.94 for the year under review.

FISHING INDUSTRY (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	16	8	6	10	10
Total number of employees	372	172	160	105	58
Experienced	363	167	130	78	27
Inexperienced	9	5	30	27	31
Total weekly wages—					
Experienced employees	$7,317.48	$3,614.36	$1,868.08	$1,222.54	$455.81
Inexperienced employees	$68.25	$41.06	$401.26	$261.33	$199.29
Average weekly wages—					
Experienced employees	$20.16	$21.64	$14.37	$15.67	$16.88
Inexperienced employees	$7.58	$8.21	$13.38	$9.68	$6.43
Percentage of inexperienced employees	2.42%	2.91%	18.75%	25.71%	53.45%
Average hours worked per week	39.58	40.67	35.54	38.82	31.78

While in previous years' reports the employees in this section have been comprised of a relatively small number of women working within the fishing industry, due to the expansion of the Order of the Board to include additional occupations added coverage is evident in the above table.

The 1943 figures show a total of 16 firms reporting some 372 employees, of which only 2.42 per cent. were in the inexperienced class of worker.

Average weekly wage in the experienced section was $20.16 as against a previous high in 1942 of $21.64, while the small group in the inexperienced class of worker averaged $7.58 compared with $8.21 in the year previous.

The average weekly hours worked declined slightly to 39.58 as against 40.67 in 1942.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	186	189	150	132	145
Total number of employees	2,185	2,341	1,887	1,922	1,880
Experienced	2,013	1,995	1,818	1,872	1,766
Inexperienced	172	346	69	50	114
Total weekly wages—					
Experienced employees	$37,636.99	$37,822.30	$36,327.20	$35,047.43	$32,074.05
Inexperienced employees	$1,843.73	$3,743.28	$632.96	$486.27	$1,156.11
Average weekly wages—					
Experienced employees	$18.70	$18.96	$19.98	$18.72	$18.16
Inexperienced employees	$10.72	$10.82	$9.17	$9.73	$10.14
Percentage of inexperienced employees	7.87%	14.78%	3.66%	2.60%	6.06%
Average hours worked per week	40.54	41.26	40.38	40.10	39.84

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.

With a slight decrease in the number of reporting firms and employment fluctuations, particularly in the inexperienced group, the total employees reported in this occupation decreased from a 1942 high of 2,341 to 2,185 in 1943. The percentage of inexperienced workers dropped from 14.78 per cent. in 1942 to 7.87 per cent. for the year under review.

Little change was evident in the average weekly wages—the figure for experienced employees standing at $18.70 and the average for the inexperienced group at $10.72, both registering a fractional decline of a few cents over previous years' figures.

Average weekly hours also decreased, showing an average of 40.54 in 1943, compared with 41.26 for the previous year.

MANUFACTURING INDUSTRY (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	873	740	551	501	435
Total number of employees	14,869	10,738	4,450	3,545	3,208
Experienced	14,287	10,114	3,815	3,061	2,784
Inexperienced	582	624	635	484	424
Total weekly wages—					
Experienced employees	$293,807.69	$192,695.51	$59,149.52	$45,411.50	$41,240.31
Inexperienced employees	$5,877.68	$5,862.55	$6,234.27	$4,490.36	$3,676.80
Average weekly wages—					
Experienced employees	$20.56	$19.05	$15.50	$14.84	$14.81
Inexperienced employees	$10.10	$9.40	$9 82	$9.28	$8.67
Percentage of inexperienced employees	3.91%	5.81%	14.27%	13.65%	13.22%
Average hours worked per week	42.66	42.62	42.65	42.36	42.01

The manufacturing industry again took the lead with the greatest number of women employed. Firms reporting in this classification increased from 740 to 873 for 1943, showing a total of 14,869 employees as against 10,738 for the year previous.

For the experienced workers in this industry the average weekly wage climbed to $20.56 to top the record high of $19.05 reached in 1942. The average weekly wage for inexperienced employees also increased, rising to $10.10 over $9.40 for the previous year. The percentage of the total being paid at the inexperienced rates of pay, however, continued to decrease—only 3.91 per cent. now remaining in this category.

Average weekly working-hours increased fractionally to 42.66 from 42.62 in 1942.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	69	72	82	76	79
Total number of employees	3,539	4,012	4,141	3,649	3,840
Experienced	3,518	3,831	3,922	3,529	3,562
Inexperienced	21	181	219	120	278
Total weekly wages—					
Experienced employees	$65,804.78	$68,007.64	$67,752.93	$59,173.40	$57,232.59
Inexperienced employees	$199.99	$2,352.39	$1,945.17	$1,067.67	$2,713.79
Average weekly wages—					
Experienced employees	$18.71	$17.75	$17.28	$16.77	$16.07
Inexperienced employees	$9.52	$13.00	$8.88	$8.90	$9.76
Percentage of inexperienced employees	0.59%	4.51%	5.29%	3.29%	7.24%
Average hours worked per week	45.04	46.14	47.17	47.16	46.75

This classification continued to show fewer firms reporting, with a resultant drop in the total employees to 3,539 as against 4,012 in the previous year and a high of 4,141 in 1941.

The average weekly wage for experienced workers again showed an increase, rising from $17.75 to $18.71 for the year under review. In the inexperienced group, however,

with less casual employment and apparent loss in working-time, average weekly earnings decreased to $9.52, although only 0.59 per cent. of the total employees was included in this class.

Average weekly hours for the industry further decreased from 46.14 to 45.04.

TRANSPORTATION INDUSTRY (FEMALE).

	1943.	1942.	1941.
Number of firms reporting	160	129	32
Total number of employees	400	313	107
Over 18 years	306	186	20
Under 18 years	94	127	87
Total weekly wages—			
Employees over 18 years	$6,361.32	$3,268.60	$207.42
Employees under 18 years	$945.88	$1,155.66	$712.58
Average weekly wages—			
Employees over 18 years	$20.79	$17.57	$10.37
Employees under 18 years	$10.06	$9.10	$8.19
Percentage of employees under 18 years	23.50%	40.58%	81.31%
Average hours worked per week	43.43	41.61	43.19

This classification includes female workers engaged in delivery, truck-driving, messenger work, etc.

Since the first compilations under this heading in 1941, rapid increase in the numbers of female workers engaged in these occupations has resulted in many interesting changes in the above table.

The number of firms reporting in this classification increased to 160 in 1943, compared with 129 for the previous year. With 31 more returns in this section, the total employees reported rose to 400 as against 313 in 1942.

Average weekly wages increased in both the over-18-year group and the under-18-year class. In the former the average weekly earnings rose to $20.79 to show a sharp increase over the figure of $17.57 for the preceding year, while in the younger group of employees average weekly earnings stood at $10.06 compared with $9.10 in 1942.

While in the preceding years a high percentage of younger employees was noted in the transportation industry, from recent figures it is evident that increasing numbers of older workers are now engaged in occupations included in this section. Compared with the 1942 figure of 40.58 per cent. of total as under 18 years of age, the percentage in this younger group of employees dropped to 23.50 per cent. of the total employees reported for 1943.

Some increase was noted in the average weekly working-hours, which rose to 43.43 as against 41.61 for the previous year.

PUBLIC PLACES OF AMUSEMENT (FEMALE).

	1943.	1942.
Number of firms reporting	85	83
Total number of employees	277	238
Over 18 years	189	186
Under 18 years	88	52
Total weekly wages—		
Employees over 18 years	$2,189.76	$2,203.61
Employees under 18 years	$592.87	$352.64
Average weekly wages—		
Employees over 18 years	$11.59	$11.85
Employees under 18 years	$6.74	$6.78
Percentage of employees under 18 years	31.77%	21.85%
Average hours worked per week	26.95	29.32

This section includes theatre ushers, check-room attendants, and all such occupations previously included in the personal service group, exclusive of hairdressers and beauty-parlour occupations.

No comparative figures are available for this group prior to 1942, inasmuch as the figures at that time were included in the personal service group.

Returns were received from 85 firms in this classification reporting a total of 277 employees, as against 83 firms in 1942 with a total employment of 238.

Average weekly earnings declined fractionally with a larger percentage of younger workers being employed and shorter hours evident in the occupations covered. Due to the nature of the occupations, with part time and casual hours of work, the weekly earnings do not in most cases represent a full week's work.

In the over-18-year group the average weekly earnings dropped slightly to $11.59 from $11.85 in 1942, while for the younger class of employee the average appeared almost steady at $6.74 as against $6.78 for the previous year. The percentage employed in this latter group of younger workers increased to 31.77 per cent., compared with 21.85 per cent. in 1942.

The average weekly working-hours for all employees in these occupations was 26.95.

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

	1943.	1942.	1941.	1940.	1939.
Number of firms reporting	6,894	6,357	5,612	5,232	4,702
Total number of employees	54,905	44,461	34,204	30,038	27,489
Over 18 years, or experienced	51,277	41,042	31,912	28,453	25,993
Under 18 years, or inexperienced	3,628	3,419	2,292	1,585	1,496
Total weekly wages—					
Employees over 18 years, or experienced	$949,142.40	$719,708.52	$511,972.47	$442,446.42	$405,011.38
Employees under 18 years, or inexperienced	$40,250.34	$35,977.87	$22,321.71	$14,622.69	$14,381.69
Average weekly wages—					
Employees over 18 years, or experienced	$18.51	$17.54	$16.04	$15.55	$15.58
Employees under 18 years, or inexperienced	$11.09	$10.52	$9.74	$9.23	$9.61
Percentage of employees under 18 years, or inexperienced	6.61%	7.69%	6.70%	5.28%	5.44%
Average hours worked per week	41.03	41.96	41.82	41.48	42.24

The number of firms reporting increased to 6,894 for 1943, and actual figures concerning 54,905 women and girl employees are shown in the above table.

Total aggregate salaries and wages for one week amounted to $989,392.74, an increase of $233,706.35 over the figure for 1942.

The average weekly wage for all occupations increased to $18.51 in the over-18-years, or experienced, group, as against a high of $17.54 for the previous year.

While the lowest legal wage for women 18 or over in the various classifications covered by Orders of the Board is still $12.75, as set for the mercantile industry, ranging up to $15.50 in the fishing group, it is evident that the average amount received is now well above the highest minimum set by law.

Average weekly working-hours for the 54,905 female employees decreased from 41.96 to 41.03 for the year under review.

The percentage of employees under 18 years or inexperienced dropped slightly from the 1942 high of 7.69 per cent. to 6.61 per cent. for 1943.

Increases in the average wage for the adult or experienced worker were evident in eight of the eleven tables. Slight decrease in the average hours worked in the telephone and telegraph industry resulted in a fractional decline of the average earnings in this group. In the fishing industry added employment and shorter working-hours created the same situation, while the average earnings in the public places of

amusement table were also off slightly compared with the previous year—lower working-hours also being a factor in this instance.

The 54,905 women and girls shown in the summary table are representative only of those workers with classes of employment for which minimum wage orders have been set by 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*	1,058	10.66	6,485	65.31	2,386	24.03	9,929
Laundry	14.88†	78	4.26	931	50.88	821	44.86	1,830
Hotel and catering	14.00*	1,181	13.30	5,511	62.07	2,187	24.63	8,879
Office	15.00‡	1,177	9.67	9,809	80.59	1,186	9.74	12,172
Personal service	14.25*	57	12.58	312	68.88	84	18.54	453
Fishing	15.50†	2	0.54	272	73.12	98	26.34	372
Telephone and telegraph	15.00†	82	3.75	1,614	73.87	489	22.38	2,185
Manufacturing	14.00†	382	2.57	11,970	80.50	2,517	16.93	14,869
Fruit and vegetable	14.40†	28	0.79	2,619	74.00	892	25.21	3,539
Public places of amusement	14.25*	24	8.66	64	23.11	189	68.23	277
Totals, 1943	.....	4,069	7.47	39,587	72.63	10,849	19.90	54,505§
Totals, 1942	.....	4,015	9.09	30,365	68.78	9,768	22.13	44,148

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

§ In the transportation industry, 400 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.

With wage levels generally higher in 1943, the percentage of employees included in the returns who were receiving wages in excess of the legal minimum further increased to 72.63 from a high of 68.78 per cent. in 1942. The percentages of those receiving less than the minimum and the number actually receiving the fixed rate showed relative decreases over the previous year.

In the section showing those at under the minimum are included the younger and less skilled employees for whom special rates are fixed, and also the part-time and casual workers who appear mostly in occupations not requiring full-time employment, and hence are unable to earn an amount equal to the full weekly rate. An instance of this appears in the group comprising public places of amusement, where due to the casual nature of the work and the short working-hours required by the industry 68.23 per cent. of the total employees earned less than the minimum amount for a full week's work.

The office occupation continued to lead with 80.59 per cent. of the total employees in this section shown as receiving above the fixed rate in 1943; followed by manufacturing with 80.50 per cent. and the fruit and vegetable industry with 74 per cent. In the telephone and telegraph section 73.87 per cent. were above the minimum; followed by the fishing group with 73.12 per cent. and personal service occupations showing 68.88 per cent. above the fixed rate.

The mercantile industry reported 65.31 per cent. above the minimum set, while in the hotel and catering section 62.07 per cent. were above, and in the laundry group

50.88 per cent. received more than the fixed rate. In the group comprising public places of amusement 23.11 per cent. were above.

Interesting note is made each year of the high wages recorded in the various industries and occupations. For the year 1943 the top salaries in each classification were as follows:—

Occupation or Industry.	Weekly Wages or Salary.
Office	$77.33
Manufacturing	70.20
Mercantile	65.00
Transportation	59.50
Fruit and vegetable	55.23
Hotel and catering	51.90
Personal service	50.00
Telephone and telegraph	48.00
Fishing	40.00
Public places of amusement	35.00
Laundry, cleaning and dyeing	31.25

Highest individual earnings for the week reported were shown in the office group, in which one executive employee was paid a total of $77.33 for the week. In the manufacturing section one worker earned a total amount for the week of $70.20. The mercantile industry reported one employee at $65 weekly. The transportation section showed one truck-driver as having been paid a total of $59.50 for the week reported, although in this case the earnings were assumed to include a basic rate together with additional payment based on a percentage of the business transacted by the employee. One piece-worker in the fruit and vegetable industry was shown as having earned $55.23 for the week under review. The hotel and catering group showed a top wage of $51.90, while in the personal service section $50 was the highest reported. In the telephone and telegraph occupation one employee in a supervisory capacity received $48, while the fishing industry showed one worker as having received $40 for the week. In the new group covering public places of amusement the highest weekly amount earned was $35, and in the laundry, cleaning and dyeing section highest reported was $31.25.

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	5,958	$85,273.41	3,658	$53,708.19	313	$5,085.99	$144,067.59
Laundry	918	13,686.77	813	11,824.02	99	1,585.82	27,096.61
Hotel and catering	4,494	72,161.40	3,768	60,368.06	617	9,802.47	142,331.93
Office	8,640	173,722.29	3,187	64,350.46	345	7,633.89	245,706.64
Personal service	271	4,436.92	170	2,824.52	12	282.11	7,543.55
Fishing	168	3,270.36	190	3,755.54	14	359.83	7,385.73
Telephone and telegraph	1,659	30,030.19	470	8,298.77	56	1,151.76	39,480.72
Manufacturing	8,538	170,848.79	5,937	121,230.45	394	7,604.13	299,683.37
Fruit and vegetable	1,435	25,088.43	2,011	39,028.63	93	1,887.71	66,004.77
Transportation	216	3,276.20	169	3,713.06	15	317.94	7,307.20
Public places of amusement	203	1,875.92	69	827.66	5	79.05	2,782.63
Totals	32,500	$583,670.68	20,442	$369,929.36	1,963	$35,790.70	$989,390.74
1943 per cent.	59.19%		37.23%		3.58%		
1942 per cent.	66.94%		29.71%		3.35%		

Relative percentages of single, married, and widowed employees again showed decided changes over figures for the previous year.

The percentage of married women-workers further increased to 37.23 per cent. in 1943 as against 29.71 per cent. in 1942, with a relative decrease noted in the percentage

of single employees, the figure dropping to 59.19 per cent. from 66.94 per cent. in 1942. Little change was evident in the figure representing the percentage of widows.

Greater proportions of married workers were again evident in the fruit and vegetable and fishing industries, while a greater percentage of single employees continued to show in the office occupation, the telephone and telegraph section, and the manufacturing industries.

Inasmuch as the figures reporting those employees divorced or separated were low, these numbers were included with the married workers and are not shown separately in the above table.

TABLE SHOWING YEARS OF SERVICE OF FEMALE EMPLOYEES WITH EMPLOYERS REPORTING FOR 1943.

Industry or Occupation.	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	111	6,005	1,898	615	274	151	126	114	90	58	56	431	9,929	1,330
Laundry	25	1,116	329	103	45	45	14	17	20	14	12	90	1,830	138
Hotel and catering	335	6,071	1,233	402	158	126	76	71	65	44	29	269	8,879	1,137
Office	131	4,932	2,612	1,126	620	373	273	241	229	150	116	1,369	12,172	2,766
Personal service	14	208	105	44	18	14	13	3	4	6	3	21	453	134
Fishing	2	254	48	30	18	3	3	4	1	2	.....	7	372	16
Telephone and telegraph	3	921	420	155	34	48	24	50	58	29	19	424	2,185	186
Manufacturing	303	9,977	3,124	516	217	126	90	71	57	48	32	308	14,869	873
Fruit and vegetable	295	1,555	877	347	138	59	56	32	36	21	21	102	3,539	69
Transportation	6	323	62	4	3	1	1	.....	.....	.....	.....	.....	400	160
Public places of amusement	18	184	39	13	6	2	7	.....	1	1	1	5	277	85
Totals	1,243	31,546	10,747	3,355	1,531	948	683	603	561	373	289	3,026	54,905	6,894

The length-of-service table indicates the length of time each employee has been in the service of the employer sending in the return.

Further increase in the employment of female workers in 1943 is especially evident in the total employees working less than one year, the above table showing 31,546 in this group as against a figure of 27,003 for the year previous.

When compiling the figures, special note is taken in each occupation of the employee credited with the greatest number of years' service. In the mercantile industry one employee was reported with 35 years' service. The laundry, cleaning and dyeing section showed a record of 28 years as the highest recorded. Long service in the hotel and catering section was 35 years. In the office occupation one employee was credited with 43 years. The personal service group showed 20 years as the longest service in that occupation. The fishing industry listed one employee with 13 years' service, while in the telephone and telegraph section long service was 36 years. The manufacturing industry listed one employee with record service of 37 years. In the fruit and vegetable industry 22 years was the longest service recorded. The transportation industry, as one of the newer industries reporting details of female employment, showed one employee with 5 years' service. In the group reporting employees of public places of amusement, one employee was credited with 18 years' service.

INSPECTIONS AND WAGE ADJUSTMENTS.

During the year under review the inspection staff made 8,642 personal inspections throughout the Province. In the centres outside of Greater Victoria and Vancouver where the districts to be covered are scattered it meant considerable travel, in many cases into plants or establishments off the beaten highway.

The actual number of visits is slightly less than for the previous year. For practically the whole twelve months there was one less Inspector on duty than for 1942. Several of the regular personnel are still on loan to the Dominion Government and others, due to the war, are away with various branches of the Services.

As our Department functions in close co-operation with the Regional War Labour Board our Inspectors are often called upon to devote some time to assist that body in its important activities. While this work is definitely important, it has meant that the total inspections under the Provincial Statutes have of necessity shown a drop.

The figures relating to wage adjustments bear tangible evidence to the benefits of the various Minimum Wage Orders. While it is the accepted rule that wages are standing at a high level owing to war-time conditions there still remain some employers who, through ignorance or design, fail to comply with the law. The Inspectors and office staff have been able to assist in making adjustments for employees who received less than the amounts to which they were legally entitled.

Adjustments under Orders of the "Male Minimum Wage Act" were made for 218 employees of 66 different firms in the sum of $7,826.81.

For 213 women and girls whose work was covered by Orders promulgated under the "Female Minimum Wage Act" 128 employers paid up arrears amounting to $3,901.06. A grand total, therefore, of $11,727.87 was received by 431 employees from 194 employers who had failed to pay the correct wages.

These adjustments were made with the assistance of the Department and without recourse to Court actions.

COURT CASES.

It was necessary in some instances to prosecute employers for various infractions of the law and in two instances arrears of wages were ordered paid to employees in the sum of $2,433.27 after conviction by the Magistrates for infractions of Minimum Wage Orders.

Court cases are started by the Department only after other means of ensuring compliance with the law have been unsuccessful.

The following summary shows at a glance the cases taken under the various Statutes administered by the Department:—

	Cases.	Convictions.	Dismissed or Withdrawn.
"Female Minimum Wage Act"	2	2	
"Hours of Work Act"	3	1	D., 2
"Semi-monthly Payment of Wages Act"	9	8	W., 1
"Factories Act"	2	2	
Criminal Code	1	1	
Totals	17	14	D., 2; W., 1

"Female Minimum Wage Act."

Name of Employer.	Charge.	Sentence and Remarks.
1. Bain's Confectionery (C. J. Munro), 2526 Main Street, Vancouver	Failure to keep true and correct records	Fined $5 or three days.
2. The Hux (H. Hart), 169 Broadway East, Vancouver	Failure to keep records	Fined $15.

COURT CASES—*Continued.*

"Hours of Work Act."

Name of Employer.	Charge.	Sentence and Remarks.
1. National Café (Chow Lung), Prince George	Failure to post schedule of hours	Fined $25 or twenty days; and costs, $1.75.
2. National Café (Chow Lung), Prince George	Failure to keep true and correct records	Dismissed, but appeal taken by Department and same allowed.
3. Willow River Spruce Mills, Willow River	Failure to keep records	Dismissed.

