PROVINCE OF BRITISH COLUMBIA

ANNUAL REPORT

OF

THE DEPARTMENT OF LABOUR

FOR THE

YEAR ENDED DECEMBER 31ST

1944

PRINTED BY
AUTHORITY OF THE LEGISLATIVE ASSEMBLY.

VICTORIA, B.C.:
Printed by CHARLES F. BANFIELD, Printer to the King's Most Excellent Majesty.
1945.

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 1944 is herewith respectfully submitted.

GEORGE S. PEARSON,
Minister of Labour.

Office of the Minister of Labour,
July, 1945.

The Honourable George S. Pearson,
Minister of Labour.

SIR,—I have the honour to submit herewith the Twenty-seventh Annual Report on the work of the Department of Labour up to December 31st, 1944.

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

ADAM BELL,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., July, 1945.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1944.

This Annual Report for the year 1944, being the twenty-seventh of the Department, reflects a changing picture in the industrial life of the Province.

In the fifth year of the war, and with victory assured, some curtailment in heavy production brought a modifying influence to bear on the upward surge of industrial pay-rolls which had marked the peak year 1943.

With the completion of many large war contracts in 1943, noticeably in the heavy construction industries, our Provincial estimated pay-roll for 1944 dropped to $378,-117,554, to show an apparent decrease of $16,835,477 from the final estimated total of $394,953,031 for 1943.

Average weekly wages continued to show strength throughout 1944, the average increasing in twenty-two of the twenty-five tables in this report.

The average weekly wage for all adult male wage-earners rose to $38.70 for 1944, representing a gain of $1.51 over the previous year, and establishing an all-time high in the records of the Department.

Twenty of the twenty-five tables relating to the industrial group showed increases in the pay-roll totals for 1944.

Greatest increase was in food products manufacturing (up $3,000,000), followed by miscellaneous trades and industries (up almost $2,000,000), lumber industries (up over $1,500,000), and Coast shipping (up almost $1,000,000). For others in order of increase *see* " Comparison of Pay-rolls " in report data.

Due to the completion of large war contracts during the latter part of the previous year, greatest decrease was noted in the construction industry (down over $16,500,000), followed by ship-building (decreased by over $12,500,000). Other industries showing decreases were metal-mining (down almost $2,000,000), smelting and concentrating (down $1,000,000), and oil-refining (down $188,000).

While production demands had necessitated an unprecedented volume of employment in many essential industries during 1943, a gradual decrease in both male and female employment totals in these industries was evident in 1944, particularly in the heavy construction industries, ship-building, metal trades, and industries of a like nature. The average monthly employment high for all industries in 1944 was 138,911 in August of that year, compared with the all-time high of 152,694 recorded in August, 1943.

Shorter working-hours were, with few exceptions, general throughout the industries covered, the average weekly working-hours for all employees decreasing to 46.02 as against 47.19 for the previous year.

STATISTICS OF TRADES AND INDUSTRIES.

While continuing to show the effect of war production in most industries, the statistical section for 1944 reveals many changes which mark the beginning of a period of transition from the feverish activity of the peak year 1943 to a more stable and balanced industrial life normally associated with peace-time years.

EMPLOYERS' RETURNS TOTAL 5,044.

The total number of firms reporting in time for tabulation in the tables was 5,044, as compared with 4,727 in 1943, an increase of 317.

PAY-ROLL.

A total pay-roll of $289,799,678 was reported by the 5,044 firms filing returns in time for classification. Representing only industrial pay-rolls, however, this total is not considered as the total Provincial pay-roll until further augmented by additional figures which follow, showing an accumulative estimated total of $378,117,554, an apparent decrease of $16,835,477 over final estimates for 1943.

Pay-rolls of 5,044 firms making returns to Department of Labour	$289,799,678
Returns received too late to be included in above summary	792,368
Employers included in Department's inquiry, not sending in returns (estimated pay-roll)	1,350,000
Transcontinental railways (ascertained pay-roll)	21,045,508
Pay-rolls of additional services not included in the industrial survey; viz., Governmental workers, wholesale and retail firms, miscellaneous (estimated pay-roll)	65,130,000
Total	$378,117,554

PREVIOUS PROVINCIAL PAY-ROLLS.

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

1928	$183,097,781	1937	$162,654,234
1929	192,092,249	1938	158,026,375
1930	167,133,813	1939	165,683,460
1931	131,941,008	1940	188,325,766
1932	102,957,074	1941	239,525,459
1933	99,126,653	1942	321,981,489*
1934	113,567,953	1943	394,953,031*
1935	125,812,140	1944	378,117,554†
1936	142,349,591		

* 1942 and 1943 totals revised since publication of 1943 report.
† 1944 preliminary total subject to revision.

Due to the rapid expansion of industrial pay-rolls during the years 1942 and 1943, previously estimated totals for these years have been revised in accordance with more complete information, and provision will be made in subsequent departmental reports for preliminary estimated totals to be revised from year to year, based on additional information not available at the time of publication.

A percentage distribution showing the proportion of the total pay-roll allotted to each class of worker is contained in the following table:—

	1940.	1941.	1942.	1943.	1944.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	10.22	9.29	7.13	6.57	7.26
Clerks, stenographers, and salesmen	11.15	10.11	8.66	9.18	10.72
Wage-earners	78.63	80.60	84.21	84.25	82.02
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

While the general trend in industrial pay-roll totals continued upward, a levelling-off in some heavy industries which had rocketed to new highs during the previous year brought decreases in some instances. Twenty of the twenty-five tables showed increases for 1944. Leading in the group showing increased pay-roll totals, food products gained $3,129,114 over the previous year, followed by miscellaneous trades and industries, up $1,962,232, and the lumber industries with an increase of $1,510,058; Coast shipping increased by $967,272, followed by the public utility group, up $872,505, and pulp and paper mills with a gain of $722,657; breweries, an increase of $456,046; coal-mining, up $440,057; printing and publishing, up $315,745; laundries, cleaning and dyeing, an

increase of $298,790; garment-making, up $183,980; leather and fur goods, $124,830; wood manufacturing (N.E.S.), $117,786; house furnishings, $88,561; paint-manufacturing, $53,339; builders' materials, $35,472; jewellery-manufacture, $17,528; metal trades, $7,367; cigar and tobacco manufacturing, $5,503; and explosives and chemicals, up $4,654.

Due to the completion of many large war-time contracts during the latter part of 1943, pay-roll totals in the heavy construction group for 1944 showed a decrease of $16,882,586 from the record high set for the previous year. Ship-building also decreased from the all-time high figure set in 1943 to show a drop of $12,876,421. Decreases were also noted in metal-mining, down $1,950,826; smelting and concentrating, down $1,022,041; and oil-refining, off $188,264.

COMPARISON OF PAY-ROLLS.

Industry.	1942.		1943.		1944.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries	34	$1,584,038.00	31	$1,758,828.00	32	$2,214,874.00
Builders' materials	76	2,000,579.00	74	2,306,658.00	80	2,342,130.00
Cigar and tobacco manufacturing	3	4,441.00	3	6,971.00	3	12,474.00
Coal-mining	27	4,491,833.00	26	4,890,314.00	27	5,330,371.00
Coast shipping	117	8,660,344.00	119	10,019,897.00	110	10,987,169.00
Construction	889	30,101,754.00	753	43,356,556.00	916	26,473,970.00
Explosives and chemicals	24	3,501,356.00	23	4,014,989.00	23	4,019,643.00
Food products	572	16,276,059.00	547	18,192,018.00	582	21,321,132.00
Garment-making	63	1,264,303.00	66	1,403,599.00	71	1,587,579.00
House furnishings	65	1,778,909.00	67	1,822,614.00	77	1,911,175.00
Jewellery-manufacturing	12	343,552.00	11	347,097.00	13	364,625.00
Laundries, cleaning and dyeing	104	2,018,329.00	99	2,433,302.00	108	2,732,092.00
Leather and fur goods, manufacture of	53	866,701.00	55	926,231.00	69	1,051,061.00
Lumber industries	938	43,935,333.00	948	47,078,896.00	1,041	48,588,954.00
Metal trades	800	17,223,536.00	801	24,637,007.00	858	24,644,374.00
Metal-mining	127	11,808,861.00	93	11,318,358.00	79	9,367,532.00
Miscellaneous	455	16,012,831.00	510	26,160,573.00	456	28,122,805.00
Oil-refining	53	3,039,683.00	62	3,229,243.00	59	3,040,979.00
Paint-manufacture	10	429,195.00	10	457,182.00	11	510,521.00
Printing and publishing	145	4,143,521.00	142	4,337,734.00	140	4,653,479.00
Pulp and paper mills	13	8,824,524.00	12	8,727,109.00	12	9,449,766.00
Ship-building	46	47,203,906.00	47	65,494,519.00	46	52,618,098.00
Smelting and concentrating	5	7,881,503.00	5	7,466,686.00	5	6,444,645.00
Street-railways, gas, water, power, etc.	110	12,734,102.00	115	13,613,489.00	105	14,485,994.00
Wood manufacturing (N.E.S.)	104	5,917,196.00	108	7,406,450.00	121	7,524,236.00
Totals	4,845	$252,046,389.00	4,727	$311,406,320.00	5,044	$289,799,678.00

INDUSTRIAL DIVISIONS.

The industrial activities of the Province have again been segregated into three divisions—Greater Vancouver, Rest of Mainland, and Vancouver Island. In 1944, due to some curtailment in heavy industry within the Greater Vancouver area, the percentage of the total pay-roll attributable to this division decreased to 44.11 from 46.88 per cent. in 1943, with a corresponding increase in the Mainland percentage to 38.33 as against 35.36 per cent. for 1943. The Vancouver Island percentage showed little change—with 17.56 per cent. as compared with 17.76 per cent. for the previous year.

The application of these percentages to the total estimated 1944 pay-roll gives a break-down of that figure as shown in the following table, with comparative figures for previous years:—

	1940.	1941.	1942.*	1943.*	1944.†
Greater Vancouver	$67,477,121.96	$92,504,732.26	$147,821,701.60	$185,153,980.93	$166,787,653.07
Rest of Mainland	82,034,703.67	98,157,533.10	115,623,552.70	139,655,391.76	144,932,458.45
Vancouver Island	38,813,940.37	48,863,193.64	58,536,234.70	70,143,658.31	66,397,442.48
Totals	$188,325,766.00	$239,525,459.00	$321,981,489.00	$394,953,031.00	$378,117,554.00

* 1942 and 1943 totals revised since publication of 1943 report.
† 1944 preliminary total subject to revision.

Numbers employed in the lower wage brackets continued to decrease in most industries, a survey of adult males employed at less than $19 per week showing decreasing percentages in fourteen of the twenty-five tables.

The following list of industries is arranged in order of diminishing percentages to show the number of adult males employed during the week of greatest employment, together with the percentage of total in receipt of less than $19 per week:—

Industry.	Number employed.	Per Cent. Less than $19.
Food products	11,650	11.34
Cigar and tobacco manufacturing	9	11.11
Garment-making	209	10.53
Printing and publishing	1,098	9.47
House furnishings	684	9.06
Laundries, cleaning and dyeing	510	7.45
Leather and fur goods	306	6.86
Builders' materials	1,248	5.61
Coast shipping	5,045	5.35
Explosives and chemicals	1,259	4.05
Smelting and concentrating	2,657	3.65
Breweries	910	3.41
Construction	17,181	3.29
Metal trades	9,179	2.78
Miscellaneous trades and industries	10,370	2.51
Ship-building	24,839	2.42
Wood manufacturing (N.E.S.)	2,897	2.31
Lumber industries	27,383	1.64
Pulp and paper manufacturing	3,668	1.61
Jewellery-manufacturing	66	1.52
Oil-refining	1,244	1.05
Street-railways, gas, water, power, etc.	5,162	0.99
Coal-mining	2,741	0.80
Paint-manufacturing	132	0.76
Metal-mining	4,238	0.14

AVERAGE WEEKLY WAGE BY INDUSTRIES.

Increases in the average weekly wage for adult male workers were evident in twenty-two of the twenty-five tables. The averages are based on the week of employment of the greatest number, and with changes incorporated in the statistical form for 1944 a more complete picture was obtained of workers in the higher wage brackets, with a resultant upward swing in the averages shown for those industries employing large numbers at high rates of pay.

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

Industry.	1937.	1938.	1939.	1940.	1941.	1942.	1943.	1944.
Breweries	$26.18	$27.42	$27.98	$28.23	$29.29	$31.85	$33.46	$34.72
Builders' materials	22.31	22.82	23.23	24.15	26.26	30.78	31.61	33.17
Cigar and tobacco manufacturing	15.50	13.00	19.75	17.70	14.50	15.83	15.10	23.61
Coal-mining	27.46	28.20	29.39	28.04	31.84	34.56	39.00	42.38
Coast shipping	31.99	32.93	29.35	30.34	30.03	31.24	33.97	35.86
Construction	25.61	25.81	26.12	27.52	30.21	36.41	39.60	38.47
Explosives and chemicals	24.58	24.20	25.75	31.67	33.39	36.45	37.54	36.50
Food products, manufacture of	23.85	23.70	23.23	23.59	25.65	30.52	32.66	35.06
Garment-making	22.97	23.15	24.25	25.22	26.51	27.72	32.03	34.42
House furnishings	22.25	20.80	22.53	23.59	25.74	27.76	28.13	31.28
Jewellery, manufacture of	34.60	38.95	39.23	43.44	38.72	38.59	41.14	44.64
Laundries, cleaning and dyeing	22.89	23.33	23.19	24.00	24.76	28.20	30.39	33.05
Leather and fur goods, manufacture of	21.23	22.23	21.19	21.72	26.07	27.80	30.18	32.47
Lumber industries	26.81	26.59	27.14	28.83	31.01	33.94	37.09	41.28
Metal trades	24.77	25.09	25.38	26.18	29.90	34.00	36.37	39.07
Metal-mining	30.34	30.48	30.86	31.77	33.72	37.19	35.82	39.40
Miscellaneous trades and industries	23.85	23.46	23.91	24.36	26.97	33.58	34.92	37.21
Oil-refining	27.92	28.68	28.97	29.17	30.97	33.40	35.52	37.99
Paint-manufacturing	23.08	22.78	22.69	23.15	24.95	28.73	30.71	33.42
Printing and publishing	33.69	34.19	34.34	34.34	36.78	37.10	38.39	39.47
Pulp and paper manufacturing	26.75	26.36	26.54	29.84	32.13	33.92	36.41	37.71
Ship-building	27.88	28.76	28.55	31.74	35.27	40.32	40.08	40.36
Smelting and concentrating	25.08	24.80	25.57	32.75	37.07	38.49	38.47	36.74
Street-railways, gas, water, power, telephones, etc.	27.20	27.78	28.63	28.57	30.93	32.28	35.01	37.29
Wood, manufacturing of (N.E.S.)	21.97	22.68	23.22	24.88	27.01	30.24	33.34	34.75

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

Increase.

Breweries	$1.26	Metal trades	$2.70
Builders' materials	1.56	Metal-mining	3.58
Cigar and tobacco manufacturing	8.51	Miscellaneous trades and industries	2.29
Coal-mining	3.38	Oil-refining	2.47
Coast shipping	1.89	Paint-manufacturing	2.71
Food products, manufacture of	2.40	Printing and publishing	1.08
Garment-making	2.39	Pulp and paper manufacturing	1.30
House furnishings	3.15	Ship-building	0.28
Jewellery, manufacture of	3.50	Street-railways, gas, water, power, telephones, etc.	2.28
Laundries, cleaning and dyeing	2.66	Wood, manufacturing of (N.E.S.)	1.41
Leather and fur goods, manufacture of	2.29		
Lumber industries	4.19		

Decrease.

Construction	$1.13	Smelting and concentrating	$1.73
Explosives and chemicals	1.04		

INDUSTRIAL WAGE.

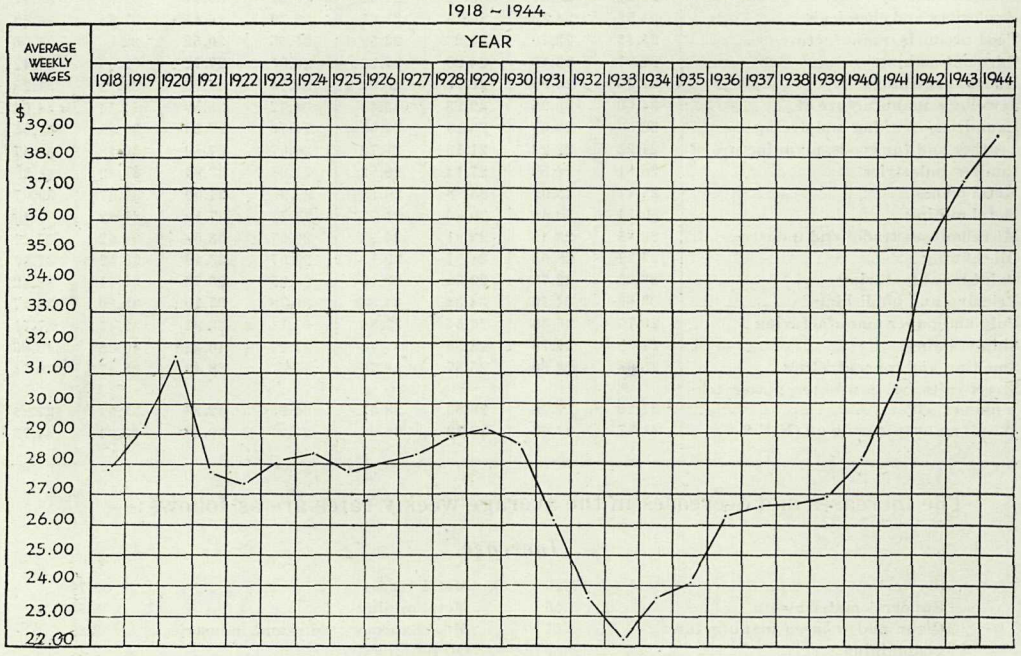
The recorded average weekly wage for all adult males in the wage-earner group rose to $38.70 in 1944, an increase of $1.51 over the 1943 figure. The effect of higher

wage-scales on the averages shown for the war years may be noted in the following table, which shows the average industrial wage for each year since 1918:—

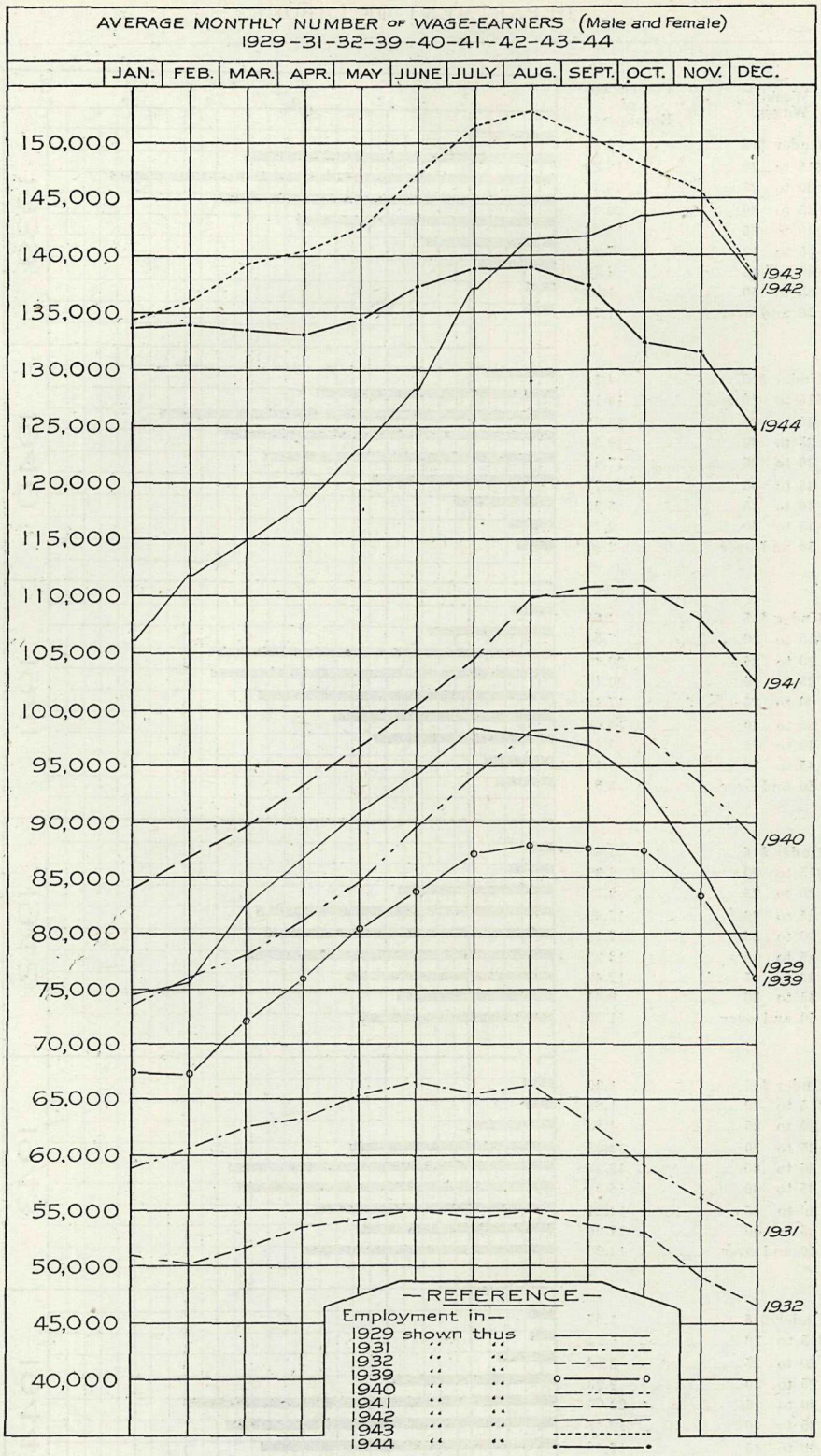
1918	$27.97	1932	$23.62
1919	29.11	1933	22.30
1920	31.51	1934	23.57
1921	27.62	1935	24.09
1922	27.29	1936	26.36
1923	28.05	1937	26.64
1924	28.39	1938	26.70
1925	27.82	1939	26.80
1926	27.99	1940	28.11
1927	28.29	1941	30.67
1928	28.96	1942	35.24
1929	29.20	1943	37.19
1930	28.64	1944	38.70
1931	26.17		

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 1944.

AVERAGE WEEKLY WAGES PAID TO ADULT MALE EMPLOYEES
1918 ~ 1944



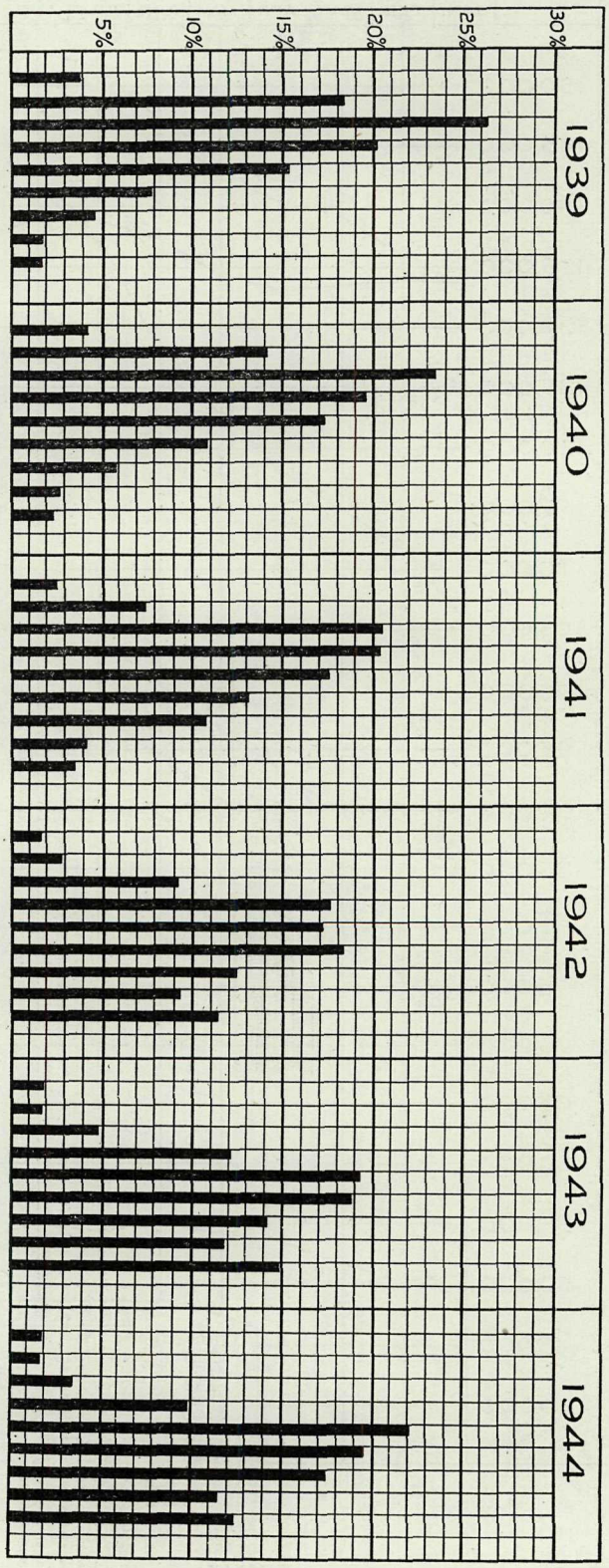
(1944 figure—$38.70.)



1944.

January	133,737	July	138,878
February	133,887	August	138,911
March	133,485	September	137,305
April	133,045	October	132,428
May	134,405	November	131,520
June	137,192	December	124,850

Weekly Wages.	Percentage of Employees.
1939	
Under $15	3.90
$15 to 20	18.29
20 to 25	26.37
25 to 30	20.07
30 to 35	15.26
35 to 40	7.88
40 to 45	4.62
45 to 50	1.82
50 and over	1.79
1940	
Under $15	4.18
$15 to 20	14.10
20 to 25	23.33
25 to 30	19.54
30 to 35	17.03
35 to 40	10.71
40 to 45	5.99
45 to 50	2.75
50 and over	2.37
1941	
Under $15	2.65
$15 to 20	7.55
20 to 25	20.42
25 to 30	20.40
30 to 35	17.46
35 to 40	13.08
40 to 45	10.65
45 to 50	4.17
50 and over	3.62
1942	
Under $15	1.66
$15 to 20	2.99
20 to 25	9.20
25 to 30	17.62
30 to 35	17.12
35 to 40	18.32
40 to 45	12.42
45 to 50	9.34
50 and over	11.33
1943	
Under $15	1.99
$15 to 20	1.82
20 to 25	4.83
25 to 30	12.08
30 to 35	19.33
35 to 40	18.91
40 to 45	14.21
45 to 50	11.90
50 and over	14.93
1944	
Under $15	1.97
$15 to 20	1.72
20 to 25	3.53
25 to 30	9.90
30 to 35	22.06
35 to 40	19.48
40 to 45	17.38
45 to 50	11.53
50 and over	12.43



The above bar diagrams show the relative percentages of adult male wage-earners in the various wage classifications from 1939 to 1944.

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.	1943.				1944.			
	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	Nov.	958	Feb.	708	Oct.	1,291	Jan.	899
Builders' materials	April	1,146	Jan. and Feb.	1,068	Dec.	1,185	Jan.	1,048
Cigar and tobacco manufacturing	Oct., Nov., and Dec.	10	Jan.	6	May to Dec.	12	Jan. to April	11
Coal-mining	Nov.	2,854	April	2,560	Jan.	2,718	Sept.	2,319
Coast shipping	Aug.	5,330	Jan.	4,697	June	5,125	Feb.	4,750
Construction	July	20,149	Dec.	14,031	Mar.	12,917	Dec.	10,393
Explosives, chemicals, etc.	April	1,563	Aug.	1,287	Feb.	1,374	Dec.	1,182
Food products, manufacture of	Sept.	14,878	Mar.	7,090	Sept.	17,724	Mar.	8,298
Garment-making	April	1,107	Aug.	933	Mar.	1,147	Aug.	974
House furnishings	April	1,260	Sept.	1,171	Nov.	1,533	Jan.	1,252
Jewellery, manufacture of	Jan.	89	Nov. and Dec.	84	Dec.	95	Mar.	85
Laundries, cleaning and dyeing	July	2,263	Jan.	1,947	Sept.	2,393	Jan.	2,055
Leather and fur goods, manufacture of	Nov.	617	April	577	Nov.	714	Jan.	639
Lumber industries	Sept.	23,890	Jan.	19,188	May	23,501	Jan.	19,594
Metal trades	Aug.	10,646	Jan.	9,326	Aug.	9,928	Dec.	9,017
Metal-mining	Jan.	5,045	Dec.	4,205	Jan.	4,001	Sept.	3,286
Miscellaneous trades and industries	Dec.	14,420	Jan.	11,358	Jan.	14,001	Dec.	9,004
Oil-refining	Aug.	1,011	Mar.	774	Aug.	1,008	April	801
Paint-manufacturing	Aug.	178	Jan.	162	June	199	Jan. and Dec.	174
Printing and publishing	Oct.	1,455	Mar.	1,325	Dec.	1,545	Jan.	1,407
Pulp and paper manufacturing	Jan.	4,057	April	3,836	Aug.	4,454	April	4,074
Ship-building	July	30,958	Oct.	28,391	Jan.	28,668	Oct.	21,026
Smelting and concentrating	Feb.	2,942	Sept.	2,437	Feb.	2,563	Sept.	2,013
Street-railways, gas, water, power, telephones, etc.	Aug.	6,395	Feb.	6,058	Dec.	6,766	Jan.	6,246
Wood manufacturing (N.E.S.)	Aug.	4,785	Jan.	4,137	June	4,638	Dec.	4,185
All industries	Aug.	152,694	Jan.	134,384	Aug.	138,911	Dec.	124,850

RACIAL ORIGIN AND NATIONALITY OF EMPLOYEES.