"Semi-monthly Payment of Wages Act."

1. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fined $25 and $5.25 costs; ordered to pay $33.48 arrears.
2. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Suspended sentence; ordered to pay $34.18 arrears.
3. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Suspended sentence; ordered to pay $33.48 arrears.
4. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Suspended sentence; ordered to pay $33.48 arrears.
5. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Suspended sentence; ordered to pay $33.01 arrears.
6. Squilax Lumber Mills, Ltd., Blind Bay	Failure to pay wages semi-monthly	Fined $25 and costs; ordered to pay $36 arrears.
7. Squilax Lumber Mills, Ltd., Blind Bay	Failure to pay wages semi-monthly to eleven employees	Fined $25 and costs; ordered to pay $857.60 arrears.
8. Willow River Spruce Mills, Willow River	Failure to pay wages semi-monthly	Fined $25 and $1.75 costs; ordered to pay arrears of $1,372.04, covering all employees.
9. Willow River Spruce Mills, Willow River	Failure to pay wages semi-monthly	Withdrawn as in previous case, all arrears were ordered paid.

Total arrears ordered paid, $2,433.27.

"Factories Act."

1. Grandview Steam Laundry (Sam Hong), 891 Prior Street, Vancouver	Operating laundry after 7 p.m.	Fined $50 and $2.50 costs.
2. Graycourt Hotel (Wong Fum Gor), 176 Hastings Street East, Vancouver	Operating elevator without a licence	Fined $15 and $2.50 costs or ten days.

Criminal Code.

1. Gordon P. Cook, Chemainus	Corruptly accepting money from an employee as an inducement for allowing the employee to remain at work for a lumber company	Fined $100 and $6.25 costs.

COMPARATIVE WAGES, 1918, 1941, 1942, 1943.

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, 1941, 1942, and 1943. It will be noted these relate to non-seasonal occupations only.

Mercantile Industry (Female).

	1918.	1941.	1942.	1943.
Average weekly wages—				
Employees over 18 years	$12.71	$13.56	$14.67	$15.14
Employees under 18 years	$7.70	$8.84	$9.88	$11.03
Percentage of employees under 18 years	15.49%	9.79%	13.28%	15.32%

Laundry Industry (Female).

Average weekly wages—				
Experienced employees	$11.80	$13.64	$14.96	$14.97
Inexperienced employees	$9.78	$10.11	$10.93	$10.68
Percentage of inexperienced employees	21.80%	6.67%	12.06%	3.72%

Hotel and Catering Industry (Female).

Average weekly wages—				
Experienced employees	$14.23	$14.06	$15.24	$16.38
Inexperienced employees	$11.77	$11.97	$10.78	$10.30
Percentage of inexperienced employees	5.51%	3.96%	7.41%	5.72%

Office Occupation (Female).

Average weekly wages—				
Employees over 18 years	$16.53	$18.71	$19.55	$20.48
Employees under 18 years	$10.88	$12.03	$13.47	$14.16
Percentage of employees under 18 years	7.45%	2.18%	3.83%	4.58%

Personal Service Occupation (Female).

Average weekly wages—				
Employees over 18 years	$13.83	$13.35	$16.13	$16.73
Employees under 18 years	$6.96	$6.15	$8.88	$11.44
Percentage of employees under 18 years	15.38%	4.82%	1.58%	1.55%

Telephone and Telegraph Occupation (Female).

Average weekly wages—				
Experienced employees	$15.55	$19.98	$18.96	$18.70
Inexperienced employees	$11.90	$9.17	$10.82	$10.72
Percentage of inexperienced employees	8.70%	3.66%	14.78%	7.87%

Manufacturing Industry (Female).

Average weekly wages—				
Experienced employees	$12.54	$15.50	$19.05	$20.56
Inexperienced employees	$9.57	$9.82	$9.40	$10.10
Percentage of inexperienced employees	28.64%	14.27%	5.81%	3.91%

SPECIAL LICENCES.

The Board has recognized that in most occupations for women that are covered by Orders a training period to gain experience is needed before the girl is entitled to the legal minimum wage. This period varies in different classes of work and lower rates are set, usually on a graduated scale leading up to the minimum.

To deal with these learners special licences are granted, after employee and employer have made written application to the Board. Before the issuance of such licences the matter is carefully checked, and if some previous experience with another employer in the same industry or occupation is disclosed, credit is given when the licence is granted.

The employee receives the original copy, a duplicate going to the employer.

Upon expiry of the licence, or if an increase to the minimum wage is made before expiration date, the employer is requested to return the licence to the Board for cancellation. Should the employee leave before the training period is completed the licence is returned, with the reason for termination of service.

Of recent years it has been noted the learners in many cases are started at a higher rate than an Order might require and many employers have made the necessary increases before they really become due. The present state of the labour market has been the cause of these concessions, as well as the decreased number of licences issued during the current year in comparison with 1942, there having been only 747 issued as against 1,586 for the previous year.

The following table shows the numbers issued in various occupations and industries for 1943 and the previous year:—

LICENCES ISSUED COVERING WOMEN OR GIRLS.

	Number issued.	
	1942.	1943.
Personal service	12	------
Telephone and telegraph	23	22
Mercantile	152	54
Office	303	73
Hotel and catering	334	109
Laundry, cleaning and dyeing	384	125
Manufacturing	366	362
Totals	1,574	745

LICENCES ISSUED COVERING MEN OR BOYS.

Mercantile	12	2

The tables reporting statistical information dealing with employment and earnings of female workers covered by Orders of the Board are based on a questionnaire restricted to female employees only.

In order to give a similar picture of the trend of wages and employment for males in occupations included in the coverage of the "Male Minimum Wage Act," a segregation and break-down of industrial classifications shown elsewhere in this Report has been made to isolate these occupations, where possible, for presentation in the separate tables which follow. It should be pointed out that detailed information is not available for all occupations covered by the Male Minimum Wage Orders, and is here limited to group coverage of certain sections of the industrial statistics where break-downs showing the required occupations were possible.

The figures are based on industrial returns which show the week of employment of the greatest number, and the male employees covered are segregated to show those over and under 21 years of age.

Baking Industry (Male).

	1943.	1942.	1941.
Number of firms reporting	167	172	174
Total number of male employees	1,150	1,209	1,265
21 years of age and over	1,030	1,106	1,166
Under 21 years	120	103	99
Total weekly wages	$36,042.50	$36,411.50	$33,313.00
Employees 21 years and over	$34,081.50	$34,877.00	$32,143.00
Employees under 21 years	$1,961.00	$1,534.50	$1,170.00
Average weekly wages—			
Employees 21 years and over	$33.09	$31.53	$27.57
Employees under 21 years	$16.34	$14.90	$11.82
Percentage of male employees under 21 years	10.43%	8.52%	7.83%
Average hours worked per week	45.80	46.69	46.87

Construction (Male).

Number of firms reporting	753	889	1,054
Total number of male employees	24,754	25,550	14,798
21 years of age and over	23,837	24,795	14,445
Under 21 years	917	705	353
Total weekly wages	$969,551.00	$921,080.00	$442,926.50
Employees 21 years and over	$943,888.00	$902,784.50	$436,318.50
Employees under 21 years	$25,663.00	$18,295.50	$6,608.00
Average weekly wages—			
Employees 21 years and over	$39.60	$36.41	$30.21
Employees under 21 years	$27.99	$25.95	$18.72
Percentage of male employees under 21 years	3.70%	2.76%	2.39%
Average hours worked per week	51.14	50.06	45.03

Fruit and Vegetable (Male).

Number of firms reporting	84	84	92
Total number of male employees	2,068	1,947	2,102
21 years of age and over	1,482	1,423	1,788
Under 21 years	586	524	314
Total weekly wages	$58,653.00	$53,560.50	$50,506.00
Employees 21 years and over	$44,246.50	$41,670.50	$44,987.50
Employees under 21 years	$14,406.50	$11,890.50	$5,518.50
Average weekly wages—			
Employees 21 years and over	$29.86	$29.28	$25.16
Employees under 21 years	$24.58	$22.69	$17.57
Percentage of male employees under 21 years	28.34%	26.91%	14.94%
Average hours worked per week	54.43	51.59	49.15

House Furnishings (Male).

Number of firms reporting	67	65	60
Total number of male employees	733	1,051	1,171
21 years of age and over	595	815	814
Under 21 years	138	236	357
Total weekly wages	$19,001.00	$26,294.00	$25,980.50
Employees 21 years and over	$16,734.50	$22,627.50	$20,956.00
Employees under 21 years	$2,266.50	$3,666.50	$5,024.50
Average weekly wages—			
Employees 21 years and over	$28.13	$27.76	$25.74
Employees under 21 years	$16.42	$15.54	$14.07
Percentage of male employees under 21 years	18.83%	22.45%	30.49%
Average hours worked per week	44.00	44.88	44.62

LOGGING (MALE).

	1943.	1942.	1941.
Number of firms reporting	521	526	552
Total number of male employees	12,589	12,992	13,602
21 years of age and over	11,904	12,556	13,319
Under 21 years	685	436	283
Total weekly wages	$513,106.00	$492,348.00	$469,025.00
Employees 21 years and over	$489,219.00	$479,185.00	$461,333.50
Employees under 21 years	$23,887.00	$13,163.00	$7,691.50
Average weekly wages—			
Employees 21 years and over	$41.10	$38.16	$34.64
Employees under 21 years	$34.87	$30.19	$27.18
Percentage of male employees under 21 years	5.44%	3.36%	2.08%
Average hours worked per week	48.67	48.78	48.24

PAINTING AND PAPER-HANGING (MALE).

Number of firms reporting	92	118	126
Total number of male employees	647	589	550
21 years of age and over	626	573	535
Under 21 years	21	16	15
Total weekly wages	$23,150.00	$20,679.00	$17,281.00
Employees 21 years and over	$22,730.00	$20,344.00	$17,004.00
Employees under 21 years	$420.00	$335.00	$277.00
Average weekly wages—			
Employees 21 years and over	$36.31	$35.50	$31.78
Employees under 21 years	$20.00	$20.94	$18.47
Percentage of male employees under 21 years	3.25%	2.72%	2.73%
Average hours worked per week	42.38	42.70	42.77

SAWMILLS (MALE).

Number of firms reporting	307	284	266
Total number of male employees	12,871	13,905	12,862
21 years of age and over	12,178	13,239	12,306
Under 21 years	693	666	556
Total weekly wages	$429,632.00	$419,243.50	$349,116.00
Employees 21 years and over	$411,678.50	$402,783.50	$337,417.50
Employees under 21 years	$17,953.50	$16,460.00	$11,698.50
Average weekly wages—			
Employees 21 years and over	$33.81	$30.42	$27.42
Employees under 21 years	$25.91	$24.71	$21.04
Percentage of male employees under 21 years	5.38%	4.79%	4.32%
Average hours worked per week	48.47	48.44	48.40

SHINGLE-MILLS (MALE).

Number of firms reporting	43	45	50
Total number of male employees	1,713	2,246	2,364
21 years of age and over	1,677	2,211	2,310
Under 21 years	36	35	54
Total weekly wages	$59,128.00	$73,535.50	$73,702.50
Employees 21 years and over	$58,220.50	$72,677.00	$72,363.50
Employees under 21 years	$907.50	$858.50	$1,339.00
Average weekly wages—			
Employees 21 years and over	$34.72	$32.87	$31.33
Employees under 21 years	$25.21	$24.53	$24.80
Percentage of male employees under 21 years	2.10%	1.56%	2.28%
Average hours worked per week	46.42	47.20	47.29

SHIP-BUILDING (MALE).

	1943.	1942.	1941.
Number of firms reporting	47	46	52
Total number of male employees	30,488	28,597	11,363
21 years of age and over	29,020	26,913	10,601
Under 21 years	1,468	1,684	762
Total weekly wages	$1,213,203.50	$1,136,225.50	$391,512.00
Employees 21 years and over	$1,162,994.00	$1,085,034.50	$373,859.00
Employees under 21 years	$50,209.50	$51,191.00	$17,653.00
Average weekly wages—			
Employees 21 years and over	$40.08	$40.32	$35.27
Employees under 21 years	$34.20	$30.40	$23.17
Percentage of male employees under 21 years	4.82%	5.89%	6.71%
Average hours worked per week	43.92	47.88	43.63

WOOD (N.E.S.) (MALE).

Number of firms reporting	108	104	103
Total number of male employees	3,836	3,645	3,595
21 years of age and over	3,218	2,996	2,697
Under 21 years	618	649	898
Total weekly wages	$121,058.00	$103,040.50	$87,733.50
Employees 21 years and over	$107,298.00	$90,605.00	$72,855.50
Employees under 21 years	$13,760.00	$12,435.50	$14,878.00
Average weekly wages—			
Employees 21 years and over	$33.34	$30.24	$27.01
Employees under 21 years	$22.27	$19.16	$16.57
Percentage of male employees under 21 years	16.11%	17.81%	24.98%
Average hours worked per week	46.28	46.59	46.08

CONCLUSION.

During the year fraught with trying circumstances we have received remarkable co-operation from employers beset with inconveniences arising from lack of experienced workers, difficulties in obtaining commodities necessary for their respective businesses, and bounded by restrictions of various types deemed necessary by those in authority to successfully prosecute the war effort. On behalf of the Board and its officials we are grateful for the harmonious relationship that exists between employers and the Department.

To employees, too, who have consulted us in instances where they felt our regulations were not being observed we would say we are glad of their help, which in many cases resulted in benefit to themselves in having adjustments made in hours or wages, benefit to their employers for being placed in a position where they were observing the law, and to the Board and its staff for the knowledge that the responsibilities imposed by the Legislature were being fulfilled.

For any assistance given by the general public with reference to labour legislation coming under the jurisdiction of our Board we are deeply appreciative, and look forward with confidence to the time in the not too distant future when problems to be solved will relate to peace-time activities instead of those arising from a world at war.

We have the honour to be,

Sir,

Your obedient servants,

ADAM BELL, *Chairman.*
CHRISTOPHER JOHN MCDOWELL.
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, cakes, doughnuts, pies, and similar products.

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 includes the work of male persons engaged in the shaving of the face or cutting or trimming or singeing of the hair or beard for hire, gain, or hope of reward, or in connection with any of the foregoing the shampooing or massaging or the treating the head or face.

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.

(*b.*) Does not apply to male persons employed in beauty-parlours or hairdressing-shops while working on women or children only.

BOX-MANUFACTURING (MALE).

ORDER No. 55 (1943), EFFECTIVE JULY 19TH, 1943.

(Superseding Order No. 55.)

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

Overtime applies only west of the Cascade Mountains to—		Rate of Pay.
Employees, other than those mentioned below, working in excess of eight hours in any one day or forty-eight hours in any one week		One and one-half times regular rate of pay.
Stationary engineers Pumpmen Operating millwrights Firemen Turbine operators Oilers	Working in excess of nine hours in any one day or fifty hours in any one week	One and one-half times regular rate of pay.
Employees working under an arrangement with respect to hours of work pursuant to section 5 of "Hours of Work Act" and Regulation No. 2 under the said Act		One and one-half times regular rate of pay after completion of hours established by arrangement.

Overtime does not apply to—

Persons holding positions of management and supervision as defined in section 4 of the "Hours of Work Act."

Cook- and bunk-house employees.

Watchmen.

Caretakers.

Storekeepers.

First-aid attendants covered by Order No. 39 of the Board.

Employees in the transportation industry covered by Order No. 26 (1940) and Order No. 26A (1940) of the Board.

NOTE.—Order does not apply to apprentices indentured under "Apprenticeship Act."

BUS-DRIVERS (FEMALE).

ORDER NO. 76, EFFECTIVE SEPTEMBER 28TH, 1942.

Includes female employees 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.
City of Vancouver, together with all that area known as Point Grey which lies to the west of the westerly boundary of the City of Vancouver; the City of New Westminster; the Corporation of the Township of Richmond; the Municipality of the District of Burnaby; Municipality of the District of West Vancouver; the City of North Vancouver and the District of North Vancouver	50c. 55c.	40 to 48. Less than 40.

NOTE.—(1.) If bus-drivers are required to wear uniforms or special articles of wearing-apparel no deduction shall be made from bus-drivers' wages for such uniforms or special apparel, except under terms with regard to cost duly approved in writing by the Board as being fair and reasonable.

(2.) Employees required by employer to wait on call shall be paid for waiting time.

(3.) Wages to be paid semi-monthly up to a day not more than eight days prior to date of payment.

(4.) Rest period of twenty-four consecutive hours from midnight to midnight in each calendar week shall be given to employees.

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. 55c. 75c.	40 to 50. Less than 40. 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, or repairing of any existing building or structure or 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, or repairing of any existing building or structure or part thereof.

Area.	Hourly Rate.	Weekly Hours not to exceed.
The City of Vancouver, the City of New Westminster, the Municipality of the District of Burnaby, Municipality of the District of West Vancouver, the City of North Vancouver, and District of North Vancouver	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, or repairing of any existing building or structure or part thereof.

Area.	Hourly Rate.	Weekly Hours not to exceed.
Provincial Electoral Districts of Rossland-Trail, Grand Forks-Greenwood, Kaslo-Slocan, and 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, or repairing of any existing building or structure or part thereof.

Area.	Hourly Rate.	Weekly Hours not to exceed.
That portion of Vancouver Island 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, or repairing of any existing building or structure or part thereof.

Area.	Hourly Rate.	Weekly Hours not to exceed.
That portion of Vancouver Island 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.

(Superseding Order No. 61.)

"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.

CONSTRUCTION INDUSTRY (MALE).

ORDER NO. 12 (1940), EFFECTIVE NOVEMBER 28TH, 1940.

(Superseding Order No. 12, Order No. 12A, Order No. 12B, Order No. 45, Order No. 45A, and Order No. 48.)

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.
The City of Vancouver, together with all that area known as Point Grey which lies to the west of the westerly boundary of the City of Vancouver; the City of Victoria; the City of New Westminster; the City of Nanaimo; the City of Prince Rupert; the Municipality of the Township of Esquimalt; the Municipality of the District of Oak Bay; the Municipality of the District of Saanich; Municipality of the District of West Vancouver; the Municipality of the District of Burnaby; and the Municipality and District of North Vancouver	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 (1942), EFFECTIVE SEPTEMBER 21ST, 1942.

(Superseding Orders Nos. 18, 18A, 18B, and 18C.)

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.

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 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).

ORDER NO. 78, EFFECTIVE MAY 3RD, 1943.

(Superseding Order in Effect since February 28th, 1920.)

"Fishing industry" means the work of females engaged in the washing, preparing, preserving, canning, drying, curing, smoking, packing, labelling and reconditioning of containers, or otherwise adapting for sale or use or for shipment any kind of fish or shell-fish.

	Hourly Rate.
Experienced employees	33c.
Learners of any age	28c. for first 200 hours of employment in the industry; 33c. thereafter.

NOTE.—(1.) Above rates do not apply to employees engaged in heading and filling.

(2.) Licences shall be obtained from the Board by the employer to employ learners of any age below 33c. per hour.

(3.) Employees shall be paid when waiting on call at the request of the employer.

(4.) Employees shall not be employed more than eight hours a day or forty-eight hours a week except under permit from the Board.

(5.) Wages to be paid semi-monthly up to a day not more than eight days prior to date of payment.

FRUIT AND VEGETABLE INDUSTRY (MALE).

ORDER No. 47 (1942), EFFECTIVE SEPTEMBER 28TH, 1942.

(Superseding Order No. 47.)

Includes the work of males engaged in canning, preserving, drying, or packing any kind of fresh fruit or vegetable.

	Hours per Day.	Hourly Rate.
Experienced rate (payable to at least 85 per cent. of male employees)	First 10 hours	38c.
	11th and 12th hours	One and one-half times regular rate of pay.
	In excess of 12 hours	Double regular rate of pay.
Inexperienced rate (payable to not more than 15 per cent. of male employees)	First 10 hours	28c.
	11th and 12th hours	One and one-half times regular rate of pay.
	In excess of 12 hours	Double regular rate of pay.

NOTE.—(1.) 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.

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

(3.) Wages to be paid semi-monthly up to a day not more than eight days prior to date of payment.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

ORDER No. 46 (1942), EFFECTIVE SEPTEMBER 28TH, 1942.

(Superseding Order No. 46.)

Includes the work of females engaged in canning, preserving, drying, or packing any kind of fresh fruit or vegetable.

	Hours per Day.	Hourly Rate.
Experienced rate (payable to at least 90 per cent. of employees)	First 10 hours	30c.
	11th and 12th hours	One and one-half times regular rate of pay.
	In excess of 12 hours	Double regular rate of pay.
Inexperienced rate (payable to not more than 10 per cent. of employees)	First 10 hours	25c.
	11th and 12th hours	One and one-half times regular rate of pay.
	In excess of 12 hours	Double regular rate of pay.

NOTE.—(1.) 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.

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

(3.) Wages to be paid semi-monthly up to a day not more than eight days prior to date of payment.

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, cafés, 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 regular rate of pay 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 52M 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. 52N (RESORT HOTELS), EFFECTIVE JUNE 29TH, 1944, TO SEPTEMBER 9TH, 1944.

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

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-six (56) 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) regular rate of pay.

Provides for a rest period of twenty-four (24) consecutive hours in each calendar week, unless in exceptional cases a different arrangement is approved by the Board on application in writing from employer and employees.

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 (1942), EFFECTIVE SEPTEMBER 21ST, 1942.

(Superseding Order Nos. 43, 43A, AND 43B.)

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

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

(2.) Order does not apply to janitors employed in one-room school-houses.

JANITRESSES (FEMALE).

ORDER NO. 44 (1942), EFFECTIVE SEPTEMBER 21ST, 1942.

(Superseding Order Nos. 44, 44A, and 44B.)

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.

NOTE.—(1.) In computing the number of residential suites in any apartment building the suite occupied by the janitress shall not be included.

(2.) Order does not apply to 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 (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 (1943), EFFECTIVE AUGUST 2ND, 1943.

(Superseding Order No. 1 (1940).)

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 hauling by truck or rail, 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

	Rate of Pay.
Overtime applies only west of the Cascade Mountains to—	
Employees, other than those mentioned below, working in excess of eight hours in any one day or forty-eight hours in any one week	One and one-half times regular rate of pay.
Employees working under an arrangement with respect to hours of work pursuant to section 5 of "Hours of Work Act" and Regulation No. 2 under the said Act	One and one-half times regular rate of pay after completion of hours established by arrangement.

Overtime does not apply to—

Persons holding positions of management and supervision as defined in section 4 of the "Hours of Work Act."

Cook- and bunk-house employees.

Watchmen.

Caretakers.

Storekeepers, timekeepers, and office employees when employed on a monthly basis.

First-aid attendants covered by Order No. 39 of the Board.

Employees engaged exclusively in the transportation of men or supplies.

NOTE.—(1.) Certain exemptions *re* hours granted under "Hours of Work Act" (*see* Regulations).

(2.) Watchmen in logging camps where operations are entirely suspended are exempt from provisions of the Order.

(3.) Order does not apply to apprentices indentured under "Apprenticeship Act."

LOGGING (MALE).

ORDER NO. 1A (1943), EFFECTIVE SEPTEMBER 23RD, 1943.

(Amending Order No. 1 (1943).)

Overtime does not apply to—

Boatmen when employed on a monthly basis.

Emergency fire-fighters.

MANUFACTURING INDUSTRY (FEMALE).

ORDER NO. 25 (1942), EFFECTIVE NOVEMBER 2ND, 1942.

(Superseding Order No. 25.)

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, except as provided by any other Order of the Board.

	Weekly Rate.	Hours per Week.	Hourly Rate.
Experienced employees	$14.00	48	29⅙c.
Learners of any age—			
First two months	8.00	48	16⅔c.
Second two months	10.00	48	20⅚c.
Third two months	12.00	48	25c.
Thereafter	14.00	48	29⅙c.

NOTE.—(1.) Licences shall be obtained from the Board by the employer to employ learners of any age at rates below $14 per week or 29⅙c. per hour.

(2.) Employees shall be paid when waiting on call at the request of the employer.

(3.) Order does not apply to apprentices indentured under the "Apprenticeship Act."

(4.) Employees shall not be employed more than eight hours a day or forty-eight hours a week, except when permission granted under the "Factories Act" or by permit from the Board when the said Act does not apply.

(5.) Wages to be paid semi-monthly up to a day not more than eight days prior to date of payment.

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.

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 No. 18.)

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. 12.00 a week for 2nd 3 months. 13.00 a week for 3rd 3 months. 14.00 a week for 4th 3 months. 15.00 a week thereafter.	30c. per hour for 1st 3 months. 32½c. per hour for 2nd 3 months. 35c. per hour for 3rd 3 months. 37½c. per hour for 4th 3 months. 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. 12.00 a week for 2nd 6 months. 13.00 a week for 3rd 6 months. 14.00 a week for 4th 6 months or until employee reaches age of 18 years. 15.00 a week thereafter.	30c. per hour for 1st 6 months. 32½c. per hour for 2nd 6 months. 35c. per hour for 3rd 6 months. 37½c. per hour for 4th 6 months or until employee reaches age of 18 years. 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, the Municipality of the 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 fixes the weekly hours at 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, or special article of wearing-apparel 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 parts of 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 (1943), EFFECTIVE JULY 5TH, 1943.

(Superseding Order Nos. 50 and 50A.)

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

	Hourly Rate.	Weekly Hours.
Male employees	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.
At least 90 per cent. of all employees to get not less than	40c.	48

Overtime applies only west of the Cascade Mountains to—		Rate of Pay.
Employees, other than those mentioned below, working in excess of eight hours in any one day or forty-eight hours in any one week		One and one-half times regular rate of pay.
Stationary engineers Pumpmen Operating millwrights Firemen Turbine operators Oilers	Working in excess of nine hours in any one day or fifty hours in any one week	One and one-half times regular rate of pay.
Employees working under an arrangement with respect to hours of work pursuant to section 5 of "Hours of Work Act" and Regulation No. 2 under the said Act		One and one-half times regular rate of pay after completion of hours established by arrangement.

Overtime does not apply to—

Persons holding positions of management and supervision as defined in section 4 of the "Hours of Work Act."
Cook- and bunk-house employees.
Watchmen.
Caretakers.
Storekeepers.
First-aid attendants covered by Order No. 39 of the Board.
Employees in the transportation industry covered by Order No. 26 (1940) and Order No. 26A (1940).

NOTE.—(1.) Certain exemptions *re* hours granted under "Hours of Work Act" (*see* Regulations).

(2.) For wages, etc., of stationary steam engineers *see* Order No. 18 (1942).

(3.) For wages, etc., of truck-drivers *see* Order No. 26 (1940).

(4.) For wages, etc., of first-aid attendants *see* Order No. 39 (1940).

(5.) Order does not apply to apprentices indentured under "Apprenticeship Act."

SHINGLE INDUSTRY (MALE).

ORDER NO. 62 (1943), EFFECTIVE AUGUST 2ND, 1943.

(Superseding Order No. 62 (1941).)

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

Overtime applies only west of the Cascade Mountains to—		Rate of Pay.
Employees, other than those mentioned below, working in excess of eight hours in any one day or forty-eight hours in any one week		One and one-half times regular rate of pay.
Stationary engineers Pumpmen Operating millwrights Firemen Turbine operators Oilers	Working in excess of nine hours in any one day or fifty hours in any one week	One and one-half times regular rate of pay.
Employees working under an arrangement with respect to hours of work pursuant to section 5 of "Hours of Work Act" and Regulation No. 2 under the said Act		One and one-half times regular rate of pay after completion of hours established by arrangement.

Overtime does not apply to—

Persons holding positions of management and supervision as defined in section 4 of the "Hours of Work Act."
Shingle-sawyers.
Shingle-packers.
Cook- and bunk-house employees.
Watchmen.
Caretakers.
Storekeepers.
First-aid attendants covered by Order No. 39 of the Board.
Employees in the transportation industry covered by Order No. 26 (1940) and Order No. 26A (1940) of the Board.

NOTE.—Order does not apply to apprentices indentured under "Apprenticeship Act."

SHINGLE INDUSTRY (FEMALE).

ORDER NO. 77 (1943), EFFECTIVE AUGUST 2ND, 1943.

(Superseding Order No. 77.)

"*Shingle industry*" means all operations in or incidental to the manufacture of wooden 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.
Shingles lower in grade than No. 1	20c.	40c.
Packers, all grades	15c.	40c.
Other employees not included in any other Order of the Board	------	40c.

Overtime, effective west of Cascade Mountains only—

In excess of eight hours per day or forty-eight hours per week — Rate: One and one-half times employees' regular rate of pay.

NOTE.—(1.) Where an arrangement under section 5 of the "Hours of Work Act" is in effect with respect to hours of work, overtime rates shall not apply until the employee has completed the hours so established.

(2.) Overtime rates shall not apply to—

Persons holding positions of management and supervision as defined in section 4 of the "Hours of Work Act."

Shingle-sawyers.

Shingle-packers.

Cook- and bunk-house employees covered by Order No. 52 of the Board.

Office employees covered by Order No. 34 of the Board.

Employees in the transportation industry covered by Order No. 26B of the Board.

(3.) Employees shall not be employed more than eight hours a day or forty-eight hours a week, except when permission granted under the "Factories Act" or by permit from the Board when the said Act does not apply.

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

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

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

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

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

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

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

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

EFFECTIVE APRIL 5TH, 1920.

This includes the work of all persons employed in connection with the operating of the various instruments, switch-boards, 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.	$11.00 per week for 1st 3 months.	48
31¼c. per hour.	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, Order No. 26B, and Order No. 26C.)

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 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 (1943), EFFECTIVE JULY 19TH, 1943.

(Superseding Order No. 49.)

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, ply-wood, veneer products, and general mill-work products.

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

Overtime applies throughout the Province to—		Rate of Pay.
Employees, other than those mentioned below, working in excess of eight hours in any one day or forty-eight hours in any one week		One and one-half times regular rate of pay.
Stationary engineers Pumpmen Operating millwrights Firemen Turbine operators Oilers	*Working in excess of nine hours in any one day* or fifty hours in any one week	One and one-half times regular rate of pay.
Employees working under an arrangement with respect to hours of work pursuant to section 5 of "Hours of Work Act" and Regulation No. 2 under the said Act		One and one-half times regular rate of pay after completion of hours established by arrangement.

Overtime does not apply to—

Persons holding positions of management and supervision as defined in section 4 of the "Hours of Work Act."
Cook- and bunk-house employees.
Watchmen.
Caretakers.
Storekeepers.
First-aid attendants covered by Order No. 39 of the Board.
Employees in the transportation industry covered by Order No. 26 (1940) and Order No. 26A (1940) of the Board.

NOTE.—(1.) Total male employees receiving less than 40 cents per hour must not exceed 33⅓ per cent. of all male employees in plant or establishment.

(2.) Order does not apply to apprentices indentured under "Apprenticeship Act."

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS.

The following is a complete list of all Orders now in effect, compiled as at July 31st, 1944.

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.
41	Apprentices, Indentured	Feb. 3/37	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 (1943)	Box-manufacture	July 14/43	July 15/43	Aug. 2/43	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.
76	Bus-driver	Sept. 21/42	Sept. 24/42	Sept. 28/42	Female.
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 (1942)	Engineers, Stationary Steam	Sept. 9/42	Sept. 17/42	Sept. 21/42	Male.
39 (1940)	First-aid Attendants	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.
78	Fishing	April 14/43	April 22/43	May 3/43	Female.
46 (1942)	Fruit and Vegetable	Sept. 21/42	Sept. 24/42	Sept. 28/42	Female.
47 (1942)	Fruit and Vegetable	Sept. 21/42	Sept. 24/42	Sept. 28/42	Male.
51	Household Furniture	Nov. 17/37	Nov. 18/37	Nov. 22/37	Male.
52	Hotel and Catering	Feb. 8/38	Feb. 10/38	Feb. 14/38	Female.
52B	Hotel and Catering	May 18/38	May 19/38	May 19/38	Female.
52N	Hotel and Catering (Resort Hotels)	June 27/44	June 29/44	June 29/44 to Sept. 9/44	Female.
43 (1942)	Janitors	Sept. 9/42	Sept. 17/42	Sept. 21/42	Male.
44 (1942)	Janitoresses	Sept. 9/42	Sept. 17/42	Sept. 21/42	Female.
74	Laundry, Cleaning and Dyeing	Feb. 25/41	Feb. 27/41	March 10/41	Female.
1 (1943)	Logging	July 14/43	July 15/43	Aug. 2/43	Male.
*1A (1943)	Logging	Sept. 16/43	Sept. 23/43	Sept. 23/43	Male.
28	Logging and Sawmills (Cost of Board, Cranbrook Area)	Sept. 25/35	Sept. 26/35	Sept. 26/35	Male.
25 (1942)	Manufacturing	Oct. 15/42	Oct. 22/42	Nov. 2/42	Female.
24	Mercantile	May 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 (southerly portion of Vancouver Island)	April 22/41	April 24/41	June 2/41	Male.
71	Painters, Decorators, and Paper-hangers (Vancouver and District)	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	March 30/39	March 30/39	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 (1943)	Sawmills	June 25/43	July 2/43	July 5/43	Male.
62 (1943)	Shingle	July 23/43	July 29/43	Aug. 2/43	Male.
77 (1943)	Shingle	July 23/43	July 29/43	Aug. 2/43	Female.
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 (1943)	Wood-working	July 14/43	July 15/43	Aug. 2/43	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, 21G, 21H, and 21J cancelled by

REGULATION No. 21K.

FRUIT AND VEGETABLE INDUSTRY.

The fruit and vegetable industry, which means and includes the work of employees engaged in canning, preserving, drying, or packing any kind of fresh fruit or vegetable, is hereby exempt from the operation of the "Hours of Work Act" up to and including the 31st day of March, 1945.

Made and given at Vancouver, B.C., this 27th day of June, 1944.

(Published in B.C. Gazette, June 29th, 1944. Effective June 29th, 1944, to March 31st, 1945.)

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.

(Published in B.C. Gazette, March 24th, 1938. Effective March 24th, 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.

(Published in B.C. Gazette, September 1st, 1938. Effective September 1st, 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.

(Published in B.C. Gazette September 1st, 1938. Effective September 1st, 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.

(Published in B.C. Gazette, November 17th, 1938. Effective November 17th, 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.

(Published in B.C. Gazette, November 9th, 1939. Effective November 9th, 1939.)

COMPILED AUGUST 2nd, 1944.

By BOARD OF INDUSTRIAL RELATIONS.

Adam Bell, *Chairman.*
Christopher John McDowell.
Fraudena Eaton.
James Thomson.
J. A. Ward Bell.

WOMEN AND CHILDREN'S DIVISION.

In October, 1942, there was established, as a distinctive branch of the Labour Department, a Women and Children's Division.

The purpose is to create throughout the Province an informed public opinion of problems in the field of labour affecting women and children.

With an ever-increasing number of personal investigations and interviews, with numerous telephone calls, the benefits of the Women and Children's Department are becoming better known. During the year 525 inspections were made, covering approximately 17,000 women and girls, who were nearly all in industry. This number does not constitute women in other employment, such as shops, restaurants, offices, etc. As a great many were going into jobs that have been previously held by men, the character of these jobs and the conditions of work required to be investigated. Further, the introduction of many industrially inexperienced women into factory, mill, or shipyards has raised a number of questions basic to their health and safety. Investigations show that these are women who are helping to build planes, ships, and guns, working in factories making essential goods, who are serving food in canteens, restaurants, and in working in offices of the plants.

Many industrial plants, anticipating the employment of women, have made provisions for them by installing first-aid rooms, rest-rooms, lunch-counters, and in many plants a graduate nurse is in charge.

The appreciation of the work women have been doing has been widespread. They have responded ably to the call to service the war has made upon them. Plant after plant has testified to women's efficiency on jobs new to them.

The general co-operation of industry in regard to women employees has been very gratifying.

CHILDREN'S DIVISION.

Prior to 1943 child-labour was not existent in this Province; therefore, not a problem. Under the statutory limitations children under the age of 15 years were not generally employed, but because of the shortage of man- and woman-power frequent requests have been made to employ boys and girls under 15 years of age.

Evidence indicates an upward swing in the number of young persons seeking work. Children under 15 are going chiefly into work such as errand and delivery boys, newspaper and magazine distributers, and garage helpers, as well as stock assistants, salesgirls in stores, and assistants at soda-fountains and sandwich-counters.

With the war-time opportunities for employment and war-time need for the services of young people the Department realized that without sufficient legal safeguards and good administration the situation might rapidly become serious and result in a breakdown of standards which have been developed in the past.

The new Provincial Act to control the employment of children, passed in March of this year, is now extending protective supervision over the employment of children. This Act has met with much approval and support from the public as well as employers.

In conclusion, I wish to express our appreciation of the generous co-operation given to us by the Welfare Council, schools, and industry in general.

Respectfully submitted.

ESSIE BROWN,
Women and Children's Division.

INDUSTRIAL CONCILIATION AND ARBITRATION BRANCH.

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

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

SIR,—Submitted herewith is the sixth annual report of the Industrial Conciliation and Arbitration Branch for the year ended December 31st, 1943.

During the year an inquiry was held by the National War Labour Board into labour relations and wage conditions in Canada. Public hearings were held by the Board between April 15th and June 17th, 1943. During that time a considerable number of representations were made by business and labour organizations and various other interests.

The report of the Board, signed by the Chairman, the Honourable Mr. Justice C. P. McTague, and by Mr. Leon Lalande, employers' representative, together with a minority report, signed by Mr. J. L. Cohen, then employees' representative, was tabled in the House of Commons, January 28th, 1944.

The reports were transmitted to the Federal Minister of Labour during August and, according to a statement made by the Prime Minister on December 4th, were "carefully studied by the Government in considering modifications of its labour policy."

Resultantly, recommendations emanating from the Board for a Dominion-wide measure for compulsory collective bargaining were considered at a three-day conference between the Dominion and Provincial Ministers of Labour, held in Ottawa in November.

In accordance with arrangements made at the conference, a draft of the proposed labour regulations was sent to the Provinces, national trade-union organizations, and major employers' organizations with a request for a full expression of the views and opinions of those concerned.

Following consideration of these views, the Wartime Labour Relations Regulations (P.C. 1003) were made effective. Provision was made in the Regulations for an agreement between the Dominion and any Province to set up suitable Provincial administrative agencies to deal locally and promptly with matters of a local nature.

Application of the Regulations in British Columbia was considered by the Legislative Assembly of the Province in March, 1944, and on March 15th assent was given to a Bill to make the Regulations applicable to industries in respect of which employer-employee relations are within the exclusive legislative jurisdiction of the Province. ("Wartime Labour Relations Regulations Act," chapter 18, B.C., 1944.) The Act was proclaimed April 18th, 1944.

An agreement between the Dominion and the Province made the Regulations applicable in British Columbia on April 18th, 1944.

During the time the Act is in force the "Industrial Conciliation and Arbitration Act" is of no effect, except as to matters pending when the Act came into force and as to matters covered by the "Industrial Conciliation and Arbitration Act" that are not covered by the Dominion regulations.

Since April 18th, the staff formerly engaged in the administration of the "Industrial Conciliation and Arbitration Act," with additional assistance, has been engaged in the administration of the Regulations in British Columbia.

A summary of the Regulations may be found elsewhere in the report of this Branch.

Since by virtue of its war-time powers the Dominion had extended the powers of the "Industrial Disputes Investigation Act" the majority of strikes occurring during 1943 came within Federal jurisdiction.

Of the forty-three strikes recorded during the year six were within the ambit of the Province. A total of 21,704 employees were affected by these disputes and of that number 463 were within the authority of British Columbia. Of the total of 78,129 man-days lost 1,299 were attributable to the six strikes within our jurisdiction.

There has been a larger number of disputes within the Province in past years, but in 1943 the number of employees affected and time loss in man-working days are amongst the highest recorded. As in the previous year, weight must be given to the great industrial activity within the Province in considering these figures.

The industrial trend is again sharply reflected in the increased membership in organizations of employees. In 1942, 415 organizations with a membership of 91,618 reported to the Department. In 1943, 431 organizations and their locals or branches reported a membership of 129,902.

Complaints brought to the attention of the Branch numbered seventy in 1943, while nineteen disputes were referred to Conciliation Commissioners.

Boards of Arbitration begun in 1943 numbered eleven. Of the nine awards made, six were unanimous. The apparent discrepancy is explained by the fact that continued collective bargaining resulting in the signing of union agreements halted hearings in the case of two Boards.

The report of this Branch includes, in the following pages:—

(1.) The record of industrial disputes.
(2.) The record of conciliation.
(3.) The record of the findings of Boards of Arbitration in summary.
(4.) The record of organizations of employers and employees, with each organization listed.
(5.) A summary of the provisions of the Wartime Labour Relations Regulations.

A table showing the number of industrial disputes in British Columbia since 1933 follows:—

NUMBER OF DISPUTES, NUMBER OF EMPLOYEES AFFECTED, AND TIME LOST IN WORKING-DAYS, 1933–43.*

Year.	No. of Disputes.	Employees affected.	Time lost in Working-days.
1943	43	21,704	78,129
1942	50	18,804	35,024
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

* 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 obtain 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 analysis of disputes within the jurisdiction of the Province reveals the fact that the greatest loss of time occurred in the metal products manufacturing industry.

ANALYSIS OF DISPUTES IN BRITISH COLUMBIA IN 1943 BY VARIOUS INDUSTRIES.*

Industry.	No. of Employers affected.	No. of Employees affected.	Time lost in Man-working Days.
Manufacturing metal products	3	38	700
Manufacturing wood products	3	343	529
Service	1†	57	57
Trade	1	25	13
Totals	8	463	1,299

* Provincial jurisdiction only.
† Same employer affected in each of two disputes.

I. SUMMARY OF DISPUTES.

A summary of all disputes commencing in 1943 and causing loss of time follows:—

SUMMARY OF DISPUTES COMMENCING IN 1943.

PROVINCIAL.

Industry or Occupation.	Particulars.	No. of Employers affected.	No. of Employees affected.	Time lost in Working-days.
Laundry-workers, Nanaimo	Commenced July 14th; for increase in wages; conciliation (Provincial) and employees returned to work pending reference to Regional War Labour Board; agreement signed; terminated July 15th	1	7	7
Sawmill-workers, Kelowna	Commenced September 17th; for Union recognition; conciliation and arbitration (Provincial); compromise; agreement signed; ended September 21st	2	109	295
Laundry-workers, Nanaimo	Commenced October 6th; against dismissal of worker; conciliation (Provincial); return of workers on compromise; terminated October 7th	1	50	50
Salesgirls, Vancouver	Commenced October 23rd; against lack of heat in store; return of workers; in favour of employer (some heat supplied later); terminated October 25th	1	25	13
Jewellery-workers, Vancouver	Commenced October 28th; for increased wages and vacation with pay; return of workers and reference to Regional War Labour Board; compromise; increased cost-of-living bonus and a week's holiday with pay approved; terminated November 19th	3	38	700
Sawmill-workers, Youbou	Commenced November 11th; for increased pay for holiday work; negotiations; agreement; terminated November 12th	1	234	234
Totals		9	463	1,299

FEDERAL.