A total of 189,776 employees were covered in the survey dealing with racial origin and nationality, of which 144,381 or 76.08 per cent. were originally from English-speaking countries; 34,665 or 18.27 per cent. originally from Continental Europe; 7,498 or 3.95 per cent. from Asiatic stock; and 3,232 or 1.70 per cent. from other countries, or racial origin not stated.

Comparative percentages for the past five years are set out in the following table:—

Racial Origin.	1940.	1941.	1942.	1943.	1944.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
English-speaking countries	75.37	75.93	77.37	75.25	76.08
Continental Europe	15.10	16.18	16.55	18.87	18.27
Asiatic	7.70	6.27	4.34	3.80	3.95
From other countries, or not specified	1.83	1.62	1.74	2.08	1.70
Totals	100.00	100.00	100.00	100.00	100.00

FIRMS WITH LARGE PAY-ROLLS.

Continued increase in the number of firms reporting in the higher pay-roll bracket is noted for 1944, a total of 435 firms reporting pay-rolls of over $100,000, compared with 423 in this classification for 1943.

As stated in previous reports, 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.

Again leading in the list of industries reporting in the higher bracket, the lumber industry was credited with 118 firms in this category, an increase of 15 over the previous year; followed by metal trades with 48, decreased by 2; construction industry with 46, a decrease of 17; food products, 46, an increase of 7; miscellaneous trades and industries, 26, up 3; Coast shipping, 19, up 3; metal-mining, 17, down 1; ship-building, 17, unchanged; public utilities, 15, up 2; wood manufacturing (N.E.S.), 15, unchanged; pulp and paper manufacturing, 9, unchanged; coal-mining, 8, down 2; printing and publishing, 8, up 1; breweries, 7, up 1; laundries, cleaning and dyeing, 7, up 2; oil-refining, 7, down 2; builders' materials, 6, unchanged; garment-making, 4, up 1; explosives and chemicals, 3, unchanged; house furnishings, 3, unchanged; leather and fur goods, 2, up 1; jewellery-manufacture and paint-manufacturing, both 1, unchanged; and smelting and concentrating, 2, unchanged from the previous year.

Of the 435 firms reported above, eight had pay-rolls in excess of $5,000,000, two between $4,000,000 and $5,000,000, five between $3,000,000 and $4,000,000, ten between $2,000,000 and $3,000,000, and twelve 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 returns 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' out-fitting.

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 and Concentrating.—Comprises only firms engaged in these industries.

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 32 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$288,244.00
Clerks, Stenographers, Salesmen, etc.	253,977.00
Wage-earners (including piece-workers)	1,672,653.00
Total	$2,214,874.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	733	166	July	923	244
February	759	167	August	905	247
March	768	179	September	854	246
April	793	194	October	924	367
May	847	203	November	928	348
June	900	248	December	929	303

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	5	3	-----	-----
$6.00 to $6.99	6	-----	-----	3
7.00 to 7.99	3	1	1	-----
8.00 to 8.99	-----	5	-----	-----
9.00 to 9.99	2	2	2	-----
10.00 to 10.99	3	2	1	-----
11.00 to 11.99	2	1	-----	-----
12.00 to 12.99	2	3	-----	5
13.00 to 13.99	-----	2	-----	-----
14.00 to 14.99	1	4	4	4
15.00 to 15.99	1	4	1	1
16.00 to 16.99	2	4	23	11
17.00 to 17.99	1	6	7	1
18.00 to 18.99	3	1	6	5
19.00 to 19.99	3	3	3	-----
20.00 to 20.99	15	13	96	22
21.00 to 21.99	2	1	52	1
22.00 to 22.99	10	4	36	-----
23.00 to 23.99	1	-----	19	1
24.00 to 24.99	15	4	5	-----
25.00 to 25.99	10	-----	12	-----
26.00 to 26.99	13	8	3	-----
27.00 to 27.99	31	2	5	-----
28.00 to 28.99	6	2	-----	-----
29.00 to 29.99	47	2	-----	-----
30.00 to 34.99	215	9	13	-----
35.00 to 39.99	382	3	19	-----
40.00 to 44.99	84	1	-----	-----
45.00 to 49.99	19	-----	-----	-----
50.00 to 54.99	18	-----	-----	-----
55.00 to 59.99	3	-----	-----	-----
60.00 to 64.99	1	-----	-----	-----
65.00 to 69.99	1	-----	-----	-----
70.00 and over	3	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	516	-----	238	-----
Born in Great Britain, Ireland	326	-----	98	-----
Born elsewhere	1	-----	1	-----
Belgian, Dutch	6	-----	3	-----
French	24	-----	10	-----
Italian	28	-----	-----	-----
German, Austrian	18	-----	1	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	11	1	1	-----
Norwegian, Swedish, Danish, Finnish	34	-----	4	-----
Russian, Lithuanian, Polish, Ukrainian	25	-----	7	-----
Greek, Yugoslavic	1	-----	-----	-----
Hebrew	3	-----	1	-----
Chinese	-----	-----	1	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	-----	-----	-----	-----
Negro	1	-----	-----	-----
Others not shown above	8	-----	4	1

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

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 80 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$312,430.00
Clerks, Stenographers, Salesmen, etc.	259,090.00
Wage-earners (including piece-workers)	1,770,610.00
Total	$2,342,130.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,013	35	July	1,079	45
February	1,026	35	August	1,064	45
March	1,059	35	September	1,049	46
April	1,046	34	October	1,056	55
May	1,050	35	November	1,121	56
June	1,083	43	December	1,128	57

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	14	3	-----	-----
$6.00 to $6.99	2	1	1	-----
7.00 to 7.99	1	-----	-----	-----
8.00 to 8.99	1	-----	-----	-----
9.00 to 9.99	7	-----	1	-----
10.00 to 10.99	3	3	-----	-----
11.00 to 11.99	4	-----	-----	-----
12.00 to 12.99	5	3	1	-----
13.00 to 13.99	2	-----	-----	1
14.00 to 14.99	6	2	-----	-----
15.00 to 15.99	3	1	1	-----
16.00 to 16.99	4	-----	1	1
17.00 to 17.99	15	-----	3	-----
18.00 to 18.99	3	-----	-----	-----
19.00 to 19.99	9	-----	2	-----
20.00 to 20.99	14	1	5	-----
21.00 to 21.99	3	3	2	-----
22.00 to 22.99	16	2	9	-----
23.00 to 23.99	16	2	6	-----
24.00 to 24.99	43	-----	1	-----
25.00 to 25.99	27	1	2	-----
26.00 to 26.99	31	3	-----	-----
27.00 to 27.99	40	-----	12	-----
28.00 to 28.99	80	-----	3	-----
29.00 to 29.99	114	15	-----	-----
30.00 to 34.99	347	3	1	-----
35.00 to 39.99	203	1	2	-----
40.00 to 44.99	121	3	1	-----
45.00 to 49.99	50	2	-----	-----
50.00 to 54.99	37	1	-----	-----
55.00 to 59.99	16	-----	-----	-----
60.00 to 64.99	8	1	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	3	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	594	-----	60	-----
Born in Great Britain, Ireland	389	-----	9	-----
Born elsewhere	15	-----	-----	-----
Belgian, Dutch	36	1	-----	-----
French	17	3	-----	-----
Italian	34	3	-----	-----
German, Austrian	27	1	-----	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	7	-----	-----	-----
Norwegian, Swedish, Danish, Finnish	57	1	2	-----
Russian, Lithuanian, Polish, Ukrainian	70	-----	2	-----
Greek, Yugoslavic	3	-----	-----	-----
Hebrew	-----	-----	-----	-----
Chinese	7	50	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	10	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	9	1	1	-----

	Males.	Females.
United States citizens (racial origin not specified)	13	1

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 3 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$1,040.00
Clerks, Stenographers, Salesmen, etc.	-----
Wage-earners (including piece-workers)	$11,434.00
Total	$12,474.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	8	3	July	9	3
February	8	3	August	9	3
March	8	3	September	9	3
April	8	3	October	9	3
May	9	3	November	9	3
June	9	3	December	9	3

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	-----	-----	2	-----
$6.00 to $6.99	-----	-----	-----	-----
7.00 to 7.99	-----	-----	-----	-----
8.00 to 8.99	-----	-----	-----	-----
9.00 to 9.99	-----	-----	-----	-----
10.00 to 10.99	-----	-----	-----	-----
11.00 to 11.99	-----	-----	-----	-----
12.00 to 12.99	-----	-----	-----	-----
13.00 to 13.99	-----	-----	1	-----
14.00 to 14.99	-----	-----	-----	-----
15.00 to 15.99	-----	-----	-----	-----
16.00 to 16.99	-----	-----	-----	-----
17.00 to 17.99	1	-----	-----	-----
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	-----	-----	-----	-----
24.00 to 24.99	-----	-----	-----	-----
25.00 to 25.99	6	-----	-----	-----
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 to 54.99	-----	-----	-----	-----
55.00 to 59.99	-----	-----	-----	-----
60.00 to 64.99	-----	-----	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	-----	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	6	-----	3	-----
Born in Great Britain, Ireland	-----	-----	-----	-----
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	1	-----	-----	-----
Chinese	-----	-----	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	-----	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	-----	-----	-----	-----

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

TABLE No. 4.

COAL-MINING.

Returns covering 27 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$404,097.00
Clerks, Stenographers, Salesmen, etc.	115,465.00
Wage-earners (including piece-workers)	4,810,809.00
Total	$5,330,371.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,715	3	July	2,497	8
February	2,646	3	August	2,526	7
March	2,610	3	September	2,317	2
April	2,566	3	October	2,348	2
May	2,578	5	November	2,331	2
June	2,546	6	December	2,357	2

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	2	-----	-----	-----
$6.00 to $6.99	-----	-----	-----	-----
7.00 to 7.99	-----	-----	-----	-----
8.00 to 8.99	-----	-----	-----	-----
9.00 to 9.99	3	-----	-----	-----
10.00 to 10.99	-----	-----	-----	-----
11.00 to 11.99	6	-----	-----	-----
12.00 to 12.99	1	-----	1	-----
13.00 to 13.99	-----	-----	-----	-----
14.00 to 14.99	3	-----	-----	-----
15.00 to 15.99	-----	-----	-----	-----
16.00 to 16.99	-----	-----	-----	-----
17.00 to 17.99	7	-----	-----	-----
18.00 to 18.99	-----	-----	-----	-----
19.00 to 19.99	1	-----	-----	-----
20.00 to 20.99	1	-----	-----	-----
21.00 to 21.99	4	-----	-----	-----
22.00 to 22.99	-----	-----	-----	-----
23.00 to 23.99	3	-----	-----	-----
24.00 to 24.99	10	-----	-----	-----
25.00 to 25.99	32	6	1	-----
26.00 to 26.99	14	9	-----	-----
27.00 to 27.99	20	6	-----	-----
28.00 to 28.99	16	6	1	-----
29.00 to 29.99	41	6	-----	-----
30.00 to 34.99	347	17	3	-----
35.00 to 39.99	473	22	-----	-----
40.00 to 44.99	772	2	-----	-----
45.00 to 49.99	683	-----	-----	-----
50.00 to 54.99	139	-----	-----	-----
55.00 to 59.99	39	-----	-----	-----
60.00 to 64.99	57	-----	-----	-----
65.00 to 69.99	13	-----	-----	-----
70.00 and over	54	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	758	-----	3	-----
Born in Great Britain, Ireland	833	-----	-----	-----
Born elsewhere	-----	-----	-----	-----
Belgian, Dutch	9	1	-----	-----
French	10	2	-----	-----
Italian	280	29	-----	-----
German, Austrian	93	14	-----	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	239	41	-----	-----
Norwegian, Swedish, Danish, Finnish	45	6	-----	-----
Russian, Lithuanian, Polish, Ukrainian	173	36	-----	-----
Greek, Yugoslavic	54	33	-----	-----
Hebrew	-----	-----	-----	-----
Chinese	29	49	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	4	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	36	12	5	-----

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

TABLE No. 5.

COAST SHIPPING.

Returns covering 110 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$846,180.00
Clerks, Stenographers, Salesmen, etc.	714,857.00
Wage-earners (including piece-workers)	9,426,132.00
Total	$10,987,169.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,697	162	July	4,926	184
February	4,603	147	August	4,940	180
March	4,667	153	September	4,841	184
April	4,674	149	October	4,893	177
May	4,835	165	November	4,905	177
June	4,957	168	December	4,782	178

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	25	-----	1	-----
$6.00 to $6.99	3	-----	-----	-----
7.00 to 7.99	11	-----	-----	-----
8.00 to 8.99	41	10	2	-----
9.00 to 9.99	8	-----	-----	-----
10.00 to 10.99	26	-----	-----	-----
11.00 to 11.99	7	3	-----	-----
12.00 to 12.99	11	-----	2	-----
13.00 to 13.99	9	2	2	-----
14.00 to 14.99	6	1	-----	-----
15.00 to 15.99	27	-----	-----	1
16.00 to 16.99	17	6	4	2
17.00 to 17.99	46	9	1	1
18.00 to 18.99	33	119	11	-----
19.00 to 19.99	69	11	2	-----
20.00 to 20.99	124	63	6	-----
21.00 to 21.99	166	2	88	2
22.00 to 22.99	117	3	3	-----
23.00 to 23.99	98	19	13	-----
24.00 to 24.99	65	50	5	-----
25.00 to 25.99	212	51	3	-----
26.00 to 26.99	134	15	5	-----
27.00 to 27.99	228	80	6	-----
28.00 to 28.99	238	26	3	6
29.00 to 29.99	114	23	15	-----
30.00 to 34.99	412	12	9	-----
35.00 to 39.99	794	3	4	-----
40.00 to 44.99	1,150	4	1	-----
45.00 to 49.99	390	-----	-----	-----
50.00 to 54.99	162	-----	-----	-----
55.00 to 59.99	67	-----	-----	-----
60.00 to 64.99	154	-----	-----	-----
65.00 to 69.99	42	-----	-----	-----
70.00 and over	39	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	3,064	-----	149	-----
Born in Great Britain, Ireland	1,860	-----	80	-----
Born elsewhere	262	-----	4	-----
Belgian, Dutch	17	-----	-----	-----
French	27	-----	3	-----
Italian	19	-----	2	-----
German, Austrian	15	2	1	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	18	1	-----	-----
Norwegian, Swedish, Danish, Finnish	183	9	2	-----
Russian, Lithuanian, Polish, Ukrainian	104	2	1	-----
Greek, Yugoslavic	17	-----	-----	-----
Hebrew	1	-----	1	-----
Chinese	65	111	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	6	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	118	4	5	-----

	Males.	Females.
United States citizens (racial origin not specified)	39	-----

TABLE No. 6.

CONSTRUCTION.

Returns Covering 916 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$2,197,302.00
Clerks, Stenographers, Salesmen, etc.	1,936,144.00
Wage-earners (including piece-workers)	22,340,524.00
Total	$26,473,970.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	11,834	697	July	11,574	903
February	11,627	724	August	11,784	828
March	12,160	757	September	11,366	691
April	12,074	788	October	11,248	388
May	11,920	865	November	10,994	335
June	11,845	873	December	10,056	337

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	52	7	2	2
$6.00 to $6.99	18	2	1	-----
7.00 to 7.99	19	7	1	1
8.00 to 8.99	35	10	1	-----
9.00 to 9.99	28	10	1	-----
10.00 to 10.99	42	9	4	-----
11.00 to 11.99	37	13	2	1
12.00 to 12.99	47	26	13	-----
13.00 to 13.99	42	17	12	5
14.00 to 14.99	17	7	2	2
15.00 to 15.99	58	29	21	3
16.00 to 16.99	40	21	9	5
17.00 to 17.99	57	26	21	3
18.00 to 18.99	73	10	62	11
19.00 to 19.99	47	14	64	2
20.00 to 20.99	106	27	67	5
21.00 to 21.99	74	9	24	-----
22.00 to 22.99	132	16	29	-----
23.00 to 23.99	142	39	48	2
24.00 to 24.99	301	43	58	4
25.00 to 25.99	241	23	54	-----
26.00 to 26.99	348	20	32	5
27.00 to 27.99	237	18	27	-----
28.00 to 28.99	717	33	91	-----
29.00 to 29.99	282	14	27	-----
30.00 to 34.99	4,015	121	140	3
35.00 to 39.99	2,366	21	37	1
40.00 to 44.99	3,274	12	10	2
45.00 to 49.99	2,182	14	4	-----
50.00 to 54.99	1,194	7	1	-----
55.00 to 59.99	426	1	-----	-----
60.00 to 64.99	210	1	1	-----
65.00 to 69.99	84	-----	1	-----
70.00 and over	238	-----	3	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	8,506	-----	780	-----
Born in Great Britain, Ireland	4,506	-----	168	-----
Born elsewhere	665	-----	10	-----
Belgian, Dutch	157	7	4	1
French	210	8	9	-----
Italian	207	34	5	-----
German, Austrian	165	19	14	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	338	31	2	-----
Norwegian, Swedish, Danish, Finnish	1,472	135	40	-----
Russian, Lithuanian, Polish, Ukrainian	844	383	43	-----
Greek, Yugoslavic	87	3	1	-----
Hebrew	32	-----	2	-----
Chinese	42	15	6	-----
Hindu, other East Indian	1	-----	-----	-----
Japanese	4	-----	2	-----
Indian (native Canadian)	112	-----	-----	-----
Negro	8	-----	-----	-----
Others not shown above	320	28	22	2

	Males.	Females.
United States citizens (racial origin not specified)	213	3

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 23 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$133,209.00
Clerks, Stenographers, Salesmen, etc.	612,993.00
Wage-earners (including piece-workers)	3,273,441.00
Total	$4,019,643.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,136	187	July	987	224
February	1,185	189	August	1,002	225
March	1,104	190	September	959	226
April	1,051	204	October	997	225
May	1,062	232	November	1,025	221
June	1,066	236	December	974	208

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	9	6	1	-----
$6.00 to $6.99	4	-----	-----	-----
7.00 to 7.99	8	-----	-----	1
8.00 to 8.99	-----	-----	-----	-----
9.00 to 9.99	1	-----	-----	-----
10.00 to 10.99	4	-----	1	-----
11.00 to 11.99	-----	2	-----	-----
12.00 to 12.99	9	2	4	1
13.00 to 13.99	2	3	-----	-----
14.00 to 14.99	-----	1	3	3
15.00 to 15.99	8	2	5	-----
16.00 to 16.99	2	1	5	-----
17.00 to 17.99	1	5	5	-----
18.00 to 18.99	3	3	9	-----
19.00 to 19.99	3	-----	-----	-----
20.00 to 20.99	7	2	1	-----
21.00 to 21.99	7	3	-----	-----
22.00 to 22.99	8	-----	2	-----
23.00 to 23.99	7	2	16	-----
24.00 to 24.99	10	-----	6	-----
25.00 to 25.99	17	6	4	1
26.00 to 26.99	12	2	6	1
27.00 to 27.99	14	4	3	-----
28.00 to 28.99	41	8	1	-----
29.00 to 29.99	31	4	17	-----
30.00 to 34.99	273	38	54	-----
35.00 to 39.99	352	19	58	-----
40.00 to 44.99	262	6	24	-----
45.00 to 49.99	121	3	1	-----
50.00 to 54.99	38	-----	-----	-----
55.00 to 59.99	3	-----	-----	-----
60.00 to 64.99	2	-----	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	-----	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	812	-----	179	-----
Born in Great Britain, Ireland	381	-----	41	-----
Born elsewhere	9	-----	1	-----
Belgian, Dutch	4	-----	-----	1
French	-----	-----	1	-----
Italian	13	6	4	-----
German, Austrian	2	-----	-----	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	7	-----	1	-----
Norwegian, Swedish, Danish, Finnish	48	14	2	-----
Russian, Lithuanian, Polish, Ukrainian	15	3	6	-----
Greek, Yugoslavic	-----	-----	1	-----
Hebrew	-----	-----	-----	-----
Chinese	-----	9	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	-----	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	16	-----	6	-----

	Males.	Females.
United States citizens (racial origin not specified)	68	8

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 582 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$2,205,175.00
Clerks, Stenographers, Salesmen, etc.	2,827,614.00
Wage-earners (including piece-workers)	16,288,343.00
Totals	$21,321,132.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	6,163	3,457	July	9,251	5,493
February	5,712	2,745	August	9,840	6,855
March	5,652	2,646	September	9,796	7,928
April	6,293	2,759	October	8,968	7,477
May	6,802	2,783	November	8,311	6,600
June	7,881	3,482	December	7,516	5,018

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

For Week of Employment of Greatest Number.	MALES.		FEMALES.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	229	119	319	194
$6.00 to $6.99	70	20	82	35
7.00 to 7.99	41	18	99	43
8.00 to 8.99	53	18	89	32
9.00 to 9.99	43	28	106	61
10.00 to 10.99	63	24	147	35
11.00 to 11.99	53	16	110	41
12.00 to 12.99	85	33	210	45
13.00 to 13.99	63	16	160	51
14.00 to 14.99	57	32	236	106
15.00 to 15.99	47	44	379	116
16.00 to 16.99	73	29	425	75
17.00 to 17.99	66	50	362	88
18.00 to 18.99	378	60	381	85
19.00 to 19.99	59	46	436	100
20.00 to 20.99	121	46	466	44
21.00 to 21.99	69	37	327	77
22.00 to 22.99	100	36	506	71
23.00 to 23.99	92	33	509	130
24.00 to 24.99	314	46	704	93
25.00 to 25.99	238	42	350	49
26.00 to 26.99	198	33	193	32
27.00 to 27.99	293	46	460	47
28.00 to 28.99	476	52	269	32
29.00 to 29.99	617	42	191	17
30.00 to 34.99	2,552	257	606	83
35.00 to 39.99	1,974	113	308	46
40.00 to 44.99	1,254	79	214	27
45.00 to 49.99	583	37	95	17
50.00 to 54.99	485	21	71	4
55.00 to 59.99	207	11	5	-----
60.00 to 64.99	81	8	3	-----
65.00 to 69.99	39	4	2	-----
70.00 and over	577	2	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	MALES.		FEMALES.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	5,893	-----	5,463	-----
Born in Great Britain, Ireland	2,395	-----	1,381	-----
Born elsewhere	253	-----	262	-----
Belgian, Dutch	87	6	49	2
French	129	3	96	-----
Italian	87	13	81	3
German, Austrian	202	40	237	19
Bulgarian, Czech, Slovak, Hungarian, Rumanian	132	21	126	17
Norwegian, Swedish, Danish, Finnish	722	53	291	26
Russian, Lithuanian, Polish, Ukrainian	559	106	681	129
Greek, Yugoslavic	133	8	20	5
Hebrew	14	1	5	-----
Chinese	687	1,026	13	10
Hindu, other East Indian	1	-----	3	-----
Japanese	52	32	176	71
Indian (native Canadian)	1,549	-----	1,479	-----
Negro	4	-----	4	-----
Others not shown above	159	8	129	7

	Males.	Females.
United States citizens (racial origin not specified)	119	134

TABLE No. 9.

GARMENT-MAKING.

Returns covering 71 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$238,747.00
Clerks, Stenographers, Salesmen, etc.	219,569.00
Wage-earners (including piece-workers)	1,129,263.00
Total	$1,587,579.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	203	844	July	197	827
February	205	921	August	202	772
March	209	938	September	199	784
April	203	929	October	198	811
May	199	914	November	204	824
June	207	917	December	207	826

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

For Week of Employment of Greatest Number.	MALES.		FEMALES.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	-----	1	12	-----
$6.00 to $6.99	-----	-----	5	-----
7.00 to 7.99	-----	-----	6	-----
8.00 to 8.99	1	-----	5	1
9.00 to 9.99	-----	-----	7	4
10.00 to 10.99	1	-----	10	1
11.00 to 11.99	1	-----	13	13
12.00 to 12.99	-----	-----	20	4
13.00 to 13.99	-----	5	37	14
14.00 to 14.99	1	-----	46	13
15.00 to 15.99	-----	-----	32	6
16.00 to 16.99	7	1	193	3
17.00 to 17.99	1	4	96	3
18.00 to 18.99	10	2	60	2
19.00 to 19.99	1	-----	55	2
20.00 to 20.99	3	-----	58	2
21.00 to 21.99	2	-----	35	2
22.00 to 22.99	7	1	47	1
23.00 to 23.99	3	-----	44	-----
24.00 to 24.99	3	-----	19	-----
25.00 to 25.99	7	-----	36	-----
26.00 to 26.99	4	-----	19	-----
27.00 to 27.99	5	-----	10	-----
28.00 to 28.99	6	1	21	-----
29.00 to 29.99	5	-----	8	-----
30.00 to 34.99	45	1	32	-----
35.00 to 39.99	47	-----	6	-----
40.00 to 44.99	25	-----	2	-----
45.00 to 49.99	7	-----	4	-----
50.00 to 54.99	5	-----	-----	-----
55.00 to 59.99	4	-----	-----	-----
60.00 to 64.99	-----	-----	-----	-----
65.00 to 69.99	3	-----	-----	-----
70.00 and over	5	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	MALES.		FEMALES.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	93	-----	656	-----
Born in Great Britain, Ireland	60	-----	227	-----
Born elsewhere	5	-----	13	-----
Belgian, Dutch	3	1	1	-----
French	2	-----	3	-----
Italian	1	-----	3	2
German, Austrian	4	1	8	5
Bulgarian, Czech, Slovak, Hungarian, Rumanian	3	1	1	1
Norwegian, Swedish, Danish, Finnish	5	-----	27	8
Russian, Lithuanian, Polish, Ukrainian	10	9	25	4
Greek, Yugoslavic	1	2	3	2
Hebrew	22	1	17	-----
Chinese	8	11	6	6
Hindu, other East Indian	1	-----	-----	-----
Japanese	1	-----	7	1
Indian (native Canadian)	-----	-----	1	-----
Negro	-----	-----	-----	-----
Others not shown above	-----	-----	6	24

	Males.	Females.
United States citizens (racial origin not specified)	3	15

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 77 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$267,019.00
Clerks, Stenographers, Salesmen, etc.	267,710.00
Wage-earners (including piece-workers)	1,376,446.00
Total	$1,911,175.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	642	610	July	717	677
February	669	659	August	722	670
March	686	655	September	715	678
April	675	662	October	732	702
May	689	672	November	788	745
June	716	699	December	799	727

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	9	26	7	8
$6.00 to $6.99	5	8	4	-----
7.00 to 7.99	1	3	12	-----
8.00 to 8.99	-----	2	7	1
9.00 to 9.99	4	1	8	3
10.00 to 10.99	-----	6	11	2
11.00 to 11.99	3	-----	5	3
12.00 to 12.99	7	4	14	3
13.00 to 13.99	3	6	19	6
14.00 to 14.99	5	3	21	10
15.00 to 15.99	8	6	30	12
16.00 to 16.99	3	12	84	9
17.00 to 17.99	5	18	63	4
18.00 to 18.99	9	3	65	4
19.00 to 19.99	6	7	63	-----
20.00 to 20.99	13	9	63	2
21.00 to 21.99	8	-----	31	5
22.00 to 22.99	13	9	42	2
23.00 to 23.99	12	2	19	-----
24.00 to 24.99	21	4	40	4
25.00 to 25.99	14	-----	27	-----
26.00 to 26.99	20	3	12	1
27.00 to 27.99	46	8	19	2
28.00 to 28.99	14	-----	5	3
29.00 to 29.99	52	-----	9	1
30.00 to 34.99	205	3	7	-----
35.00 to 39.99	113	1	2	-----
40.00 to 44.99	42	1	1	-----
45.00 to 49.99	27	-----	-----	-----
50.00 to 54.99	10	-----	-----	-----
55.00 to 59.99	2	-----	-----	-----
60.00 to 64.99	-----	-----	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	4	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	458	-----	492	-----
Born in Great Britain, Ireland	246	-----	166	-----
Born elsewhere	20	-----	4	-----
Belgian, Dutch	10	1	6	1
French	9	-----	10	5
Italian	8	1	17	-----
German, Austrian	15	1	15	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	11	1	7	-----
Norwegian, Swedish, Danish, Finnish	27	3	26	-----
Russian, Lithuanian, Polish, Ukrainian	59	3	43	5
Greek, Yugoslavic	8	1	-----	-----
Hebrew	5	-----	-----	-----
Chinese	1	-----	-----	-----
Hindu, other East Indian	1	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	-----	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	-----	2	7	1

	Males.	Females.
United States citizens (racial origin not specified)	22	8

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 13 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$25,722.00
Clerks, Stenographers, Salesmen, etc.	177,226.00
Wage-earners (including piece-workers)	161,677.00
Total	$364,625.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	72	17	July	68	21
February	69	17	August	70	21
March	67	18	September	70	21
April	69	19	October	71	22
May	70	21	November	72	21
June	69	21	December	73	22