Steel-mill workers, Burnaby	Commenced January 11th; against dismissal of Union worker for infraction of company rules; conciliation (Federal); favour of employer; terminated January 11th	1	350	130
Carpenters (construction), Port Alberni	Commenced February 15th; against employment of member of another Union; conciliation (Federal); in favour of workers; worker transferred; terminated February 15th	1	139	15
Metal-miners, Copper Mountain	Commenced February 23rd; against dismissal of worker for using abusive language; conciliation (Federal); compromise; worker reinstated after apology; terminated February 24th	1	86	86

SUMMARY OF DISPUTES COMMENCING IN 1943—*Continued.*

FEDERAL—*Continued.*

Industry or Occupation.	Particulars.	No. of Employers affected.	No. of Employees affected.	Time lost in Working-days.
Shipyard-workers, Vancouver	Commenced March 6th; for Union recognition and continuance of shop steward's meetings; compromise; terminated March 6th	1	950	120
Shipyard-workers, Vancouver	Commenced March 30th; for enforcement of a closed-shop agreement; negotiations; in favour of workers; terminated March 31st	1	6,000	6,000
Steel-erectors, Vancouver	Commenced April 8th; against helping to clear vessel of tools before launching; negotiations; in favour of employer; terminated April 8th	1	53	27
Seamen, Vancouver	Commenced April 7th; for war-risk bonus; conciliation (Federal) and reference to National War Labour Board; in favour of workers; terminated April 8th	1	8	8
Electric welders, Vancouver	Commenced April 16th; against employment of a charge hand; return of workers; in favour of employer; terminated April 16th	1	131	40
Aircraft-repair workers, New Westminster	Commenced April 19th; against cancellation of two 10-minute rest periods per shift; negotiations; in favour of employer; terminated April 20th	1	951	60
Aircraft-factory workers, Vancouver	Commenced April 28th; alleged lockout following demand for two 10-minute rest intervals per shift; return of workers; in favour of employer; terminated May 4th	1	6,739	31,000
Wire-rope factory workers, Vancouver	Commenced June 1st; for Union recognition; return of workers; in favour of employer; terminated June 3rd	1	68	102
Shipyard-workers, Prince Rupert	Commenced June 14th; against meals and service in two commissaries operated by a certain agency; negotiations and return of workers pending investigation; in favour of workers; terminated June 15th	1	1,214	607
Steel-mill workers, Burnaby	Commenced June 23rd; against notice posted on bulletin-board by foreman; negotiations; in favour of workers; foreman apologized; ended June 24th	1	550	500
Painters (shipyard), Vancouver	Commenced June 24th; for increase in wages; conciliation (Federal) and further reference to National War Labour Board; partially successful; terminated June 26th	4	184	200
Welders and burners (shipyard), Vancouver	Commenced August 4th; for bonus for work in confined spaces; negotiation; compromise; terminated August 5th	1	215	185
Steel products factory workers, Vancouver	Commenced September 2nd; against dismissal of foreman; negotiations; compromise; reinstatement of foreman on probation; terminated September 2nd	1	100	12
Loggers, Queen Charlotte Islands	Commenced October 8th; for a signed Union agreement; conciliation (Federal) and reference to Commissioner under "Industrial Disputes Investigation Act"; in favour of workers; terminated October 25th	3	500	7,000
Seamen, Vancouver	Commenced October 26th; ended October 27th; for increased wages and right of Union representatives to board vessels; conciliation (Federal) and return of workers pending reference to National War Labour Board; compromise; increased wages approved	3	90	90
Coal-miners, British Columbia	Commenced November 1st; for increased wages and vacation with pay; reference to Royal Commission; compromise; increase in wages and vacation with pay approved; terminated November 8th, 12th, and 15th	5	2,575	29,750
Metal-miners, Silverton	Commenced November 5th; against lack of sugar, jam, etc., with meals; negotiations; in favour of workers; terminated November 6th	1	36	18
Carpenters (shipyard), Vancouver	Commenced November 26th; against suspension of worker quitting early to put away tools, etc.; negotiations; in favour of workers; warning whistle to be blown; terminated November 26th	1	60	30
Coal-miners, Princeton	Commenced December 6th; for closed-shop agreement; mine dismantled; indefinite; terminated December 20th	1	108	650
Electricians (shipyard), Vancouver	Commenced December 16th; against lack of heat in hulls during construction; return of workers pending negotiations; in favour of employer; terminated December 17th	1	134	200
Federal total		34	21,241	76,830
Gross total		43	21,704	78,129

II. CONCILIATION, 1943.

Eighteen Conciliation Commissions were authorized by the Minister in 1943. The record for the year follows:—

No.	Trade involved.	Location.	Date Conciliation Commission issued.	Employees directly involved.	Employers involved.	Cause of Dispute.	Result of Reference.
1	Certain ferry employees	North Vancouver	February 2	17	1	Failure to agree upon terms of proposed agreement	Settled.
2	Cartage employees	Vancouver	February 2	15	1	Failure to agree upon terms of proposed agreement	Referred to arbitration.
3	Electrical workers	Penticton	February 23	5	1	Failure to agree upon terms of proposed agreement	Settled.
4	Motion-picture projectionist	Vancouver	February 25	1	1	Refusal of employer to pay wages during time theatre was leased to other interests	Settled.
5	Flour, feed, and seed workers; truck operators	Vancouver	March 22	125	1	Failure to agree upon terms of proposed agreement	Referred to arbitration.
6	Civic employees	Nanaimo	May 21	34	1	Failure to agree upon employees' request for increased wages	Settled.
7	Fish-cannery and reduction plant workers	Vancouver and Victoria	May 25	210	5	Failure to agree upon terms of agreement, including hours of work	Referred to arbitration.
8	Drivers and swampers	Nanaimo	August 24	12	1	Against dismissal of swamper	Employees withdrew.
9 10	Undertakers' and embalmers' assistants	Vancouver and New Westminster	September 9 September 21	26	10	Failure to agree upon terms of proposed agreement	Referred to arbitration.
11	Firemen	Vancouver	September 11	384	1	Failure to agree upon terms of proposed agreements	Referred to arbitration.
12	City Hall employees	Vancouver	September 11	300	1	Failure to agree upon terms of proposed agreements	Referred to arbitration.
13	Civic employees	Vancouver	September 21	550	1	Failure to agree upon terms of proposed agreements	Referred to arbitration.
14	Water Board employees	Vancouver	September 29	90	1	Failure to agree upon terms of proposed agreements	Settled.
15	Laundry-workers	Nanaimo	September 13	75	1	Against dismissal of employee; failure to agree upon terms of proposed agreement	Settled.
16	Lumber and box factory workers	Kelowna	October 5	166	2	Failure to agree upon terms of proposed agreement	Referred to arbitration.
17	Laundry-workers	Nanaimo	October 14	75	1	Against alleged failure to comply with terms of collective agreement	Settled.
18	Ferry ticket sellers	North Vancouver	December 6	15	1	Against alleged refusal of employer to employ only Union members, recognize statutory holidays, and pay a cost-of-living bonus to single men	Settled.
	Totals			2,100	31		

III. BOARDS OF ARBITRATION, 1943.

No. of Board.	Disputant Parties.	Outcome of Hearings.
1	Mohawk Lumber Co., Ltd., New Westminster, and certain of its mill employees	Majority award, employees' arbitrator dissenting.
2	Central Transfer Co., Ltd., Vancouver, and certain of its transfer employees	Unanimous award.
3	Lyric Theatre, Vancouver, and a projectionist	Unanimous award.
4	Five fish-packing companies and certain of their fish-cannery and reduction plant workers	Majority award, employers' arbitrator dissenting.
5	Buckerfields, Ltd., Vancouver, and certain of its employees	Unanimous award.
6	Lake Logging Co., Ltd., and certain of its booming and logging employees	Unanimous award.
7	Victoria Lumber & Manufacturing Co., Ltd., Chemainus, and certain of its logging and mill employees	Board did not sit.*
8	Comox Logging & Railroad Co., Ltd., Ladysmith, and certain of its logging and sawmill employees	Board did not sit.*
11	Ten undertaking and embalming establishments in Vancouver and New Westminster and certain of their undertaking and embalming employees	Unanimous award.
12	S. M. Simpson, Ltd., and Kelowna Sawmills, Ltd., and certain of their sawmill, box-factory, planing-mill, and veneer plant employees	Unanimous award.
15	Corporation of the City of Vancouver and its fire-fighters, City Hall employees, and certain civic employees	Majority award, employers' arbitrator dissenting.

* NOTE.—In the cases of Boards Nos. 7 and 8, and in four other cases, in the matter of disputes between logging and lumbering interests and certain of their employees, pending arbitration was halted when further collective bargaining resulted in the signing of Union agreements.

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

No. 1, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Mohawk Lumber Co., Ltd., New Westminster, B.C., Employer, and certain of its Mill Employees.

Details of the report and award of the Board designated to inquire into the abovementioned dispute will be found in the Annual Report of the Department of Labour for 1942, at page 110.

No. 2, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Central Transfer Co., Ltd., Employer, and certain of its Cartage Employees.

Details of the report and award of the Board designated to inquire into the abovementioned dispute will be found in the Annual Report of the Department of Labour for 1942, at page 112.

No. 3, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Lyric Theatre, Vancouver, 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; and Messrs. A. E. Jamieson and C. M. O'Brian, K.C., members.

The projectionists declared that one of their number should be employed by the theatre since he was the next eligible man in so far as seniority was concerned on the Union waiting-list. The employer claimed that he would not hire the individual in question, since all the contract between himself and the Union required was the hiring of a person agreeable to him.

The Board, after hearing evidence adduced and representations made on behalf of the parties to the dispute, made a unanimous award. It declared that the projectionist in question was competent, and should be employed from the date of the award (July 2nd, 1943) to and including August 31st, 1943—the date of the expiry of the contract between the employer and the B.C. Projectionists' Society, No. 348, I.A.T.S.E. and M.P.M.O.

The Board further recommended that the employer should have the right to terminate the contract of employment of the employee in question, and that if the employment was terminated the Union should furnish the employer with another competent projectionist.

No. 4, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the British Columbia Packers, Ltd., Canadian Fishing Co., Ltd., Anglo-B.C. Packing Co., Ltd., Nelson Bros. Fisheries, Ltd., and J. H. Todd and Sons, Employers, and certain of their Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. Justice Sidney Smith, chairman; and Messrs. R. K. Gervin and James H. Lawson, members.

The employees, through their elected representatives, endeavoured to have their employers accept and join in a Union agreement. There were two provisions in the agreement which the employers would not accept and which the employees deemed essential. A Conciliation Commissioner was appointed and failing to bring the parties into agreement recommended that the matter be referred to arbitration and accordingly the Board was thereupon designated.

The matters in dispute had been described by the employees' representatives as follows: "There are two points of dispute. First, the Union asks for $25 per month additional wages for employees employed in short season out-of-town canneries. Secondly, the companies ask that local cannery managers have the right to determine the starting-hour of each work-day, and the Union maintains that a regular starting-hour for each work-day should be agreed upon."

The Board in its award supported the second contention in these words: "We recommend that 8 a.m. shall be recognized as the regular starting-time of each work-day." It rejected the request for a $25 increase per month.

Mr. Lawson, the employers' arbitrator to the Board, dissented from the award and filed a minority report. He agreed with the Board's rejection of the provision for $25 additional per month but disagreed with the fixed starting-time each day, saying: "I am of the opinion that the normal starting-hour during pre-seasonal operations and during the period when canning operations are carried on should be 8 a.m., subject to the right of the manager of the cannery to direct, on reasonable notice, that the starting-hour will commence at an hour from time to time determined by him based on the contemplated arrivals of fish at the cannery."

No. 5, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between Buckerfields, Ltd., Employer, and certain of its Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. George R. McQueen, chairman; and Messrs. R. O. Campney and W. A. Tutte, members.

The employees, through their bargaining representatives, endeavoured to negotiate a Union agreement with their employer. When they failed to do so, application was

made for the services of a Conciliation Commissioner, who recommended that the matter should be referred to arbitration.

The Board was thereupon constituted. On July 20th, 1943, it submitted a unanimous award, to which was attached a copy of the proposed agreement sought by the Union (The Canadian Brotherhood of Railway and Other Transport Workers, Feed and Seed Division, No. 223), and a copy of the agreement recommended for adoption by the Board.

After reviewing the evidence, which indicated the harmonious relationship which had existed for years between the Company and its employees, the Board declared its members were "not convinced on the evidence submitted that the Union should be made compulsory in the present agreement." However, the Board did recommend that the Company recognize the Union as the sole bargaining agency for all employees for all matters covered by the agreement.

It also included in the award a provision that if there were any recommendations which required the approval of the Regional War Labour Board before they could become effective, that the Board's proposals in this regard must be taken as recommendations only.

By its award the Board recommended an agreement, similar in some respects to that proposed by the Union. Instead of incorporating a schedule of wage-rates, it provided that such a schedule should be appended to the contract after approval by the Regional War Labour Board. A cost-of-living bonus to be paid in accordance with the provisions of P.C. 8253 was recommended.

Varying from the original agreement was the recommendation of the Board that the management and committee draw up an hours of work schedule for all employees, and that such a schedule be posted in the plant and copies be filed with the Union and the Provincial Department of Labour.

The Board recommended that all employees should be entitled to a week's vacation with pay after a year's continuous employment with the Company, and two weeks' vacation with pay after five years' continuous service with the Company. The Union had asked for two weeks' vacation with pay after a year's service.

It was recommended that an employee's seniority should date from the day upon which he last entered the employ of the Company. The Union had originally proposed that an employee become a Union member before seniority was considered.

Other recommendations made by the Board declared there should be no discrimination against an employee because he or she is or is not a member of the Union; that no reduction of wages or increase in hours should be made because of the adoption of the recommended agreement; and covered grievance procedure and the duration of the proposed agreement.

The proposed agreement did not contain a provision that all employees must become members of the Union within a certain period, as requested in the original agreement submitted to the Company.

No. 6, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Lake Logging Co., Ltd., and certain of its Logging and Sawmill Employees at the Hill Logging Co., Honeymoon Bay Boom, the Log Lift on Lake Cowichan, Rounds, Crofton, Meads Creek, and Paldi.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; and Messrs. T. A. Barnard and Ralph S. Plant, members.

The employees, through their elected representatives, endeavoured to have their employer enter into a signed Union agreement but the employer declined so to do. The matter was then referred to arbitration.

The Board in making its award recommended that the agreement should contain a definition of "Union" and its recommendation in this regard was: "'Union' shall mean the Trade Union or Local thereof to which the majority of the employees shall from time to time belong and in the event of the majority of the employees belonging to no Trade Union, the word shall be deemed to mean the bargaining representatives of the employees elected by majority vote of those employees affected." The further essential recommendation of the award was to the effect that "The agreement will be negotiated by the proper officers of the Union, and signed on behalf of the employees by the proper officer of the Union. The parties to the agreement will be the Company and the Employees."

Mr. Plant, the nominee to the Board by the employer, filed a minority report. He stated that the evidence adduced before the Board and the various other reasons which he deduced therefrom led him to disagree with the award. He expressed the view that the agreement should be entered into between the principals, which he designated as the employer and the employees, without the intervention of any outside agency.

No. 7, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Victoria Lumber and Manufacturing Co., Ltd., Employer, and certain of its Logging and Sawmill Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. A. Reg MacDougall, chairman; and Messrs. John Stanton and F. R. Anderson, members.

The employees, through their elected representatives, endeavoured to negotiate a Union agreement with their employer and being unable to do so applied for a Board of Arbitration. The Board was thereupon designated. Before the Board acted, the parties resumed negotiations and were able to arrive at an agreement.

No. 8, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of a Dispute between the Comox Logging and Railway Co., Ltd., and certain of its Logging and Sawmill Employees.

The Board of Arbitration designated to inquire into this dispute was composed of His Honour Judge C. J. Lennox, chairman; and Messrs. Birt Showler and C. H. Locke, K.C., members.

The employees, through their elected representatives, endeavoured to negotiate a Union agreement. Being unsuccessful they applied for a Board of Arbitration. The Board was thereupon designated. However, before the Board commenced arbitration proceedings notice was had from the parties that negotiations had been resumed and request was made that proceedings be postponed pending the outcome of the negotiations. An agreement was thereafter concluded by the parties.

No. 11, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matter of Disputes between:—

S. Bowell & Son, New Westminster, and C. Frank Edwards & Son and Harron Bros., Ltd., Vancouver, Employers, and certain of their Embalmers' and Undertakers' Assistants, Employees:

Armstrong & Co., Bell Funeral Home, Center and Hanna, Ltd., The T. Edwards Co., Mount Pleasant Undertaking Co., Ltd., Nunn and Thomson, and Roselawn Funeral Directors, Vancouver, Employers, and certain of their Embalmers' and Undertakers' Assistants, Employees.

The Boards of Arbitration designated to inquire into these disputes were composed of Mr. George R. McQueen, chairman; and Messrs. R. H. Neelands and Reginald Hayward, members.

In each matter the employees, through their elected representatives, had sought to have their employers enter into a Union agreement to define employment relations, particularly providing for wages, hours of work, definition of duties and holidays, and procedure for settling disputes.

More specifically, the employees asked that there should be no funerals on any Sunday, New Year's Day, Good Friday, the first Monday in July, Labour Day, Christmas Day, and Thanksgiving Day, except those required by law. It was also proposed that no embalmer, apprentice, or undertaker's assistant should be required to work more than an average of seventy hours a week in any period of two weeks; that there should be two weeks' vacation with pay for those employees in the service of the employer for one year or more; that there should be one full day free of duty every week; and that employees should have every alternate night off duty.

A wage-scale was also indicated. This proposed rates of pay for apprentices, ranging from $17.50 per week in the first year to $25 a week in the third year; a minimum wage of $150 per month for journeymen; and, rates of pay for work in excess of seventy hours per week over a two-week period of $1 per hour for day work and $1.50 per hour for night work, and also 25 cents per hour for time "on call" in excess of the seventy hours.

The provision for the settling of disputes provided for the setting-up of Boards of Arbitration to hear, determine, and settle differences or trouble which might arise between employees and employers, and that the decision of the majority of such a Board would be final and be accepted by both parties.

In the first above-mentioned dispute the Conciliation Commissioner could not bring the parties into agreement and recommended the dispute be referred to a Board of Arbitration.

The Board was accordingly designated and the dispute referred to it.

The second dispute being similar to the first was referred under section 5 (10) of the Act to a Board comprising the same members and the two disputes were heard and investigated as one.

Before these Boards had made their award Mr. McQueen died, and a new chairman was appointed in the person of Mr. A. Reg. MacDougall. After hearings, the Boards made a unanimous award recommending that the parties should enter into an agreement and suggested the terms it should contain.

The Boards suggested that each employer should enter an agreement with each of its employees, while the original agreement was to have been one between the employer in each case and the Union. Otherwise, the terms proposed covered virtually the same ground as those of the agreement originally proposed, but that in the case of proposed wage-scale it should be subject to the approval of the Regional War Labour Board, and that both parties to each agreement should join in an application to that Board for such approval.

Two of the employers—Bell Funeral Home and Roselawn Funeral Directors—were excepted, as in the period from the time of designation of the Boards and the time of the award their employees concerned had left their employ.

No. 12, 1943.

In the Matter of the "Industrial Conciliation and Arbitration Act," and in the Matters of Disputes between Kelowna Sawmills, Ltd., and S. M. Simpson, Ltd., Employers, and certain of their Employees.

The Boards of Arbitration designated to inquire into these disputes were composed of the same personnel, namely, Mr. A. Reg. MacDougall, chairman; and Messrs. Arthur J. Turner, M.L.A., and R. L. Norman, members.

The employees, through their elected representatives, had endeavoured to have their employers enter into agreements with them. The matter was investigated by a Conciliation Commissioner who recommended that both cases should be referred to arbitration, and Boards were thereupon designated.

Both matters were by agreement heard together and during the proceedings the parties came together and concluded agreements and the award of the Board recommended that these agreements be entered into.

No. 15, 1943.

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 certain of its Civic Employees, certain of its City Hall Employees, and certain of its Fire-fighting Employees.

The Board of Arbitration designated to inquire into this dispute was composed of Mr. J. Howard Harman, chairman; and Messrs. George Gerrard and Dugald Donaghy, members.

There are three groups of employees of the Corporation of the City of Vancouver. They are affiliated under the designation of The Civic Federation of Vancouver. One of these, the Civic Employees' Group, through their elected representatives endeavoured to have the City Council accept certain forms of procedure, more fully set out below, and being unable to come to agreement applied for a Conciliation Commissioner. The Commissioner being unable to bring the parties into agreement recommended that the matter should be referred to arbitration.

The Board was thereupon designated and the dispute referred to it. In the time intervening between the arising of this dispute and its reference to the Board the other two groups of employees had raised the same matter in respect to themselves so their disputes were likewise referred to the same Board.

The matters for inquiry were the requests of the employee groups, which were at the time of the reference to the Board finally reduced to the following:—

"1. That all employees, after a three months' probationary period, must become members of—

(*a*) The Civic Employees' Union;

(*b*) The Vancouver City Hall Employees' Association; or

(*c*) The City Fire-fighters' Union, No. 1—

(as the case might be), affiliates of the Vancouver Civic Federation.

"2. That the City Council of the City of Vancouver agrees that all matters affecting hours, salaries, working conditions, or any other matters which from time to time arise affecting relations as outlined in the Agreement of December 22, 1919, between the said City of Vancouver and the Civic Federation of Vancouver, become the business of the conciliation board as set out in the said agreement."

The Conciliation Board was a body to be set up according to the terms of the agreement of 1919, made up of appointees of the City and appointees of the Federation.

During the hearings held by the Board Item No. 1 was modified, at the request of the employees, to except employees above the rank of foreman and others being tech-

nical employees or those partly in the employ of the Provincial Government, leaving them to decide by their own vote whether they wished to be included or not.

By its award the Board recommended that the second request of the employees should be agreed to by the City and that in the case of matters under the first request they should likewise be referred to what is called the Joint Committee meaning, as it showed, the same body as the Conciliation Board, referred to in the agreement of 1919. In regard to its recommendation relating to the second request the Board made it clear that it wished that request to be interpreted to include "any dispute in respect of any promotion, discharge of an employee, or hiring of an employee." Mr. Dugald Donaghy, the employer's appointee to the Board filed a minority report, concurring with the Board's award relating to the second request, but pointing out in regard to the first request that he considered the employees of a public body such as the City of Vancouver to be in a different relation to the public than would be the employees of a private corporation, and that their demand in this aspect impinged upon democratic principles and should therefore be disallowed.

N.B.—Certain matters in dispute were referred to Boards of Arbitration, numbered 9, 10, 13, and 14. However, before these Boards functioned continued negotiations resulted in the signing of agreements. For this reason there are no details given above of these Boards.

IV. EMPLOYERS' AND EMPLOYEES' ORGANIZATIONS.

Under the provisions of section 9 of the "Industrial Conciliation and Arbitration Act," every organization of employers and employees was required to file certain returns; namely, a certified copy of its constitution, rules, and by-laws; certified copies of any amendments to these documents when made; and an annual list of the names of its officers as at the 31st day of December.

Additional information has been required from associations of employees, or trade-union locals, under the provisions of section 5A of the "Department of Labour Act." This return requires the name and business address of the organization, its affiliation (if any), and its total paid-up membership at the date of return.

While the Wartime Labour Relations Regulations have been effective in British Columbia since April 18th, 1944, somewhat similar information to that obtained under the provisions of the "Industrial Conciliation and Arbitration Act" may be required under section 22 of the Regulations. The provisions of the "Department of Labour Act" are not, of course, affected by the coming into effect of the Regulations.

Annual returns received since this information was first requested in 1938 have shown a consistent growth in membership. Details of the number of organizations making returns since 1939 follow:—

NUMBER OF EMPLOYEES' ORGANIZATIONS MAKING RETURNS AND MEMBERSHIP THEREOF, 1939–43.

Year.	No. of Organizations.	Total Membership.
1939	380	44,867
1940	404	50,360
1941	402	61,292
1942	415	91,618
1943	473	129,902

The printed list is arranged by cities and towns in alphabetical order. In cases where the information could be obtained the names and addresses of the 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-five in 1939 and in 1940, twenty-seven in 1941, thirty-two in 1942, and thirty-four in 1943.

ORGANIZATIONS OF EMPLOYEES.

AINSWORTH.

Mine, Mill, and Smelter Workers' Union, Ainsworth District, No. 666.—President, Sam Nomland; Secretary, A. N. McLeod, Ainsworth.

ALBERNI.

Government Employees' Association, B.C. Provincial.—President, Thos. Underwood; Secretary, Miss Jessie Freeland, Alberni.

ALBREDA.

Maintenance-of-way Employees, Brotherhood of, No. 15.—President, J. Pawson; Secretary, A. A. Charters, Albreda.

BLUBBER BAY.

Pacific Lime Co., Association of Employees of.—President, L. Phillips; Secretary, Roland Light, Blubber Bay.

BLUE RIVER.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 143.—President, R. Munter; Secretary, D. H. Daniel, Blue River.

BONNINGTON FALLS.

Operators' Organization of the West Kootenay Power & Light Co., Ltd.—President, W. C. Motley; Secretary, W. A. MacCabe, South Slocan.

BRALORNE.

Miners' Union, No. 271, Bralorne.—President, J. C. Morrison; Secretary, L. Larsen, Bralorne.

BRITANNIA BEACH.

Mine and Mill Workers' Union, No. 663.—President, J. H. Balderson; Secretary, F. G. Lindsay, Townsite, Britannia Beach.

BURNABY.

Civic Employees' Union, Burnaby, Local No. 23.—President, R. E. O'Brien; Secretary, J. F. Grover, 3812 Myrtle Street, New Westminster.

Packers, Ltd. Employees' Association, Pacific Coast.—President, D. H. Gardner; Secretary, C. Davie, 733 Thirteenth St., New Westminster.

CHEMAINUS.

Longshoremen's Association, Chemainus and District.—President, F. Lewis; Secretary, R. W. Anderson, Chemainus.

COLQUITZ.

Government Employees' Association, B.C. Provincial.—President, J. Humphreys; Secretary, C. Marston, Colquitz.

COMOX.

Government Employees' Association, B.C. Provincial.—President, J. L. Brown; Secretary, W. A. W. Hames.

COPPER MOUNTAIN.

Miners' Union, No. 649.—President, Geo. W. Anderson; Secretary, J. Ogbourne, Copper Mountain.

COPPER RIVER.

Maintenance-of-way Employees, Brotherhood of, Skeena Lodge, No. 335.—President, P. LeRoss; Secretary, G. Somerville, Kitselas via Copper River.

COURTENAY.

Civic Employees' Federal Union, No. 156.—President, A. E. Embleton; Secretary, M. Morrison, Courtenay.

Woodworkers of America, International, No. 1-363.—President, E. F. Anderson; Secretary, J. Higgin, Royston.

CRANBROOK.

Firemen and Enginemen, Brotherhood of Locomotive, No. 559.—President, R. Bartholomew; Secretary, M. John, P.O. Box 214, Cranbrook.

Government Employees' Association, B.C. Provincial.—President, Peter Watson; Secretary, Miss M. VanBraam, Cranbrook.

Machinists, International Association of, Local No. 588.—President, Wm. Henderson; Secretary, R. J. Laurie, P.O. Box 544, Cranbrook.

Railroad Trainmen, Brotherhood of, Buckley Lodge, No. 585.—President, W. S. Zimmerman; Secretary, H. B. Haslam, Box 784, Cranbrook.

Railway Carmen of America, No. 173, Brotherhood of.—President, Charles Romano; Secretary, Jas. F. Lunn, Cranbrook.

Railway Conductors, Order of, Elk River, No. 407.—President, Chas. LaFluer; Secretary, H. J. Huxtable, P.O. Box 262, Cranbrook.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 1292.—President, R. Pelton; Secretary, E. G. Dingley, P.O. Box 728, Cranbrook.

CUMBERLAND.

Firebosses' Union, Vancouver Island.—President, Edward Surtees; Secretary, A. G. Jones, Cumberland.

Mine Workers of America, United, No. 7293.—President, J. H. Cameron; Secretary, John Bond, P.O. Box 614, Cumberland.

DUNCAN.

Government Employees' Association, B.C. Provincial.—President, G. Lines; Secretary, F. R. Mortimore, Duncan.

Utilities Employees' Association, Nanaimo-Duncan.—President, Chas. Lafek; Secretary, N. A. Parker, 739 Watson Street, Duncan.

Woodworkers of America, International, No. 1-80.—President, Owen G. Brown; Secretary, W. A. Killeen, Box 430, Duncan.

EDMONTON.

Communications Union, The Canadian.—President, C. C. Shea; Secretary, H. A. Hooper, P.O. Box 445, Edmonton. (Has membership in British Columbia.)

ESSONDALE.

Government Employees' Association, B.C. Provincial.—President, J. H. Wilson; Secretary, Miss L. Cruickshank.

FERNIE.

Brewery Workmen, International Union of United, No. 308.—President, J. H. Brown; Secretary, F. E. Alexander, Box 1071, Fernie.

Government Employees' Association, B.C. Provincial.—President, J. Clarke; Secretary, A. Lees, Fernie.

Mine Workers of America, United, No. 7310.—President, D. W. Ashmore; Secretary, W. Martin, P.O. Box 212, Fernie.

FIELD.

Railway Carmen of America, Brotherhood of, Kicking Horse Lodge, No. 1454.—President, C. W. Bradshaw; Secretary, Wm. M. Brown, Field.

FRASER VALLEY DISTRICT.

Government Employees' Association, B.C. Provincial.—President, S. Knox; Secretary, N. J. Wallinger.

GRAND FORKS DISTRICT.

Government Employees' Association, B.C. Provincial.—President, John Roylance; Secretary, E. Ross Oatman, Grand Forks.

HANEY.

Woodworkers of America, International, No. 1-367.—President, R. Stackhouse; Secretary, Y. C. Hadvick, P.O. Box 294, Haney.

HEDLEY.

Mine and Mill Workers' Union, Hedley Mascot, No. 655.—President, John Moffet; Secretary, R. D. Foote, Box 329, Hedley.

Mine and Mill Workers' Union, Hedley Nickel Plate, No. 656.—President, Cliff McDonald; Secretary, E. A. Edwards, Hedley.

HUTTON MILLS.

Maintenance-of-way Employees, Brotherhood of, No. 202.—President, J. D. Denicola; Secretary, G. H. Weaver, Hutton Mills.

IOCO.

Imperial Oil Industrial Relations Council, Ioco.—Chairman, C. W. Tait.

KALEDEN.

Fruit and Vegetable Workers' Union, No. 4.—President, Stewart Lockhart; Secretary, Harley Palmer, Kaleden.

KAMLOOPS.

Engineers, Brotherhood of Locomotive, No. 821.—President, W. R. Snowden; Secretary, W. A. Harris, 727 Seymour Street, Kamloops.

Engineers, Locomotive, Brotherhood of, Division No. 855.—President, S. A. Johnson; Secretary, A. J. Millward, 753 Dominion Street, Kamloops.

Fire-fighters, B.C. Provincial Association of, No. 11.—President, D. C. Miller; Secretary, L. P. Dorion, 682 Seymour Street, Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, No. 258.—President, Gordon L. Kenward; Secretary, John Woods, 744 Seymour Street, Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, Clearwater Lodge, No. 930.—President, O. B. Hoover; Secretary, J. B. Gibson, R.R. 1, Kamloops.

Government Employees' Association, B.C. Provincial.—President, J. J. Beasley; Secretary, E. Pearl Williams, Kamloops.

Kelly Douglas & Co., Ltd., Employees' Association.—President, W. Shannon; Secretary, B. M. Hart, 626 Slocan Street, Vancouver.

Letter Carriers, Federated Association of, No. 80.—President, A. R. McKay; Secretary, E. Ellis, Powers Addition, Kamloops.

Machinists, International Association of, No. 748.—President, V. R. Hampton; Secretary, L. E. Crowder, 691 Nicola Street, Kamloops.

Railroad Trainmen, Brotherhood of, A. E. Elliott Lodge, No. 519.—President, C. W. King; Secretary, Vernon H. Mott, 521 Seymour Street, Kamloops.

Railway Carmen of America, Brotherhood of, No. 148.—President, H. C. Cowles; Secretary, R. Lapsley, 907 St. Paul Street, Kamloops.

Railway Conductors of America, 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, G. N. Roberts; Secretary, Miss B. Smith, 527 St. Paul Street, Kamloops.

KELOWNA.

Fruit and Vegetable Workers' Union, No. 5.—President, H. Turner; Secretary, Miss A. Wilkinson, Box 525, Kelowna.

Fruit and Vegetable Workers' Union, No. 8.—President, Wm. Fleck; Secretary, F. L. Constable, R.R. 1, Kelowna.

Kelly Douglas & Co., Ltd., Employees' Association.—President, W. Shannon; Secretary, B. M. Hart, 626 Slocan Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 217.—President, W. H. Sands; Secretary, E. E. Wilkison, Box 525, Kelowna.

Simpson Employees' Association.—President, G. Handlen; Secretary, H. R. Wilson, Kelowna.

Truck Drivers', Transport Workers', and Warehousemen's Union, No. 2, Okanagan.—President, W. H. Wands; Secretary, E. E. Wilkison, P.O. Box 525, Kelowna.

Woodworkers' Union, No. 4, British Columbia.—President, M. A. Plant; Secretary, J. E. Large, P.O. Box 1312, Kelowna.

KILGARD.

Brick and Clay Workers' Federal Union, No. 136.—President, James Watson; Secretary, C. W. Gough, Kilgard.

KIMBERLEY.

Mine and Mill Workers' Union, No. 651.—President, D. M. Martin; Secretary, H. Nicholson, Box 627, Kimberley.

LADYSMITH.

Firebosses' Union, Vancouver Island.—President, T. Jordan; Secretary, Fred Johnston, 119 Baden-Powell Street, Ladysmith.

LAKE COWICHAN.

Maintenance-of-way Employees, United Brotherhood of, No. 2824.—President, T. A. Giles; Secretary, G. E. Robins, Box 139, Lake Cowichan.

LANGFORD.

Government Employees' Association, B.C. Provincial.—President, W. H. House; Secretary, T. Kershaw, Langford.

LANGLEY.

Municipal Employees' Association, Langley.—President, H. B. Devine; Secretary, T. W. Winget, 2482 Roberts Road, Langley Prairie.

MARGUERITE.

Maintenance-of-way Employees, Brotherhood of, No. 221.—President, F. Hinsche; Secretary, Harry Robinson, Marguerite.

MARPOLE.

Government Employees' Association, B.C. Provincial.—President, E. Wade; Secretary, Chas. Bird, Marpole.

MERRITT.

Government Employees' Association, B.C. Provincial.—President, Howard F. McLean; Secretary, P. C. Currie, Merritt.

MICHEL.

Bush and Millmen's Union.—President, Joseph Bella; Secretary, Joe Pugliese, Michel.

MCBRIDE.

Railway Employees and Other Transport Workers, 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, Lillooet Lodge, No. 215.—President, J. K. Purdie; Secretary, T. W. Broadhead, Seton Lake.

NANAIMO.

Bakery Salesmen, No. 189.—President, A. Wylie; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Carpenters and Joiners, United Brotherhood of, No. 527.—President, Wm. Emerson; Secretary, Wm. Little, 217 Irwin Street, Nanaimo.

Civic Employees' Association.—President, Thos. M. Mumberson; Secretary, Colin McArthur, 146 Nicol 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, Wm. Cummins; Secretary, A. R. Rowbottom, 565 Stewart Street, Nanaimo.

Fire-fighters' Association, Nanaimo, No. 7.—President, F. Laithwaite; Secretary, Albert Dunn, 131 Harvey Street, Nanaimo.

Government Employees' Association, B.C. Provincial.—President, W. H. Cochrane; Secretary, H. W. Harding, Nanaimo.

Kelly Douglas & Co., Ltd., Employees' Association.—President, W. Shannon; Secretary, B. M. Hart, 626 Slocan Street, Vancouver.

Mine Workers of America, United, No. 7355.—President, Dan Radford; Secretary, Percy Lawson, Union Hall, Nanaimo.

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Typographical Union, No. 337.—President, John B. Paul; Secretary, Lewis C. Gilbert, 491 Fifth Street, Nanaimo.

NATAL.

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NELSON.

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Electrical Employees' Organization, B.C. Telephone—President, R. B. Smith; Secretary, Art. Ruzicka, 422 First Street, Nelson.

Engineers, Locomotive, Brotherhood of, No. 579.—President, L. W. Humphrey; Secretary, Gordon Allan, 1115 Ward Street, Nelson.

Express Employees, Brotherhood of, Local No. 18.—President, Robert Todd; Secretary, A. D. Bruce, 619 Silica Street, Nelson.

Firemen and Enginemen, Brotherhood of Locomotive, No. 631.—President, F. H. Abbott; Secretary, E. N. Mannings, 1011 Hall Street, Nelson.

Government Employees' Association, B.C. Provincial.—President, R. E. Stratton; Secretary, Jas. Ryley, Nelson.

Letter Carriers, Federated Association of, No. 75. —President, J. C. Chambers; Secretary, G. C. Massey, 306 Third Street, Nelson.

Machinists, International Association of, No. 663. —President, W. M. Wallace; Secretary, Fred Romano, Nelson.

Railroad Trainmen, Brotherhood of, No. 558, Kootenay Lodge.—President, J. S. Edwards; Secretary, C. H. Sewell, 41 High Street, Nelson.

Railway Carmen of America, No. 98, Brotherhood of.—President, A. H. Smith; Secretary, G. B. Abbott, 2013 Stanley Street, Nelson.

Railway Conductors, Order of, No. 460.—President, W. E. Marquis; Secretary, A. Kirby, 820 Carbonate Street, Nelson.

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Boilermakers, Iron-ship Builders, and Helpers of America, International Brotherhood of, No. 194.—President, W. F. Blatchford; Secretary, C. A. Bailey, 634 Thirteenth Avenue, New Westminster.

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Building Workers of Canada, Amalgamated, No. 31.—President, Robert J. LeComte; Secretary, W. Taylor, 3030 Miller Avenue, New Westminster.

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Machinists, International Association of, Aircraft Lodge, No. 1749.—President, W. R. Beamish; Secretary, Mrs. Ora L. Percy, 1719 London Street, New Westminster.

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Railway Carmen of America, Brotherhood of, No. 280.—President, W. Hamilton; Secretary, A. M. Cawley, R.R. 4, New Westminster.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 226.—President, J. Spick; Secretary, L. H. Stevens, 409 Kelly Street, New Westminster.

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Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 312.—President, H. A. Webster; Secretary, P. A. Tweedie, Ocean Falls.

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Oliver Sawmills, Ltd., Employees of.—President, E. L. Roberts; Secretary, R. J. Gardiner, Oliver.

OSOYOOS.

Fruit and Vegetable Workers' Union, No. 3.—President, B. R. Frenck; Secretary, R. Long, Osoyoos.

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Firemen and Enginemen, Brotherhood of Locomotive, No. 884.—President, C. P. Bird; Secretary, H. D. Raincock, 410 Orchard Avenue, Penticton.

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Railway Conductors, Order of, No. 179.—President, H. C. Kirkpatrick; Secretary, C. A. Yule, P.O. Box 67, Penticton.

PINCHI LAKE.

Mine, Mill, and Smelter Workers' International Union, No. 661.—President S. Sandeson; Secretary, Harry Fenton, Pinchi Lake.

PIONEER.

Miners' Union, Pioneer, No. 693.—President, George "Pat" Miller; Secretary, Wm. Rudychuck, Box 699, Pioneer.

PORT ALBERNI.

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Waterfront Workers' Association, Alberni District.—President, Ben Welch; Secretary, Cal Cook, Box 804, Port Alberni.

West Coast Hospital Employees' Union, No. 91.—President, Garfield Zinck; Secretary, Ann Kolack, West Coast Hospital, Port Alberni.

Woodworkers of America, International, No. 1-85.—President, Walter Yates; Secretary, Alfred Dewhurst, Port Alberni.

PORT MELLON.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 297.—President, W. A. Arrowsmith; Secretary, David G. Huntley, Port Mellon.

POWELL RIVER.

Carpenters and Joiners, United Brotherhood of, No. 2068.—President, J. R. Dore; Secretary, F. A. Smith, Wildwood Heights P.O.

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Government Employees' Association, B.C. Provincial.—President, S. R. Maggs; Secretary, Miss Rita E. Powell, Powell River.

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Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of.—President, H. L. Hansen; Secretary, C. M. Mouat, Powell River.

PRINCE GEORGE.

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Firemen and Enginemen, Brotherhood of, No. 827.—President, R. R. Anderson; Secretary, F. Armstrong, Prince George.

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Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 28.—President, H. A. McLeod; Secretary, H. Allen, Box 504, Prince George.

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Fire-fighters' Union, International, No. 559.—President, John McLean; Secretary, A. Klatt, 517 Seventh Avenue West, Prince Rupert.

Fishermen's Federal Union of B.C. (Deep Sea), No. 80.—President, W. H. Brett; Secretary, George Anderson, P.O. Box 249, Prince Rupert.

Fish-packers, Associated, Local No. 1.—President, Ed. Schroeder; Secretary, H. Langholm, Box 746, Prince Rupert.

Fish-packers' Federal Union, No. 49.—President, Angus McDonald; Secretary, Thomas Elliott, Seal Cove, Prince Rupert.

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Hotel and Restaurant Employees' Union, No. 331.—President, Miss Dixie Whelan; Secretary, Mrs. Rae Pirie, 253 Third Avenue, Prince Rupert.

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Plumbers and Steamfitters, United Association of Journeymen, No. 180.—President, John Murry; Secretary, Nicholas Bird, Box 1134, Postal Station B, Prince Rupert.

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Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 154.—President, D. R. Creed; Secretary, J. E. Davies, Prince George.

Teamsters, Chauffeurs, Warehousemen, and Helpers, International Brotherhood of, No. 136.—President, Howard Steen; Secretary, E. W. Strobel, P.O. Box 694, Prince Rupert.

Typographical Union, No. 413.—President, E. F. Saunders; Secretary, R. O. Franks, Prince Rupert.

PRINCETON.

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Mine Workers of America, United, No. 7875.—President, Archibald Samuels; Secretary, John Howarth, Princeton.

QUESNEL.

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REVELSTOKE.

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Engineers, Brotherhood of Locomotive, No. 657.—President, D. A. Johnston; Secretary, G. L. Ingram, Box 485, Revelstoke.