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	-----	1	-----	-----
$6.00 to $6.99	-----	-----	-----	-----
7.00 to 7.99	-----	1	-----	-----
8.00 to 8.99	-----	-----	-----	-----
9.00 to 9.99	1	-----	-----	-----
10.00 to 10.99	-----	1	1	3
11.00 to 11.99	-----	-----	-----	-----
12.00 to 12.99	-----	-----	-----	2
13.00 to 13.99	-----	1	-----	-----
14.00 to 14.99	-----	-----	1	-----
15.00 to 15.99	-----	-----	2	1
16.00 to 16.99	-----	-----	-----	-----
17.00 to 17.99	-----	-----	-----	-----
18.00 to 18.99	-----	-----	1	-----
19.00 to 19.99	-----	2	-----	-----
20.00 to 20.99	-----	1	2	-----
21.00 to 21.99	-----	-----	2	-----
22.00 to 22.99	-----	1	3	-----
23.00 to 23.99	-----	-----	-----	-----
24.00 to 24.99	-----	-----	1	-----
25.00 to 25.99	1	-----	4	-----
26.00 to 26.99	1	-----	-----	-----
27.00 to 27.99	-----	-----	-----	-----
28.00 to 28.99	1	-----	-----	-----
29.00 to 29.99	3	-----	-----	-----
30.00 to 34.99	3	-----	2	-----
35.00 to 39.99	6	-----	-----	-----
40.00 to 44.99	18	-----	-----	-----
45.00 to 49.99	12	-----	-----	-----
50.00 to 54.99	11	-----	-----	-----
55.00 to 59.99	6	-----	-----	-----
60.00 to 64.99	3	-----	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	-----	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	43	-----	31	-----
Born in Great Britain, Ireland	27	-----	5	-----
Born elsewhere	-----	-----	-----	-----
Belgian, Dutch	2	-----	-----	-----
French	-----	-----	-----	-----
Italian	-----	-----	-----	-----
German, Austrian	2	-----	-----	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1	-----	-----	-----
Norwegian, Swedish, Danish, Finnish	2	-----	-----	-----
Russian, Lithuanian, Polish, Ukrainian	4	-----	-----	-----
Greek, Yugoslavic	-----	-----	-----	-----
Hebrew	1	-----	-----	-----
Chinese	-----	-----	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	-----	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	-----	-----	-----	-----

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

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 108 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$202,037.00
Clerks, Stenographers, Salesmen, etc.	452,917.00
Wage-earners (including piece-workers)	2,077,138.00
Total	$2,732,092.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	469	1,586	July	522	1,818
February	486	1,684	August	512	1,779
March	496	1,746	September	518	1,875
April	498	1,777	October	516	1,836
May	505	1,798	November	516	1,875
June	515	1,786	December	527	1,781

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	3	8	59	21
$6.00 to $6.99	-----	1	20	3
7.00 to 7.99	1	4	42	1
8.00 to 8.99	-----	-----	59	1
9.00 to 9.99	1	-----	66	1
10.00 to 10.99	2	-----	38	-----
11.00 to 11.99	4	-----	46	5
12.00 to 12.99	1	2	101	7
13.00 to 13.99	2	1	75	14
14.00 to 14.99	4	1	103	18
15.00 to 15.99	5	4	187	27
16.00 to 16.99	3	7	176	25
17.00 to 17.99	3	7	203	18
18.00 to 18.99	9	2	162	10
19.00 to 19.99	-----	1	99	1
20.00 to 20.99	10	3	111	4
21.00 to 21.99	7	1	73	2
22.00 to 22.99	11	-----	39	-----
23.00 to 23.99	13	3	32	1
24.00 to 24.99	22	2	26	-----
25.00 to 25.99	34	3	20	-----
26.00 to 26.99	14	-----	13	-----
27.00 to 27.99	27	1	10	-----
28.00 to 28.99	26	-----	26	-----
29.00 to 29.99	20	-----	3	-----
30.00 to 34.99	115	-----	9	-----
35.00 to 39.99	66	-----	3	-----
40.00 to 44.99	55	1	10	2
45.00 to 49.99	17	-----	8	3
50.00 to 54.99	8	-----	1	-----
55.00 to 59.99	6	-----	7	-----
60.00 to 64.99	3	-----	5	-----
65.00 to 69.99	6	-----	-----	-----
70.00 and over	12	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	372	-----	1,428	-----
Born in Great Britain, Ireland	203	-----	296	-----
Born elsewhere	7	-----	9	-----
Belgian, Dutch	5	-----	8	1
French	5	-----	20	1
Italian	11	-----	25	3
German, Austrian	6	-----	16	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	4	2	27	1
Norwegian, Swedish, Danish, Finnish	9	1	44	1
Russian, Lithuanian, Polish, Ukrainian	17	-----	79	12
Greek, Yugoslavic	-----	-----	6	1
Hebrew	2	-----	2	-----
Chinese	3	7	5	-----
Hindu, other East Indian	-----	-----	1	-----
Japanese	-----	2	-----	1
Indian (native Canadian)	-----	-----	6	-----
Negro	1	-----	5	-----
Others not shown above	7	3	21	1

	Males.	Females.
United States citizens (racial origin not specified)	7	15

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 69 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$174,712.00
Clerks, Stenographers, Salesmen, etc.	184,312.00
Wage-earners (including piece-workers)	692,037.00
Total	$1,051,061.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	297	342	July	320	363
February	308	343	August	323	360
March	311	337	September	322	370
April	310	334	October	313	382
May	310	350	November	322	392
June	315	365	December	320	375

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	2	1	6	9
$6.00 to $6.99	-----	4	2	-----
7.00 to 7.99	-----	-----	4	-----
8.00 to 8.99	-----	1	3	1
9.00 to 9.99	1	-----	1	1
10.00 to 10.99	-----	1	13	3
11.00 to 11.99	-----	-----	12	3
12.00 to 12.99	2	1	11	8
13.00 to 13.99	3	5	36	11
14.00 to 14.99	3	1	15	8
15.00 to 15.99	-----	1	24	5
16.00 to 16.99	7	5	20	-----
17.00 to 17.99	1	4	17	1
18.00 to 18.99	2	4	23	3
19.00 to 19.99	2	5	23	2
20.00 to 20.99	3	1	28	2
21.00 to 21.99	3	4	13	1
22.00 to 22.99	5	2	20	-----
23.00 to 23.99	8	-----	18	-----
24.00 to 24.99	10	-----	7	-----
25.00 to 25.99	11	-----	16	-----
26.00 to 26.99	8	1	13	-----
27.00 to 27.99	5	1	7	-----
28.00 to 28.99	12	1	3	-----
29.00 to 29.99	16	1	3	-----
30.00 to 34.99	85	1	19	-----
35.00 to 39.99	79	-----	9	-----
40.00 to 44.99	23	-----	1	-----
45.00 to 49.99	7	-----	-----	-----
50.00 to 54.99	6	-----	-----	-----
55.00 to 59.99	-----	-----	-----	-----
60.00 to 64.99	1	-----	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	1	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	175	-----	264	-----
Born in Great Britain, Ireland	91	-----	54	-----
Born elsewhere	1	-----	9	-----
Belgian, Dutch	2	-----	4	-----
French	11	-----	6	-----
Italian	32	2	10	-----
German, Austrian	13	-----	9	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	13	1	10	-----
Norwegian, Swedish, Danish, Finnish	15	-----	11	2
Russian, Lithuanian, Polish, Ukrainian	18	1	16	1
Greek, Yugoslavic	1	1	4	-----
Hebrew	1	2	2	1
Chinese	-----	-----	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	3	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	4	-----	3	-----

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

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 1,041 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$2,981,929.00
Clerks, Stenographers, Salesmen, etc.	1,766,662.00
Wage-earners (including piece-workers)	43,840,363.00
Total	$48,588,954.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	19,224	370	July	22,004	518
February	21,012	416	August	22,626	513
March	21,588	446	September	22,525	534
April	22,174	455	October	22,835	500
May	23,008	493	November	22,830	486
June	22,877	506	December	20,761	441

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	77	20	4	1
$6.00 to $6.99	33	4	4	1
7.00 to 7.99	23	1	.....	.....
8.00 to 8.99	24	5	3	.....
9.00 to 9.99	25	2	5	.....
10.00 to 10.99	16	6	3	1
11.00 to 11.99	15	1	1	.....
12.00 to 12.99	35	7	6	1
13.00 to 13.99	30	4	7	1
14.00 to 14.99	20	14	10	1
15.00 to 15.99	40	5	8	1
16.00 to 16.99	44	16	9	2
17.00 to 17.99	27	8	6	3
18.00 to 18.99	40	10	21	2
19.00 to 19.99	133	17	12	1
20.00 to 20.99	70	10	28	6
21.00 to 21.99	68	16	21	.....
22.00 to 22.99	74	18	15	1
23.00 to 23.99	77	8	8	3
24.00 to 24.99	282	54	42	8
25.00 to 25.99	175	27	33	11
26.00 to 26.99	259	29	29	3
27.00 to 27.99	462	57	34	6
28.00 to 28.99	638	84	21	3
29.00 to 29.99	691	81	26	2
30.00 to 34.99	6,609	378	94	5
35.00 to 39.99	5,325	285	64	4
40.00 to 44.99	3,329	68	33	.....
45.00 to 49.99	2,956	37	5	1
50.00 to 54.99	1,906	22	2	.....
55.00 to 59.99	1,034	6	.....	.....
60.00 to 64.99	950	10	.....	.....
65.00 to 69.99	511	2	.....	.....
70.00 and over	1,385	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	13,546	.....	482	.....
Born in Great Britain, Ireland	3,135	.....	50	.....
Born elsewhere	234	.....	2	.....
Belgian, Dutch	118	19	1	1
French	347	8	16	.....
Italian	213	66	1	.....
German, Austrian	433	104	6	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1,207	269	10	.....
Norwegian, Swedish, Danish, Finnish	2,852	996	38	2
Russian, Lithuanian, Polish, Ukrainian	1,411	430	35	6
Greek, Yugoslavic	275	179	.....	.....
Hebrew	146	200	.....	.....
Chinese	960	1,191	.....	4
Hindu, other East Indian	543	.....	.....	.....
Japanese	612	201	3	.....
Indian (native Canadian)	702	.....	10	.....
Negro	23	.....	.....	.....
Others not shown above	416	132	1	6

	Males.	Females.
United States citizens (racial origin not specified)	318	6

TABLE No. 15.

METAL TRADES.

Returns covering 858 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$3,550,417.00
Clerks, Stenographers, Salesmen, etc.	4,200,544.00
Wage-earners (including piece-workers)	16,893,413.00
Total	$24,644,374.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	8,507	1,187	July	8,715	1,147
February	8,535	1,170	August	8,780	1,148
March	8,570	1,162	September	8,509	1,119
April	8,557	1,180	October	8,423	1,088
May	8,616	1,198	November	8,302	1,011
June	8,732	1,173	December	8,104	913

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	27	32	15	3
$6.00 to $6.99	6	19	3	.....
7.00 to 7.99	10	13	2	.....
8.00 to 8.99	15	17	4	2
9.00 to 9.99	17	20	10	.....
10.00 to 10.99	17	34	6	2
11.00 to 11.99	13	34	5	2
12.00 to 12.99	15	42	15	4
13.00 to 13.99	13	26	5	3
14.00 to 14.99	22	19	24	3
15.00 to 15.99	29	49	46	11
16.00 to 16.99	17	23	18	5
17.00 to 17.99	18	32	35	2
18.00 to 18.99	36	48	48	6
19.00 to 19.99	23	38	24	3
20.00 to 20.99	77	39	54	.....
21.00 to 21.99	46	18	45	3
22.00 to 22.99	61	50	71	3
23.00 to 23.99	56	16	60	1
24.00 to 24.99	117	41	45	2
25.00 to 25.99	142	25	73	.....
26.00 to 26.99	113	24	54	1
27.00 to 27.99	129	49	77	1
28.00 to 28.99	209	37	90	1
29.00 to 29.99	204	47	65	1
30.00 to 34.99	1,617	151	223	4
35.00 to 39.99	1,813	47	144	.....
40.00 to 44.99	2,083	26	82	2
45.00 to 49.99	1,205	7	20	.....
50.00 to 54.99	563	5	1	.....
55.00 to 59.99	229	2	1	.....
60.00 to 64.99	115	.....	.....	.....
65.00 to 69.99	48	.....	.....	.....
70.00 and over	74	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	6,443	.....	1,240	.....
Born in Great Britain, Ireland	2,848	.....	257	.....
Born elsewhere	214	.....	149	.....
Belgian, Dutch	60	13	2	.....
French	113	8	14	.....
Italian	121	27	18	.....
German, Austrian	144	7	17	2
Bulgarian, Czech, Slovak, Hungarian, Rumanian	93	35	12	1
Norwegian, Swedish, Danish, Finnish	540	42	49	3
Russian, Lithuanian, Polish, Ukrainian	697	48	70	5
Greek, Yugoslavic	24	2	3	1
Hebrew	16	.....	8	.....
Chinese	24	9	1	.....
Hindu, other East Indian	1	.....	.....	.....
Japanese	19	.....	2	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	1	.....
Others not shown above	184	15	41	1

	Males.	Females.
United States citizens (racial origin not specified)	224	23

TABLE No. 16.

METAL-MINING.

Returns covering 79 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$711,520.00
Clerks, Stenographers, Salesmen, etc.	1,172,326.00
Wage-earners (including piece-workers)	7,483,686.00
Total	$9,367,532.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,807	194	July	3,344	177
February	3,793	186	August	3,257	181
March	3,710	184	September	3,111	175
April	3,544	174	October	3,150	172
May	3,447	184	November	3,287	172
June	3,380	182	December	3,382	176

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	-----	-----	-----	-----
$6.00 to $6.99	-----	-----	-----	-----
7.00 to 7.99	2	-----	-----	-----
8.00 to 8.99	-----	-----	-----	-----
9.00 to 9.99	-----	-----	-----	-----
10.00 to 10.99	-----	-----	-----	-----
11.00 to 11.99	-----	2	-----	-----
12.00 to 12.99	2	-----	9	1
13.00 to 13.99	-----	-----	1	-----
14.00 to 14.99	-----	-----	-----	1
15.00 to 15.99	-----	2	10	-----
16.00 to 16.99	2	-----	12	2
17.00 to 17.99	-----	-----	3	-----
18.00 to 18.99	-----	-----	20	-----
19.00 to 19.99	-----	8	12	4
20.00 to 20.99	-----	4	11	-----
21.00 to 21.99	-----	1	10	-----
22.00 to 22.99	1	1	11	-----
23.00 to 23.99	6	9	18	-----
24.00 to 24.99	4	2	2	-----
25.00 to 25.99	10	-----	4	-----
26.00 to 26.99	7	19	30	-----
27.00 to 27.99	5	-----	6	-----
28.00 to 28.99	8	1	5	-----
29.00 to 29.99	20	7	-----	-----
30.00 to 34.99	771	38	43	3
35.00 to 39.99	1,836	19	16	-----
40.00 to 44.99	745	9	3	-----
45.00 to 49.99	741	-----	1	-----
50.00 to 54.99	44	1	-----	-----
55.00 to 59.99	9	-----	-----	-----
60.00 to 64.99	12	-----	-----	-----
65.00 to 69.99	3	-----	-----	-----
70.00 and over	10	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	2,088	-----	212	-----
Born in Great Britain, Ireland	904	-----	29	-----
Born elsewhere	26	-----	1	-----
Belgian, Dutch	22	9	-----	-----
French	30	3	1	-----
Italian	92	23	2	-----
German, Austrian	56	35	-----	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	54	28	-----	-----
Norwegian, Swedish, Danish, Finnish	405	233	5	1
Russian, Lithuanian, Polish, Ukrainian	130	95	5	-----
Greek, Yugoslavic	50	32	2	-----
Hebrew	-----	-----	-----	-----
Chinese	3	43	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	11	2	1	-----
Indian (native Canadian)	14	-----	-----	-----
Negro	-----	1	1	-----
Others not shown above	144	19	9	-----

	Males.	Females.
United States citizens (racial origin not specified)	58	1

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 456 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$1,567,094.00
Clerks, Stenographers, Salesmen, etc.	4,996,224.00
Wage-earners (including piece-workers)	21,559,487.00
Total	$28,122,805.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	8,953	5,058	July	8,706	4,751
February	9,013	4,960	August	8,398	4,313
March	8,605	4,817	September	8,202	4,174
April	8,148	4,781	October	6,984	3,482
May	8,039	4,674	November	6,527	2,879
June	8,264	4,866	December	6,362	2,642

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	37	22	14	42
$6.00 to $6.99	10	7	8	21
7.00 to 7.99	8	10	7	13
8.00 to 8.99	3	10	8	9
9.00 to 9.99	9	8	15	18
10.00 to 10.99	25	20	22	13
11.00 to 11.99	11	12	12	15
12.00 to 12.99	17	15	36	31
13.00 to 13.99	9	13	50	19
14.00 to 14.99	14	25	60	54
15.00 to 15.99	37	17	106	24
16.00 to 16.99	11	15	114	52
17.00 to 17.99	28	12	125	29
18.00 to 18.99	41	31	126	31
19.00 to 19.99	86	28	664	42
20.00 to 20.99	80	17	158	17
21.00 to 21.99	24	21	96	25
22.00 to 22.99	58	35	198	7
23.00 to 23.99	22	26	60	7
24.00 to 24.99	100	187	133	27
25.00 to 25.99	96	22	102	9
26.00 to 26.99	112	26	80	5
27.00 to 27.99	157	40	43	8
28.00 to 28.99	842	280	1,276	1
29.00 to 29.99	429	16	30	2
30.00 to 34.99	2,124	178	1,270	14
35.00 to 39.99	2,195	18	1,157	4
40.00 to 44.99	1,910	10	295	6
45.00 to 49.99	1,227	17	14	3
50.00 to 54.99	317	3	8	1
55.00 to 59.99	121	-----	2	1
60.00 to 64.99	133	3	1	-----
65.00 to 69.99	13	-----	1	-----
70.00 and over	64	-----	2	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	6,692	-----	3,816	-----
Born in Great Britain, Ireland	3,131	-----	2,218	-----
Born elsewhere	138	-----	39	-----
Belgian, Dutch	96	8	50	3
French	99	2	61	1
Italian	70	1	24	2
German, Austrian	116	5	63	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	102	11	48	1
Norwegian, Swedish, Danish, Finnish	359	15	175	2
Russian, Lithuanian, Polish, Ukrainian	528	91	259	98
Greek, Yugoslavic	27	-----	15	-----
Hebrew	23	3	7	-----
Chinese	44	22	7	-----
Hindu, other East Indian	13	-----	4	-----
Japanese	27	6	-----	-----
Indian (native Canadian)	139	-----	8	-----
Negro	3	-----	-----	-----
Others not shown above	250	8	192	3

	Males.	Females.
United States citizens (racial origin not specified)	179	29

TABLE No. 18.

OIL-REFINING.

Returns covering 59 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$440,987.00
Clerks, Stenographers, Salesmen, etc.	997,901.00
Wage-earners (including piece-workers)	1,602,091.00
Total	$3,040,979.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	877	26	July	952	35
February	931	21	August	974	34
March	805	26	September	921	32
April	781	20	October	933	34
May	869	26	November	895	25
June	921	31	December	843	23

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	1	1	-----	-----
$6.00 to $6.99	-----	1	-----	-----
7.00 to 7.99	-----	-----	-----	-----
8.00 to 8.99	-----	-----	-----	-----
9.00 to 9.99	-----	-----	-----	-----
10.00 to 10.99	1	-----	1	-----
11.00 to 11.99	1	-----	-----	-----
12.00 to 12.99	4	-----	2	-----
13.00 to 13.99	1	-----	1	-----
14.00 to 14.99	1	-----	-----	-----
15.00 to 15.99	-----	-----	-----	-----
16.00 to 16.99	2	-----	-----	-----
17.00 to 17.99	2	-----	1	-----
18.00 to 18.99	-----	1	1	-----
19.00 to 19.99	2	-----	1	-----
20.00 to 20.99	3	1	1	1
21.00 to 21.99	5	2	4	-----
22.00 to 22.99	4	-----	-----	-----
23.00 to 23.99	8	5	1	-----
24.00 to 24.99	11	-----	-----	-----
25.00 to 25.99	4	1	3	-----
26.00 to 26.99	7	2	-----	-----
27.00 to 27.99	12	-----	6	-----
28.00 to 28.99	44	5	1	-----
29.00 to 29.99	41	1	-----	-----
30.00 to 34.99	356	2	7	-----
35.00 to 39.99	276	3	1	-----
40.00 to 44.99	268	2	4	-----
45.00 to 49.99	112	-----	1	-----
50.00 to 54.99	33	3	-----	-----
55.00 to 59.99	11	-----	-----	-----
60.00 to 64.99	15	-----	-----	-----
65.00 to 69.99	3	-----	-----	-----
70.00 and over	16	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	914	-----	93	-----
Born in Great Britain, Ireland	328	-----	18	-----
Born elsewhere	20	-----	2	-----
Belgian, Dutch	5	-----	-----	-----
French	5	-----	-----	-----
Italian	2	1	1	-----
German, Austrian	6	-----	-----	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	7	-----	-----	-----
Norwegian, Swedish, Danish, Finnish	127	7	1	-----
Russian, Lithuanian, Polish, Ukrainian	16	4	-----	-----
Greek, Yugoslavic	1	-----	-----	-----
Hebrew	-----	-----	-----	-----
Chinese	-----	3	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	97	-----	2	-----
Negro	-----	-----	-----	-----
Others not shown above	41	1	3	-----

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

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 11 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$100,459.00
Clerks, Stenographers, Salesmen, etc.	154,212.00
Wage-earners (including piece-workers)	255,850.00
Total	$510,521.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	114	60	July	129	64
February	120	58	August	131	63
March	130	55	September	124	58
April	130	56	October	123	54
May	126	60	November	124	55
June	137	62	December	122	52

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and 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	-----	-----	-----	-----
11.00 to 11.99	-----	-----	-----	-----
12.00 to 12.99	-----	-----	1	-----
13.00 to 13.99	-----	1	-----	-----
14.00 to 14.99	-----	-----	-----	-----
15.00 to 15.99	-----	-----	5	1
16.00 to 16.99	-----	3	6	5
17.00 to 17.99	-----	8	14	2
18.00 to 18.99	-----	3	3	1
19.00 to 19.99	3	3	7	2
20.00 to 20.99	-----	1	2	1
21.00 to 21.99	-----	2	1	-----
22.00 to 22.99	1	-----	4	-----
23.00 to 23.99	-----	-----	-----	-----
24.00 to 24.99	2	1	13	-----
25.00 to 25.99	4	1	3	-----
26.00 to 26.99	1	-----	-----	-----
27.00 to 27.99	4	-----	-----	-----
28.00 to 28.99	2	-----	-----	-----
29.00 to 29.99	3	-----	-----	-----
30.00 to 34.99	72	-----	-----	-----
35.00 to 39.99	24	-----	-----	-----
40.00 to 44.99	13	-----	-----	-----
45.00 to 49.99	1	-----	-----	-----
50.00 to 54.99	1	-----	-----	-----
55.00 to 59.99	-----	-----	-----	-----
60.00 to 64.99	-----	-----	-----	-----
65.00 to 69.99	-----	-----	-----	-----
70.00 and over	-----	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	96	-----	63	-----
Born in Great Britain, Ireland	47	-----	7	-----
Born elsewhere	3	-----	-----	-----
Belgian, Dutch	-----	-----	-----	-----
French	1	-----	-----	-----
Italian	-----	-----	-----	-----
German, Austrian	2	-----	1	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	1	-----	1	-----
Norwegian, Swedish, Danish, Finnish	1	-----	1	-----
Russian, Lithuanian, Polish, Ukrainian	6	2	5	-----
Greek, Yugoslavic	-----	-----	-----	-----
Hebrew	-----	-----	-----	-----
Chinese	-----	1	-----	-----
Hindu, other East Indian	-----	-----	-----	-----
Japanese	-----	-----	-----	-----
Indian (native Canadian)	-----	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	-----	-----	-----	-----

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

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 140 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$679,643.00
Clerks, Stenographers, Salesmen, etc.	1,451,067.00
Wage-earners (including piece-workers)	2,522,769.00
Total	$4,653,479.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	1,104	303	July	1,143	331
February	1,118	296	August	1,142	334
March	1,125	302	September	1,158	329
April	1,110	323	October	1,171	334
May	1,151	308	November	1,177	340
June	1,133	325	December	1,199	346

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

For Week of Employment of Greatest Number.	MALES.		FEMALES.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	14	53	6	11
$6.00 to $6.99	3	11	.....	.....
7.00 to 7.99	3	3	3	.....
8.00 to 8.99	5	5	9	2
9.00 to 9.99	2	5	2	6
10.00 to 10.99	3	13	4	7
11.00 to 11.99	2	6	8	4
12.00 to 12.99	5	23	8	25
13.00 to 13.99	7	8	12	9
14.00 to 14.99	3	9	14	6
15.00 to 15.99	10	9	35	.....
16.00 to 16.99	6	6	13	6
17.00 to 17.99	19	7	17	1
18.00 to 18.99	22	5	14	2
19.00 to 19.99	9	4	14	1
20.00 to 20.99	11	4	23	3
21.00 to 21.99	7	2	20	.....
22.00 to 22.99	11	1	31	2
23.00 to 23.99	9	2	6	1
24.00 to 24.99	10	.....	29	.....
25.00 to 25.99	17	2	6	1
26.00 to 26.99	18	1	7	.....
27.00 to 27.99	7	.....	5	.....
28.00 to 28.99	24	.....	13	.....
29.00 to 29.99	10	1	4	.....
30.00 to 34.99	69	3	9	.....
35.00 to 39.99	181	.....	3	.....
40.00 to 44.99	287	.....	.....	.....
45.00 to 49.99	134	.....	.....	.....
50.00 to 54.99	91	.....	.....	.....
55.00 to 59.99	41	.....	.....	.....
60.00 to 64.99	21	.....	.....	.....
65.00 to 69.99	16	.....	.....	.....
70.00 and over	21	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	MALES.		FEMALES.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,108	.....	559	.....
Born in Great Britain, Ireland	486	.....	134	.....
Born elsewhere	18	.....	3	.....
Belgian, Dutch	1	.....	2	.....
French	1	.....	4	.....
Italian	3	.....	.....	.....
German, Austrian	8	.....	2	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	2	.....	3	.....
Norwegian, Swedish, Danish, Finnish	8	1	3	1
Russian, Lithuanian, Polish, Ukrainian	7	.....	6	3
Greek, Yugoslavic	1	.....	.....	.....
Hebrew	5	.....	2	.....
Chinese	3	8	.....	.....
Hindu, other East Indian	.....	.....	.....	.....
Japanese	4	.....	1	.....
Indian (native Canadian)	.....	.....	1	.....
Negro	.....	.....	1	.....
Others not shown above	5	1	4	.....

	Males.	Females.
United States citizens (racial origin not specified)	50	9

TABLE No. 21.

PULP AND PAPER—MANUFACTURING OF.

Returns covering 12 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$518,557.00
Clerks, Stenographers, Salesmen, etc.	726,634.00
Wage-earners (including piece-workers)	8,204,575.00
Total	$9,449,766.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	3,531	602	July	3,765	675
February	3,589	614	August	3,797	657
March	3,519	599	September	3,737	644
April	3,442	632	October	3,775	631
May	3,573	639	November	3,800	606
June	3,680	664	December	3,736	582

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

For Week of Employment of Greatest Number.	MALES.		FEMALES.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	13	8	3	1
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	6	1	5	.....
8.00 to 8.99	1	.....	3	.....
9.00 to 9.99	5	3	3	1
10.00 to 10.99	6	1	.....	.....
11.00 to 11.99	1	1	2	.....
12.00 to 12.99	4	.....	3	.....
13.00 to 13.99	3	2	1	.....
14.00 to 14.99	5	.....	1	.....
15.00 to 15.99	1	.....	3	.....
16.00 to 16.99	.....	1	4	.....
17.00 to 17.99	13	.....	38	1
18.00 to 18.99	1	1	15	1
19.00 to 19.99	1	4	6	6
20.00 to 20.99	1	.....	13	2
21.00 to 21.99	1	.....	46	6
22.00 to 22.99	1	1	44	4
23.00 to 23.99	4	1	53	.....
24.00 to 24.99	9	1	17	.....
25.00 to 25.99	8	.....	5	.....
26.00 to 26.99	2	3	16	2
27.00 to 27.99	14	1	16	4
28.00 to 28.99	79	8	16	1
29.00 to 29.99	89	4	51	1
30.00 to 34.99	1,307	103	251	6
35.00 to 39.99	1,033	23	19	.....
40.00 to 44.99	434	3	.....	.....
45.00 to 49.99	400	.....	.....	.....
50.00 to 54.99	114	.....	.....	.....
55.00 to 59.99	44	.....	.....	.....
60.00 to 64.99	21	.....	.....	.....
65.00 to 69.99	8	.....	.....	.....
70.00 and over	39	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	MALES.		FEMALES.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,766	.....	522	.....
Born in Great Britain, Ireland	703	.....	69	.....
Born elsewhere	26	.....	4	.....
Belgian, Dutch	15	5	2	.....
French	118	1	8	.....
Italian	102	6	17	.....
German, Austrian	47	7	13	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	31	25	8	1
Norwegian, Swedish, Danish, Finnish	124	100	10	3
Russian, Lithuanian, Polish, Ukrainian	138	79	27	.....
Greek, Yugoslavic	9	13	.....	.....
Hebrew	4	.....	.....	.....
Chinese	331	72	.....	.....
Hindu, other East Indian	1	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	27	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	43	12	8	2

	Males.	Females.
United States citizens (racial origin not specified)	88	14

TABLE No. 22.

SHIP-BUILDING.

Returns covering 46 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$1,175,106.00
Clerks, Stenographers, Salesmen, etc.	3,429,131.00
Wage-earners (including piece-workers)	48,013,861.00
Total	$52,618,098.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	26,785	1,883	July	23,552	1,555
February	26,219	1,824	August	22,005	1,342
March	25,633	1,775	September	21,673	1,215
April	24,737	1,711	October	19,737	1,289
May	24,156	1,652	November	21,409	1,314
June	24,194	1,648	December	21,214	1,296

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	112	39	24	4
$6.00 to $6.99	25	10	11	.....
7.00 to 7.99	22	6	4	2
8.00 to 8.99	35	3	6	.....
9.00 to 9.99	40	9	7	3
10.00 to 10.99	28	11	16	1
11.00 to 11.99	28	7	7	.....
12.00 to 12.99	36	14	17	.....
13.00 to 13.99	36	7	13	.....
14.00 to 14.99	29	11	10	2
15.00 to 15.99	39	16	19	.....
16.00 to 16.99	60	13	7	1
17.00 to 17.99	57	15	16	.....
18.00 to 18.99	54	14	19	1
19.00 to 19.99	48	13	34	1
20.00 to 20.99	71	15	30	1
21.00 to 21.99	66	7	38	9
22.00 to 22.99	257	20	55	4
23.00 to 23.99	53	74	57	2
24.00 to 24.99	93	22	60	2
25.00 to 25.99	79	22	46	3
26.00 to 26.99	299	51	132	4
27.00 to 27.99	225	39	64	1
28.00 to 28.99	191	29	34	2
29.00 to 29.99	361	25	70	1
30.00 to 34.99	5,486	336	456	2
35.00 to 39.99	3,808	252	353	1
40.00 to 44.99	5,839	225	168	.....
45.00 to 49.99	3,954	159	66	.....
50.00 to 54.99	2,044	40	12	.....
55.00 to 59.99	487	6	1	.....
60.00 to 64.99	404	6	1	.....
65.00 to 69.99	212	.....	.....	.....
70.00 and over	261	2	1	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	13,654	.....	1,305	.....
Born in Great Britain, Ireland	7,012	.....	315	.....
Born elsewhere	376	.....	7	.....
Belgian, Dutch	149	26	7	.....
French	131	5	13	.....
Italian	155	16	2	.....
German, Austrian	195	7	15	1
Bulgarian, Czech, Slovak, Hungarian, Rumanian	276	48	3	1
Norwegian, Swedish, Danish, Finnish	1,085	346	38	1
Russian, Lithuanian, Polish, Ukrainian	943	345	33	2
Greek, Yugoslavic	144	48	3	.....
Hebrew	6	1	.....	.....
Chinese	344	288	3	.....
Hindu, other East Indian	13	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	51	.....	3	.....
Negro	6	.....	1	.....
Others not shown above	351	36	35	.....

	Males.	Females.
United States citizens (racial origin not specified)	327	11

TABLE No. 23.

SMELTING AND CONCENTRATING.

Returns covering 5 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$191,212.00
Clerks, Stenographers, Salesmen, etc.	1,223,904.00
Wage-earners (including piece-workers)	5,029,529.00
Total	$6,444,645.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,396	139	July	1,894	207
February	2,426	137	August	1,866	199
March	2,202	134	September	1,819	194
April	2,030	141	October	1,854	186
May	2,044	164	November	2,039	189
June	2,011	186	December	2,018	173

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	20	6	3	.....
$6.00 to $6.99	5	2	.....	.....
7.00 to 7.99	3	1	4	.....
8.00 to 8.99	2	1	1	.....
9.00 to 9.99	2	1	.....	.....
10.00 to 10.99	7	.....	2	.....
11.00 to 11.99	7	2	2	.....
12.00 to 12.99	6	2	7	.....
13.00 to 13.99	3	10	18	.....
14.00 to 14.99	8	1	.....	.....
15.00 to 15.99	7	5	4	.....
16.00 to 16.99	4	2	1	.....
17.00 to 17.99	17	7	6	.....
18.00 to 18.99	6	8	1	.....
19.00 to 19.99	7	2	.....	1
20.00 to 20.99	18	8	4	.....
21.00 to 21.99	14	6	6	.....
22.00 to 22.99	7	4	2	.....
23.00 to 23.99	18	2	4	.....
24.00 to 24.99	10	8	2	.....
25.00 to 25.99	16	7	1	.....
26.00 to 26.99	21	11	11	.....
27.00 to 27.99	13	6	2	.....
28.00 to 28.99	21	6	3	.....
29.00 to 29.99	51	9	10	.....
30.00 to 34.99	622	77	72	.....
35.00 to 39.99	931	43	36	.....
40.00 to 44.99	530	8	.....	.....
45.00 to 49.99	200	2	1	.....
50.00 to 54.99	81	1	1	.....
55.00 to 59.99	.....	.....	.....	.....
60.00 to 64.99	.....	.....	.....	.....
65.00 to 69.99	.....	.....	.....	.....
70.00 and over	.....	.....	.....	.....

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,431	.....	131	.....
Born in Great Britain, Ireland	692	.....	44	.....
Born elsewhere	4	.....	1	.....
Belgian, Dutch	3	8	1	.....
French	3	2	.....	.....
Italian	303	33	5	1
German, Austrian	79	9	1	.....
Bulgarian, Czech, Slovak, Hungarian, Rumanian	19	5	2	.....
Norwegian, Swedish, Danish, Finnish	74	70	4	2
Russian, Lithuanian, Polish, Ukrainian	36	29	2	1
Greek, Yugoslavic	18	8	1	.....
Hebrew	.....	.....	.....	.....
Chinese	.....	3	.....	.....
Hindu, other East Indian	.....	.....	.....	.....
Japanese	.....	.....	.....	.....
Indian (native Canadian)	.....	.....	.....	.....
Negro	.....	.....	.....	.....
Others not shown above	62	11	10	.....

	Males.	Females.
United States citizens (racial origin not specified)	107	4

TABLE No. 24.

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

Returns covering 105 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$1,069,969.00
Clerks, Stenographers, Salesmen, etc.	2,619,192.00
Wage-earners (including piece-workers)	10,796,833.00
Total	$14,485,994.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	4,550	1,696	July	4,853	1,909
February	4,556	1,706	August	4,821	1,934
March	4,601	1,775	September	4,766	1,918
April	4,746	1,778	October	4,755	1,887
May	4,747	1,816	November	4,815	1,874
June	4,773	1,853	December	4,876	1,890

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	8	-----	25	4
$6.00 to $6.99	3	-----	8	2
7.00 to 7.99	2	-----	13	-----
8.00 to 8.99	3	-----	14	1
9.00 to 9.99	2	-----	10	1
10.00 to 10.99	2	1	19	1
11.00 to 11.99	4	-----	23	4
12.00 to 12.99	3	-----	18	6
13.00 to 13.99	3	1	22	-----
14.00 to 14.99	3	-----	10	3
15.00 to 15.99	6	1	25	-----
16.00 to 16.99	1	1	29	6
17.00 to 17.99	-----	-----	26	7
18.00 to 18.99	11	1	52	12
19.00 to 19.99	15	13	71	16
20.00 to 20.99	14	1	94	27
21.00 to 21.99	45	-----	68	31
22.00 to 22.99	42	-----	106	20
23.00 to 23.99	55	-----	121	16
24.00 to 24.99	154	2	110	12
25.00 to 25.99	74	1	126	10
26.00 to 26.99	78	-----	74	2
27.00 to 27.99	256	1	87	-----
28.00 to 28.99	183	15	71	1
29.00 to 29.99	307	-----	70	-----
30.00 to 34.99	1,046	4	274	-----
35.00 to 39.99	1,383	3	124	-----
40.00 to 44.99	560	2	16	-----
45.00 to 49.99	353	-----	3	-----
50.00 to 54.99	145	-----	-----	-----
55.00 to 59.99	172	-----	1	-----
60.00 to 64.99	99	-----	-----	-----
65.00 to 69.99	60	-----	-----	-----
70.00 and over	70	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	2,660	-----	2,245	-----
Born in Great Britain, Ireland	2,618	-----	432	-----
Born elsewhere	34	-----	7	-----
Belgian, Dutch	18	1	-----	-----
French	19	-----	4	-----
Italian	64	12	1	-----
German, Austrian	68	1	1	-----
Bulgarian, Czech, Slovak, Hungarian, Rumanian	47	5	3	-----
Norwegian, Swedish, Danish, Finnish	142	8	11	-----
Russian, Lithuanian, Polish, Ukrainian	113	18	3	-----
Greek, Yugoslavic	18	-----	2	-----
Hebrew	-----	-----	-----	-----
Chinese	12	5	-----	-----
Hindu, other East Indian	3	-----	-----	-----
Japanese	11	2	-----	-----
Indian (native Canadian)	1	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	98	3	1	-----

	Males.	Females.
United States citizens (racial origin not specified)	101	42

TABLE No. 25.

WOOD—MANUFACTURE OF (N.E.S.).

Returns covering 121 Firms.

Salary and Wage Payments, 1944.

Officers, Superintendents, and Managers	$743,205.00
Clerks, Stenographers, Salesmen, etc.	317,574.00
Wage-earners (including piece-workers)	6,463,457.00
Total	$7,524,236.00

Average Number of Wage-earners.

Month.	Males.	Females.	Month.	Males.	Females.
January	2,908	1,372	July	3,121	1,451
February	2,900	1,347	August	3,163	1,342
March	2,899	1,366	September	3,009	1,290
April	2,924	1,356	October	3,023	1,288
May	2,973	1,520	November	2,962	1,277
June	3,084	1,554	December	2,942	1,243

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	6	12	7	2
$6.00 to $6.99	3	-----	3	1
7.00 to 7.99	2	3	5	-----
8.00 to 8.99	3	-----	3	-----
9.00 to 9.99	1	1	3	-----
10.00 to 10.99	4	6	2	-----
11.00 to 11.99	4	1	3	5
12.00 to 12.99	5	3	3	2
13.00 to 13.99	3	2	8	3
14.00 to 14.99	3	4	17	10
15.00 to 15.99	5	10	18	12
16.00 to 16.99	12	7	15	9
17.00 to 17.99	7	16	28	20
18.00 to 18.99	9	23	59	15
19.00 to 19.99	9	19	49	11
20.00 to 20.99	11	10	44	9
21.00 to 21.99	10	16	34	9
22.00 to 22.99	48	42	30	5
23.00 to 23.99	26	9	113	28
24.00 to 24.99	30	42	223	52
25.00 to 25.99	79	19	119	12
26.00 to 26.99	52	46	158	27
27.00 to 27.99	115	23	106	22
28.00 to 28.99	93	16	11	2
29.00 to 29.99	148	17	73	5
30.00 to 34.99	1,019	147	204	6
35.00 to 39.99	582	41	28	1
40.00 to 44.99	327	2	1	-----
45.00 to 49.99	153	-----	-----	-----
50.00 to 54.99	83	-----	-----	-----
55.00 to 59.99	32	-----	-----	-----
60.00 to 64.99	5	-----	-----	-----
65.00 to 69.99	3	-----	-----	-----
70.00 and over	5	-----	-----	-----

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	1,743	-----	972	-----
Born in Great Britain, Ireland	530	-----	132	-----
Born elsewhere	29	-----	6	-----
Belgian, Dutch	54	8	22	1
French	179	1	151	-----
Italian	54	2	16	1
German, Austrian	106	16	42	3
Bulgarian, Czech, Slovak, Hungarian, Rumanian	86	8	38	5
Norwegian, Swedish, Danish, Finnish	173	49	53	22
Russian, Lithuanian, Polish, Ukrainian	222	55	95	17
Greek, Yugoslavic	5	8	1	2
Hebrew	1	-----	-----	-----
Chinese	24	57	8	-----
Hindu, other East Indian	20	-----	-----	-----
Japanese	3	1	-----	-----
Indian (native Canadian)	19	-----	-----	-----
Negro	-----	-----	-----	-----
Others not shown above	26	8	10	1

	Males.	Females.
United States citizens (racial origin not specified)	56	27

SUMMARY OF ALL TABLES.

Returns covering 5,044 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1944.

Officers, Superintendents, and Managers	$21,026,012.00	
Clerks, Stenographers, and Salesmen, etc.	31,077,245.00	
Wage-earners (including piece-workers)	237,696,421.00	
		$289,799,678.00
Returns received too late to be included in above Summary	$792,368.00	
Estimated pay-roll of employers covered by Department's inquiry from whom returns were not received	1,350,000.00	
Transcontinental railways	21,045,508.00	
Pay-rolls of additional services not included in the industrial survey: viz., Governmental workers, wholesale and retail firms, miscellaneous (estimated pay-roll)	65,130,000.00	
		88,317,876.00
Total		$378,117,554.00

Average Number of Wage-earners.

During the Month of	Males.	Females.
January	112,738	20,999
February	113,515	20,372
March	113,184	20,301
April	112,583	20,462
May	113,625	20,780
June	115,295	21,897
July	115,248	23,630
August	114,859	24,052
September	112,569	24,736
October	109,036	23,392
November	109,693	21,827
December	105,236	19,614

Racial Origin and Nationality of Employees.

Racial Origin.	Males.		Females.	
	British Subject.	Alien.	British Subject.	Alien.
British:				
Born in Canada	73,431	-----	21,386	-----
Born in Great Britain, Ireland	33,751	-----	6,230	-----
Born elsewhere	2,360	-----	534	-----
Belgian, Dutch	879	114	162	11
French	1,490	46	430	7
Italian	1,899	275	234	12
German, Austrian	1,822	269	462	32
Bulgarian, Czech, Slovak, Hungarian, Rumanian	2,709	534	303	28
Norwegian, Swedish, Danish, Finnish	8,513	2,089	835	74
Russian, Lithuanian, Polish, Ukrainian	6,146	1,739	1,441	283
Greek, Yugoslavic	877	338	62	11
Hebrew	283	208	47	1
Chinese	2,587	2,980	50	20
Hindu, other East Indian	598	-----	8	-----
Japanese	744	246	192	73
Indian (native Canadian)	2,734	-----	1,510	-----
Negro	46	1	13	-----
Others not shown above	2,297	304	522	49

	Males.	Females.
United States citizens (racial origin not specified)	2,079	366

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

For Week of Employment of Greatest Number.	Males.		Females.	
	21 Yrs. and over.	Under 21 Yrs.	18 Yrs. and over.	Under 18 Yrs.
Under $6.00	666	368	511	302
$6.00 to $6.99	196	90	152	66
7.00 to 7.99	166	72	208	61
8.00 to 8.99	222	87	217	50
9.00 to 9.99	202	90	248	99
10.00 to 10.99	253	138	301	69
11.00 to 11.99	203	101	251	96
12.00 to 12.99	302	180	502	145
13.00 to 13.99	234	132	480	137
14.00 to 14.99	211	135	577	244
15.00 to 15.99	331	205	961	221
16.00 to 16.99	317	173	1,168	219
17.00 to 17.99	392	234	1,093	184
18.00 to 18.99	743	349	1,159	191
19.00 to 19.99	537	238	1,641	195
20.00 to 20.99	773	276	1,365	148
21.00 to 21.99	631	151	1,036	173
22.00 to 22.99	985	246	1,303	120
23.00 to 23.99	729	252	1,225	192
24.00 to 24.99	1,636	509	1,548	204
25.00 to 25.99	1,554	259	1,050	96
26.00 to 26.99	1,766	306	887	83
27.00 to 27.99	2,345	382	1,005	91
28.00 to 28.99	3,967	610	1,964	52
29.00 to 29.99	3,696	315	672	30
30.00 to 34.99	29,712	1,879	3,798	126
35.00 to 39.99	26,242	917	2,393	57
40.00 to 44.99	23,405	464	866	39
45.00 to 49.99	15,534	278	223	24
50.00 to 54.99	7,535	104	97	5
55.00 to 59.99	2,959	26	17	1
60.00 to 64.99	2,295	29	11	-----
65.00 to 69.99	1,065	6	4	-----
70.00 and over	2,881	4	6	-----
Totals	134,685	9,605	28,939	3,720

"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 1944, inclusive.

COMPARATIVE FIGURES, 1930 TO 1944.

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
1944	5,044	143,640	92.42	4.59	2.99

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

1944	46.02	1936	47.63
1943	47.19	1935	47.17
1942	48.12	1934	47.32
1941	46.90	1933	47.35
1940	46.91	1932	47.69
1939	47.80	1931	47.37
1938	46.84	1930	48.62
1937	47.25		

The 5,044 firms reporting to the Department of Labour submitted information regarding hours covering some 143,640 male and female employees for 1944. Of this number 92.42 per cent. were shown as working 48 hours or less per week, 4.59 per cent. working from 48 to 54 hours per week, and 2.99 per cent. working in excess of 54 hours per week.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

Industry.	1940.	1941.	1942.	1943.	1944.
Breweries	44.95	45.07	44.88	45.05	45.37
Builders' materials	45.31	45.97	48.05	47.43	46.20
Cigar and tobacco manufacturing	41.50	35.33	44.57	44.80	41.80
Coal-mining	48.03	48.02	47.99	47.90	47.96
Coast shipping	50.38	52.95	52.05	51.69	51.48
Construction	44.01	45.03	50.06	51.14	44.09
Explosives, chemicals, etc.	45.81	47.09	47.84	46.75	45.31
Food products, manufacture of	46.78	47.28	48.33	47.59	47.72
Garment-making	43.38	42.51	44.30	43.30	42.72
House furnishings	44.76	44.62	44.88	44.00	43.55
Jewellery, manufacture of	43.87	44.16	44.01	43.88	43.47
Laundries, cleaning and dyeing	44.35	45.20	45.37	44.99	43.37
Leather and fur goods, manufacture of	44.93	45.37	44.82	43.79	43.25
Lumber industries—					
Logging	48.37	48.24	48.78	48.67	48.46
Logging-railways	52.65	52.77	51.40	53.00	52.50
Lumber-dealers	45.17	46.33	46.42	45.23	44.79
Planing-mills	49.17	48.50	49.95	49.27	47.83
Sawmills	48.17	48.40	48.44	48.47	47.98
Shingle-mills	47.35	47.29	47.20	46.42	46.28
Metal trades	45.13	45.14	45.42	45.02	45.18
Metal-mining	50.20	50.24	49.89	49.35	48.82
Miscellaneous trades and industries	45.96	46.97	47.65	47.68	47.36
Oil-refining	48.17	49.82	47.54	45.83	46.57
Paint-manufacturing	43.95	43.87	43.86	43.95	43.75
Printing and publishing	42.24	42.90	43.70	42.13	41.45
Pulp and paper manufacturing	47.78	47.46	47.84	48.27	48.04
Ship-building	43.68	43.63	47.88	43.92	43.07
Smelting and concentrating	49.28	47.84	49.40	49.72	47.73
Street-railways, gas, water, power, etc.	45.40	45.44	45.64	45.77	45.40
Wood manufacturing (not elsewhere specified)	47.27	46.08	46.59	46.28	45.61

STATISTICS OF CIVIL AND MUNICIPAL WORKERS.

The following data dealing with pay-roll and employment totals of civic and municipal workers in British Columbia have been compiled from returns submitted to the Department of Labour by the various cities and municipalities throughout the Province.

Included in the figures are workers engaged in public works, the construction and maintenance of roads, the operation and maintenance of waterworks, generation and distribution of light and power, and similar operations owned and operated by the city or municipality making the return.

Inasmuch as the data herewith to follow have already been incorporated in other tables in this report as a portion of the total industrial pay-roll, it should be pointed out that totals shown in this section are not in addition to figures quoted elsewhere, but rather a segregation of civic and municipal returns for separate study.

For the year 1944, and based on ninety-five returns submitted by civic and municipal administrations, the total pay-roll reported was $4,886,263, of which $3,743,665 was expended in the wage-earner section and $1,142,598 allotted to the salaried groups, officers, superintendents, managers, clerks, and stenographic staffs.

Average monthly employment totals based on the returns received for wage-earners only were as follows:—

1944.	Males.	Females.
Average number of wage-earners during the month of—		
January	2,256	86
February	2,238	76
March	2,288	86
April	2,410	112
May	2,520	142
June	2,620	184
July	2,648	252
August	2,638	219
September	2,491	149
October	2,412	84
November	2,402	74
December	2,357	70

A percentage distribution of employment with relation to earnings is shown in the following, based on the numbers of adult male wage-earners in the wage classifications as noted:—

Weekly Wages.	Percentage of Employees.	Weekly Wages.	Percentage of Employees.
Under $15	1.47	$35 to $40	10.82
$15 to 20	0.61	40 to 45	10.36
20 to 25	10.65	45 to 50	1.61
25 to 30	20.50	50 and over	0.54
30 to 35	43.44		

Average weekly wage for adult male wage-earners on civic and municipal pay-rolls in 1944 was $32.08, while the average for male wage-earners under 21 years of age was $21.

Female wage-earners 18 years of age and over reported in the returns during the week of greatest employment were paid an average weekly wage of $22.68, while the average for those under 18 was $18.15.

The average weekly hours of work for all wage-earners reported in the returns was 42.63.

SUMMARY OF LAWS AFFECTING LABOUR.

(Passed by the Legislature of British Columbia, Session 1945.)

"BARBERS ACT AMENDMENT ACT, 1945."

The amendment provides that the Board of Examiners in Barbering shall be composed of three members of the Barbers' Association elected by ballot by the Association, instead of one barber who is an employer or master and two others who work as journeymen or employees. The fourth member of the Board of Examiners is appointed by the Minister of Labour.

"FIRE DEPARTMENTS HOURS OF LABOUR ACT AMENDMENT ACT, 1945."

When the above-mentioned Act comes into operation, on a day to be fixed by the Lieutenant-Governor in Council, no officer and no employee of the fire department in any municipality to which the Act applies shall be required to be on duty for more than forty-eight hours in any one week, unless an arrangement has been made whereby the hours of duty for officers and employees when averaged over a number of weeks shall be not more than at the rate of forty-eight hours per week, but the municipalities above mentioned shall not be relieved from complying with the provisions of the "Fire Departments Two-platoon Act."

If the Lieutenant-Governor in Council has not fixed a date on which the Act shall come into operation one year after the present war has concluded, the Act shall come into operation without Proclamation.

"WARTIME LABOUR RELATIONS REGULATIONS ACT AMENDMENT ACT, 1945."

This amendment provided that acceptance by a member of a Conciliation Board, who is also a member of the Legislative Assembly, of an allowance or of expenses in respect of his services on the Conciliation Board shall not render him ineligible as a member of the Legislative Assembly, and shall not disqualify him to sit and vote therein, notwithstanding that any part of the allowance or expenses is derived from public funds.

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.
Branch Office ..... 789 Pender Street West, Vancouver.

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

SIR,—We have the honour to present the Eleventh Annual Report of the Board of Industrial Relations for the year ended December 31st, 1944.

The activities of the Board include those formerly directed by the Minimum Wage Board, which functioned for sixteen years prior to 1934. The original Board dealt with minimum wages, hours and conditions of employment for women and girls, so this report, in so far as it relates to women workers, is the twenty-seventh annual record of labour laws and their results in that sphere.

In 1934 the Board of Industrial Relations took over the administration of not only the " Female Minimum Wage Act " but the " Male Minimum Wage Act," and as a result its duties were broadened and extended to a marked degree.

The Board, during the year under review, was still faced with problems arising out of war-time conditions, and these presented many angles. The hiring of employees, both older and younger than is usual in normal times, meant that extra precautions had to be taken to ensure the safety of this class of worker and assurance afforded that orders and regulations of the Board would be complied with in their cases, as well as in the cases of the regular employees.

MEETINGS AND DELEGATIONS.

The Board planned to revise many of its Orders to bring minimum wages nearer to the prevailing or standard rates in effect during the year. However, its good intentions were thwarted, owing to the fact that the Federal Government Wartime Wages Control Order prescribed that an employer might, without a direction from the Regional War Labour Board, increase a wage rate paid by him to an employee established at any time by, or pursuant to, powers conferred by Provincial Minimum Wage Legislation, if such minimum wage rate was not in excess of 35 cents per hour, or such higher rate per hour, if any, established for such employee by or pursuant to such legislation on November 15th, 1941.

If our Board had revised any Orders above the 35-cent rate, it felt it would be conflicting with the Federal Order and would be unable to obtain the necessary approval from the Regional Board, with which it has always worked in harmonious relations. In addition to this, employees affected by Provincial Orders would not benefit to any appreciable degree by such a revision up to the ceiling established by the Federal Order. The Provincial authorities felt that until such time as the Dominion Order was amended or rescinded its efforts could be better expended along other lines.

For these reasons fewer meetings were necessary than in previous years. Ten sessions were held in six days, the meetings being equally divided as to place of venue between Victoria and Vancouver.

A delegation appeared before the Board towards the end of the year to deal with hours of work in beauty-parlours and hairdressing establishments during the Christmas holiday season. The meeting was a very representative one and many problems were discussed and clarified.

Another large delegation was comprised of representatives of the Telephone Operators Organization of British Columbia and their employers, officials of the British Columbia Telephone Company, which also controls the Northwest Telephone Company, the Kootenay Telephone Company, Limited, the Chilliwack Telephones, Limited, and the Mission Telephone Company, Limited.

The representatives of the operators requested a general revision of the Order of the Board covering the industry, particularly with regard to hours of work and other conditions of employment. They realized if the Board reopened the existing Order the minimum wage could not be raised above 35 cents per hour, but their working agreement with their employers covered the wage phase fairly satisfactorily and they understood the position of the Board in relation to the Dominion Order, as a result of several interviews with the chairman.

While a new Order was not promulgated in 1944, early in 1945 Order No. 79, relating to the telephone and telegraph occupation, came into force. A summary of this Order appears in the appendix to this report.

Another delegation representing employees in the logging and sawmill industries appeared before the Board in connection with overtime for certain types of employees covered by Order No. 1 (1943) relating to the logging industry and Order No. 50 (1943) covering sawmills. These were the most important delegations heard by the Board during the year.

NEW ORDERS AND REGULATIONS.

Routine Orders to take care of seasonal problems were made as follows:—

Hotel and Catering Industry.—Order No. 52N. This is the customary Order under the "Female Minimum Wage Act" for resort hotels in unorganized territory for the summer season. It remained in force from June 29th to September 9th, 1944. A summary of this Order appears in the appendix.

Mercantile.—Order No. 24, Supplementary (1944), covered rates of pay for women and girl employees during the Christmas season.

Mercantile.—Order No. 59, Supplementary (1944), prescribed rates of pay for men and boys during the Christmas season.

"HOURS OF WORK ACT" REGULATIONS.

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

Fruit and Vegetable Industry.—Regulation No. 21K exempted the industry from the provisions of the Act to permit longer hours of work necessary during the height of the season. The Orders relating to wages carry with them, for male and female employees, higher rates of pay after certain daily hours, and this has been found to act as a check on hours which keeps them within reasonable limits.

Mercantile.—(Christmas, 1944, Temporary.) These regulations dealt with working-hours at the busy Christmas season to ensure that employees in stores would not be required to put in unduly long hours.

The tendency, in the larger centres particularly, in recent years has been to eliminate overtime and evening hours to a very marked extent. The public is co-operating

in shopping earlier in the year and earlier in the day, so the necessity for stores remaining open in the evenings has been gradually reduced.

STATISTICS COVERING WOMEN AND GIRL EMPLOYEES.

Women workers continued to play an important part in British Columbia's business and industrial life during 1944. Returns received from some 7,289 employers of women and girls showed a total of 60,410 female workers for the year under review, an increase of 5,505 over the figure for 1943. The number of firms reporting in time for tabulation was 7,289, an increase of 395 over the total for the previous year.

These mounting totals make it apparent, and the Board realizes, that the position of women and girl workers is vitally tied up with the whole economic structure of British Columbia's business development. Their contribution during the war years has been notable. With peace still to be attained in the Pacific we believe they will continue to play their part until that goal is reached, and the problems arising during the post-war period will not be solved without taking into consideration the part women and girls may play in the complicated days ahead.

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

MERCANTILE INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	1,515	1,330	1,146	927	815
Total number of employees	10,618	9,929	7,733	7,368	6,480
Over 18 years	9,187	8,408	6,706	6,647	5,972
Under 18 years	1,431	1,521	1,027	721	508
Total weekly wages—					
Employees over 18 years	$158,242.80	$127,289.88	$98,400.56	$90,166.19	$78,154.39
Employees under 18 years	$15,103.61	$16,777.71	$10,145.09	$6,373.25	$4,293.42
Average weekly wages—					
Employees over 18 years	$17.22	$15.14	$14.67	$13.56	$13.09
Employees under 18 years	$10.55	$11.03	$9.88	$8.84	$8.45
Percentage of employees under 18 years	13.48%	15.32%	13.28%	9.79%	7.84%
Average hours worked per week	37.99	37.76	39.04	39.30	38.75

A total of 1,515 firms reported in the mercantile industry for 1944 as against a total of 1,330 for the previous year. With the increase in firms reporting the total employment figure rose to 10,618, compared with 9,929 in 1943.

The average weekly wage figure for employees over 18 years of age increased to $17.22 from $15.14 for the previous year, while in the under-18-year section, with a smaller percentage of this younger group employed, the average weekly earnings dropped slightly to $10.55 as against $11.03 in 1943.

Average weekly hours of work showed a fractional increase to 37.99, compared with 37.76 in this industry for the previous year.

LAUNDRY INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	161	138	141	122	124
Total number of employees	2,151	1,830	1,725	1,469	1,318
Experienced	2,117	1,762	1,517	1,371	1,228
Inexperienced	34	68	208	98	90
Total weekly wages—					
Experienced employees	$32,765.37	$26,370.25	$22,697.95	$18,698.02	$15,941.10
Inexperienced employees	$463.27	$726.36	$2,272.71	$991.06	$741.14
Average weekly wages—					
Experienced employees	$15.48	$14.97	$14.96	$13.64	$12.98
Inexperienced employees	$13.63	$10.68	$10.93	$10.11	$8.23
Percentage of inexperienced employees	1.58%	3.72%	12.06%	6.67%	6.83%
Average hours worked per week	38.90	40.49	42.94	41.89	42.00

Firms reporting in the laundry industry increased from 138 to 161 in 1944, the total number of employees reported rising to 2,151 from 1,830 shown for the previous year.