Firemen and Enginemen, Brotherhood of, Gold Range Lodge, No. 341.—President, A. O. Almen; Secretary, F. J. Westlake, Box 187, Revelstoke.

Firemen and Oilers, International Brotherhood of, No. 381.—President, D. Blackwell; Secretary, S. Anderson.

Machinists, International Association of, No. 258.—President, J. M. Donaldson; Secretary, R. Robertson, Revelstoke.

Railroad Trainmen, Brotherhood of, No. 51.—President, Chas. Isaac; Secretary, D. E. Johnson, Box 728, Revelstoke.

Railway Carmen of America, Brotherhood of, No. 481.—President, A. S. Parker; Secretary, P. White, P.O. Box 496, Revelstoke.

Railway Conductors, Order of, Mount Stephen Division, No. 487.—President, Stanley Porritt; Secretary, Thos. B. Philip, 407 Fourth Street, Revelstoke.

ROSSLAND.

Fire-fighters, Trail, Rossland, and Nelson, No. 9.—President, George Dingwall; Secretary, Wm. Yawney, Rossland.

Government Employees' Association, B.C. Provincial.—President, W. K. Scatchard; Secretary, Mrs. I. C. Eustis, Rossland.

SHEEP CREEK.

Emerald Mine and Mill Workers' Union, No. 653.—President, Gordon Woods; Secretary, Pete Monchakowsky, Sheep Creek.

SKEENA-OMINECA DISTRICT.

Government Employees' Association, B.C. Provincial.—President, G. Preston; Secretary, H. G. Windt.

SILVERTON.

Mine and Mill Workers' Union, No. 662.—President, S. Marzoli; Secretary, G. P. Stewart, Silverton.

SMITHERS.

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Maintenance-of-way Employees, Brotherhood of, No. 340.—President, J. W. Hall; Secretary, D. Small, Box 29, Telkwa.

Railroad Trainmen, Brotherhood of, No. 869.—President, J. M. Graham; Secretary, S. W. Gould, Box 86, Smithers.

Railway Carmen of America, Brotherhood of, Bulkley Lodge No. 1415.—President, J. Cathrae; Secretary, D. MacLean, Smithers.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 93.—President, R. W. Champion; Secretary, P. B. Emerson, Smithers.

SOUTH SLOCAN.

Workmen's Co-operative of the West Kootenay Power and Light Co., Ltd.—President, A. B. Macrone; Secretary, W. R. Walkley, South Slocan.

SQUAMISH.

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STEWART.

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TRAIL.

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Smelter Workers' Union No. 480, Trail and District.—President, F. W. Henne; Secretary, Ralph J. Berry, Douglas Hotel, Trail.

TRANQUILLE.

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Engineers, Brotherhood of Locomotive, No. 907.—Chief Engineer, V. Wright; Secretary, F. J. Allen, 1032 Fourteenth Avenue East, Vancouver.

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Garment Workers' Union, International Ladies, No. 276.—President, Miss E. Thomson; Secretary, Colin Carr, 2884 Twenty-second Avenue East, Vancouver.

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McLennan, McFeely & Prior, Ltd., Employees' Association.—President, G. E. Wray; Secretary, A. W. Messer, 2679 Ottawa Avenue, Hollyburn, West Vancouver.

Machinists, International Association of, No. 182.—President, E. K. Pollard; Secretary, J. Bygate, 1529 Comox Street, Vancouver.

Machinists, International Association of, Beaver Lodge, No. 182.—President, J. Bygate; Secretary, M. S. Peters, 529 Beatty Street, Vancouver.

Machinists, International Association of, No. 692.—President, S. L. Rogers; Secretary, O. Paquette, 529 Beatty Street, Vancouver.

Mailers' Union, Vancouver, No. 70.—President, Wm. Campbell; Secretary, R. Gordon Taylor, 1176 Duchess Avenue, Hollyburn P.O., West Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 31.—President, M. R. McDermid; Secretary, R. McLure, c/o C.N.R., B. & B., Lorne Street, Kamloops.

Malkin, W. H., Company Warehouse Employees' and Truck-drivers' Association. — President, F. H. Calhoun; Secretary, W. Doig, 719 Eighteenth Avenue East, Vancouver.

Marshall-Wells Employees' Association.—President, Wm. A. Griggs; Secretary, Miss P. Baker, 3144 Forty-fifth Avenue, Vancouver.

Merchant Service Guild, Canadian.—President, Capt. J. S. Dennis; Secretary, G. F. Bullock, 675 Dunsmuir Street, Vancouver.

Milk-wagon Drivers' and Dairy Employees' Union, No. 464.—President, R. McCulloch; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Moulders' and Foundry-workers' Union, No. 1.—President, I. J. Wilson; Secretary, J. T. McDonald, 2264 Triumph Street, Vancouver.

Moulders and Foundry-workers of North America, International, No. 281.—President, J. Smith; Secretary, A. Paterson, 324 Pender Street West, Vancouver.

Municipal Employees' Association, West Vancouver.—President, P. S. Hopkins; Secretary, T. J. Elliott, 1125 Inglewood Avenue, Hollyburn, West Vancouver.

Musicians' Mutual Protective Union, No. 145.—President, Wm. Pilling; Secretary, E. A. Jamieson, Suite 81, 553 Granville Street, Vancouver.

National Biscuit and Confection Co., Ltd., Employees' Committee of.—President, F. W. Ramsay, 437 Puget Drive, Vancouver. (No secretary.)

National Paper Box, Ltd., Employees' Association. —President, G. F. Paone; Secretary, J. Douglas Sharp, 3651 Dunbar Street, Vancouver.

Native Brotherhood of B.C.—President, Alfred Adams; Secretary, Herbert Cook, Alert Bay; Business Representative, G. R. Williams, 518 Holden Building, Vancouver. (Twenty-nine branches in B.C.)

Neon Employees' Association. — President, G. Storrar; Secretary, Gertrude Riopel, 1108 Georgia Street West, Vancouver.

Newspaper Guild, Local No. 1. — President, S. Bligh; Secretary, Vivian Vicary, 500 Beatty Street, Vancouver.

Newspaper Guild, Local No. 2.—President, A. J. Heide; Secretary, J. H. Thornton, 246 Blundell Street, Steveston.

Oil-workers' Union, United, No. 1.—President, A. McKenzie; Secretary, E. W. Clark, 975 Denman Street, Vancouver.

Oil-workers of Canada, United, No. 2.—President, A. McLeod; Secretary, Edward Smith Anderson, 876 Twelfth Street East, North Vancouver.

Packing-house Workers of America, United, Local No. 249.—President, O. E. Fischbacker; Secretary, J. D. Crawford, 1641 William Street, Vancouver.

Packing-house Workers of America, United, No. 162.—President, E. E. Readhead; Secretary, P. T. Christie, Vancouver Block, Vancouver.

Painters, Decorators, and Paper-hangers of America, Brotherhood of, No. 138.—President, G. H. Randall; Secretary, A. Coleman, 529 Beatty Street, Vancouver.

Photo Engravers' Union, No. 54.—President, Wm. Wilson; Secretary, J. A. Hinke, 3776 Thirty-fifth Avenue West, Vancouver.

Pile Drivers, Bridge, Wharf, and Dock Builders, No. 2404.—President, L. J. Corbett; Secretary, S. C. Allan, 949 Eighteenth Avenue West, Vancouver.

Plumbers and Steamfitters of the U.S.A. and Canada, United Association of Journeymen, No. 170.—President, S. Smylie; Secretary, F. Carlisle, 529 Beatty Street, Vancouver.

Police Federal Association, Vancouver, No. 12.—President, C. W. Macdonald; Secretary, K. W. MacLean, 2442 Galt Street, Vancouver.

Prefabricated Buildings Employees' Association, No. 2746.—President, H. Dedecker; Secretary, F. J. Davis, Box 489, Vancouver.

Printing Pressmen and Assistants' Union, No. 69. —President, M. Erenberg; Secretary, T. S. Ezart, 1807 Thirty-eighth Avenue East, Vancouver.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 433.—President, F. McDermott; Secretary, Mrs. Agnes Nickel, 2550 Twenty-fifth Avenue East, Vancouver.

Railroad Trainmen, Brotherhood of, Vancouver Lodge, No. 144.—President, Wm. Pennington; Secretary, R. H. Blackwell, 557 Fifty-sixth Avenue East, Vancouver.

Railroad Trainmen, Brotherhood of, No. 987, Lion's Gate Lodge.—President, E. F. Marsden; Secretary, R. T. Houghton, 3825 Lanark Street, Vancouver.

Railway Carmen of America, Brotherhood of, No. 58.—President, H. L. Warde; Secretary, S. S. Shearer, 1805 Whyte Avenue, Vancouver.

Railway Conductors, Order of, No. 267.—President, E. Pugsley; Secretary, J. B. Physick, 4153 Twelfth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 59.—President, B. Howard; Secretary, A. Shreeve, 202, 1253 Nelson Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 82.—President, A. A. Egan; Secretary, T. M. Sullivan, 2715 Dundas Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 220.—President, R. Anderson; Secretary, R. Heriot, 501 Vancouver Block, 736 Granville Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 221.—President, Percival Jones; Secretary, W. Harvey, 1344 Seventh Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 223.—President, I. Dorman; Secretary, J. Coldwell, 4851 Fairmont Street, Vancouver.

Railway Mail Clerks' Association, Vancouver.—President, C. J. Green; Secretary, J. H. Menzies, 2990 Seventh Avenue West, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 46.—President, R. Dixon; Secretary, D. E. Horner, 2556 Sixteenth Avenue West, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Prince Lodge, No. 526.—President, A. R. Davie; Secretary, V. Groves, 1662 Barclay Street, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 626.—President, G. H. Stubbs; Secretary, J. E. Fitzgerald, 2046 Stainsbury Avenue, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 630.—President, A. Gordon; Secretary, W. J. Mason, 3116 Thirteenth Avenue West, Vancouver.

Refrigeration Workers' Union, No. 516.—President, Allan M. Campbell; Secretary, John W. More, 2990 Nineteenth Street West, Vancouver.

Retail Clerks' Union, No. 279.—President, G. Johnston; Secretary, H. Box, 406 Province Building, Vancouver.

Retail Employees' Association, Vancouver, No. 1. —President, R. M. Stevenson; Secretary, T. McGowan, 1105 Keith Road West, Vancouver.

St. Paul's Hospital Employees' Club.—President, H. E. Piper; Secretary, Mrs. Mary Lodge, 1235 Nelson Street, Vancouver.

Seafarers' Association, Canadian, No. 1.—President, H. H. Taylor; Secretary, G. Smillie, 622 Seventeenth Street West, North Vancouver.

Seamen's Union, B.C.—President, H. Lundeberg; Secretary, H. Murphy, 340B Cambie Street, Vancouver.

Sheet-metal Workers' International Association, No. 280.—President, H. F. Elliott; Secretary, J. J. Laurence, 4195 Perry Street, Vancouver.

Shipwrights', Joiners', and Caulkers' Industrial Union, No. 1.—President, E. Baker; Secretary, G. H. Brown, 1787 Eighth Avenue East, Vancouver.

Shoe-workers' Union, Western, No. 1.—President, John Turner; Secretary, G. Shipley, 3779 Union Street, Vancouver.

Sign and Pictorial Painters, No. 726.—President, A. Lacey; Secretary, W. O. Clarkson, 5802 Larch Street, Vancouver.

Slade, A. P., and Associated Companies Employees' Association.—President, R. Grey; Secretary, Miss M. Cooper, 3530 First Avenue West, Vancouver.

Spear & Jackson's Employees' Club.—President, M. Wilson; Secretary, D. R. Alexander, 3519 Twenty-sixth Avenue West, Vancouver.

Steelworkers of America, United, No. 2655.—President, P. Baskin; Secretary, H. Watson, 10 Vancouver Block, Vancouver.

Steelworkers of America, United, No. 2821.—President, G. Sowden; Secretary, W. U. Lybarger, 2732 Sixth Avenue West, Vancouver.

Steelworkers of America, United, No. 2951.—President, E. Oliver; Secretary, W. Hodges, 10 Vancouver Block, Vancouver.

Steelworkers of America, United, No. 2952.—President, R. C. Sharpe; Secretary, Miss A. MacPherson, 10 Vancouver Block, Vancouver.

Stenographers, Typists, Book-keepers, and Assistants, No. 18177.—President, Olga Walker; Secretary, Bernadette Gouthro, 529 Beatty Street, Vancouver.

Stereotypers' and Electrotypers' International Union, No. 88.—President, W. L. McComb; Secretary, J. Anderson, 4616 Thirteenth Avenue West, Vancouver.

Stonecutters of North America, Journeymen (Vancouver, B.C., Branch).—President, F. H. Lowe; Secretary, F. Hall, 2931 Forty-second Avenue East, Vancouver.

Street, Electric Railway, and Motor-coach Employees of America, Amalgamated Association of, No. 101.—President, T. Dunlop; Secretary, C. M. Stewart, 307, 175 Broadway East, Vancouver.

Sugar Workers' Industrial Union, No. 1.—President, J. Dockwray; Secretary, O. Plumbley, 7790 French Street, Vancouver.

Tailors of America, Journeymen, No. 178.—President, H. Clausner; Secretary, D. S. Roberts, 606 Forty-seventh Avenue East, Vancouver.

Taxicab, Stage, and Bus Drivers' Union, No. 151.—President, C. McIvor; Secretary, C. E. Youngs, 900 Seymour Street, Vancouver.

Teachers' Federation, B.C.—President, L. B. Stibbs; Secretary, C. D. Ovans, 1300 Robson Street, Vancouver.

Telegraphers' Union, Commercial, C.P.R. System, No. 1.—President, I. R. Burns; Secretary, G. H. Gloag, P.O. Box 432, Vancouver.

Telephone Operators' Organization of B.C.—President, Jean Davidson; Secretary, Jeanne Cameron, 307, 543 Granville Street, Vancouver.

Textile Union, Federal, No. 12.—President, Miss T. Marshall; Secretary, Miss J. Armstrong, 3756 Albert Street, Vancouver.

Theatrical Stage Employees, International Alliance of, No. 118.—President, G. Martin; Secretary, W. Blake, 655 Robson Street, Vancouver.

Theatrical Stage Employees and Moving-picture Machine Operators of the U.S.A. and Canada, International Alliance of, No. 348.—President, R. G. Pollock; Secretary, J. H. Leslie, P.O. Box 345, Vancouver.

Tile-layers' Union, No. 3.—President, R. Neville; Secretary, W. Richards, 5326 Spencer Street, Vancouver.

Tile and Marble Setters' Helpers' Union, International Association, No. 78.—President, A. Wood; Secretary, D. F. Snow, 802 Richards Street, Vancouver.

Truck-drivers' and Helpers' Union, General, No. 31.—President, F. Drury; Secretary, R. D. Atkinson, 4313 Perry Street, Vancouver.

Typographical Union, Vancouver, No. 226.—President, R. Gouthro; Secretary, R. H. Neelands, 529 Beatty Street, Vancouver.

University of B.C. Employees' Federal Union, No. 116.—President, J. Bruce; Secretary, A. C. Hill, 529 Beatty Street, Vancouver.

Vancouver Shipyards Employees' Association.—President, C. R. Kennedy; Secretary, R. Bell, 4055 Inverness Street, Vancouver.

Waterfront Workers' Association, No. 2140.—President, J. T. Thompson; Secretary, A. G. Smith, 2625 Hemlock Street, Vancouver.

Woodworkers' Union, B.C., No. 2.—President, H. E. Sadler; Secretary, H. McLean, 1932 Ninth Avenue West, Vancouver.

Woodworkers of America, International, Local 1-71.—President, J. McCuish; Secretary, E. Dalskog, 204 Holden Building, Vancouver.

Woodworkers of America, International, No. 1-217.—President, B. Melsness; Secretary, Gladys Shunaman, 506 Holden Building, Vancouver.

VANDERHOOF.

Maintenance-of-way Employees, Brotherhood of, No. 1870.—President, J. Stoynoff; Secretary, J. Wall, McCall, Vanderhoof.

VERNON.

Civic Employees Union, Vernon, No. 2.—President, W. H. Phelps; Secretary, H. Haines, Vernon.

Fruit and Vegetable Workers' Union, No. 6.—President, M. Graham; Secretary, S. G. Ogasawara, P.O. Box 1393, Vernon.

Government Employees' Association, B.C. Provincial.—President, F. H. C. Wilson; Secretary, L. E. M. Pearson, Vernon.

Kelly Douglas & Co., Ltd., Employees' Association.—President, W. Shannon; Secretary, B. M. Hart, 626 Slocan Street, Vancouver.

Mechanics' and Associated Workers' Union, International General Local No. 1.—President, E. Sigalet; Secretary, R. N. Valair, Box 267, Vernon.

Telephone Operators' Union, Interior B.C., No. 1.—President, Mrs. Evelyne Tebo; Secretary, Enid McMaster, Vernon.

Truck-drivers', Transport Workers', and Warehousemen's Union, No. 1.—President, Ed. Briggs; Secretary, C. P. Felker, P.O. Box 277, Vernon.

Typographical Union, Vernon, No. 541.—President, J. Murray; Secretary, W. B. Hilliard, Box 272, Penticton.

VICTORIA.

Asbestos Workers, Canadian Union of, No. 3.—President, D. Ashwood; Secretary, D. R. Ponsford, 3161 Fifth Street, Victoria.

Barbers, Hairdressers, and Cosmetologists, International Union of Journeymen, No. 372.—President, G. A. Turner; Secretary, J. A. Green, 1319 Douglas Street, Victoria.

B.C. Electric Office Employees' Association (Vancouver Island Branch).—President, W. E. Holland; Secretary, Miss S. G. Thorburn, 1026 Roslyn Road, Victoria.

Boilermakers' and Iron-ship Builders' Union of Canada, No. 2.—President, G. L. Culhane; Secretary, F. H. Dyke, 1116 Broad Street, Victoria.

Boilermakers, Iron-ship Builders, and Helpers of America, International Brotherhood of, No. 191.—President, P. J. Harris; Secretary, W. S. Duncan, 837 Old Esquimalt Road, Victoria.

Bookbinders, International Brotherhood of, No. 147.—President, W. A. Johnson; Secretary, J. A. Wiley, 141 Clarence Street, Victoria.

Brewery and Soft Drink Workers, No. 280, International Union of United.—President, T. E. Rigby; Secretary, W. E. Bryan, 2642 Scott Street, Victoria.

Bricklayers, Masons, and Plasterers, International Union of, No. 2.—President, W. Mertton; Secretary, J. Beckerley, R.R. 3, McKenzie Avenue, Victoria.

Carpenters and Joiners of America, United Brotherhood of, No. 1598.—President, C. W. Marshall; Secretary, A. Sims, 1158 May Street, Victoria.

Carpenters and Joiners of America, United Brotherhood of, No. 2415.—President, S. Berrow; Secretary, E. Hovey, 2511 Empire Street, Victoria.

Chemical and Explosive Workers' Industrial Federal Union, Canadian, No. 128.—President, R. A. Duncan; Secretary, H. S. Rowland, 3915 Cumberland Road, Victoria.

City Hall Employees' Association.—President, J. J. Whittcomb; Secretary, Yvonne Meikle, 1542 Richmond Avenue, Victoria.

Civic Employees' Protective Association, No. 50.—President, J. W. Watson; Secretary, G. A. Fletcher, 1035 Hillside Avenue, Victoria.

Civil Servants of Canada, Amalgamated.—President, E. W. Jones; Secretary, G. K. Beeston, 406 Post-office Building, Victoria.

Defence Civilian Workers' Union, National, No. 129.—President, L. T. Martin; Secretary, W. E. Griffiths, 3223 Quadra Street, Victoria.

Dockyard and Shipyard Workers' Union, No. 1.—President, N. Russell; Secretary, J. Sault, 1116 Broad Street, Victoria.

Draughtsmen's Association, Canadian, No. 1.—President, N. W. Barker; Secretary, J. Jukes, Sea View Road, Cadboro Bay P.O.

Drivers' Union, Vancouver Island Division, No. 234.—President, H. A. Allison; Secretary, J. S. Ready, 1, 1116 Broad Street, Victoria.

Electrical Employees' Organization, B.C. Telephone Co.—President, J. H. Potts; Secretary, W. H. Sturrock, 3567 Savannah Avenue, Victoria.

Electrical Workers, International Brotherhood of, No. 230.—President, Harold L. Duncan; Secretary, F. J. Bevis, 1007 Government Street, Victoria.

Engineers of Canada, Inc., National Association of Marine, No. 6.—President, A. Alexander; Secretary, G. W. Brown, 53 Lewis Street, Victoria.

Express Employees, Brotherhood of, No. 20.—President, T. C. Johns; Secretary, F. E. Dutot, 2176 Pentland Road, Victoria.

Fire-fighters, B.C. Provincial Association of, No. 6.—President, R. H. Wootten; Secretary, N. A. Duval, 3680 Douglas Street, Saanich.

Fire-fighters' Association, Greater Victoria, No. 730.—President, J. F. Abbott; Secretary, S. J. McLaren, 1234 Basil Avenue, Victoria.

Firemen and Enginemen, Brotherhood of Locomotive, Lodge No. 690.—President, E. W. Collins; Secretary, G. H. Stewart, 716 Craigflower Road, Victoria.

Garage Association, Vancouver Island Coach Lines.—President, W. Bate; Secretary, W. McAdams, 413 Obed Avenue, Victoria.

Gas Workers' Union, No. 815.—President, K. L. Roach; Secretary, G. Page, 398 Gorge Road West, Victoria.

Government Employees' Association, B.C. Provincial.—President, H. A. Carney; Secretary, Miss B. Kennedy, Parliament Buildings, Victoria.