Average weekly wage for experienced workers increased to $15.48 as against $14.97 in 1943, while in the inexperienced section average earnings rose to $13.63 compared with a previous average of $10.68, although fewer employees were reported in this category, the figure representing only 1.58 per cent. of total.

The average weekly working-hours for all employees in this industry further decreased to 38.90 from 40.49 in 1943.

HOTEL AND CATERING INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	1,137	1,137	1,075	1,005	943
Total number of employees	9,078	8,879	6,818	5,528	4,974
Experienced	8,648	8,371	6,313	5,309	4,811
Inexperienced	430	508	505	219	163
Total weekly wages—					
Experienced employees	$146,428.79	$137,097.40	$96,210.79	$74,660.52	$66,383.16
Inexperienced employees	$5,146.47	$5,234.53	$5,446.17	$2,621.25	$1,792.51
Average weekly wages—					
Experienced employees	$16.93	$16.38	$15.24	$14.06	$13.80
Inexperienced employees	$11.97	$10.30	$10.78	$11.97	$11.00
Percentage of inexperienced employees	4.74%	5.72%	7.41%	3.96%	3.28%
Average hours worked per week	41.01	41.50	43.30	43.34	43.12

While the number of firms reporting in this classification remained unchanged, total employment shown increased to 9,078 as against 8,879 reported for 1943.

For the experienced employees the average weekly wage again increased, the figure rising to $16.93 from $16.38 for the previous year. Average weekly earnings for the inexperienced workers also increased from $10.30 to $11.97 for the year under review, although the number of employees represented in this group dropped to 4.74 per cent. of total.

Average weekly hours of work for employees in this industry eased slightly to 41.01 compared with 41.50 in 1943.

OFFICE OCCUPATION (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	2,984	2,766	2,649	2,537	2,417
Total number of employees	13,251	12,172	9,991	8,513	7,438
Over 18 years	12,770	11,614	9,653	8,327	7,321
Under 18 years	481	558	338	186	117
Total weekly wages—					
Employees over 18 years	$294,314.50	$237,803.37	$188,753.83	$155,758.51	$133,397.18
Employees under 18 years	$7,667.04	$7,903.27	$4,553.04	$2,237.85	$1,358.66
Average weekly wages—					
Employees over 18 years	$23.05	$20.48	$19.55	$18.71	$18.22
Employees under 18 years	$15.94	$14.16	$13.47	$12.03	$11.61
Percentage of employees under 18 years	3.63%	4.58%	3.38%	2.18%	1.57%
Average hours worked per week	40.82	40.69	41.29	40.80	40.35

The number of firms reporting employees in office occupations increased from 2,766 to a total of 2,984 for the year 1944. Total number of employees covered in this classification increased to 13,251, compared with a total of 12,172 reported for 1943.

The average weekly wage for experienced office-workers climbed to $23.05 as against $20.48 for the previous year, while in the younger and inexperienced class the average rose to $15.94, also showing a considerable increase over the 1943 figure of $14.16 for this group.

The percentage of younger workers employed in office occupations, on the increase for several years past to reach a high of 4.58 per cent. in 1943, declined to 3.63 per cent. for the year under review.

Average weekly working-hours in this occupation showed a fractional change to 40.82 from 40.69 for the previous year.

As in former years, a record is maintained showing 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.

The following table shows the numbers of office-workers recorded in the salary ranges above the $65 legal minimum. It will be noted that in 1944 the trend was definitely towards the higher brackets. In 1943 the largest group—namely, 1,496—were reported as receiving remuneration extending from $65 to $70 per month. The 1944 tabulation reveals that the wage classification from $100 to $105 monthly accounted for the largest number—1,248 women office-workers having been paid within that range.

Monthly Salary Classification.	Numbers employed in Office Occupations.	
	1943.	1944.
$65 to $70	1,496	555
70 to 75	945	679
75 to 80	1,340	997
80 to 85	933	1,054
85 to 90	1,245	1,166
90 to 95	849	1,183
95 to 100	636	811
100 to 105	944	1,248
105 to 110	567	761
110 to 115	377	759
115 to 120	317	644
120 to 125	238	372
125 to 130	309	552
130 to 135	204	308
135 to 140	108	308
140 to 150	117	322
150 and over	361	693
Totals	10,986	12,412

Personal Service Occupation (Female).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	134	134	125	200	214
Total number of employees	476	453	380	581	607
Over 18 years	460	446	374	553	581
Under 18 years	16	7	6	28	26
Total weekly wages—					
Employees over 18 years	$8,891.45	$7,463.48	$6,033.37	$7,384.08	$7,715.72
Employees under 18 years	$162.80	$80.07	$53.28	$172.06	$131.33
Average weekly wages—					
Employees over 18 years	$19.33	$16.73	$16.13	$13.35	$13.28
Employees under 18 years	$10.18	$11.44	$8.88	$6.15	$5.05
Percentage of employees under 18 years	3.36%	1.55%	1.58%	4.82%	4.28%
Average hours worked per week	40.50	39.94	40.32	35.98	35.35

The above table has been compiled to include 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 under the heading of Public Places of Amusement.

While no change is noted in the number of firms reporting in this classification, the total employment figure increased from 453 to 476 in 1944.

Average weekly wage for the experienced class of employees increased to $19.33 from $16.73 shown for the previous year, while in the younger and inexperienced group average weekly earnings decreased from $11.44 to $10.18 for the year under review, with an increasing percentage of this class of worker being employed.

A slight increase in the average weekly working-hours in this occupation was noted for 1944, the average increasing to 40.50 from 39.94 in 1943.

FISHING INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	19	16	8	6	10
Total number of employees	656	372	172	160	105
Experienced	656	363	167	130	78
Inexperienced	.....	9	5	30	27
Total weekly wages—					
Experienced employees	$12,214.60	$7,317.48	$3,614.36	$1,868.08	$1,222.54
Inexperienced employees	.....	$68.25	$41.06	$401.26	$261.33
Average weekly wages—					
Experienced employees	$18.62	$20.16	$21.64	$14.37	$15.67
Inexperienced employees	.....	$7.58	$8.21	$13.38	$9.68
Percentage of inexperienced employees	.....	2.42%	2.91%	18.75%	25.71%
Average hours worked per week	36.28	39.58	40.67	35.54	38.82

Due to the expansion of the Order of the Board to include additional occupations in this industry, a marked increase is noted in the employment totals in the above table.

With a further increase in the number of firms reporting, the total employees covered in this classification rose to 656, all of which were reported as being paid above the legal minimum for experienced workers.

The average weekly earnings for all employees covered decreased to $18.62 from $20.16 shown for the previous year; a decrease also being noted in the average hours worked, which figure declined from 39.58 to 36.28 for 1944.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	194	186	189	150	132
Total number of employees	2,353	2,185	2,341	1,887	1,922
Experienced	2,346	2,013	1,995	1,818	1,872
Inexperienced	7	172	346	69	50
Total weekly wages—					
Experienced employees	$54,152.23	$37,636.99	$37,822.30	$36,327.20	$35,047.43
Inexperienced employees	$80.13	$1,843.73	$3,743.28	$632.96	$486.27
Average weekly wages—					
Experienced employees	$23.08	$18.70	$18.96	$19.98	$18.72
Inexperienced employees	$11.45	$10.72	$10.82	$9.17	$9.73
Percentage of inexperienced employees	0.30%	7.87%	14.78%	3.66%	2.60%
Average hours worked per week	40.52	40.54	41.26	40.38	40.10

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.

Firms reporting employees in this occupation increased to 194 from 186 for the previous year, the total reported employment increasing to 2,353 as against 2,185 in 1943.

Marked increases were noted in the average weekly wages for both experienced and inexperienced workers, the average for the experienced employees rising to $23.08 from

$18.70 in 1943, while with a negligible percentage of inexperienced employees shown the average earnings for this group increased to $11.45 for the year under review.

Little change was noted in the average hours of work in this occupation—the 1944 figure decreasing fractionally to 40.52 as against 40.54 for 1943.

MANUFACTURING INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	849	873	740	551	501
Total number of employees	16,221	14,869	10,738	4,450	3,545
Experienced	15,928	14,287	10,114	3,815	3,061
Inexperienced	293	582	624	635	484
Total weekly wages—					
Experienced employees	$412,583.97	$293,807.69	$192,695.51	$59,149.52	$45,411.50
Inexperienced employees	$3,361.97	$5,877.68	$5,862.55	$6,234.27	$4,490.36
Average weekly wages—					
Experienced employees	$25.90	$20.56	$19.05	$15.50	$14.84
Inexperienced employees	$11.47	$10.10	$9.40	$9.82	$9.28
Percentage of inexperienced employees	1.81%	3.91%	5.81%	14.27%	13.65%
Average hours worked per week	42.35	42.66	42.62	42.65	42.36

Continuing in the lead with the greatest number of women employed, the manufacturing industry reported a total of 16,221 for 1944 compared with 14,869 for the previous year, although the number of firms reporting dropped to 849 from the 1943 high of 873.

Increases in the average weekly wages for both experienced and inexperienced workers was again evident in this industry. For the experienced workers the figure rose to $25.90 to set an all-time high average for female workers in any of the occupations covered by the Orders of the Board. The average weekly earnings for inexperienced employees also increased to show a figure of $11.47 compared with $10.10 for the previous year.

The percentage of inexperienced workers continued to decrease, only 1.81 per cent. of the total remaining in this category as against 3.91 per cent. in 1943.

Average weekly working-hours in the manufacturing industry decreased fractionally from 42.66 to 42.35 for 1944.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	72	69	72	82	76
Total number of employees	4,941	3,539	4,012	4,141	3,649
Experienced	4,931	3,518	3,831	3,922	3,529
Inexperienced	10	21	181	219	120
Total weekly wages—					
Experienced employees	$106,895.45	$65,804.78	$68,007.64	$67,752.93	$59,173.40
Inexperienced employees	$102.40	$199.99	$2,352.39	$1,945.17	$1,067.67
Average weekly wages—					
Experienced employees	$21.68	$18.71	$17.75	$17.28	$16.77
Inexperienced employees	$10.24	$9.52	$13.00	$8.88	$8.90
Percentage of inexperienced employees	0.20%	0.59%	4.51%	5.29%	3.29%
Average hours worked per week	44.64	45.04	46.14	47.17	47.16

With additional firms reporting, this industry showed increased activity in 1944, a total of 4,941 employees being recorded as against 3,539 for 1943.

Increases were general in both wage groups, the average weekly wage for experienced workers rising to $21.68 from a previous figure of $18.71, while for the inexperienced workers the average stood at $10.24 compared with $9.52 for 1943. The

percentage of the total employed at inexperienced rates of pay further decreased to show only 0.20 per cent. remaining in this category for 1944.

Average weekly hours for the fruit and vegetable industry further decreased from 45.04 to 44.64 for the year under review.

TRANSPORTATION INDUSTRY (FEMALE).

	1944.	1943.	1942.	1941.
Number of firms reporting	138	160	129	32
Total number of employees	235	400	313	107
Over 18 years	174	306	186	20
Under 18 years	61	94	127	87
Total weekly wages—				
Employees over 18 years	$3,663.55	$6,361.32	$3,268.60	$207.42
Employees under 18 years	$733.50	$945.88	$1,155.66	$712.58
Average weekly wages—				
Employees over 18 years	$21.05	$20.79	$17.57	$10.37
Employees under 18 years	$12.02	$10.06	$9.10	$8.19
Percentage of employees under 18 years	25.96%	23.50%	40.58%	81.31%
Average hours worked per week	42.29	43.43	41.61	43.19

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

With the shortage of male workers in these occupations during the war years, a rapid increase in the number of female workers was evident in the above table, employment reaching the highest in the peak year 1943. In 1944 the number of firms reporting females in these occupations decreased to 138 from 160 reporting for 1943, with a resultant drop in employment to 235 as against 400 shown for 1943.

Average weekly wages continued to increase in both the over-18-year and the under-18-year classes, the average in the older section increasing to $21.05 from $20.79 in 1943, while for the younger employees average weekly earnings rose to $12.02 from $10.06 recorded for 1943.

A slight increase was noted in the percentage of younger workers employed, 25.96 per cent. of total being in the under-18 class for 1944 compared with 23.50 per cent. in 1943.

The average weekly working-hours in this industry decreased from the 1943 high of 43.43 to 42.29 for the year under review.

PUBLIC PLACES OF AMUSEMENT (FEMALE).

	1944.	1943.	1942.
Number of firms reporting	86	85	83
Total number of employees	430	277	238
Over 18 years	320	189	186
Under 18 years	110	88	52
Total weekly wages—			
Employees over 18 years	$3,931.40	$2,189.76	$2,203.61
Employees under 18 years	$797.01	$592.87	$352.64
Average weekly wages—			
Employees over 18 years	$12.29	$11.59	$11.85
Employees under 18 years	$7.25	$6.74	$6.78
Percentage of employees under 18 years	25.58%	31.77%	21.85%
Average hours worked per week	25.16	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.

Inasmuch as these figures were formerly included with those in the personal service group, no comparative figures are available prior to 1942, at which time a separate tabulation was commenced.

Although little change is noted in the number of firms reporting, employment in this classification climbed to 430 in 1944 from a total of 277 in 1943.

Average earnings for the over-18-year employees increased from $11.59 to $12.29 in 1944, while in the group of younger employees under 18 years of age average weekly earnings rose to $7.25 from $6.74 in 1943. With part-time and casual hours of work general in this occupation, the weekly earnings do not in most cases represent a full week's work.

Average weekly working-hours in this occupation further decreased from 26.95 to 25.16 for the year 1944.

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

	1944.	1943.	1942.	1941.	1940.
Number of firms reporting	7,289	6,894	6,357	5,612	5,232
Total number of employees	60,410	54,905	44,461	34,204	30,038
Over 18 years, or experienced	57,537	51,277	41,042	31,912	28,453
Under 18 years, or inexperienced	2,873	3,628	3,419	2,292	1,585
Total weekly wages—					
Employees over 18 years, or experienced	$1,234,084.11	$949,142.40	$719,708.52	$511,972.47	$442,446.42
Employees under 18 years, or inexperienced	$33,618.20	$40,250.34	$35,977.87	$22,321.71	$14,622.69
Average weekly wages—					
Employees over 18 years, or experienced	$21.45	$18.51	$17.54	$16.04	$15.55
Employees under 18 years, or inexperienced	$11.70	$11.09	$10.52	$9.74	$9.23
Percentage of employees under 18 years, or inexperienced	4.76%	6.61%	7.69%	6.70%	5.28%
Average hours worked per week	40.84	41.03	41.96	41.82	41.48

As shown in the summary, the firms reporting increased to 7,289 in 1944 as against a figure of 6,894 for the previous year, with actual figures included in the returns covering some 60,410 women and girl employees.

Total aggregate salaries and wages for one week amounted to $1,267,702.31, an increase of $278,309.57 over the figure for 1943.

The average weekly wage for all occupations increased to $21.45 in the over-18-year, or experienced group, compared with a high of $18.51 for the previous year.

Legal minimum wages for women 18 or over in the various classifications covered by Orders of the Board ranged from $12.75 the lowest, as set for the mercantile industry, to $15.84 for a 48-hour week in the fishing group. It is therefore evident from the summary that the average amount received continues to be far in excess of the highest minimum set by law.

A further decrease in average weekly hours of work was again noted, the average figure for the 60,410 employees reported decreasing to 40.84 as against 41.03 in 1943.

The percentage of employees under 18 years or inexperienced further decreased to show 4.76 per cent. of total in this section compared with 6.61 per cent. in the previous year.

The average earnings for the adult or experienced workers increased in ten of the eleven tables. In the fishing industry, due to increased coverage of the occupations included in this table and shorter working-hours for all employees, the average earnings decreased relatively from the previous year.

Only those workers with classes of employment for which minimum wage orders have been set by the Board are included in the 60,410 total reported in the summary, the figures not being inclusive of domestic workers, farm-labourers, or fruit-pickers, which are excluded from coverage by the provision of the "Female Minimum Wage

Act." Similarly returns are not requested for women and girls employed in banks, as conditions of employment in this case 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*	118	1.11	8,479	79.86	2,021	19.03	10,618
Laundry	14.88†	24	1.12	1,276	59.32	851	39.56	2,151
Hotel and catering	14.00*	298	3.28	6,648	73.23	2,132	23.49	9,078
Office	15.00‡	273	2.06	12,142	91.63	836	6.31	13,251
Personal service	14.25*	16	3.36	391	82.14	69	14.50	476
Fishing	15.84†	2	0.31	411	62.65	243	37.04	656
Telephone and telegraph	15.00†	8	0.34	2,177	92.52	168	7.14	2,353
Manufacturing	14.00†	123	0.76	14,293	88.11	1,805	11.13	16,221
Fruit and vegetable	14.40†	13	0.26	3,939	79.72	989	20.02	4,941
Public places of amusement	14.25*	1	0.23	148	34.42	281	65.35	430
Totals, 1944	.....	876	1.46	49,904	82.93	9,395	15.61	60,175§
Totals, 1943	.....	4,069	7.47	39,587	72.63	10,849	19.90	54,505

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

§ In the transportation industry, 235 employees excluded from above table and not included in totals, as it is impractical to state the 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.

Wage levels continued higher during the year 1944, with the percentage of employees included in the returns who were receiving wages in excess of the legal minimum increasing to 82.93 per cent. of total, compared with 72.63 per cent. in this group for the previous year. Decreasing percentages in the group at less than the minimum and those receiving the actual fixed rate were also evident in the above table.

The effect of casual and part-time hours of work in certain occupations may again be seen in the section showing the percentage of those receiving less than the minimum. In such instances as the workers in the group comprising public places of amusement due to the short working-hours required by the industry a relatively high percentage of the total employees earned less than the minimum amount for a full week's work. Also included in this section dealing with percentages at less than the required minimum are the younger and less skilled employees for whom special rates have been fixed by the Board.

Leading in the section showing those receiving above the fixed rate, the telephone and telegraph industry reported 92.52 per cent. of the total employees at wages above the legal minimum; followed by the office group with 91.63 per cent. above and the manufacturing industry with 88.11 per cent. In the personal service section 82.14 per cent. were above the minimum; followed by the mercantile industry and the fruit and vegetable group with 79.86 and 79.72 per cent. respectively, and the hotel and catering section with 73.23 per cent. above the fixed rate. In the fishing industry 62.65 per cent. were shown above the minimum set; followed by the laundry group with 59.32 per cent. above and public places of amusement with 34.42 per cent. in this category.

It is interesting to note the high wages recorded each year in the various industries and occupations. For the year 1944 the top salaries in each classification were as follows:—

Occupation or Industry.	Weekly Wages or Salary.
Office	$77.30
Manufacturing	75.94
Mercantile	75.00
Fruit and vegetable	64.66
Hotel and catering	64.61
Telephone and telegraph	53.05
Personal service	49.22
Transportation	46.75
Fishing	43.42
Laundry, cleaning and dyeing	37.50
Public places of amusement	34.62

The highest individual earnings for the week reported were again shown in the office group, in which one executive employee was paid a total of $77.30 for the week. Highest amount paid to one worker for the week reported in the manufacturing section was $75.94, while in the mercantile group one employee received a weekly salary of $75. In the fruit and vegetable industry one employee in a supervisory capacity received a total of $64.66 for the week shown, while top salary in the hotel and catering group was $64.61. Highest weekly amount paid in the telephone and telegraph occupation was $53.05, while one worker in the personal service occupation earned a total of $49.22 for the week under review. The transportation industry reported one employee receiving a weekly salary of $46.75. One worker in the fishing group earned a total of $43.42 for the week reported. Highest weekly amount shown in the laundry, cleaning and dyeing section was $37.50, while in the group comprising public places of amusement the highest recorded weekly earnings were shown at $34.62.

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	6,374	$101,614.17	3,877	$64,893.93	367	$6,838.31	$173,346.41
Laundry	1,004	15,961.45	1,047	15,780.21	100	1,486.98	33,228.64
Hotel and catering	4,553	76,875.50	3,817	62,633.00	708	12,066.66	151,575.16
Office	9,364	213,405.16	3,506	79,201.15	381	9,375.23	301,981.54
Personal service	278	5,317.09	185	3,457.20	13	279.96	9,054.25
Fishing	275	4,555.20	351	7,000.58	30	658.82	12,214.60
Telephone and telegraph	1,858	43,247.58	438	9,545.22	57	1,439.56	54,232.36
Manufacturing	9,535	245,836.67	6,261	160,175.09	425	9,934.18	415,945.94
Fruit and vegetable	2,217	44,303.77	2,604	59,954.25	120	2,739.83	106,997.85
Transportation	129	2,033.70	97	2,159.54	9	203.81	4,397.05
Public places of amusement	307	2,982.95	116	1,639.41	7	106.05	4,728.41
Totals	35,894	$756,133.24	22,299	$466,439.58	2,217	$45,129.39	$1,267,702.21
1944 per cent.	59.42%		36.91%		3.67%		
1943 per cent.	59.19%		37.23%		3.58%		

The above table shows the relative percentage of single, married, and widowed employees engaged in the various industries covered.

During 1944 the percentage of married women-workers employed decreased slightly to 36.91 per cent. of total, off fractionally from 37.23 per cent. in the peak year 1943. A relative small increase was noted in the percentage of single employees, the 1944 percentage showing at 59.42 as against 59.19 per cent. in the previous year. Little change was evident in the percentage of widowed employees.

A greater proportion of married workers was again noted in such industries as the fruit and vegetable industry, fishing, and laundry industries, while single employees were in the majority in the office group, mercantile industry, and the telephone and telegraph section.

Although the returns are also tabulated to show the numbers of workers divorced, separated, or marital status not stated, the percentages in these groups were less than 1 per cent. in each case and are not shown separately in the above table, the figures being included with the total of single workers.

TABLE SHOWING YEARS OF SERVICE OF FEMALE EMPLOYEES WITH EMPLOYERS REPORTING FOR 1944.

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	627	5,394	1,172	1,473	730	277	162	95	79	82	54	473	10,618	1,515
Laundry	66	1,173	262	301	121	42	20	33	12	13	11	97	2,151	161
Hotel and catering	422	5,494	1,065	966	381	127	99	80	44	49	43	308	9,078	1,137
Office	364	4,477	1,735	2,325	1,248	626	336	232	191	193	145	1,379	13,251	2,984
Personal service	26	209	70	64	36	19	15	8	2	3	1	23	476	134
Fishing	12	508	57	38	20	7	.....	2	2	2	1	7	656	19
Telephone and telegraph	17	878	286	411	124	51	29	27	28	52	27	423	2,353	194
Manufacturing	567	9,360	2,846	2,057	610	186	104	71	45	48	40	287	16,221	849
Fruit and vegetable	293	3,076	586	368	249	86	85	26	29	23	19	101	4,941	72
Transportation	4	116	48	54	10	2	.....	1	.....	.....	.....	.....	235	138
Public places of amusement	45	245	53	55	16	4	2	5	.....	1	1	3	430	86
Totals	2,443	30,930	8,180	8,112	3,545	1,427	852	580	432	466	342	3,101	60,410	7,289

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

With the employment of female workers continuing in strength throughout 1944, the total employees shown as having worked less than one year remained high—some 30,930 being reported in this category compared with 31,546 in 1943.

In each occupation special note is made of the employee credited with the greatest number of years' service. One employee in the mercantile industry was reported with 36 years' service. Highest recorded in the laundry, cleaning and dyeing section was 29 years, while the hotel and catering group showed one employee with 36 years' service. In the office occupation one employee was credited with 44 years. Longest service in the personal service section was 21 years, while for the fishing industry 20 years was the record length of service. The telephone and telegraph industry reported one employee with a total of 38 years' service. In the manufacturing section 34 years was the longest, while one worker in the fruit and vegetable group was reported with 23 years' service. The transportation industry, one of the more recent industries to report details of female employment, showed one employee with 6 years' service. Longest service reported in the group comprising public places of amusement was 19 years.

INSPECTIONS AND WAGE ADJUSTMENTS.

Our staff made 9,012 inspections during 1944, which was an increase of 370 over the previous year.

When it is realized that a complete check of operations of an employer with hundreds of wage-earners on his pay-roll (and during these war years there are many in this category) is counted as one inspection only, although it may require more than a day to finish the investigation; when it is realized to make one call on an isolated

firm, such as a sawmill or logging camp, many miles from a main highway, compels an Inspector to travel miles over difficult roads, the record is a creditable one.

The inspection staff comprises twelve persons, six of whom make Vancouver headquarters. They cover Vancouver and vicinity, the Fraser Valley, the mainland territory along the Coast as far as Powell River, across to Lillooet and south from there to the International Boundary.

From Victoria three Inspectors have as their area the whole of Vancouver Island and a strip of the Mainland north from Powell River to Ocean Falls.

One Inspector, with headquarters at Kamloops, covers the Central Interior; another, with his office at Nelson, is responsible for the south-eastern Interior; and the balance of the Province falls to the lot of the Inspector with headquarters at Prince George.

In addition to Provincial departmental work, our staff works in close co-operation with the Regional War Labour Board of the Dominion Government to obviate the need for one of their officials visiting a locality in which our staff may be working. Similarly some of our officials have accomplished a great deal of work for the Wartime Labour Relations Regulations Branch to save overlapping whenever possible.

To carry out this work the cars of the Department covered 4,447 miles less than in 1943 to accomplish 370 more inspections.

In the cities where the employers' establishments are congregated in close quarters the staffs divide the areas and travel by foot, street-car, or bus. We would like to pay tribute to the earnestness with which our Inspectors, male and female, pursue their duties.

Through their efforts during the year arrears amounting to $6,437.24 were paid over to employees who had not been paid the correct amounts prescribed by our various Orders. This sum represents the difference between what they should have received and what they were actually paid.

Under the "Female Minimum Wage Act" and Orders 109 women employees of seventy firms received $2,773.83, and under the "Male Minimum Wage Act" and Orders 138 males were paid $3,663.41 arrears due them from fifty-nine employers.

The individual amounts for employees ranged from $1.07 to $1,020. The latter sum was paid to an employee whose name had been omitted altogether from the pay-roll, due to illness of the person responsible for keeping records, and also to the fact that the employee had been doing office-work at her home. It is very rarely that such a combination of circumstances is found.

Most employers and employees are now familiar with the requirements, and wages in most cases are well in advance of the legal minimum set by various Orders.

The matters of posting of schedules of shifts, and keeping accurate daily records of hours worked by employees, are less likely to be complied with than payment of the correct wage.

Many employers have come into British Columbia from other Provinces to start in business, and they are unfamiliar with all the details of our Orders and Regulations. The Inspectors have to devote much time in such cases to see that the requirements are understood and to ensure compliance with the law, so that unfair competition will be eliminated and so that the employees will have all the protection given by our legislation.

COURT CASES.

The Board refrains from Court cases if it can effect satisfactory compliance with the law by other means.

It was deemed advisable and necessary to institute proceedings against certain employers during the year.

The following summary depicts graphically the cases taken under various Statutes administered by the Department:—

Statute.	Cases.	Convictions.	Dismissed or Withdrawn.
"Female Minimum Wage Act"	2	2	.....
"Male Minimum Wage Act"	1	1	.....
"Hours of Work Act"	1	1	.....
"Semi-monthly Payment of Wages Act"	1	1	.....
"Control of Employment of Children Act"	9	9	.....
Totals	14	14	.....

"Female Minimum Wage Act."

Name of Employer.	Charge.	Sentence and Remarks.
1. Cash Groceteria (Samuel J. Matthews), Grand Forks	Failure to keep true and correct records	Fined $10 and $3.75 costs.
2. Robert Brown, Greenwood	Failure to keep true and correct records	Fined $10 and $3.75 costs.

"Male Minimum Wage Act."

1. Raymond Bouffard, Hammond	Failure to keep true and correct records	Fined $25 and $2.50 costs, or fifteen days.

"Hours of Work Act."

1. Dominion Produce Co. (Mrs. H. Pang), 1515 Bay Avenue, Trail	Failure to keep true and correct records	Fined $10 and costs.

"Semi-monthly Payment of Wages Act."

1. T. L. Black, c/o Abbotsford Hotel, Vancouver	Failure to pay wages semi-monthly	Fined $25 and $2.50 costs.

"Control of Employment of Children Act."

1. Swanson Lumber Company, Ltd. (Wm. Gregorschuck, Manager), Clearwater	Unlawfully employing a child under 15 years without a permit	Fined $10 and costs.
2. Blue Eagle Café (Harry Sam), 130 Hastings Street East, Vancouver	Unlawfully employing a child without a permit	Fined $15 and $5 costs; in default, two months.
3. Satin Dairy (Sam Silas), 796 Robson Street, Vancouver	Unlawfully employing a child without a permit	Fined $15 and $5 costs; in default, ten days.
4. Chapman's Recreations, Ltd. (William J. Mills, Manager), 1312 Broadway West, Vancouver	Unlawfully employing a child without a permit	Fined $15 and $5 costs; in default, thirty days.
5. B.C. Bowling Company, Ltd. (John Penner, Manager), Chilliwack	Unlawfully employing a child without a permit	Fined $10 and $4.75 costs.
6. B.C. Bowling Company, Ltd. (John Penner, Manager), Chilliwack	Unlawfully employing a child without a permit	Conviction; suspended sentence.
7. B.C. Bowling Company, Ltd. (John Penner, Manager), Chilliwack	Unlawfully employing a child without a permit	Conviction; suspended sentence.
8. B.C. Bowling Company, Ltd. (John Penner, Manager), Chilliwack	Unlawfully employing a child without a permit	Conviction; suspended sentence.
9. B.C. Bowling Company, Ltd. (John Penner, Manager), Chilliwack	Unlawfully employing a child without a permit	Conviction; suspended sentence.

COMPARATIVE WAGES, 1918, 1942, 1943, AND 1944.

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, 1942, 1943, and 1944. It will be noted these relate to non-seasonal occupations only.

MERCANTILE INDUSTRY (FEMALE).

	1918.	1942.	1943.	1944.
Average weekly wages—				
Employees over 18 years	$12.71	$14.67	$15.14	$17.22
Employees under 18 years	$7.70	$9.88	$11.03	$10.55
Percentage of employees under 18 years	15.49%	13.28%	15.32%	13.48%

LAUNDRY INDUSTRY (FEMALE).

Average weekly wages—				
Experienced employees	$11.80	$14.96	$14.97	$15.48
Inexperienced employees	$9.78	$10.93	$10.68	$13.63
Percentage of inexperienced employees	21.80%	12.06%	3.72%	1.58%

HOTEL AND CATERING INDUSTRY (FEMALE).

Average weekly wages—				
Experienced employees	$14.23	$15.24	$16.38	$16.93
Inexperienced employees	$11.77	$10.78	$10.30	$11.97
Percentage of inexperienced employees	5.51%	7.41%	5.72%	4.74%

OFFICE OCCUPATION (FEMALE).

Average weekly wages—				
Employees over 18 years	$16.53	$19.55	$20.48	$23.05
Employees under 18 years	$10.88	$13.47	$14.16	$15.94
Percentage of employees under 18 years	7.45%	3.83%	4.58%	3.63%

PERSONAL SERVICE OCCUPATION (FEMALE).

Average weekly wages—				
Employees over 18 years	$13.83	$16.13	$16.73	$19.33
Employees under 18 years	$6.96	$8.88	$11.44	$10.18
Percentage of employees under 18 years	15.38%	1.58%	1.55%	3.36%

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

Average weekly wages—				
Experienced employees	$15.55	$18.96	$18.70	$23.08
Inexperienced employees	$11.90	$10.82	$10.72	$11.45
Percentage of inexperienced employees	8.70%	14.78%	7.87%	0.30%

MANUFACTURING INDUSTRY (FEMALE).

Average weekly wages—				
Experienced employees	$12.54	$19.05	$20.56	$25.90
Inexperienced employees	$9.57	$9.40	$10.10	$11.47
Percentage of inexperienced employees	28.64%	5.81%	3.91%	1.81%

The information dealing with employment and earnings of female workers as reported in the statistical tables is based on a questionnaire restricted to female employees only.

Where possible from industrial classifications dealt with elsewhere in this report, a segregation has been made to isolate males in occupations included in the coverage of the "Male Minimum Wage Act" for similar presentation in the separate tables which follow. While detailed information is not available from this source for all occupations covered by the Male Minimum Wage Orders, the tables show the trend of wages and employment for males in some of the more important occupations covered.

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

SPECIAL LICENCES.

Recognizing the fact that some inexperienced employees need a training period before they are entitled to the legal minimum wage in certain occupations, the Board made provision for a sliding scale of wages under various Orders drawn under the "Female Minimum Wage Act."

The length of time varies and the wage-scales are set according to conditions to be dealt with.

When employers desire to use these learners at the lower rates, a joint application form is completed by the employee and the employer. These applications are closely checked by one of the inspection staff, who interviews both parties. If it is apparent that the application is made in good faith, a special licence is issued, the original going to the employee and the duplicate to the employer.

In many instances the wages are raised sooner than the licence, based on its appropriate Order, requires. When this occurs, when the licence expires, or when the employee leaves before her training period has been completed the employer is requested to return the licence to the Board with a notation explaining what has happened.

Due to the acute labour shortage in recent years, many young girls or inexperienced women have been started at the legal minimum fee for experienced employees, and in such instances no special licences are required.

The following table shows the number of licences granted in various occupations and industries for the year under review and for comparative purpose for 1943:—

	Number issued.	
	1944.	1943.
Telephone and telegraph	5	22
Mercantile	16	54
Laundry, cleaning and dyeing	28	125
Office	49	73
Hotel and catering	85	109
Manufacturing	195	362
Totals	378	745

It will be noted that in 1944 a substantial decrease took place in the number of licences issued. Employers were generally willing to start the inexperienced employees at the legal minimum wage.

STATISTICS FOR MALE EMPLOYEES.

While most of the foregoing tables in this report deal with female employees only, the Board has many Orders covering males as well. The figures compiled for women's employment were obtained from a questionnaire sent to employers listed on our index as having women or girls on their pay-rolls.

A complete coverage by questionnaire for employers with men and boys on their staffs is not available, but from *industrial* returns submitted for the Department of Labour's general report a break-down of figures has been prepared in certain industries whose activities are covered by minimum wage Orders.

The tables that follow, therefore, present a picture relative to industrial groups only:—

BAKING INDUSTRY (MALE).

	1944.	1943.	1942.	1941.
Number of firms reporting	169	167	172	174
Total number of male employees	1,167	1,150	1,209	1,265
21 years of age and over	1,089	1,030	1,106	1,166
Under 21 years	78	120	103	99
Total weekly wages	$41,031.00	$36,042.50	$36,411.50	$33,313.00
Employees 21 years and over	$39,687.00	$34,081.50	$34,877.00	$32,143.00
Employees under 21 years	$1,344.00	$1,961.00	$1,534.50	$1,170.00
Average weekly wages—				
Employees 21 years and over	$36.44	$33.09	$31.53	$27.57
Employees under 21 years	$17.23	$16.34	$14.90	$11.82
Percentage of male employees under 21 years	6.68%	10.43%	8.52%	7.83%
Average hours worked per week	45.60	45.80	46.69	46.87

CONSTRUCTION (MALE).

Number of firms reporting	916	753	889	1,054
Total number of male employees	17,808	24,754	25,550	14,798
21 years of age and over	17,181	23,837	24,795	14,445
Under 21 years	627	917	705	353
Total weekly wages	$676,180.00	$969,551.00	$921,080.00	$442,926.50
Employees 21 years and over	$660,869.50	$943,888.00	$902,784.50	$436,318.50
Employees under 21 years	$15,310.50	$25,663.00	$18,295.50	$6,608.00
Average weekly wages—				
Employees 21 years and over	$38.47	$39.60	$36.41	$30.21
Employees under 21 years	$24.42	$27.99	$25.95	$18.72
Percentage of male employees under 21 years	3.52%	3.70%	2.76%	2.39%
Average hours worked per week	44.09	51.14	50.06	45.03

FRUIT AND VEGETABLE (MALE).

Number of firms reporting	88	84	84	92
Total number of male employees	2,807	2,068	1,947	2,102
21 years of age and over	2,136	1,482	1,423	1,788
Under 21 years	671	586	524	314
Total weekly wages	$82,688.50	$58,653.00	$53,560.50	$50,506.00
Employees 21 years and over	$65,879.00	$44,246.50	$41,670.50	$44,987.50
Employees under 21 years	$16,809.50	$14,406.50	$11,890.50	$5,518.50
Average weekly wages—				
Employees 21 years and over	$30.84	$29.86	$29.28	$25.16
Employees under 21 years	$25.05	$24.58	$22.69	$17.57
Percentage of male employees under 21 years	23.90%	28.34%	26.91%	14.94%
Average hours worked per week	51.87	54.43	51.59	49.15

HOUSE FURNISHINGS (MALE).

Number of firms reporting	77	67	65	60
Total number of male employees	829	733	1,051	1,171
21 years of age and over	684	595	815	814
Under 21 years	145	138	236	357
Total weekly wages	$23,660.50	$19,001.00	$26,294.00	$25,980.50
Employees 21 years and over	$21,398.00	$16,734.50	$22,627.50	$20,956.00
Employees under 21 years	$2,262.50	$2,266.50	$3,666.50	$5,024.50
Average weekly wages—				
Employees 21 years and over	$31.28	$28.13	$27.76	$25.74
Employees under 21 years	$15.60	$16.42	$15.54	$14.07
Percentage of male employees under 21 years	17.49%	18.83%	22.45%	30.49%
Average hours worked per week	43.55	44.00	44.88	44.62

Logging (Male).

	1944.	1943.	1942.	1941.
Number of firms reporting	546	521	526	552
Total number of male employees	12,768	12,589	12,992	13,602
21 years of age and over	12,249	11,904	12,556	13,319
Under 21 years	519	685	436	283
Total weekly wages	$595,607.50	$513,106.00	$492,348.00	$469,025.00
Employees 21 years and over	$577,224.00	$489,219.00	$479,185.00	$461,333.50
Employees under 21 years	$18,383.50	$23,887.00	$13,163.00	$7,691.50
Average weekly wages—				
Employees 21 years and over	$47.12	$41.10	$38.16	$34.64
Employees under 21 years	$35.42	$34.87	$30.19	$27.18
Percentage of male employees under 21 years	4.06%	5.44%	3.36%	2.08%
Average hours worked per week	48.46	48.67	48.78	48.24

Painting and Paper-hanging (Male).

Number of firms reporting	101	92	118	126
Total number of male employees	704	647	589	550
21 years of age and over	672	626	573	535
Under 21 years	32	21	16	15
Total weekly wages	$25,609.50	$23,150.00	$20,679.00	$17,281.00
Employees 21 years and over	$24,911.50	$22,730.00	$20,344.00	$17,004.00
Employees under 21 years	$698.00	$420.00	$335.00	$277.00
Average weekly wages—				
Employees 21 years and over	$37.07	$36.31	$35.50	$31.78
Employees under 21 years	$21.81	$20.00	$20.94	$18.47
Percentage of male employees under 21 years	4.55%	3.25%	2.72%	2.73%
Average hours worked per week	40.91	42.38	42.70	42.77

Sawmills (Male).

Number of firms reporting	372	307	284	266
Total number of male employees	12,895	12,871	13,905	12,862
21 years of age and over	12,234	12,178	13,239	12,306
Under 21 years	661	693	666	556
Total weekly wages	$463,514.00	$429,632.00	$419,243.50	$349,116.00
Employees 21 years and over	$444,015.50	$411,678.50	$402,783.50	$337,417.50
Employees under 21 years	$19,498.50	$17,953.50	$16,460.00	$11,698.50
Average weekly wages—				
Employees 21 years and over	$36.29	$33.81	$30.42	$27.42
Employees under 21 years	$29.50	$25.91	$24.71	$21.04
Percentage of male employees under 21 years	5.13%	5.38%	4.79%	4.32%
Average hours worked per week	47.98	48.47	48.44	48.40

Shingle-mills (Male).

Number of firms reporting	40	43	45	50
Total number of male employees	1,677	1,713	2,246	2,364
21 years of age and over	1,638	1,677	2,211	2,310
Under 21 years	39	36	35	54
Total weekly wages	$64,506.00	$59,128.00	$73,535.50	$73,702.50
Employees 21 years and over	$63,456.50	$58,220.50	$72,677.00	$72,363.50
Employees under 21 years	$1,049.50	$907.50	$858.50	$1,339.00
Average weekly wages—				
Employees 21 years and over	$38.74	$34.72	$32.87	$31.33
Employees under 21 years	$26.91	$25.21	$24.53	$24.80
Percentage of male employees under 21 years	2.33%	2.10%	1.56%	2.28%
Average hours worked per week	46.28	46.42	47.20	47.29

SHIP-BUILDING (MALE).

	1944.	1943.	1942.	1941.
Number of firms reporting	46	47	46	52
Total number of male employees	26,357	30,488	28,597	11,363
21 years of age and over	24,839	29,020	26,913	10,601
Under 21 years	1,518	1,468	1,684	762
Total weekly wages	$1,053,057.00	$1,213,203.50	$1,136,225.50	$391,512.00
Employees 21 years and over	$1,002,618.00	$1,162,994.00	$1,085,034.50	$373,859.00
Employees under 21 years	$50,439.00	$50,209.50	$51,191.00	$17,653.00
Average weekly wages—				
Employees 21 years and over	$40.36	$40.08	$40.32	$35.27
Employees under 21 years	$33.23	$34.20	$30.40	$23.17
Percentage of male employees under 21 years	5.76%	4.82%	5.89%	6.71%
Average hours worked per week	43.07	43.92	47.88	43.63

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

Number of firms reporting	121	108	104	103
Total number of male employees	3,434	3,836	3,645	3,595
21 years of age and over	2,897	3,218	2,996	2,697
Under 21 years	537	618	649	898
Total weekly wages	$114,736.50	$121,058.00	$103,040.50	$87,733.50
Employees 21 years and over	$100,679.00	$107,298.00	$90,605.00	$72,855.50
Employees under 21 years	$14,057.50	$13,760.00	$12,435.50	$14,878.00
Average weekly wages—				
Employees 21 years and over	$34.75	$33.34	$30.24	$27.01
Employees under 21 years	$26.18	$22.27	$19.16	$16.57
Percentage of male employees under 21 years	15.64%	16.11%	17.81%	24.98%
Average hours worked per week	45.61	46.28	46.59	46.08

CONCLUSION.

The transition period from war to peace will be presenting many problems to employers, employees, and to our officials, but we earnestly hope that the same co-operation will be experienced in the future as in the past. We wish to state at this time that we sincerely appreciate the efforts made by employers to cope with numerous difficulties that have existed in the past year and at the same time to comply with our Orders and Regulations. To employees we express our gratitude for their willingness to put in extra hours under permit when it was impossible to find other means of carrying on essential work.

The majority of employers and employees have shown compliance with the laws we administer, but our inspection staff finds it necessary to be on the alert at all times to educate those who come into the Province from other places and who are not familiar with our requirements. As they travel about in the course of their work they are also often able to assist persons with whom they come in contact by giving information of a general character necessary for the smooth conduct of business. Our Inspectors continue their educational work with employers and employees to keep them posted on new regulations, and to help them with their many problems. A very harmonious relationship exists between these three groups and in the days ahead, when readjustments will be necessary after the war, the machinery of the Department will be in good running order for the work ahead.

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 52P 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. 52P (RESORT HOTELS), EFFECTIVE JUNE 18TH, 1945, TO SEPTEMBER 8TH, 1945.

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

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 Orders 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 Orders 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

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

INEXPERIENCED EMPLOYEES UNDER 18 YEARS OF AGE.

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

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

PAINTING, DECORATING, AND PAPER-HANGING.

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

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

Area.	Rate per Hour.
City of Vancouver, including Point Grey, City of New Westminster, 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 Orders 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).

ORDER NO. 79, EFFECTIVE APRIL 16TH, 1945.

(Superseding Order 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.

Experienced Employees.	Inexperienced Employees.	Maximum Hours.
$2.80 per day.	$1.50 per day for first 3 weeks. 2.10 per day for following month. 2.30 per day for following 2 months. 2.50 per day for following 3 months. 2.80 per day thereafter.	8 per day. 48 per week.

NOTE.—(*a.*) Part-time employees' wages shall be prorated.

(*b.*) Employees required to report for work to receive at least 3 hours' pay per day.

(*c.*) In emergencies employees may work up to 56 hours per week, with one and one-half times their regular rate of pay for hours in excess of 48.

(*d.*) Where employees reside on employers' premises an arrangement may be made for employees to answer emergency calls between 10 p.m. and 8 a.m., subject to approval in writing by the Board.

(*e.*) Working-hours shall be confined within 12 hours immediately following commencement of work.

(*f.*) Every employee shall have a rest period of 24 consecutive hours in each calendar week.

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

(*h.*) Where hours of work in *bona-fide* trade-union agreements differ from those prescribed by the Order the Board may, in its discretion, exempt in writing the union and the employer from sections in the Order pertaining to hours, to the extent mentioned in the exemption.

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, 1945.

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 Salt-spring Island)	March 12/40	March 14/40	March 18/40	Male.
70A	Bus-drivers (Vancouver Island and Salt-spring 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.
52P	Hotel and Catering (Resort Hotels)	May 17/45	May 25/45	June 18/45 to Sept. 8/45	Female.
43 (1942)	Janitors	Sept. 9/42	Sept. 17/42	Sept. 21/42	Male.
44 (1942)	Janitresses	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.
79	Telephone and Telegraph	Mar. 13/45	Mar. 15/45	April 16/45	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, 21J, and 21K cancelled by

REGULATION No. 21L.

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, 1946.

Made and given at Victoria, B.C., this 17th day of May, 1945.

(Published in B.C. Gazette, May 25th, 1945. Effective to March 31st, 1946.)

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 JULY 31st, 1945.

By BOARD OF INDUSTRIAL RELATIONS.

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

WOMEN'S AND CHILDREN'S DIVISION.

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

SIR,—I herewith submit the second annual report of the Women's and Children's Division.

WOMEN'S DEPARTMENT.

Many tributes have been paid to the women for the part they have played in producing the munitions of war. In the war industries, expansion has permitted women to work side by side with men on the same jobs held by men.

In general, more men than women are found in the better paid jobs, but in studies over a period of years, where comparison can be made between men's and women's earnings in the same occupation in the same industry, differences still are found to be almost entirely in favour of men.

There are many establishments in which the management admitted that there was no definite policy of wage progression. Women usually had greater difficulty than men in getting their rates of pay raised as they gained experience, and women less often than men were given the chance to move up into better paid jobs. Lack of opportunity to gain a footing in the more skilled occupations, and the tradition that a woman's work is worth less than man's, continue to keep women's earnings at a lower level.

During the year many inspections and reinspections relating to the employment of women were made.

Many women are to be found in stores, laundries, and restaurants. These are the establishments that have been hard pressed to hold their workers against the pull of glamour and higher wage-rates in the industries that appear to be more directly connected with the war.

This Department has continued to efficiently deal with the problems that arise from time to time. During the year 1944 there was a marked improvement in employer-employee relations, employers in general showing co-operation in regard to safety and healthful working conditions for their employees by way of providing sanitary conveniences, dining-rooms, recreation facilities—in fact, every care to ensure the health and safety of the employee.

CHILDREN'S DEPARTMENT.

A determined effort to enforce child labour laws has been carried out during the year. Realizing that compliance with the law depends largely on public opinion, the Department is trying not only to discover violators of the "Control of Employment of Children Act," but also to inform the public about the whole problem of the employment of children under the age of fifteen, the law's requirement of an employment permit, the value of such a permit both to the young worker and to the employer, the danger to the health and welfare of children who work too long hours or at night. After all, only a beginning has been made in affording this security to children.

Family and child life has endured many severe strains during the war. The call of the services and war industries have deprived many families of their natural leaders. Many mothers have had to assume a dual rôle in the home. In addition, large numbers have wanted to do their part by entering into war-work by taking jobs that were vacated by men called up. As a result, these war dislocations have left many children with the merest shreds of home life.

Children and young people have also heeded the call of war industry. In this connection there has been a considerable amount of employment of girls and boys between the ages of fourteen and sixteen.

During the year many inquiries were made by employers, parents of children, children themselves, and school teachers regarding the possibilities of employment for children. Needless to say, many were discouraged from taking employment which was considered detrimental to the health and general welfare of the children.

Each year, as the Act becomes better understood and publicized, we experience more helpful co-operation from the majority of employers. In this respect we have been invited by a number of schools to explain to children and teachers the necessity of interviewing representatives of the Department before taking employment. In addition to schools, we have also addressed young people's study groups and church organizations.

During the year infractions occurred and, in a number of cases, police court proceedings were instituted, but not until fair and repeated warnings had been given to employers. The chief offenders were proprietors of bowling-alleys.

During the war many schools have come to take an easy-going attitude towards lack of school attendance. Children are thus indirectly encouraged in developing an indifferent frame of mind towards compulsory presence at school.

We must contribute our part to making present child labour and educational standards as effective as possible. This calls for a strict enforcement of child labour laws and school attendance laws. Law alone cannot give us high standards of child labour or compulsory school attendance. Proper understanding on the part of the public generally makes enforcement of our labour standards much easier.

Permits were issued to employers authorizing the employment of children for vacation period, but not until an application from the employer was submitted as well as a declaration from the parent or guardian. These permits were granted only on the understanding that the employer was familiar with provisions of the control of the employment of children. Before granting permits, the employers were contacted and an inspection was made of the type of work to be performed by the child.

The schools and Welfare Branch continue to utilize the facilities of our Department in endeavouring to locate children.

We desire to record our appreciation of the co-operation of employers, parents, and children, as well as the schools and Welfare Branch and interested public who have lent encouraging support on many occasions.

ESSIE BROWN,
Women's and Children's Division.

CONTROL OF EMPLOYMENT OF CHILDREN BRANCH.

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

SIR,—Submitted herewith is the first annual report of the activities of the Branch administering the "Control of Employment of Children Act" for the year ended December 31st, 1944.

This important Act was placed on the Statute-books of the Province at the 1944 session of the Legislature. It prohibits the employment of children under the age of 15 years unless permission has been granted to the employer by the Minister of Labour, or any person appointed by him for that purpose.

The writer was placed in charge of the administration of the Act, and other senior officials of the Department of Labour in Victoria, Vancouver, and Interior points of the Province were authorized by the Minister to issue permits when they were satisfied that it was to the advantage of the child to be employed.

Before a permit is granted meticulous care is taken to ensure that the child will not be exposed to hazards or dangers, that the work to be performed will not interfere with school standing, and that proper supervision will be available at all times.

Most permits issued so far cover school vacation work, and the children in practically every instance returned to their studies when holidays ended. For those who worked under permit while school was in progress the educational authorities co-operated with our Department in ascertaining that the part-time work would not retard the child's standard at school or have an unfavourable effect on the child's health.

Naturally some requests for permits for these eager youngsters had to be refused on safety grounds, or because of possible interference with their school progress.

When the written applications came in with declarations by parents as to age, place of birth, etc., it was very noticeable that the majority of these youthful would-be wage-earners had come to British Columbia from the Prairie Provinces of Alberta and Saskatchewan. It is evidently more customary for the younger members of the family to go out to work in those localities than it is in this Province, and when they move west they wish to continue to add to the family resources or start their employment at a very tender age. On checking with the school officials it was found that many of these boys and girls from the neighbouring Provinces were less advanced with their studies than our own lads and lassies, so it was essential to be certain that the educational feature of each case would not suffer when a work permit was being sought.

The Act specifies eight occupational groups in which these boys and girls under 15 years of age may work after obtaining permits from the Department. Other occupations may be added by Order in Council.

The industries, businesses, trades or undertakings set out in the Schedule to the Act in which employers of young children must secure permits include:—

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

These classifications are fully defined in the Act, and in keeping a record of the permits issued during the year we segregated them into the above groups. We also kept our figures to show the localities in which the permits were granted, dividing them in the same manner as the general inspection-work for the Department of Labour.

The appended table portrays the picture for the calendar year 1944:—

Child Permits issued under the "Control of Employment of Children Act."

District.	Boys.	Girls.	Total.	Manufacturing.	Shipbuilding.	Electric Power.	Logging.	Construction.	Catering.	Amusements.	Shops.	Total.
Victoria and Vancouver Island	112	45	157	80	4	----	10	6	24	14	19	157
Reissues	22	14	36	17	----	----	----	1	8	1	9	36
Cancellations	101	42	143	76	4	----	10	6	22	9	16	143
Vancouver and Vicinity	117	66	183	134	2	----	2	1	33	3	8	183
Reissues	3	5	8	4	----	----	----	----	2	----	2	8
Cancellations	116	69	185	133	2	----	2	1	34	3	10	185
Northern Interior	10	1	11	4	1	----	3	2	----	----	1	11
Reissues	----	----	----	----	----	----	----	----	----	----	----	----
Cancellations	10	1	11	4	1	----	3	2	----	----	1	11
Central Interior	32	28	60	51	----	----	----	1	2	5	1	60
Reissues	2	----	2	2	----	----	----	----	----	----	----	2
Cancellations	22	16	38	33	----	----	----	1	----	3	1	38
Eastern Interior	6	----	6	1	----	----	2	----	2	1	----	6
Reissues	1	----	1	----	----	----	1	----	----	----	----	1
Cancellations	4	----	4	1	----	----	1	----	2	----	----	4
Totals	277	140	417	270	7	----	17	10	61	23	29	417
Reissues	28	19	47	23	----	----	1	1	10	1	11	47
Cancellations	253	128	381	247	7	----	16	10	58	15	28	381
Total permits in effect, December 31st, 1944	52	31	83	46	----	----	2	1	13	9	12	83

As most of the permits were issued for school vacation work, a survey was made early in September. This revealed that practically all boys and girls had returned to school and their permits were cancelled on our records. Many had become 15 years of age during the holiday period. In some few instances the children continued in part-time employment and permits were reissued in these cases, setting out the changed shifts.

Reference to the foregoing table will show the numbers that carried on after school resumed. Employers generally have co-operated whole-heartedly with officials of the Department in the administration of the "Control of Employment of Children Act" and, had it not been for the shortage of more suitable help, many of these children would not have been employed.

One type of work, however, gave us some concern and resulted in several Court cases. Bowling-alleys in various localities wanted to use children as pin-setters. In certain centres municipal by-laws laid down conditions of employment in these places, and as the busy hours in the alleys were in the evening, running on towards midnight, it was considered inadvisable to issue any permits to girls under fifteen years of age, and very few to boys under that age. Where a few were granted the quitting-time was definitely set out, none being allowed after 10 o'clock.

Close check was made at these places of amusement and disclosed that some employers, after being warned, had deliberately employed children without permits. Prosecutions followed in nine cases, in all of which convictions were recorded for employing these children without permits. Details appear in the section of the report covering Court cases.

The Department's policy is to continue its strict supervision of employment of these school-age children, and to maintain the standard set down by our Statutes and Orders. The Act gives the necessary machinery to prevent a child employment problem developing in a Province which has long prided itself on its social legislation. It is hoped that as Service personnel and war-workers gradually return to take their places in civil positions there will be less demand by employers for the services of the very young boys and girls, for while peace has been declared in Europe before this report goes to press, the war in the Pacific has not yet been won.

Other reference is made to these young wage-earners in the sections of the report relating to the Factory Branch and to the Women's and Children's Division of the Department.

Respectfully submitted.

MABEL A. CAMERON,
Acting Assistant Deputy Minister.

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 seventh annual report of the Industrial Conciliation and Arbitration Branch for the year ended December 31st, 1944.

In February the Wartime Labour Relations Regulations (P.C. 1003) of the Government of the Dominion of Canada were made effective by Ottawa.

Application of the Regulations in British Columbia was considered by the Legislative Assembly of the Province in March, and upon March 15th assent was given to make these Regulations applicable to industries in respect of which employer-employee relationships 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, 1944, 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 is to be found in the departmental report for 1943 on page 105 *et seq.*

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

(1.) A summary of the work done by the Branch from the date of the coming into effect of the Wartime Labour Relations Regulations in British Columbia (April 18th, 1944), to the year's end.
(2.) The record of industrial disputes.
(3.) The record of conciliation.
(4.) The record of the findings of Boards of Arbitration in summary.
(5.) The record of organizations of employers and employees, with each organization listed.

The total number of cases dealt with by this Branch of the Department during the year just past totalled 992. Details of the number of applications for certification and other cases are set out in the first table in this section.

According to the statistical returns by the Federal Department of Labour, the number of cases dealt with by the Wartime Labour Relations Regulations Branch of British Columbia exceeds the total of the cases dealt with by all other Provinces of the Dominion, and the National Board, during the same period.

I. SUMMARY OF CASES DEALT WITH.

A statistical summary of applications for certification and other cases dealt with by the Wartime Labour Relations Branch, Department of Labour, British Columbia, April 18th to December 31st, 1944, follows:—

Applications dealt with	841
Certifications granted	746
Applications—	
Rejected	70
Withdrawn	25
Being investigated	71*
Referred to National Board	17
Representation votes taken	2
Investigations by Conciliation Officers	39
Conciliation Boards established	9
Preliminary investigations made by departmental officials	10
Appeals to National Board	2†
Boards of Inquiry set up	1
Total cases dealt with	992

* As at December 31st, 1944. † One case later withdrawn by appellant.

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, 1933–44.*

Year.	No. of Disputes.	Employees affected.	Time lost in Working-days.
1944‡	15	6,379	4,510
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.

‡ 1944 was the first calendar year in which the "Wartime Labour Relations Regulations" became effective.

II. SUMMARY OF DISPUTES.*

A summary of all disputes commencing in 1944, and causing loss of time follows:—

SUMMARY OF DISPUTES COMMENCING IN 1944.