Government Employees. American Federation of, No. 59.—Secretary, E. E. David, 205 Campbell Building, Victoria.

Hotel and Restaurant Employees' International Alliance, No. 459.—President, Thelma P. Simmons; Secretary, Laura M. MacNeill, 115 Government Street, Victoria.

Island Freight Service Employees' Association.—President, W. Brown; Secretary, C. W. Wilkinson, 473 Superior Street, Victoria.

Kelly Douglas & Co., Ltd., Employees' Association.—President, W. Shannon; Secretary, B. M. Hart, 626 Slocan Street, Vancouver.

Lathers' Association, Vancouver Island.—President, E. C. Day; Secretary, A. J. Ferguson, 2500 Blackwood Street, Victoria.

Laundry Workers' Union, No. 1.—President, D. Newell; Secretary, D. H. Fullerton, 1693 Earle Street, Victoria.

Letter Carriers, Federated Association of, No. 11.—President, E. N. Paver; Secretary, F. C. Hurry, 898 Front Street, Victoria.

Library Staff Association, Victoria Public.—President, Isabelle Pike; Secretary, Miss A. D. Archbold, 764 Yates Street, Victoria.

Longshoremen's Association, Victoria International, No. 38-162.—President, James Lackie; Secretary, W. Norman Scott, 676 Battery Street, Victoria.

Machinists, Fitters, and Helpers, International Union of, Local No. 2.—President, L. A. Hodgins; Secretary, T. A. Mitchell, 915 Dunn Avenue, Victoria.

Machinists, International Association of, No. 456.—President, H. E. Thayer; Secretary, C. H. Lister, 1137 Caledonia Avenue, Victoria.

Mailers' Union, Victoria, No. 121.—President, A. Veitch; Secretary, E. G. Whitten, 241 Howe Street, Victoria.

Maintenance-of-way Employees, Brotherhood of, No. 533.—President, J. B. Bell; Secretary, H. W. McKenzie, Langford.

Moulders' and Foundry Workers' Union, No. 144.—President, W. Gennoe; Secretary, S. Emery, 864 Old Esquimalt Road, Victoria.

Municipal Employees' Association, Saanich.—President, D. R. McAdams; Secretary, A. D. Corker, Wilkinson Road, R.R. 3, Victoria.

Musicians' Mutual Protective Union, No. 247.—President, C. W. Hunt; Secretary, H. J. Bigsby, 720 Sea Terrace, Victoria.

Painters, Decorators, and Paper-hangers of America, Brotherhood of, No. 1163.—President, F. W. Swain; Secretary, L. N. Tonning, 2619 Wark Street, Victoria.

Pantorium Employees' Association.—President, E. J. Galvin; Secretary, Sophie Moskalyk, 327 Quebec Street, Victoria.

Paper-makers, International Brotherhood of, No. 367.—President, C. A. Bain; Secretary, S. A. S. Guest, 469 Walter Avenue, Victoria.

Plumbers and Steamfitters, United Association of Journeymen, No. 324.—President, J. C. Woodend; Secretary, G. Pyper, 1131 Balmoral Road, Victoria.

Police Mutual Benefit Association, Victoria.—President, H. F. Jarvis; Secretary, S. T. Holmes, 1042 Vista Heights, Victoria.

Postal Employees, Canadian.—President, H. W. Adams; Secretary, J. H. Hedley, 1166 Chapman Street, Victoria.

Printing Pressmen and Assistants' Union, No. 79.—President, T. Nute; Secretary, F. H. Larssen, 1236 McKenzie Street, Victoria.

Railroad Trainmen, Brotherhood of, No. 613.—President, H. O. Horner; Secretary, J. Stone, 1320 Burleith Drive, Victoria.

Railway Carmen of America, Brotherhood of, No. 50.—President, G. B. Graham; Secretary, H. Greaves, 638 Victoria Avenue, Victoria.

Railway Conductors, Order of, No. 289.—President, J. W. Thomson; Secretary, J. N. Forde, 707 Wilson Street, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 222.—President, G. L. Woollett; Secretary, J. G. McAree, 80 Johnson Street West, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 234.—President, H. A. Allison; Secretary, W. Moir, 158 Robertson Street, Victoria.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 1137.—President, F. X. O'Neill; Secretary, R. T. Moore, 579 Marifield Avenue, Victoria.

Sheet-metal Workers, International Association of, No. 276.—President, S. J. Trickey; Secretary, F. W. Shaw, R.M.D. 4, Blenkinsop Road, Victoria.

Street, Electric Railway, and Motor-coach Employees of America, Amalgamated, No. 109.—President, F. Davison; Secretary, W. Turner, 3060 Carroll Street, Victoria.

Sweeney Cooperage Employees' Association.—President, J. Wadden; Secretary, Phyllis Mariwick, 1911 Belmont Avenue, Victoria.

Theatrical Stage Employees and Moving-picture Machine Operators of U.S.A. and Canada, International Alliance of, No. 168.—President, S. McKay; Secretary, C. Rau, Ascot Apartments, 705 Pandora Street, Victoria.

Typographical Union, Victoria, No. 201.—President, J. F. Hough; Secretary, J. Petrie, 1190 May Street, Victoria.

Woodworkers of America, International, Local 1-118.—President, E. H. Clark; Secretary, J. M. Wainscott, 1116 Broad Street, Victoria.

Wells.

Cariboo Gold Quartz Employees' Co-operative Association.—President, H. Kahrs; Secretary, R. H. White, Wells.

Mines Employees' Association, Island Mountain.—President, J. MacPherson; Secretary, H. Kinder, Wells.

Mine, Mill, and Smelter Workers' Union, International, No. 685.—President, A. McIvor; Secretary, H. Kinder, Wells.

Zincton.

Mine and Mill Workers' Union, No. 667.—President, F. Hennesey; Secretary, A. St. Germain, Zincton.

ORGANIZATIONS OF EMPLOYERS.

Calgary.

Bituminous Coal Operators' Association, The Western Canada.—President, A. N. Scott; Secretary, C. Stubbs, 516, 520 Lougheed Building, Calgary, Alberta.

Kelowna.

Shippers' Association Inc., Okanagan, Federated.—President, F. L. Fitzpatrick; Secretary, F. A. Lewis, Kelowna.

Nanaimo.

Truck Loggers' Association, B.C.—President, H. J. Welch; Secretary, F. H. Adames, 210 Pine Street, Nanaimo.

Penticton.

Co-operative Growers.—President, W. H. Morris; Secretary, D. G. Penny, 235 Main Street, Penticton.

Prince George.

Lumbermen's Association, Northern Interior.—President, M. S. Caine; Secretary, H. F. Alexander, Prince George.

Prince Rupert.

Fishing Vessel Owners' Association, Canadian Halibut.—President, C. Giske; Secretary, Ole Stegavig, Postal Station B, Box 1025, Prince Rupert.

VANCOUVER.

Bakers' Association, B.C.—President, B. M. Colwell; Secretary, F. A. Wilson, 199 Eighth Avenue East, Vancouver.

Bakers' Association, Master—President, B. M. Colwell; Secretary, F. A. Wilson, 199, Eighth Avenue East, Vancouver.

Box Manufacturers' Section, Interior, Canadian Manufacturers' Association.—President, J. G. Strother; Secretary, H. Dalton, 608 Marine Building, 355 Burrard Street, Vancouver.

Building and Construction Industries Exchange.—President, C. L. McDonald; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Contractors' Association, General.—President, M. C. Cameron; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Electrical Association, Vancouver.—President, C. E. Longley; Secretary, J. S. Homersham, 1358 Burrard Street, Vancouver.

Fishing Vessel Owners' Association of B.C.—President, J. Fiddler; Secretary, H. A. Christenson, 2860 Pandora Street, Vancouver.

Hotels Association, B.C.—President, A. Paterson; Secretary, J. J. Kahn, 626 Pender Street West, Vancouver.

Industrial Association of B.C.—President, W. L. Macken; Secretary, M. M. Riley, 1024 Marine Building, Vancouver.

Jewellers' Association, Canadian (B.C. Section).—President, E. Collett; Secretary, A. Fraser Reid, 1635 Napier Street, Vancouver.

Laundry, Dry Cleaners, and Linen Supply Club.—President, W. R. Morrow; Secretary, A. R. Bernard, 910 Richards Street, Vancouver.

Loggers' Association, Inc., The B.C.—President, R. McKee; Secretary, J. Burke, 1522, 510 Hastings Street West, Vancouver.

Lumber Manufacturers' Association, International (Canadian Manufacturers' Association).—President, H. Turner; Secretary, H. Dalton, 608 Marine Bldg., Vancouver.

Lumber and Shingle Manufacturers' Association, B.C.—President, H. J. Mackin; Secretary, T. H. Wilkinson, 818 Metropolitan Building, Vancouver.

Manufacturers' Association, Canadian Metal Trades Section.—President, R. Samson; Secretary, R. V. Robinson, c/o Canadian Manufacturers' Association, Vancouver.

Milk Producers' Association, Fraser Valley.—President, W. L. Mackin; Secretary, J. J. Brown, Surrey Centre.

Morticians, British Columbia Society of.—President, E. A. Simmons; Secretary, M. Hamilton, 19 Kingsway, Vancouver.

Motor Carriers' Association of B.C.—President, J. V. Hughes; Secretary, N. Usher, B.C. District Telegraph & Delivery Co., Ltd., 104 Marine Building, Vancouver.

Plastering and Lathing Contractors' Association, Greater Vancouver.—President, W. G. Jenner; Secretary, G. A. Skinner, 4865 Fairmount Street, Vancouver.

Printers' and Stationers' Guild of B.C.—President, O. Weber; Secretary, Miss A. Parkinson, 608, 355 Burrard Street, Vancouver.

Red Cedar Shingle Association of B.C., Consolidated.—President, H. F. Hurndall; Secretary, G. S. Raphael, 811 Metropolitan Building, Vancouver.

Retail Merchants' Association of Canada, Inc.—President, W. S. Charlton; Secretary, G. R. Matthews, 744 Hastings Street West, Vancouver.

Shipping Federation of B.C.—President, F. W. Harvie; Secretary, Wm. C. D. Crombie, 45 Dunlevy Avenue, Vancouver.

Upholstered Furniture Manufacturers' Association of B.C.—President, S. H. Small; Secretary, J. M. Richardson, 626 Pender Street West, Vancouver.

VICTORIA.

Bakers' Association, Master.—President, D. J. McLean; Secretary, T. P. McConnell, 120 Pemberton Building, Victoria.

Builders' Exchange, Limited.—President, C. J. McDowell; Secretary, W. J. Hamilton, 1070 Southgate Street, Victoria.

Beer Licensees Employers' Association.—President, A. Mawer; Secretary, Mrs. F. A. A. Newmarch, 891 Admirals Road, Victoria.

Electrical Association, Victoria, B.C.—President, R. T. Murphy; Secretary, A. R. Colby, 645 Pandora Avenue, Victoria.

V. WARTIME LABOUR RELATIONS REGULATIONS.

SUMMARY.

The Regulations are administered in British Columbia by the Hon. George S. Pearson, Minister of Labour.

The jurisdiction of the Province in so far as administration is concerned extends to employees employed upon or in connection with a work, undertaking, or business that is essential to the efficient prosecution of the war;* or whose relations with their employers in matters covered by the Regulations are ordinarily within the jurisdiction of a Provincial Legislature to regulate, and to whom these Regulations have been applied by the Provincial Legislature in respect of their relations with their employees.

* *See* Regulations, Schedule A.

The Regulations were applied in British Columbia by the passage of the "Wartime Labour Relations Regulations Act," being chapter 18 of the Statutes of British Columbia, which was assented to March 15th, 1944, and proclaimed April 18th, 1944.

The jurisdiction of the Province does not extend to employees engaged in works, undertakings, or businesses operated or carried on in connection with navigation or shipping; lines of steam or other ships, railways, canals, telegraphs, and other works and undertakings connecting the Province with any other Province, or extending beyond the limits of the Province; lines of steamships between the Province and any British or foreign country; ferries between the Province and any British or foreign country, or between two Provinces, and such works as, although wholly situate within the Province, may have been declared by the Parliament of Canada to be for the general advantage of Canada, or for the advantage of two or more of the Provinces.

The coal-mining industry remains within the jurisdiction of the Dominion for the purpose of these Regulations.

Provision is made in the Regulations for an agreement between the Dominion and any Province to set up suitable administrative agencies to deal promptly with matters of a local nature. To this end an agreement between the Dominion and the Province was signed April 18th, 1944.

PROVISION FOR COMPULSORY COLLECTIVE BARGAINING.

Provisions for compulsory collective bargaining and the settlement of disputes include the following:—

(i.) A procedure is established for the election of bargaining representatives by majority vote of employees affected; or the election or appointment of bargaining representatives by a trade-union in cases where the majority of the employees are members of the trade-union, and for the certification of such representatives by the Minister following investigation.

(ii.) Compulsory collective bargaining may then be initiated by the employer or the employees' bargaining representatives by due notice to the other party. The parties are thereupon required to negotiate with one another in good faith to complete a collective agreement.

(iii.) When agreement cannot be reached without outside assistance, the services of a Conciliation Officer are provided. If this official cannot bring the parties together the matter may be made one for reference to a Board of Conciliation. Strikes and lockouts are prohibited during the period of negotiation.

(iv.) Negotiations for the renewal of an agreement may be initiated by notice by either party within the sixty-day period prior to the expiry of the agreement. Following such notice parties must negotiate in good faith with one another for the renewal of the agreement.

(v.) Where a collective agreement has been entered into, new bargaining representatives may not be elected until after ten months have elapsed.

GRIEVANCE PROCEDURE AND SETTLEMENT OF DISPUTES.

The provision made for the settlement of grievances and disputes is designed to place upon the employer and employees concerned joint responsibility for settlement by their own actions, rather than by the imposition of an outside agency.

The parties must provide that in every collective agreement entered into after the coming into effect of the Regulations a provision is made establishing a procedure for the final settlement, without stoppage of work, upon the application of either party, of differences concerning its interpretation or violation.

Where there is no collective agreement in effect, employees must seek the certification of bargaining representatives (if they have not already done so), and thereafter endeavour to negotiate such an agreement.

UNFAIR PRACTICES.

Unfair practices on the part of employers and employees, and trade-unions and employees' or employers' organizations, are defined and prohibited. Penalties are provided for failure to observe such prohibitions.

Employers are prohibited from seeking to dominate or interfere with trade-unions or employees' organizations, or contributing financial support to them; against refusing to employ or discriminating against members of trade-unions or employees' organizations; and against the dismissal of an employee for belonging to a trade-union or employees' organization, or for exercising his rights as a member or officer.

Trade-unions and employees' organizations are prohibited against the use of coercion or intimidation to make a person join a trade-union or employees' organization; against activities during working-hours at the place of employment, to persuade an employee to join a trade-union or employees' organization, except with the consent of the employer; and from supporting or encouraging or engaging in a slow-down designed to restrict or to limit production.

Detailed instructions are given elsewhere in the Regulations for their enforcement and for the setting-up of Boards of Conciliation.

The "Industrial Conciliation and Arbitration Act" of the Province is of no effect while the Regulations are in force, except as to matters covered by the Act and not covered by the Regulations, and as to matters pending under the Act upon the date on which the Regulations came into force.

The "Industrial Disputes Investigation Act" of the Dominion is to be of no effect while the Regulations are in force, except as to matters pending. Certain Federal Orders in Council relating to matters covered by the Regulations are revoked or suspended.

B. H. E. GOULT,
Secretary-Registrar, "Industrial Conciliation and Arbitration Act."

INSPECTION OF FACTORIES.

VANCOUVER, B.C., June 30th, 1944.

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

SIR,—I herewith submit the annual report of the Factories Inspection Branch for the year 1943.

In the closing months of the year under review, especially in heavy industry, there was a production slow-down, more particularly in the ship-building industry. This affected many of our smaller industries which had subcontracts to manufacture and supply various equipment forming part of a ship's complement. Plants, which were operating three eight-hour shifts, in some instances, rearranged their working schedules so that it was possible to discontinue at least one shift. Continued expansion has taken place in the aeroplane industry and, for a variety of reasons, subassembly plants have been established in widely separated portions of the Province. This industry has now become one of our largest employers of labour.

INSPECTIONS.

During the year 1943, 2,240 inspections and reinspections of factories were made.

ACCIDENT-PREVENTION.

There are very few, if any, industrial plants to-day that are not vitally concerned with preventing accidents. Executives, supervisors, and workers all agree that it is desirable that accidents be prevented and all extend a measure of co-operation in eliminating them. Why, then, do we continue to have so many and such serious accidents? The answer is difficult to obtain. Some attribute it to the higher percentage of inexperienced help.

While it is true that a greater number of new and inexperienced employees are being brought into our plants, the departmental supervisor should see that the new employees are made thoroughly familiar with the safe methods of performing their work and that they intend to follow them. There should be no more difficulty in instructing them in "safety" than in teaching them their productive activities. The supervisor should also realize that there is no double standard of safety for sex or experience. A new employee must be properly instructed and supervised; keeping him free from injury is the same job as for an old employee.

Present-day power-driven machine-manufacturers have done much toward building safety into their machines, but all too often we find during inspection and while investigating the cause of injuries received on these machines that the efforts of the manufacturer have been nullified by some employee. When we visit a plant and find safety equipment removed and we request that it be produced and reinstalled we invariably find it to have been hanging on the wall or under a work-bench covered with dust or other foreign matter. Instances such as these, and they are not uncommon, would indicate that management and supervision have not, as yet, learned that the education of their employees to the necessity of using the safety devices provided is their best hope to combat the hazards of plant operation.

Many serious injuries are received by failure to wear personal protective equipment, such as goggles, safety-shoes, and proper work clothing. Power-driven machinery is very tangible evidence of hazards that must be guarded against. These dangers are continuous.

Entirely different are the causes of eye injuries. A small piece of flying steel and the splash of a drop of acid are, as a rule, unimportant when encountered by other

parts of the body, but how dangerous when lodged in the eye. Much education is still required before some industrial workers will realize from bitter experience that a glass eye does not restore their vision or enhance their personal appearance.

FACTORY CONDITIONS.

Because industry has introduced into the industrial life of this Province new industrial processes, new chemicals and new poisons, the services of an industrial hygienist are required to determine, by analysis and dust counts, the concentrations that are or are not injurious to the health of the worker. Once these are determined, corrective measures should be taken to control the harmful fumes and remove the dust at its point of origin. To do so effectively involves the installation of properly designed ventilating equipment. However, in most instances, the plant lay-out permits these operations to be performed in a room segregated from the factory proper.

There are certain solvents that are being used in industry to-day the fumes from which are not considered as being harmful. We have, however, through interviews with employees exposed to the fumes and also by receipt of confidential information, found that they do cause discomfort. Upon investigations being made, it was disclosed that these solvents were being kept in open containers. The substitution of closed containers removed the cause of discomfort.

While some investigations have been made by Great Britain and the United States relative to the ill effects of excessive noise on employees, we have not, as yet, learned the results. During the year under review we received a request from the management of an industrial plant engaged solely in war-time production to observe conditions under which male and female employees were obliged to work. The employees claimed that the noise from a machine located in a certain department of the plant induced violent headaches and was a contributing factor in causing absenteeism. Inspection revealed that the complaint made by the employees was justified. As it was practical to move this machine outside the work-room proper, orders were issued accordingly. Upon our return to the plant following the moving of this machine, the management stated that production had increased in this department and complaints had ceased.

WELFARE.

The tangible evidence of the changed attitude of industrial management of to-day in comparison with that of a few years ago, relative to facilities provided in connection with the welfare of their employees, is indeed remarkable to view.

As industries are very often located a considerable distance from the homes of the workmen, and also because of transportation problems and a shorter lunch-hour period, the lunch-carrying container is much in evidence. In the not far distant past it was not unusual to see the workman eating his lunch beside the machine he operated and in an environment anything but appetizing. The progressive employer of to-day has, at considerable expense, constructed dining-rooms for both male and female employees where hot meals are served at a normal charge for those who desire them. The worker who brings his or her lunch is privileged to use the dining-room and consume the home-made lunch to the accompaniment of music or news broadcasts.

During morning and afternoon rest periods, which are becoming the general practice throughout many industries, we have been privileged to partake of a cup of coffee in these dining-rooms, surrounded by plant executives and employees.

Without detracting from management of industry the credit due for the high standard of sanitary and other conveniences provided for employees, we are of the opinion that the large number of women who have entered industry and replaced men since the commencement of the war has had a decided influence in bettering conditions for the male employees in this respect.

WOMEN IN INDUSTRY.

While the employment of women in industry as a whole increased during the year, we found that a number of industries had discontinued their employment entirely, and that others were operating with a decreased staff. The decline in the number of women in certain industries could be attributed largely to a slow-down in these particular plants and the discontinuance of extra shifts.

Management of industry in which women replaced men at certain occupations soon recognized that consideration had to be given to their physical limitations. As a means of overcoming them, pedestal lifts, roller conveyers, and other mechanical appliances were installed which eliminated the lifting of excessive weights. We have, however, found that some women, if not restricted, were inclined (solely because of the increased remuneration received) to attempt to perform work which was detrimental to their health and injurious to their physical well-being.

Notwithstanding the combined efforts of all those engaged in accident-prevention, scalp injuries were all too frequently received by women industrial workers because of failure to wear a proper covering over the hair. It is not unusual for us to observe women wearing a cap on the back of the head, exposing the hair at the front of the head, the very place where nearly all injuries occur. Improperly tied and exposed ends of bandanas also create a hazard. Until such time as women industrial workers can be brought to realize, through persuasion or otherwise, that strict observance of the "regulation" which requires complete covering of the hair while operating or working in close proximity to power-driven machinery is more important to their personal well-being than a slight disarrangement of a new hair-do, distressing injuries will continue to occur.