Industry or Occupation.	Particulars.	No. of Employers affected.	No. of Employees affected.	Time lost in Working-days.
Coal-miners and coke-oven workers, Michel	Commenced January 3rd; against increase of 50 cents a ton for household coal; negotiations; in favour of employer; terminated January 4th	1	750	1,000
Construction-workers, Brilliant	Commenced January 5th; dismissal of a foreman for cause; Conciliation (Federal); in favour of workers; terminated January 8th	1	250	850
Gold-miners, Hedley	Commenced January 12th; for Union agreement; return of workers pending further negotiations; in favour of workers; terminated January 12th	1	44	44
Factory-workers, aircraft parts, Vancouver	Commenced January 24th; alleged discrimination against Union members in lay-off of six workers; return of workers; lay-off due to reduced production; in favour of employer; terminated January 24th	1	337	40
Miners (copper), Britannia Beach	Commenced February 4th; against dismissal of miner for quitting work early; conciliation (Federal); return of workers pending reference to National Selective Service; employer; terminated February 5th	1	264	264
Seamen, Vancouver	Commenced February 8th; for steam percolators and hot water in crew quarters; conciliation (Federal); in favour of workers; terminated February 9th	1	30	30
Coal-miners, Corbin	Commenced March 11th; for Union recognition and wage adjustments; conciliation (Federal); return of workers pending reference to W.L.B. *re* wages (Union agreement secured); compromise; terminated March 14th	1	69	138
Shipyard-workers, Esquimalt	Commenced April 24th; *re* lay-off of riveters during slack period; conciliation (Federal); compromise; terminated April 24th	1	200	50
Shipyard-workers, Vancouver	Commenced May 29th; against working with a certain foreman and alleged discrimination in lay-off procedure; conciliation (Federal); return of workers pending investigation; in favour of employer; terminated May 30th	1	57	57
Welders and burners, North Vancouver	Commenced June 13th; against dismissal of charge-hand; conciliation (Federal); and return of workers pending investigation; compromise; terminated June 13th	1	426	107
Shipyard-workers, Vancouver	Commenced June 15th; interunion dispute *re* entry of business agents to yard pending certification of bargaining agency; conciliation (Provincial); compromise; terminated June 15th	1	1,135	600
Shipyard-workers, North Vancouver	Commenced June 17th; interunion dispute *re* dismissal of two shop stewards; conciliation (Federal); return of workers pending certification of bargaining agency; in favour of employer; terminated June 17th	1	1,800	450
Shipyard-workers, Prince Rupert	Commenced August 2nd; against working with six non-Union workers; return of workers; in favour of employer; terminated August 4th	1	430	510
Shipyard-workers, Vancouver	Commenced August 14th; against demotion of eight charge-hands; conciliation (Provincial); and return of workers pending settlement; in favour of employer; terminated August 15th	1	360	300
Machinists and pipe-fitters, North Vancouver	Commenced November 8th; jurisdictional dispute over installation of certain equipment; return of workers pending settlement; negotiations and arbitration; in favour of employer; terminated November 8th	1	227	70
Totals		15	6,379	4,510

Prior to the coming into effect of the "Wartime Labour Relations Regulations Act," upon April 18th, 1944, the majority of the industrial disputes in the Province came within the jurisdiction of the Federal Government by virtue of the provisions of the "War Measures Act."

The Wartime Labour Relations Regulations provide that certain classifications of industry come within the exclusive legislative jurisdiction of the Federal Government. These are described in detail in section 3 (1) of P.C. 1003, and may be briefly described as navigation and shipping (inland or maritime), railways, ferries between any Province and any British or foreign country, or between two Provinces, and works which, though wholly situate within the Province, have been declared by Parliament to be to the general advantage of Canada, or for the advantage of two or more of the Provinces.

In addition, by agreement with the Province of British Columbia, Federal jurisdiction has been extended to cover the coal-mining industry within British Columbia.

III. CONCILIATION, 1944.

Thirty-nine Conciliation Commissions were authorized by the Minister in 1944. The record for the year follows:—

No.	Class of Employees involved.	Location.	Date Conciliation Officer appointed.	Employees directly involved.	Employers involved.	Cause of Disagreement.	Result of Reference.
1	Gypsum-workers	New Westminster	May 8	12	1	Institution of working-hours causing reduction in pay	Further negotiations as provided in existing agreement ensued.
2	Steel-workers	Vancouver	May 17	28	2	Employer declined to accept provisions of covering Union shop, maintenance of membership and dues deductions in proposed collective agreement	Referred to Board of Conciliation.
3	Civic employees	North Vancouver	June 6	118	1	Breakdown of negotiations for collective agreement	Settled.
4	Civic employees	Penticton	June 6	5	1	Employees alleged seniority was not considered when making promotions	Settled.
5	Ship-builders	North Vancouver	June 15	Not stated	1	Dismissal of a charge-hand	Settled.
6	Newspaper-workers	Vancouver	June 23	202	3	Employer declined to accept provisions covering closed shop in proposed collective agreement	Referred to Board of Conciliation.
7	Newspaper-workers	Vancouver	June 28	52	1	Employer declined to accept provisions covering Union shop in proposed collective agreement	Referred to Board of Conciliation.
8	Miners (metalliferous)	Copper Mountain	July 13	350	1	Employer declined to accept provision covering closed shop in proposed collective agreement	Referred to Board of Conciliation.
9	Sawmill-workers	Vancouver	July 21	175	1	Employer refused to continue negotiations for collective agreement	Referred to Board of Conciliation.
10	Metal-workers	New Westminster	July 26	10	1	Employer declined to accept provision covering Union maintenance and check-off in proposed Union agreement	Referred to Board of Conciliation.
11	Fruit-cannery employees	Penticton	July 26	Approximately 165	1	Employer declined to accept provision covering bargaining agency, hours of work, Union shop, check-off, and wage provisions in proposed collective agreement	Settled.
12	Miners (metalliferous)	Kimberley	August 11	1,380	1	Employer declined to accept provision covering check-off in proposed collective agreement	Settled.
13	Miners (metalliferous)	Tadanac	August 11	3,615	1	Employer declined to accept provision covering check-off in proposed collective agreement	Settled.
14	Metal-workers	Vancouver	August 16	125	1	Employer declined to accept provision covering sole bargaining agency in proposed collective agreement	Settled.
15	Packing-house workers	Okanagan Valley	August 23	600	15	Employer declined to accept provisions covering Union shop, check-off and seniority	Referred to Board of Conciliation.
16	Stationary engineers	Vancouver	September 18	96	1	Alleged failure of employer to complete negotiations in connection with proposed collective agreement	Settled.
17	Foundry-workers	New Westminster	September 21	50	1	Employer declined to accept provisions covering closed shop and check-off in proposed collective agreement	Referred to Board of Conciliation.

18	Truck-drivers and Swampers	Kelowna	September 22	15	1	Employer declined to accept provisions covering Union shop, hours of work, and seniority in proposed collective agreement	Settled.
19	Shipyard-workers	Vancouver	September 23	129	1	Employer and Union could not agree upon interpretations of collective agreement	Settled by grievance procedure instituted by Minister of Labour.
20	Shipyard-workers	Vancouver	September 23	313	1	Employer and Union could not agree upon interpretations of collective agreement	Settled by grievance procedure instituted by Minister of Labour.
21	Sugar-refinery workers	Vancouver	September 27	390	1	Alleged failure of employer to complete negotiations in connection with proposed collective agreement	Settled.
22	Civic employees	Kelowna	September 28	45	1	Employer declined to accept provisions covering Union shop and seniority provisions in proposed collective agreement	Referred to Board of Conciliation.
23	Sawmill-workers	Vancouver	October 2	10	1	Alleged failure of employer to complete negotiations in connection with proposed collective agreement	Negotiations continuing.
24	Sawmill employees	Vancouver	October 5	17	1	Alleged failure of employer to complete negotiations in connection with proposed collective agreement	Settled.
25	Clerical workers in shipyard	Victoria	October 14	Approximately 176	1	Employer declined to enter into proposed collective agreement, objecting primarily to the inclusion of closed shop and check-off provisions	Referred to Board of Conciliation.
26	Structural steel-workers	Vancouver	October 26	320	1	Employer declined to accept provisions of proposed collective agreement, objecting amongst other clauses to inclusion of Union shop, seniority and check-off provisions	Referred to Board of Conciliation.
27	Foundry-workers	Vancouver	October 31	9	1	Employer declined to accept maintenance of membership clause in proposed collective agreement	Negotiations ended when plant closed down.
28	Boat-builders	Vancouver	November 2	15	1	Breakdown of negotiations over proposed collective agreement	Negotiations continuing with assistance of conciliation officer.
29	Sawmill-workers	Richmond	November 6	26	1	Employer refused to accept proposed collective agreement	Referred to Board of Conciliation.
30	Miners (metalliferous)	Wells	November 10	70	1	Employer declined to accept maintenance of membership and check-off provisions in proposed collective agreement	Referred to Board of Conciliation.
31	Miners (metalliferous)	Wells	November 10	100	1	Employer declined to accept maintenance of membership and check-off provisions in proposed collective agreement	Referred to Board of Conciliation.
32	Electrical workers	Vancouver and Victoria	November 13	378	1	Disagreement over several provisions of proposed collective agreement	Settled.
33	Cooperage employees	Victoria	November 21	1	1	Alleged breach of seniority provision in existing contract	Settled.
34	Taxi-drivers	Victoria	November 24	18	1	Employer declined to accept maintenance of membership, check-off, hours of work, and wages provisions in proposed collective agreement	Settled.

III. CONCILIATION, 1944—*Continued.*

No.	Class of Employees involved.	Location.	Date Conciliation Officer appointed.	Employees directly involved.	Employers involved.	Cause of Disagreement.	Result of Reference.
35	Laundry-workers	Nanaimo	December 15	50	1	Employer declined to accept seniority, check-off, and Union shop provisions in proposed collective agreement	Settled.
36	Metal-workers	Vancouver	December 18	400	1	Employer declined to accept maintenance of membership and check-off provisions in proposed collective agreement	Referred to Board of Conciliation.
37	Flax-workers	White Rock	December 20	57	1	Employer declined to accept provisions covering bargaining agency, and the inclusion of non-union employees under the terms of the proposed collective agreement, rates of pay for female workers and overtime rate	Referred to Board of Conciliation.
38	Smelter-workers	Trail	December 30	3,800	1	Breakdown of negotiations over seniority provisions in proposed collective agreement	Settled.
39	Machinists and mechanics	Vancouver	December 30	4,200	1	Employer declined to accept Union shop and check-off provisions in proposed collective agreement	Referred to Board of Conciliation.
	Totals			17,522 (approx.)	40		

IV. BOARDS OF CONCILIATION, 1944.

Pursuant to the provisions of an agreement dated April 18th, 1944, concerning the administration of the Wartime Labour Relations Regulations (P.C. 1003), between the Federal and Provincial Governments, Boards of Conciliation are constituted by the Federal Minister of Labour upon recommendation of the Minister of Labour for British Columbia. Consequently, the reports made by such Boards appear shortly after their submission to Ottawa, in current issues of The Labour Gazette. For that reason, the usual procedure of summarizing such reports in these pages has been discontinued.

In the following table, reference is made to the issues of The Labour Gazette in which these reports may be found.

While reference to other tables in this report will show that seventeen disagreements have been referred to Boards of Conciliation, the table following is descriptive of the Boards whose work has been completed, and whose members have submitted their reports to the Hon. Minister of Labour for Canada, at the time of going to press.

No. of Board.	Disputant Parties.	Outcome of Hearings.	Labour Gazette Reference.
1	National Machinery Co., Ltd., and National Shops, Ltd., Vancouver, and certain of their employees, represented by United Steelworkers of America, Local No. 2765	Unanimous award	Sept., 1944; pp. 1124–1125.
2	Sitka Spruce Lumber Co., Ltd., Vancouver, and certain of its employees, represented by the International Woodworkers of America, Local No. 1-217	Unanimous award	Oct., 1944; pp. 1235–1236.
3	Vancouver News-Herald, Ltd., Vancouver, and certain of its employees, represented by Vancouver Newspaper Guild, Local No. 2	Majority award, employees' representative dissenting	Oct., 1944; pp. 1236–1238.
		Supplementary report signed unanimously by all members of Board	Feb., 1945; pp. 168–170.
4	Blair Iron Works, New Westminster, and certain of its employees, represented by the United Steelworkers of America, Local 3254	Unanimous award	Dec., 1944; pp. 1490–1493.
5	Sun Publishing Co., Ltd., Sun Directories, Ltd., and Vancouver Engravers, Ltd., Vancouver, and certain of their employees, represented by Vancouver Newspaper Guild, Local No. 1	Majority award, employers' representative dissenting	Dec., 1944; pp. 1493–1499.
6	Corporation of the City of Kelowna, Kelowna, and certain of its employees, represented by the Kelowna Civic Employees' Union	Majority award, employees' representative dissenting	Feb., 1945; pp. 162–163.
7	Various employers, members of Okanagan Federated Shippers' Association, Kelowna, and certain of their employees, represented by Fruit and Vegetable Workers' Union, Local Nos. 1, 3, 4, 5, 6, 7, and 8	Majority award, employees' representative dissenting	Feb., 1945; pp. 170–175.
8	Yarrows, Ltd., Esquimalt, and certain of its employees, represented by Industrial Clerks' Association, Local No. 1	Unanimous report with supplementary report from employers' and employees' representatives	March, 1945; pp. 313–319.
9	Granby Consolidated Mining, Smelting & Power Co., Ltd., and certain of its employees, represented by Copper Mountain Miners' Union, Local 649 of the International Union of Mine, Mill, and Smelter Workers	Unanimous award	April, 1945; pp. 490–491.
10	Island Mountain Mines, Ltd., Wells, and certain of its employees, represented by Wells Miners' Union, Local 685 of the International Union of Mine, Mill, and Smelter Workers	Unanimous award	April, 1945; pp. 502–504.
11	Westminster Foundry, Ltd., New Westminster, and certain of its employees, represented by United Steelworkers of America, Local No. 3254	Unanimous award	April, 1945; pp. 505–506.

V. 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 (P.C. 1003), 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 affected by the coming into effect of these Regulations.

While every care is taken to ensure accuracy, revisions are sometimes made in the light of later information.

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, and their memberships, follow:—

NUMBER OF EMPLOYEES' ORGANIZATIONS MAKING RETURNS AND MEMBERSHIP THEREOF, 1939–44.

Year.	No. of Organizations.	Total Membership.
1939	380	44,867
1940	404	50,360
1941	402	61,292
1942	415	91,618
1943	473	107,402
1944	617	110,045

ORGANIZATIONS OF EMPLOYEES.

This list is arranged by cities and towns in alphabetical order. In all 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, thirty-four in 1943, and thirty-six in 1944.

AINSWORTH.

Mine, Mill, and Smelter Workers' Union, Ainsworth District, No. 666.—Address Secretary, c/o Union, Ainsworth.

ALBERNI.

Government Employees' Association, B.C. Provincial.—President, T. J. Underwood; Secretary, H. R. Burdon, Alberni.

ALBREDA.

Maintenance-of-way Employees, Brotherhood of, No. 15.—President, W. Kelly; Secretary-Treasurer, A. A. Charters, Albreda.

ARMSTRONG.

Woodworkers' Union, B.C., No. 5.—President, Arthur B. Flindell; Secretary, B. Ian S. MacPherson, Box 89, Kelowna.

BAMBERTON.

Cement Workers' Federal Union, B.C., No. 166.—President, F. Tomlinson; Secretary, D. Duncan, Bamberton.

BLUE RIVER.

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

BONNINGTON FALLS.

Operators' Organization of the West Kootenay Power & Light Co., Ltd.—President, J. C. Gilker; Secretary-Treasurer, L. R. Hammond, Bonnington Falls.

BRALORNE.

Miners' Union, Bralorne, No. 271.—President, Chas. Radcliffe; Financial Secretary, L. Larsen, Bralorne.

BRITANNIA BEACH.

Mine and Mill Workers' Union, Britannia, No. 663.—President, J. H. Balderson; Financial Secretary, McDonnel Knight, Box 42, Townsite, Britannia Beach.

BURNABY.

Civic Employees' Federal Union, Burnaby, No. 23.—President, Joseph McHale; Secretary, J. F. Grover, 3812 Myrtle Street, New Westminster.

Fire-fighters' Association, Burnaby, No. 323.—President, Cecil A. McDonald; Secretary-Treasurer, Gordon McDonald, 1106 Sixteenth Avenue, Burnaby, New Westminster.

Pacific Coast Packers, Ltd., Employees' Association.—President, D. H. Gardner; Secretary-Treasurer, Christena Davie, 2100 McPherson Avenue, Burnaby.

CHAPMAN CAMP.

Sullivan Workers' Union. — President, Harry Stuart; Secretary, C. G. Schulli, Chapman Camp.

CHEMAINUS.

Longshoremen's Association, International, No. 38/164.—President, F. Lewis; Secretary, H. E. Thornett, Chemainus.

CHILLIWACK.

Carpenters and Joiners of America, United Brotherhood of, No. 1843.—President, Geo. McKenzie; Recording Secretary, H. Borrell, Box 861, Chilliwack.

COLQUITZ.

Government Employees' Association, B.C. Provincial.—President, J. Humphries; Secretary, Alex. Lindores, Colquitz.

COMOX.

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

COPPER MOUNTAIN.

Miners' Union, Copper Mountain, No. 649.—President, George P. Hallinan; Business Agent, Geo. W. Anderson, Box 42, Copper Mountain.

COPPER RIVER.

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

COURTENAY.

Carpenters and Joiners of America, United Brotherhood of, No. 1638.—President, H. G. Russell; Secretary, Karl Dresen, Comox.

Civic Employees' Federal Union, Courtenay, No. 156.—President, W. A. Cowie; Secretary, Sidney Godwin, Courtenay.

Woodworkers of America, International, No. 1-363.—President, E. F. Anderson; Secretary, J. Higgin, Box 458, Courtenay.

CRANBROOK.

Engineers, Brotherhood of Locomotive, No. 563.—President, F. R. McDaniel; Local Chairman, J. S. Dunlop, Box 878, Cranbrook.

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

Government Employees' Association, B.C. Provincial.—President, B. W. Flynn; Secretary, Margot van Braam, Cranbrook.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

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

Maintenance-of-way Employees, Brotherhood of, No. 229.—Secretary, O. A. Eliason, Box 853, Cranbrook.

Railroad Trainmen, Brotherhood of, No. 585.—President, W. L. Zimmerman; Secretary-Treasurer, H. B. Haslam, Box 784, Cranbrook.

Railway Carmen of America, Brotherhood of, No. 173.—President, Charles Romano; Secretary, Jas. F. Lunn, 300 Durick Avenue, Cranbrook.

Railway Conductors, Order of, No. 407.—President, D. A. Burton; Secretary, H. J. Huxtable, Box 262, Cranbrook.

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

Woodworkers of America, International, No. 1-405.—President, Allan Parkin; International Representative, Wm. Langmead, Box 364, Cranbrook.

CUMBERLAND.

Firebosses' Union, Vancouver Island.—President, John H. Vaughan; Secretary, Alfred G. Jones, Box 562, Cumberland.

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

DUNCAN.

Government Employees' Association, B.C. Provincial.—President, G. Lines; Secretary, W. Waldon, Duncan.

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

ESSONDALE.

Government Employees' Association, B.C. Provincial.—President, J. Lowndes; Secretary, R. S. H. Evans, Essondale.

FERNIE.

Brewery and Soft Drink Workers of America, 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, Box 212, Fernie.

FIELD.

Miners' Union, Field and District, No. 807.—President, T. Alton; Secretary, R. Nelson, Box 957, Field.

Railway Carmen of America, Brotherhood of, No. 1454.—President, P. Decicco; Secretary, W. M. Brown, Box 943, Field.

FRASER VALLEY.

Government Employees' Association, B.C. Provincial.—President, A. A. Price; Secretary, N. J. Wallinger, Huntingdon.

GOLDEN.

Government Employees' Association, B.C. Provincial.—President, B. Gilmour; Secretary, Court J. Dainard, Golden.

Maintenance-of-way Employees, Brotherhood of, No. 165.—Secretary, O. G. Carlson Box 93, Golden.

GRAND FORKS.

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

HEDLEY.

Mine and Mill Workers' Union, Hedley Mascot, No. 655.—President, John Moffett; Secretary, Clifford James, Box 329, Hedley.

Mine and Mill Workers' Union, Hedley Nickel Plate, No. 656.—President, G. McDonald; Secretary, R. Small, Hedley.

HUTTON MILLS.

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

IOCO.

Ioco Refinery Employees' Association.—President, W. D. Farrell; Secretary, R. C. Ronnquist, 201 Carnarvon Street, New Westminster.

KALEDEN.

Fruit and Vegetable Workers' Union, No. 4.—President, J. V. Findlay; Secretary, J. E. Atkinson, Kaleden.

KAMLOOPS.

Engineers, Brotherhood of Locomotive, No. 821.—President, Charles Spencer; Secretary-Treasurer, Wm. A. Harris, 727 Seymour Street, Kamloops.

Engineers, Brotherhood of Locomotive, No. 855.—Chief Engineer, S. A. Johnson; Secretary-Treasurer, P. J. Millward, 753 Dominion Street, Kamloops.

Fire-fighters, B.C. Provincial Association of, No. 11.—President, D. C. Miller; Secretary, L. P. Dorion, 125 Fourth Avenue, Kamloops.

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

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

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

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water 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, J. H. Blakey; Secretary, L. E. Crowder, 359 Seymour Street, Kamloops.

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

Railroad Trainmen, Brotherhood of, No. 519.—President, C. W. King; Secretary-Treasurer, 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, Division No. 150.—President, G. N. Roberts; Secretary, L. Phillips, Box 402, Kamloops.

Railwaymen, Canadian Association of, Lodges Nos. 30 and 45.—President, Charles Beattie; Secretary-Treasurer, D. B. Roberts, 216 Avenue Building, Winnipeg.

KASLO.

Maintenance-of-way Employees, Brotherhood of, No. 173.—Secretary, T. H. Horner, Crescent Road, Kaslo.

KELOWNA.

Civic Employees' Union, Kelowna.—President, Richard Jones; Secretary, Rupert Brown, Box 171, Kelowna.

Fruit and Vegetable Workers' Union, No. 5.—President, H. Turner; Secretary-Treasurer, Mrs. A. Wilkison, Box 525, Kelowna.

Fruit and Vegetable Workers' Union No. 8.—President, Wm. H. Fleck; Secretary, Mrs. Clara N. Beebe, R.R. 1, Kelowna.

Government Employees' Association, B.C. Provincial.—President, Roy Hunt; Secretary, H. K. Hume, Kelowna.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Laundry Workers' Union, Kelowna.—President, Mrs. Katherine Halter; Secretary-Treasurer, Mrs. Dorothy Wardlaw, Box 176, Kelowna.

Processing and Cannery Workers' Union, No. 1.—President, A. E. Knooihuizen; Secretary, Miss M. Horn, Box 377, Kelowna.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 217.—President, W. H. Sands; Secretary-Treasurer, R. Wood, Box 1372, Kelowna.

Simpson's Employees' Association.—President, George Handlen; Secretary, Howard Wilson, Box 576, Kelowna.

Woodworkers' Union, B.C., No. 4.—President, Andy McInroy; Secretary, Marion R. Holtom, Box 1335, Kelowna.

KILGARD.

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

KIMBERLEY.

Mine and Mill Workers' Union, Kimberley, No. 651.—President, Donald M. Martin; Secretary-Treasurer, Henry Nicholson, Box 388, Kimberley.

LADYSMITH.

Firebosses' Union, Vancouver Island.—President, Thomas Jordon; Secretary-Treasurer, Fred Johnston, 119 Baden-Powell Street, Ladysmith.

LAKE COWICHAN.

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

LANGFORD.

Government Employees' Association, B.C. Provincial.—President, Alex. McDonald; Secretary, W. H. House, Langford.

Maintenance-of-way Employees, Brotherhood of, No. 533.—President, J. B. Bell; Secretary-Treasurer, H. W. McKenzie, Langford P.O.

LANGLEY.

Municipal Employees, Langley.—President, H. B. Devine; Secretary, T. W. Winget, 2482 Roberts Road, Langley Prairie.

MARGUERITE.

Maintenance-of-way Employees, Brotherhood of, No. 221.—President, M. Latin; Secretary, H. Robinson, Marguerite.

MARPOLE.

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

MERRITT.

Government Employees' Association, B. C. Provincial.—President, Clarke Jackson; Secretary, Herbert Pidcock, Merritt.

MISSION.

Woodworkers of America, International, No. 1-367.—President, Frank Gaglardi; Secretary, Cecil S. Mills, R.R. 2, Mission.

MCBRIDE.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 247.—President, R. T. Clay; Secretary, G. T. Holdway, Box 26, McBride.

NANAIMO.

Bakery Salesmen's Union, No. 189.—President, A. Wylie, Secretary-Treasurer, Birt Showler, 529 Beatty Street, Vancouver.

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

Civic Employees' Association, Nanaimo.—President, T. M. Mumberson; Secretary, Colin McArthur, 146 Nicol Street, Nanaimo.

Civil Servants of Canada, Amalgamated.—President, Ross Lamont; Secretary-Treasurer, H. W. Spencer, 433 Fourth Street, Nanaimo.

Firemen's Association, Nanaimo, No. 7.—President, Fred Laithwaite; Secretary-Treasurer, Albert Dunn, 131 Harvey Street, Nanaimo.

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

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

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

Telephone Workers of B.C., Federation of (Plant Division), North Vancouver Island Branch.—President, Paul Carlson; Secretary, J. Hawthornthwaite, 325 Vancouver Avenue, Nanaimo.

Telephone Workers of B.C., Federation of (Traffic Division), North Vancouver Island Branch.—President, Loyis MacDonald; Secretary, Vivian Ranger, 365 Milton Street, Nanaimo.

Typographical Union, Nanaimo, No. 337.—President, John B. Paul; Secretary, L. C. Gilbert, Box 166, Nanaimo.

NATAL.

Mine Workers of America, United, No. 7292.—President, Tony Podrasky; Secretary-Treasurer, Simeon Weaver, Natal.

NELSON.

Automotive Employees' Association, Nelson.—President, Walley Davis; Secretary-Treasurer, R. V. Culley, 312 Hoover Street, Nelson.

Barbers, Hairdressers' and Cosmetologists' International Union of America, Journeymen, No. 196.—President, A. J. Hamson; Secretary-Treasurer, Frank Defoe, Ward Street, Nelson.

Civic Employees' Federation, Nelson, No. 8.—President, F. E. Wheeler; Secretary-Treasurer, A. Stromstead, 224 Observatory Street, Nelson.

Civil Servants of Canada, Amalgamated.—President, C. F. Gigot; Secretary, F. C. Collins, 911 Edgewood Avenue, Nelson.

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

Express Employees, Brotherhood of, No. 18.—President, J. R. Taylor; Secretary-Treasurer, Raymond L. Romano, 315 Observatory Street, Nelson.

Firemen and Enginemen, Brotherhood of Locomotive, No. 631.—President, F. H. Abbott; Secretary, E. N. Mannings, 318 Observatory Street, Nelson.

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

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

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

Machinists, International Association of, No. 663.—President, W. M. Wallace; Secretary, W. M. Wood, 402 Victoria Street, Nelson.

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

Railway Carmen of America, Brotherhood of, No. 98.—President, Albert H. Smith; Secretary, Alex. Ioanin, 512 Third Street, Nelson.

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

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 1291.—President, J. S. Brake; Secretary, E. F. Phillips, 220 Silica Street, Nelson.

Telephone Workers of B.C., Federation of (Plant Division), Nelson Branch.—President, R. B. Smith; Secretary, Art Ruzicka, 422 First Street, Nelson.

Telephone Workers of B.C., Federation of (Traffic Division), Interior Branch.—President, Isabell Kay; Secretary-Treasurer, Jessie L. Gentles, 1114 McQuarrie Avenue, Nelson.

Typographical Union of North America, International, No. 340.—President, William H. Priest; Secretary, George W. Priest, 707 Richards Street, Nelson.

NEW WESTMINSTER.

Bakery Salesmen's Union, No. 189.—President, A. Wylie; Secretary-Treasurer, Birt Showler, 529 Beatty Street, Vancouver.

Beverage Dispensers and Culinary Workers, No. 835.—President, H. M. Bilodeau; Business Agent, W. Morton, 405 Campbell Avenue, New Westminster.

Boilermakers, Iron-ship Builders and Helpers of America, International Brotherhood of, No. 194.—President, Thomas Dowall; Secretary, Peter Nicolson, 1215 Cameron Street, New Westminster.

Building Workers of Canada, Amalgamated, No. 3.—President, H. Pattinson; Secretary-Treasurer, W. Taylor, 3030 Miller Avenue, West Burnaby, New Westminster.

Carpenters and Joiners of America, United Brotherhood of, No. 1251.—President, Stanley Durance; Secretary, John T. Bannan, 1008 Sixth Avenue, New Westminster.

Civic Employees' Association, No. 1.—President, O. Booth; Secretary, E. G. Hudson, 417 Eighth Street, New Westminster.

Civil Servants of Canada, Amalgamated.—President, R. V. Cheale; Secretary-Treasurer, Fred McGrath, 316 Strand Avenue, New Westminster.

Cordage Employees' Association, New Westminster.—President, A. I. Sharpe; Secretary, Charlotte R. Campbell, 509 Ash Street, New Westminster.

Distillery, Rectifying, and Wine Workers' International Union of America, No. 69.—President, William Thacker; Secretary, Mrs. L. Johnston, 1053 Seventeenth Avenue, New Westminster.

Fire-fighters, International Association of, No. 256.—President, R. L. Fitzpatrick; Secretary-Treasurer, Loyd C. Bussey, No. 1 Fire Hall, New Westminster.

Gas Workers' Union, No. 376.—President, F. R. Alty; Secretary, A. F. Chandler, 2525 Elizabeth Avenue, West Burnaby, New Westminster.

Gypsum Workers' Union, No. 578.—President, Stanley B. McKee; Secretary, G. H. Eckenswiller, 2225 Walker Avenue, New Westminster.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Machinists, International Association of, No. 131.—President, Jas R. Christie; Secretary, W. L. Neily, 702 Royal Avenue, New Westminster.

Machinists, International Association of, No. 151.—President, F. Maguire; Secretary, T. Kenyon, 448 Fader Street, New Westminster.

Pacific Coast Terminals Independent Employees' Union.—President, G. Wilson; Secretary-Treasurer, J. Walker, 116 McInnes Street, New Westminster.