CHILD-LABOUR.

A considerable number of children by falsification of their ages and with the knowledge and consent of their parents obtained employment in the shipyards and, to a lesser extent, in other industries during the summer school holidays of the year under review. Unfortunately, it took the life of a 14-year-old shipyard employee to reveal the large number of children illegally employed.

Previous to the commencement of the summer school holidays, we notified all shipyard personnel officials that it was their responsibility, if any doubt existed as to the age of a boy seeking employment, to insist that he produce his birth certificate or other legal proof of age. Owing to the fact that many boys under the age of 15 years had received permits from Selective Service officials authorizing their employment in the shipyards, and produced same when seeking employment, the employment officials assumed that the boys presenting these permits could be legally employed.

As this Department did not issue permits authorizing the employment of any boy under the age of 15 years in any of the local shipyards, Selective Service must accept a certain amount of responsibility for the introduction of child-labour in the shipyards. Following this fatality and the Minister's statement in the press in connection with same, all boys who could not produce satisfactory proof that they had attained their fifteenth birthday were removed from the shipyards.

Judging from press reports and information gleaned from various sources, child-labour seems to have increased alarmingly in some of the Eastern Provinces and also in the United States. We concur in the opinion so ably expressed by the Industrial Commissioner of New York State to the effect that the child who works at too young an age, who works too long or too late after school-hours, and who, because of the undue tax of his labour, falls asleep or mopes through his school classes is not only subjected to physical harm, but mental and moral as well.

We have, for this reason, with but very few exceptions, confined the issuing of permits authorizing the employment of children for the duration of the summer school holidays only. We are of the opinion that regardless of what vocation a child intends to follow he or she should attend school until they have attained at least their fifteenth birthday. This is the administrative policy being followed by this Department.

INDUSTRIAL HOME-WORK.

Certain lines of industry engaged in the manufacture of household articles and also furnishings urgently required for outfitting ships under construction found a shortage of skilled female factory employees. Because of this they were obliged to request former employees, who had, upon marriage, resigned their positions and established homes, to assist them in meeting their commitments by performing part-time work in their homes. Following investigations being made as to compliance with the statutory requirements governing industrial home-work, a number of permits authorizing same were issued to the employers and home-workers.

Several home-workers with previous mechanical experience, who, because of their advanced age, are no longer able to keep pace with production requirements in industry, informed us, on requesting renewal of their permits, that they had become more than self-sustaining. This also applies to those with an infirmity, thus proving that home-work, properly controlled, is not the industrial evil which existed prior to legislative enactment in the year 1936.

FREIGHT AND PASSENGER ELEVATORS.

The inspection of freight and passenger elevators is a very important part of our duties and is becoming more exacting during the war years. Because of the difficulty and delay in obtaining replacement equipment which inspection reveals to be necessary and which affects the safe operation of the car, many reinspections were required to be made in order to assure ourselves that operating equipment which requires repairs or replacement is not continued in service.

We regret to have to report a fatal accident which occurred to a boy 16 years of age while attempting to operate a modern freight-elevator. As no one witnessed the accident, and our investigation and attendance at the Coroner's inquest did not reveal conclusive evidence as to the cause of same, any detailed expression of opinion as to the cause would be from supposition only. Other than this, no serious accident was received by any person while being transported on a passenger or freight elevator.

ELEVATOR OPERATORS' LICENCES.

During the year 1943, 914 licences were renewed and 547 temporary and 441 permanent licences issued.

ELEVATOR INSPECTIONS.

During the year 1943, there were 1,421 inspections and reinspections of freight and passenger elevators.

NEW ELEVATOR INSTALLATIONS.

Eleven plans and specifications relating to the installation of modern elevator equipment were approved.

PROSECUTIONS.

An Oriental laundry was fined $50 and costs for an infraction of clause 2, section 4, of the " Factories Act."

The proprietor of a hotel was fined $15 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,
Inspector of Factories.

ANNUAL REPORT OF THE APPRENTICESHIP BRANCH, 1943.

Provincial Apprenticeship Committee, 789 Pender Street West, Vancouver, B.C.

J. A. Ward Bell, *Chairman.*
Adam Bell.
J. F. Keen.
James Thomson.

Administrative Officials of Branch.

Hamilton Crisford ..... Director of Apprenticeship.
Arthur Dugdale ..... Assistant Director.

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

SIR,—I herewith submit the annual report on the development of apprenticeship for the year 1943.

At the end of the year apprenticeship contracts in force were as follows:—

Designated trades	1,386
Undesignated occupations	138
Preliminary contracts	79
Total	1,603

This is an increase of 181 over 1942, but the number of apprentices at present serving their country in the armed forces has increased to 518, an increase of 203 over 1942, which slightly more than takes care of the increase.

The requirements of the armed forces in depleting the ranks of apprentices has now reached the point where employers hesitate to make replacements, having in mind their post-war responsibilities under existing contracts and, in addition, the demands that are likely to be made upon them in the rehabilitation of both ex-service men and war-workers. It is expected therefore that from now on apprenticeship opportunities for our young people leaving school will be considerably reduced.

During the past year the Federal Government has recognized the desirability of a uniform system of apprenticeship throughout the Dominion and has made certain proposals to all Provinces along these lines. These proposals have resulted in a number of Provinces passing or proposing to pass Apprenticeship Acts similar to our own, and it is hoped that this will lead to more or less standardized conditions of training throughout the Dominion, particularly in regard to such technical and trade classes as are operated in conjunction with apprenticeships.

The Dominion Government also hopes that apprenticeship facilities will be made available in connection with the rehabilitation of both ex-service men and women and of partially trained war-workers.

In so far as British Columbia is concerned these facilities are already established and available, but to what extent training or retraining through apprenticeship will be found suitable and acceptable to adults is more or less an unknown quantity and will naturally depend to a large extent upon the conditions and opportunities of employment that are available and to the training and working conditions that can be arranged and agreed upon with employers in industry and organized labour alike.

The following tables show the present distribution of apprentices in British Columbia as at December 31st, 1943, exclusive of probationary contracts:—

Table 1.—Distribution of Apprentices already trained in Trades.
Table 2.—Distribution of Apprentices in training in Designated Trades.
Table 3.—Distribution of Apprentices in training in Occupations not yet designated.

Table 4.—Rise and Fall of Apprenticeship in Trades since Apprenticeship Branch established.

TABLE 1.—DISTRIBUTION OF APPRENTICES WHO HAVE SUCCESSFULLY COMPLETED THEIR APPRENTICESHIP.

Occupation covered.	Number Fully Trained to Date.	Occupation covered.	Number Fully Trained to Date.
Automobile mechanics	98	Jewellery-workers	10
Aviation mechanics	10	Lithographers	5
Bakers	8	Lead-burners	6
Barbers	60	Machinists	135
Blacksmiths	3	Moulders	39
Bricklayers	6	Painters and decorators	18
Boiler-makers	19	Pattern-makers	10
Carpenters	91	Plumbers and Steam-fitters	25
Candy-makers	4	Radio technicians	6
Druggists	59	Sheet-metal workers	25
Dressmakers	5	Ship and boat builders	7
Electrical workers	48	Sign painters	3
Florists	4	Upholsterers	5
Gardeners	5	Miscellaneous occupations	66
Hairdressers	68		
		Total	848

APPRENTICESHIP CONTRACTS IN FORCE.

TABLE 2.—OCCUPATIONS DESIGNATED AS TRADES UNDER THE "APPRENTICESHIP ACT."

Occupation.	Number in Force.	Occupation.	Number in Force.
Automobile mechanics	104	Jewellery-worker	22
Automobile metalwork	37	Lithography	20
Automobile painting	5	Machinist	419
Automobile-tire repairing	4	Metal trades—miscellaneous	4
Aviation mechanics	41	Moulding	102
Boiler-making	35	Painting and decorating	29
Carpentry	106	Pattern-making	30
Draughtsman	3	Pipe-fitters	2
Druggists	92	Plastering	1
Electrical appliances	25	Plumbing and steam-fitting	58
Electrical work	29	Sheet-metal working	95
Electrical work—construction	12	Ship and boat building	36
Electrical work—shop	61	Sign and pictorial painting	7
Glass-working	2		
Iron-worker	5	Total	1,386

TABLE 3.—OCCUPATIONS NOT YET DESIGNATED UNDER THE "APPRENTICESHIP ACT."

Occupation.	Number in Force.	Occupation.	Number in Force.
Bakers and cooks	9	Hairdressers	44
Barbers	9	Hardware clerk	1
Blacksmiths	4	Harness—shoe repair	1
Bookbinders	1	Lead-burners	14
Bricklayers	2	Municipal clerk	1
Business-machine mechanics	7	Photo-finisher	4
Butcher	1	Printing	1
Butter-making	1	Seedsman	2
Carpet and linoleum layer	1	Spring-maker	2
Clerk, automotive—wholesale	1	Shoe-repairing	1
Dentistry	3	Upholsterers	9
Dressmaking	5	Watch-repairing	6
Draughtsman	1	Wholesale hardware	1
Fur-finishers	3	Window-shade making	1
Gardeners	2		
		Total	138

TABLE 4.—RISE AND FALL OF APPRENTICESHIP IN TRADES AS SHOWN BY THE NUMBER OF LIVE CONTRACTS IN FORCE BY YEARS.

	1935.	1936.	1937.	1938.	1939.	1940.	1941.	1942.	1943.
Automobile maintenance	.....	51	100	114	136	144	149	137	150
Aviation mechanics	.....	.....	.....	9	12	24	42	43	41
Boiler-making	.....	.....	12	12	14	22	32	34	35
Carpentry	10	31	70	85	110	126	134	113	106
Druggists	.....	.....	.....	38	76	65	80	92	92
Electrical work	5	26	47	48	47	66	76	97	127
Glass-working	.....	.....	.....	.....	.....	5	6	2	2
Jewellery-manufacture	.....	7	8	11	16	16	15	21	22
Lithography	.....	.....	.....	11	13	13	15	16	20
Machinists	.....	.....	129	138	146	196	279	359	428
Moulding	.....	.....	.....	32	36	47	69	87	102
Painting	1	10	15	14	16	26	38	32	29
Pattern-making	.....	.....	8	9	10	16	22	28	30
Plastering	.....	.....	.....	.....	1	4	4	4	1
Plumbing and steam-fitting	2	16	31	39	38	44	57	53	60
Sheet-metal work	5	21	35	42	43	55	68	82	95
Ship and boat building	.....	28	17	22	24	18	22	27	36
Sign painting	.....	6	11	11	11	6	6	6	7
Undesignated trades	.....	65	111	147	159	163	161	136	141
Totals	23	261	602	782	908	1,056	1,285	1,369	1,524

HAMILTON CRISFORD,
Director of Apprenticeship.

TRADE-SCHOOLS REGULATION BRANCH.

Administrative Offices—789 Pender Street West, Vancouver, B.C.

Administrative Officers.

J. A. Ward Bell.....Chief Administrative Officer.
Mrs. Rex Eaton.
Hamilton Crisford.....Secretary.

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

SIR,—I herewith submit annual report of the Trade-schools Regulation Branch for the calendar year of 1943.

Only very minor problems have occurred in connection with the administration of the Act and no changes have been necessary in the regulations.

A number of schools have ceased operation owing to a slowing-down in the demand for the class of tuition they were offering. This is the case in 90 per cent. of schools established for the teaching of welding in connection with the building of ships and aircraft to meet war demands. These schools filled a definite need but there is now a sufficiency of skilled and semi-skilled tradesmen and vacancies are so reduced as to make their further operation uneconomic.

All schools have complied with our somewhat stringent regulations in regard to advertising and a great improvement is noticeable in this connection, advertising now submitted being on an altogether higher plane and misrepresentation entirely eliminated.

The following is the list of schools at present registered to do business in this Province:—

Alexander Hamilton Institute, Ltd., 54 Wellington Street West, Toronto, Ontario.—Business training.

Brisbane Aviation Company, Limited, Vancouver Civic Airport, Vancouver, B.C.—Aircraft engineering.

Canadian Institute of Science and Technology, Limited, 219 Bay Street, Toronto, Ontario.—Civil, architectural, and mining engineering; hydraulics, hydraulic machinery, sanitary engineering, municipal and county engineer's course, building construction, heating and ventilating, mechanical and electrical engineering, business and accountants' course, salesmanship, advertising, wireless, television, aeronautical engineering, aeroplane courses; other courses as per prospectus.

Capitol Radio Engineering Institute, Inc., 3224 16th Street, N.W., Washington, D.C.—radio engineering.

Cooper Institute of Accountancy, Ltd., Cooper Building, Winnipeg, Manitoba.—Accountancy.

Hemphill Diesel Engineering Schools, Ltd., 1160 Hastings Street West, Vancouver, B.C.—Diesel engineering.

International Correspondence Schools Canadian, Limited, 1517 Mountain Street, Montreal, Quebec.—Agriculture, air-conditioning, applied art, architecture, aviation engineering, business education, chemistry, civil engineering, domestic science, electrical engineering, general education, mining and mechanical engineering, navigation, paper manufacture, plumbing and heating, railroad operation, textile manufacture; other courses as per prospectus.

International Accountants Society, Inc., 3411 South Michigan Avenue, Chicago, Illinois.—Accountancy.

LaSalle Extension University, 4101 S. Michigan Avenue, Chicago, Illinois.—Higher accountancy, business management, industrial management, elements of accounting, C.P.A. coaching, salesmanship, railway accounting, effective speaking, commercial law, stenotypy, business English, modern business correspondence, credit and collection correspondence, practical accounting and office practice; other courses as per prospectus.

M.C.C. Schools, Limited, 301 Enderton Building, Winnipeg, Manitoba.—Dominion Civil Service, home kindergarten.

National Radio Institute, Inc., 16th and U Streets, N.W., Washington, D.C.—Practical radio and television.

National Schools, 4000 S. Figueroa Street, Los Angeles, California.—Radio and television, Diesel and other combustion engines, air-conditioning and refrigeration, applied electrical engineering, modern machine-shop instruction, advanced radio engineering.

Northern Institute of Technology, 54 Bloor Street, Toronto, Ontario.—Applied radio and electronics, commercial radio operating, advanced radio engineering.

Plastics Industries Technical Institute, 186 South Alvarado Street, Los Angeles, California.—Plastics.

Shaw Schools, Limited, 1130 Bay Street, Toronto, Ontario.—Commercial course, short-story writing, stationary engineering.

Academy of Useful Arts, 615 Seymour Street, Vancouver, B.C.—Dressmaking, designing and kindred arts.

Academy of Useful Arts, 853 Fort Street, Victoria, B.C.—Dressmaking, designing and kindred arts.

B.C. School of Pharmacy and Science, 615 Pender Street West, Vancouver, B.C.—Pharmacy.

B.C. Tree Fruits, Limited, Okanagan, Kootenay, and Creston Districts, Kelowna, B.C.—Fruit-packing.

B.C. Logging Power Saw School, 1526 Broadway West, Vancouver, B.C.—Power-saw operations, logging industry (the sale of tuition is confined to persons recommended by operating West Coast logging companies and to those who can produce evidence that they have had suitable experience on Coast logging operations).

Central Business College, McIntosh Building, Chilliwack, B.C.—Office occupations (commercial and governmental).

Commercial Welding School, 66 Kingsway, Vancouver, B.C.—Acetylene and arc welding.

Comptometer School, 342 Pender Street West, Vancouver, B.C.—Comptometer operation.

Dobell School of Business, Island Highway and Duncan Avenue, Courtenay, B.C.—Office occupations (commercial and governmental).

Duffus School of Business, Limited, 540 Seymour Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Eyrl's Civil Service Business College, 413 Granville Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Fashion Academy, 6325 Marguerite Street, Vancouver, B.C.—Dressmaking.

Fenton Commercial School, 2001–03 Forty-first Avenue West, Vancouver, B.C.—Office occupations (commercial and governmental).

Goodman's School of Professional Costume Designing, 445 Granville Street, Vancouver, B.C.—Costume designing, fashion sketching, tailoring and dressmaking.

Grandview Business College, 1768 Williams Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Harradine Commercial College, 5665 Granville Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Herbert's Business College, Room 3, Casorso Block, Kelowna, B.C.—Office occupations (commercial and governmental).

Hollyburn Business College, Fourteenth Avenue and Marine Drive, West Vancouver, B.C.—Office occupations (commercial and governmental).

Lonsdale Shorthand and Typewriting Academy, 877 Howe Street, Vancouver, B.C. —Office occupations (shorthand, typewriting, and elementary book-keeping).

Lownds School of Commerce, Limited, B.C.E.R. Terminal Building, New Westminster, B.C.—Office occupations (commercial and governmental).

Loyd-Griffin Business School, Fairview and Main Streets, Penticton, B.C.—Office occupations (commercial and governmental).

Maxine Beauty School, 619 Granville Street, Vancouver, B.C.—Hairdressing.

Moler Barber School, 20 Cordova Street West, Vancouver, B.C.—Barbering.

Moler Hairdressing School, 303 Hastings Street West, Vancouver, B.C.—Hairdressing.

Mott, Victor, Fashions, 620 Trounce Alley, Victoria, B.C.—Fashion designing.

McEwen-Wilkie Business College, Corner Vance and Barnard Avenue, Vernon, B.C.—Office occupations (commercial and governmental).

Nelson Business College, 107 Baker Street, Nelson, B.C.—Office occupations (commercial and governmental).

New Westminster Commercial College, 713 Columbia Street, New Westminster, B.C.—Office occupations (commercial and governmental).

Pitman Business College, Limited, 1450 Broadway West, Vancouver, B.C.—Office occupations (commercial and governmental).

Roger of "The Russian Duchess Beauty Salon," 768 Granville Street, Vancouver, B.C.—Advanced hairdressing, individual personal instruction.

Royal Business College, 1006 Government Street, Victoria, B.C.—Office occupations (commercial and governmental).

Standard School of Stenography and Typewriting, 1526 Pandora Avenue, Victoria, B.C.—Office occupations (commercial and governmental).

H. Faulkner Smith School of Applied and Fine Art, 355 Burrard Street, Vancouver, B.C.—Commercial art.

St. Ann's Academy, Commercial Department, 835 Humboldt Street, Victoria, B.C. —Office occupations (commercial and governmental).

St. Margaret's Business School, 1848 Fern Street, Victoria, B.C.—Office occupations (commercial and governmental).

Sprott-Shaw Schools, 812 Robson Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Sprott-Shaw Radio School, 812 Robson Street, Vancouver, B.C.—Wireless telegraphy combined with radio engineering.

Sprott-Shaw Victoria Business Institute, Limited, 1012 Douglas Street, Victoria, B.C.—Office occupations (commercial and governmental), radiotelegraphy.

Trail Business College, 648 Weir Street, Trail, B.C.—Office occupations (commercial and governmental).

Vancouver Business School, 709 Dunsmuir Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Vancouver Engineering Academy, 407 Hastings Street West, Vancouver, B.C.—Stationary, marine and Diesel engineering.

Victoria Hairdressing School, Suite 104, Woolworth Building, Victoria, B.C.—Hairdressing.

Victoria Trade School, 546 Herald Street, Victoria, B.C.—Welding.

Welding Construction School, 148 First Avenue East, Vancouver, B.C.—Electric welding, acetylene cutting.

Western School of Commerce, Limited, 712 Robson Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Western College of Pharmacy, 1524 Sixth Avenue West, Vancouver, B.C.—Pharmacy.

Willis College of Business, 850 Hastings Street West, Vancouver, B.C.—Office occupations (commercial and governmental).

HAMILTON CRISFORD,
Secretary.

SAFETY BRANCH.

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 1943.

The work of the Safety Branch was conducted by the Acting Assistant Deputy, Mr. Charles Pearse, until June, when he terminated his services with the Civil Service to take a position with a private firm, the Stuart Research Agency, in Vancouver. Mr. Pearse worked for the Department of Labour for approximately ten years and acted as Assistant Deputy for approximately one year. Since 1937 he carried on a very excellent educational service to the lumber industry and his services will be greatly missed by the Department of Labour.

The regular work is being continued and close contact is being maintained with safety committees in all the different branches of the lumber industry.

Periodic meetings have been instituted with employers' representatives and from these there is an interchange of ideas which is proving very valuable.

It is interesting to note that the number of accidents for each billion feet of log production is not increasing and it is hoped that the peak has been reached in accident frequency. The following table is given showing the accident trend for the past four years.

Year.	Production (Board-feet).	Accidents per Billion Board-feet.
1940	3,693,000,000	1,425
1941	3,679,950,000	1,495
1942	3,172,640,000	1,560
1943	2,848,958,000	1,540

Representatives of the operating companies asked the Safety Branch to institute a system whereby the lumber companies would be rated as to the frequency of accidents among their employees. Such a plan was drawn up and has been used since October 1st, 1943. This will give a quarterly report to the employers, giving them their standing as individuals as well as the standing of their associations.

It is encouraging that there were less accidents in the lumber industry during the last quarter of 1943 than any previous yearly quarter for some time. The Workmen's Compensation Board has reduced its assessment rate on the industry by one-half of 1 per cent.

The report can not be closed without expressing sincere thanks to the Hon. the Minister of Labour for his interest in the work of the Branch and to the Deputy Minister for his assistance and advice in developing our accident-prevention campaign.

Respectfully submitted.

A. M. WHISKER,
Safety Adviser.

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