Packing-house Workers of America, United, No. 180.—President, Hugh Clark; International Representative, William S. Symington, 1022 Edinburgh Street, New Westminster.

Paper-makers, International Brotherhood of, No. 456.—President, L. H. Cutting; Secretary, Mrs. Lilian Mahony, 1831 Seventh Avenue, New Westminster.

Plumbers, Steamfitters, and Pipefitters of America, United Association of, No. 571.—President, Jas Mitchell; Secretary-Treasurer, Thos. H. Poulton, 725 Second Street, New Westminster.

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, 223 Osborne Street, New Westminster.

Sheet-metal Workers, International Association of, No. 314.—President, Geo. Watson; Secretary, J. A. Smith, 201 Agnes Street, New Westminster.

Street, Electric Railway, and Motor-coach Employees of America, Amalgamated Association of, Division No. 134.—President, David L. Bryce; Business Agent, R. Cromack, 57 Alexander Street, New Westminster.

Typographical Union, New Westminster, No. 632.—President, A. R. MacDonald; Secretary-Treasurer, R. A. Stoney, Box 754, New Westminster.

Waterfront Workers' Association, Royal City, No. 502.—President, C. C. Lavery; Business Agent, C. P. Latham, 71 Tenth Street, New Westminster.

Woodworkers of America, International, No. 1-357.—President, Percy A. Smith; Secretary, J. R. Lindsay, 650 Columbia Street, New Westminster.

OAKALLA.

Government Employees' Association, B.C. Provincial.—President, P. E. Berkey; Secretary, W. R. Shaw, Oakalla.

OCEAN FALLS.

Paper-makers, International Brotherhood of, No. 360.—President, W. H. Marshalls; Secretary, N. H. Compton, Box 262, Ocean Falls.

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

OLIVER.

Oliver Sawmills, Ltd., Employees of.—President. E. L. Roberts; Secretary, S. McBryde, Oliver.

OSOYOOS.

Fruit and Vegetable Workers' Union, No. 3.—President, Alf. Ackerman; Secretary-Treasurer, Mrs. Maud Mayer, Osoyoos.

PEACE RIVER.

Government Employees' Association, B.C. Provincial.—President, J. F. Murrell; Secretary, G. P. Tyrrell, Pouce Coupe.

PEMBERTON.

Maintenance-of-way Employees, Brotherhood of, No. 215.—President, J. K. Purdie; Secretary-Treasurer, J. M. Crowston, Pemberton.

PENTICTON.

Electrical Workers, International Brotherhood of, No. 213.—President, Jas B. Clarke; Secretary, R. E. Lindquist, 208 Eckhardt Avenue, Penticton.

Engineers, Brotherhood of Locomotive, No. 866.—President, C. E. Hulett; Secretary-Treasurer, W. Osborne, 812 Argyle Street, Penticton.

Fire-fighters, B.C. Provincial Association of, No. 10.—President, J. D. Crawford; Secretary, W. T. Mattock, Kerr Block, Main Street, Penticton.

Firemen and Enginemen, Brotherhood of Locomotive, No. 884.—President, P. H. Coulter; Secretary, D. Raincock, Penticton.

Fruit and Vegetable Workers' Union, No. 1.—President, J. W. Blogg; Secretary, A. Lyons, Box 365, Penticton.

Kelly Douglas & Co., Ltd., Employees' Association. President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 1023.—Secretary, F. Parsons, Box 160, Penticton.

Municipal Employees' Union, Penticton, No. 1.—President, A. S. Gough; Secretary-Treasurer, Marguerite Young, General Delivery, Penticton.

Railroad Trainmen, Brotherhood of, No. 914.—President, N. E. McCallum; Secretary-Treasurer, G. M. Clark, Box 875, Penticton.

Railway Conductors, Order of, No. 179.—President, R. L. R. McBeath; Secretary-Treasurer, C. A. Yule, Box 67, Penticton.

PIONEER MINES.

Miners' Union, Pioneer, No. 693.—President, George Miller; Secretary, John D. A. Conn, Pioneer Mines.

PORT ALBERNI.

Carpenters and Joiners of America, United Brotherhood of, No. 513.—President, O. W. Kelly; Secretary, R. W. Stubbs, Box 908, Port Alberni.

Hospital Employees' Union, West Coast, No. 91.—President, Garfield Zinck; Secretary-Treasurer, Florence Hall, Box 1303, Port Alberni.

Hotel, Restaurant, and Beverage Employees' Union, No. 697.—President, Dell Edwards; Business Agent, C. Nichol, Box 900, Port Alberni.

Longshoremen's and Warehousemen's Union, International, No. 503.—President, Ben Welch; Secretary, Cal Cook, Box 804, Port Alberni.

Woodworkers of America, International, No. 1-85.—President, Walter S. Yates; Secretary, Alfred Dewhurst, Box 569, Port Alberni.

PORT ALICE.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 514,—President, E. M. Ore; Secretary, Murdo Thomson, Port Alice.

PORT MELLON.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 297.—President, Wallace A. Arrowsmith; Secretary, Neville Shanks, P.O. Drawer 97, Port Mellon.

POWELL RIVER.

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

Fire-fighters, B.C. Provincial Association of, No. 8.—President, S. Davies; Secretary, R. A. Bridge, Powell River.

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

Paper Makers, International Brotherhood of, No. 142.—President, T. Waldron; Secretary, H. B. Moore, Box 730, Powell River.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 76.—President, C. Murray Mouat; Secretary, Colin Johnston, P.O. Drawer 160, Powell River.

PREMIER.

Mine, Mill, and Tramway Workers, Silbak Premier, No. 694.—President, William Hobill; Secretary, N. Cunningham, Box 1478, Premier.

PRINCE GEORGE.

Engineers, Brotherhood of Locomotive, No. 843.—Chief Engineer, L. McNeil; Secretary-Treasurer, Geo. A. Hodson, Prince George.

Firemen and Enginemen, Brotherhood of Locomotive, No. 827.—President, R. R. Anderson; Secretary, J. Armstrong, Box 294, Prince George.

Government Employees' Association, B.C. Provincial.—President, W. G. Henning; Secretary, Jean MacMillan, Prince George.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary, Sam J. Robinson, 367 Water Street, Vancouver.

Railway Conductors of America, Order of, No. 620.—President, E. M. Hipsley; Secretary-Treasurer, D. Ross, Box 224, Prince George.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 28.—President, H. A. McLeod; Secretary, H. W. Beckley, Box 675, Prince George.

PRINCE RUPERT.

Beverage Dispensers' Union, No. 636.—President, Stanley Moran; Secretary, F. Carl McEwen, Box 196, New Royal Hotel, Prince Rupert.

Boilermakers' and Iron-ship Builders' Union of Canada, No. 4.—President, George Stanton; Secretary-Treasurer, Angus Macphee, Box 1403, Prince Rupert.

Carpenters and Joiners of America, United Brotherhood of, No. 1735.—President, Jack Fisher; Business Agent, J. S. Black, Box 694, Prince Rupert.

Civic Employees' Union, No. 5.—President, H. Thomas Harvey; Secretary, Sam Bill, Box 4, Prince Rupert.

Electrical Workers, International Brotherhood of, No. B 344.—President, C. W. Wardale; Secretary, J. Alfred Chappell, Box 457, Prince Rupert.

Engineers, International Union of Operating, No. 510.—President, David Crocker; Secretary, A. W. Johnson, Box 12, Prince Rupert.

Fire-fighters, International Association of, No. 559.—President, Vernon Wagar; Secretary-Treasurer, A. C. Cameron, Box 506, Prince Rupert.

Fishermen's Federal Union of B.C., Deep Sea, No. 80.—President, Erling Grinstrand; Secretary-Treasurer, Geo. Anderson, Box 249, Prince Rupert.

Government Employees' Association, B.C. Provincial.—President, R. C. St. Clair; Secretary, Geo. Wilson, Prince Rupert.

Hotel and Restaurant Employees' International Alliance, No. 331.—President, Mrs. Sadie Knapp; Secretary-Treasurer, Mrs. Rae Pirie, General Delivery, Prince Rupert.

Industrial Workers' Union, Prince Rupert, No. 1.—President, H. E. E. Faure; Secretary, Mrs. Myrtle Storrie, Box 1394, Prince Rupert.

Longshoremen's Association, Canadian.—President, William Ferguson; Secretary, William A. Pilfold, Box 531, Prince Rupert.

Painters, Decorators, and Paperhangers of America, Brotherhood of, No. 1442.—President, Joe Bayzand; Secretary, A. L. Lawrence, Box 1012, Postal Station B, Prince Rupert.

Pile Drivers, Bridge, Dock, and Wharf Builders, No. 1549.—President, C. N. Hendrickson; Secretary, W. M. Dunn, 711 Third Avenue, Prince Rupert.

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

Railway Carmen of America, Brotherhood of, No. 426.—President, D. T. Elder; Secretary-Treasurer, R. Pollock, Box 496, Prince Rupert.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 154.—President, D. Creed; Secretary, P. Jones, Box 676, Prince Rupert.

Shipwrights', Joiners', and Caulkers' Industrial Union, No. 2.—President, J. Blakey; Secretary-Treasurer, J. W. Mavins, General Delivery, Prince Rupert.

Teamsters, Chauffeurs, Warehousemen, and Helpers, International Brotherhood of, No. 136.—President, Howard Steen; Secretary-Treasurer, J. Mulroney, 1207 Water Street, Prince Rupert.

Typographical Union, Prince Rupert, No. 413.—President, E. F. Saunders; Secretary, Chas. H. Collins, Box 552, Prince Rupert.

PRINCETON.

Brewery Workers, International Union of United, No. 367.—President, Douglas Stuart; Secretary, Earl G. Young, Princeton.

Mine Workers of America, United, No. 7875.—President, Archibald Samuel; Secretary-Treasurer, John Howarth, Jr., Princeton.

QUESNEL.

Government Employees' Association, B.C. Provincial.—President, Raymond Stephenson; Secretary, Miss M. Trueman, Quesnel.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

RETALLACK.

Maintenance-of-way Employees, Brotherhood of, No. 181.—Secretary, Paul Munch, Retallack.

Mine and Mill Workers' Union, International Union of, No. 698.—President, Anker Johnson; Secretary, T. Kangrga, Retallack.

REVELSTOKE.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of, No. 407.—President, Alexander C. Robinson; Secretary, Jas. M. Goble, Box 283, Revelstoke.

Engineers, Brotherhood of Locomotive, No. 657.—Chief Engineer, H. W. Keegan; Secretary-Treasurer, G. L. Ingram, Box 485, Revelstoke.

Firemen and Enginemen, Brotherhood of Locomotive, No. 341.—President, C. H. Stoodley; Secretary, F. J. Westlake, Box 187, Revelstoke.

Firemen and Oilers, International Brotherhood of, No. 381.—President, Douglas Blackwell; Secretary-Treasurer, Samuel Anderson, Box 7, Revelstoke.

Government Employees' Association, B.C. Provincial.—President, R. Dabell; Secretary, Cecil G. Graham, Revelstoke.

Machinists, International Association of, No. 258.—President, J. M. Donaldson; Secretary, R. Robertson, Box 209, Revelstoke.

Maintenance-of-way Employees, Brotherhood of, No. 208.—Secretary, H. Prestwich, Box 153, Revelstoke.

Railroad Trainmen, Brotherhood of, No. 51.—President, Charles Isaac; Secretary, D. E. Johnson, Box 28, Revelstoke.

Railway Carmen of America, Brotherhood of, No. 481.—President, A. S. Parker; Secretary, J. Bell, Box 387, Revelstoke.

Railway Conductors, Order of, No. 487.—President, Stanley Porrit; Secretary-Treasurer, Thos. B. Philip, 407 Fourth Street, Revelstoke.

Railwaymen, Canadian Association of, No. 72.—President, Geo. Watson; Secretary-Treasurer, L. W. File, 202 Eighth Street, Revelstoke.

ROSSLAND.

Fire-fighters' Association, B.C. Provincial, No. 9.—President, George Dingwall; Secretary-Treasurer, William Yawney, Rossland.

Government Employees' Association, B.C. Provincial.—President, W. K. Scatchard; Secretary, E. L. Hedley, Rossland.

SILVERTON.

Mine, Mill, and Smelter Workers, International Union of, No. 662.—President, J. A. Moir; Secretary, Chas. E. Towgood, Silverton.

SKEENA-OMINECA.

Government Employees' Association, B.C. Provincial.—President, S. G. Preston; Secretary, C. L. Gibson, Smithers.

SMITHERS.

Engineers, Brotherhood of Locomotive, No. 111.—President, James Buchan; Secretary-Treasurer, C. A. Thurston, Box 240, Smithers.

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-Treasurer, S. W. Gould, Box 86, Smithers.

Railway Carmen of America, Brotherhood of, No. 1415.—President, Jack Cathrae; Secretary, D. MacLean, Box 146, Smithers.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 93.—President, E. M. Erickson; Secretary, P. B. Emerson, Box 51, Smithers.

SOUTH SLOCAN.

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

SQUAMISH.

Railway Carmen of America, Brotherhood of, No. 1419.—President, L. S. Moule; Secretary, J. E. Holmes, Box 46, Squamish.

SUMMERLAND.

Fruit and Vegetable Workers' Union, No. 9.—President, Allan Omand; Secretary, Mrs. Agatha Letts, Summerland.

TRAIL.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Letter Carriers, Federated Association of, No. 76.—President, Wm. Secord; Secretary, S. T. Spooner, 2017 Second Avenue, Trail.

Smelter Workers' Union, Independent.—President, Charles W. McLean; Secretary-Treasurer, Carl M. Loeblich, 1198 Cedar Avenue, Trail.

Smelter Workers' Union, Trail and District, No. 480.—President, F. W. Henne; Business Agent, Howard Forbes, 1298 Bay Avenue, Trail.

TRANQUILLE.

Government Employees' Association, B.C. Provincial.—President, W. Hume; Secretary, Miss G. Weber, Tranquille.

VANANDA.

Quarry and Mine Workers' Union, Texada Island, No. 816.—President, G. H. Leibich, Jr.; Secretary, J. K. Johnson, Vananda.

VANCOUVER.

Aeronautical Mechanics' Lodge, No. 756, International Association of Machinists.—President, Gordon Baird; Secretary, Thos. E. Parkin, 106, 413 Granville Street, Vancouver.

Auto Workers' Lodge, No. 1857, International Association of Machinists.—President, S. Hartin; Secretary, L. E. Butler, 106, 413 Granville Street, Vancouver.

Bakery and Confectionery Workers' International Union of America, No. 469.—President, W. A. Bell; Business Agent, A. E. Jackson, 608, 16 Hastings Street East, Vancouver.

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

Barbers' Association of B.C.—President, David Willington; Secretary, R. W. Morrow, 1403, 207 Hastings Street West, Vancouver.

Barbers', Hairdressers', and Cosmetologists' International Union of America, Journeymen, No. 120.—President, R. H. Parliament; Business Agent, C. E. Herrett, 304, 529 Beatty Street, Vancouver.

B.C. Electric Office Employees' Association.—President, F. T. Arnott; Secretary, L. E. Beard, 425 Carrall Street, Vancouver.

Beverage Dispensers' Union, No. 676.—President, W. G. Couper; Secretary-Treasurer, J. F. Mohan, Hall A, 535 Homer Street, Vancouver.

Blacksmiths' and Helpers' Union of Canada, No. 1. President, R. W. Fleming; Secretary, C. T. Rouse, 2605 Scott Street, Vancouver.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of, No. 151.—President, Wm. J. Barltelt; Secretary-Treasurer, Albert Arman, 2048 Second Avenue West, Vancouver.

Boilermakers' and Iron-ship Builders' Union of Canada, No. 1.—President, C. A. Henderson; Office Manager, K. Culhane, 339 Pender Street West, Vancouver.

Bookbinders, International Brotherhood of, No. 105.—President, Francis J. Milne; Secretary, Thomas Carroll, 1336 Twentieth Avenue East, Vancouver.

Brewery Workers, International Union of United, No. 300.—President, M. Bushel; Secretary, Ed. Sims, 5392 Clarendon Street, Vancouver.

Bricklayers' and Masons' International Union, No. 1.—President, G. Drayton; Secretary-Treasurer, S. Padgett, 2066 Eighth Avenue, Vancouver.

Bridge, Structural, and Ornamental-iron Workers' Union, No. 97.—President, Roderick Morrison; Secretary, Ernest G. Cook, 531 Beatty Street, Vancouver.

Bridge, Structural, and Ornamental-iron Workers' Union, No. 661 (Shipyard Riggers).—President, R. J. Tigg; Business Agent, E. G. Cook, 531 Beatty Street, Vancouver.

Building Service Employees' International Union, No. 244.—President, Wm. Bradbury; Secretary, Mrs. Margaret Campbell, 7004 Fraser Avenue, Vancouver.

Building Workers of Canada, Amalgamated, No. 1.—President, N. MacLean; Secretary, F. L. Barratt, 163 Hastings Street West, Vancouver.

Building Workers of Canada, Amalgamated, No. 2 (Shipyard Section).—President, J. M. McGuire; Business Agent, Percy F. James, 21, 163 Hastings Street West, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 452.—President, Geo. R. Bengough; Business Agent, H. P. Hamilton, 310, 529 Beatty Street, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 2346.—President, Ray Olund; Secretary, J. A. Gildemeester, 529–531 Beatty Street, Vancouver.

Cemco Employees' Association.—President, J. S. Gauthier; Secretary, Edith I. Gosnell, 22 Fifth Avenue East, Vancouver.

Cement Finishers' Section, No. 602, International Hod Carriers, Building, and Common Labourers' Union.—President, Alex. Wilson; Business Agent, W. James, 531 Beatty Street, Vancouver.

Checkers' and Weighers' Association, Marine.—President, S. Earp; Secretary, R. Mettam, 1410, 207 Hastings Street West, Vancouver.

City Hall Employees' Association, Vancouver, No. 59.—President, Thomas Lewis; Secretary, James Tarbuck, 434 Pender Street West, Vancouver.

Civic Employees' Association, North Vancouver.—President, William Dunnet; Secretary, James W. Henderson, 439 Seventh Street East, Vancouver.

Civic Federation, Vancouver.—President, T. H. Lewis; Secretary, Robert Skinner, 195 Pender Street East, Vancouver.

Civic Employees' Union, No. 28.—President, William L. Ash; Business Agent, David Rees, 195 Pender Street East, Vancouver.

Civil Servants of Canada, Amalgamated.—President, H. A. Benbow; Secretary, Harold Baker, 434 Pender Street West, Vancouver.

Clerks' and Warehousemen's Union, No. 10, Amalgamated Building Workers of Canada.—President, Ewen MacLeod; Secretary-Treasurer, G. W. Locke, 163 Hastings Street West, Vancouver.

Communications Union, Canadian, Pacific Branch No. 5.—President, J. Howard; Secretary, Albert Becker, c/o Radio Range Station, Department of Transport, Vancouver Air Mail Field, Vancouver.

Distillery, Rectifying, and Wine Workers' International Union, No. 92.—President, Everett Killeen; Secretary-Treasurer, Frank R. Davie, 2189 Forty-seventh Avenue West, Vancouver.

Divers' and Tenders' Union, Submarine.—President, Laurence T. Shorter; Secretary, J. N. Smith, 414 Third Street East, North Vancouver.

Dockyard and Shipyard Workers' Union, No. 2.—President, W. J. Robson; Secretary, John Sandusky, 339 Pender Street West, Vancouver.

Electric Welded Anchor Chain Association, No. 1.—President, R. Cunningham; Secretary, John Mitchell, 615 Twenty-sixth Avenue West, Vancouver.

Electrical Workers, Amalgamated, No. 3.—President, W. H. Clarke; Business Agent, R. Adair, 20, 163 Hastings Street West, Vancouver.

Electrical Workers, International Brotherhood of, No. B 213.—President, F. Looney; Business Manager, J. Ross, 529 Beatty Street, Vancouver.

Elevator Constructors, International Union of, No. 82.—President, H. C. MacKichan; Secretary, R. Holmes, 529 Beatty Street, Vancouver.

Embalmers and Undertakers Assistants' Union, No. 23374.—President, Wm. Scott; Secretary, J. A. Dougall, 1334 Nicola Street, Vancouver.

Engineers, Brotherhood of Locomotive, No. 320.—President, T. A. McEwan; Secretary, W. J. Hill, 6438 Victoria Drive, Vancouver.

Engineers, Brotherhood of Locomotive, No. 907.—President, C. Glibbery; Secretary-Treasurer, F. J. Allen, 1032 Fourteenth Avenue East, Vancouver.

Engineers of Canada, National Association of Marine, No. 7.—President, R. W. Pyne; Business Agent, E. R. Smith, 319 Pender Street West, Vancouver.

Engineers, National Union of Operating, No. 3.—President, E. M. Strachan; Business Agent, J. C. Barrett, 704, 16 Hastings Street East, Vancouver.

Engineers, International Union of Operating, No. 115.—President, David Hodges; Business Representative, C. H. Wren, 217, 193 Hastings Street East, Vancouver.

Engineers, International Union of Operating, No. 882.—President, J. Henderson; Business Representative, E. W. King, 216, 193 Hastings Street East, Vancouver.

Engineers, International Union of Operating, No. 963.—President, Kenneth Ross; Secretary, Alex. M. Reid, 3079 Euclid Avenue, Vancouver.

Express Employees, Brotherhood of, No. 15.—President, J. Henderson; Secretary, Sylvia R. Glen, 774 Sixty-third Avenue East, Vancouver.

Film Exchange Employees, No. B-71.—President, Sidney Walker; Secretary-Treasurer, Miss R. Patterson, 950 McLean Drive, Vancouver.

Fire-fighters' Union, City, No. 1.—President, H. S. Bird; Secretary-Treasurer, C. H. Hagman, 1638 First Avenue East, Vancouver.

Fire-fighters' Union, City, No. 3.—President, W. G. Miller; Secretary-Treasurer, T. Cumming, 315 Eleventh Street East, North Vancouver.

Fire-fighters, B.C. Provincial Association of, No. 4.—President, H. L. Sherlock; Secretary-Treasurer, T. Smith, 3 Acadia Circle, University Hill, Vancouver.

Fire-fighters' Union, Vancouver, No. S-18.—President, H. Liddle; Secretary-Treasurer, Chas. A. Watson, 935 Twentieth Avenue East, Vancouver.

Firemen and Enginemen, Brotherhood of Locomotive, No. 656.—President, H. W. M. Parr; Secretary, W. R. O'Neill, 1611 Eighth Avenue West, Vancouver.

Firemen and Enginemen, Brotherhood of Locomotive, No. 939.—President, C. Simons; Secretary, J. Livingstone, 1111 Barclay Street, Vancouver.

Firemen and Oilers, International Brotherhood of, No. 289.—President, P. J. Dunphy; Secretary, W. R. Chapman, 1165 Beach Avenue, Vancouver.

First-aid Attendants' Association of B.C., Industrial.—President, J. B. Livsey; Secretary, H. W. Mahler, 603 Hastings Street West, Vancouver.

First-aid Employees, Vancouver and Vicinity, No. 217.—President, Chas. Campbell; Secretary, Samuel Todd, 529 Beatty Street, Vancouver.

Fishermen and Allied Workers, United.—President, George Miller; Secretary-Treasurer, Wm. Rigby, 138 Cordova Street East, Vancouver.

Garment Workers of America, United, No. 190.—President, F. M. Filgiano; Secretary, Walter W. Shaw, 3435 Sixth Avenue West, Vancouver.

Garment Workers of America, United, No. 232.—President, Mrs. Lydia Wier; Secretary, James Mitchell, 1241 Clyde Avenue, Hollyburn P.O.

Garment Workers' Union, International Ladies', No. 276.—President, H. Appleton; Secretary, Colin Carr, 119 Pender Street West, Vancouver.

Glove Workers' Union, Vancouver, No. 104.—President, Harry Hendrickson; Secretary-Treasurer, E. Dorothy Halsall, 2834 Georgia Street East, Vancouver.

Government Employees' Association, B.C. Provincial.—President, H. Stubbs; Secretary, Thelma Jones, Vancouver.

Granite Cutters' International Association of America—President, A. S. Simpson; Secretary-Treasurer, Alexander Fordyce, 20 Twelfth Avenue West, Vancouver.

Harbour Employees' Association, Vancouver.—President, Jas. D. Kennedy; Secretary, Cyril M. Hampton, 1011 Richelieu Avenue, Vancouver.

Hod Carriers, Building and Common Labourers' Union, International, No. 602.—President, Seth Burnley; Business Agent, W. James, 309, 529 Beatty Street, Vancouver.

Hospital Employees' Federal Union, Vancouver, No. 180.—President, Alexander Paterson; Secretary-Treasurer, George R. Gilbert, 434 Pender Street West, Vancouver.

Hotel and Restaurant Employees' Union, No. 28.—President, Barbara Stewart; Business Agent, May Ansell, 304 413 Granville Street, Vancouver.

Jersey Farms Employees' Staff Council.—President, Lionel Warwick; Secretary, Margaret B. Matheson, 2256 Broadway West, Vancouver.

Jewelry Workers' Union, International, No. 42.—President, T. H. Hawken; Secretary, Karl Zuker, 304, 413 Granville Street, Vancouver.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Lathers' International Union, Wood, Wire, and Metal, No. 207.—President, G. W. Morris; Secretary, T. R. Crane, 222 Sixth Avenue West, Vancouver.

Laundry Workers' International Union, No. 292.—President, W. A. Taylor; Secretary-Treasurer, Frances Mehera, 6007 Ontario Street, Vancouver.

Letter Carriers, Federated Association of, No. 12.—President, D. W. Samson; Secretary-Treasurer, John Cass, 426 Seventeenth Avenue West, Vancouver.

Library Staff Association, Vancouver Public, No. 7.—President, Mrs. Dorothy Fearman; Secretary, Edith Sturdy, Vancouver Public Library, Main and Hastings Streets, Vancouver.

Lithographers of America, Amalgamated, No. 44.—President, Frank Phipps; Secretary, Charles Hewitt, 1091 Tenth Avenue East, Vancouver.

Longshoremen's Association, International, No. 38/163.—President, R. McBeath; Secretary-Treasurer, James Darwood, 45 Dunlevy Avenue, Vancouver.

Longshoremen's and Warehousemen's Union, International, No. 501.—President, Joseph Boyes; Secretary-Treasurer, J. A. Taylor, 45 Dunlevy Avenue, Vancouver.

Machinists, International Association of, No. 182.—President, J. Christie; Secretary, J. Bygate, 621 Seventh Avenue East, Vancouver.

Machinists, International Association of, No. 692.—President, J. A. McCarthy; Business Agent, R. Osman, 303, 529 Beatty Street, Vancouver.

Mailers' Union, Vancouver, No. 70.—President, Bertram Wells; Secretary-Treasurer, R. Gordon Taylor, 1176 Duchess Avenue, Hollyburn P.O., West Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 167.—Secretary, P. J. Doyle, 3631 Trafalgar Street, Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 210.—Secretary, R. Halliday, 3383 Pender Street East, Vancouver.

Malkin Co., Ltd., Warehousemen and Truck Drivers' Union, W. H.—President, F. H. Calhoun; Secretary-Treasurer, W. Doig, 57 Water Street, Vancouver.

Marshall-Wells Employees' Association.—President, W. A. Griggs; Secretary, Jean L. McDonald, 573 Carrall Street, Vancouver.

Merchants Service Guild, Inc., Canadian.—President, Captain J. S. Dennis; Secretary, G. F. Bullock, 675 Dunsmuir Street, Vancouver.

Metal and Chemical Workers' Union, Vancouver District, No. 289.—President, John Frame; Secretary, C. G. Woods, 717 Holden Building, Vancouver.

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

Moulders' and Foundry Workers' Union of North America, International, No. 281.—President, John H. Smith; Secretary, A. Paterson, 1609 Cypress Street, Vancouver.

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

Musicians' Mutual Protective Union, No. 145.—President, William Pilling; Secretary, Edward A. Jamieson, 51, 553 Granville Street, Vancouver.

McLennan, McFeely & Prior, Ltd., Employees' Association.—President, Percy A. Miles; Secretary, William J. Telfer, 99 Cordova Street East, Vancouver.

National Biscuit and Confection Co., Ltd., Association of Employees of the.—President, George David; Secretary, Mrs. Dorothy Huff, 1706 First Avenue West, Vancouver.

National Paper Box, Ltd., Employees' Association.—President, George F. Paone; Secretary-Treasurer, J. D. Sharp, 160 Third Avenue West, Vancouver.

*Native Brotherhood of British Columbia.—President, Alfred Adams; Business Agent, Guy R. Williams, 508 Holden Building, Vancouver.

Neon Employees' Association.—President, George Storrar; Secretary, Lily Gillespie, 1108 Georgia Street West, Vancouver.

Newspaper Guild, Vancouver, No. 1.—President, S. A. Bligh; Secretary, H. Byers, 1405 Sun Building, Vancouver.

Newspaper Guild, Vancouver, No. 2.—President, Len A. Weeks; Treasurer, Miss E. M. Langdale, 426 Homer Street, Vancouver.

Office Employees' International Union, No. 15.—President, O. Walker; Secretary, Mrs. Renee Nelissen, 529 Beatty Street, Vancouver.

Office and Professional Workers of America, United, No. 173.—President, Marshall A. Johnson; Secretary, James W. Wilson, 5577 Aberdeen Street, Vancouver.

Oil Workers' Union, United, No. 1.—President, Alex. McKenzie; Secretary, Arthur A. Anderson, 501, 736 Granville Street, Vancouver.

Oil Workers of Canada, United, No. 2.—President, Alex. McLeod; Secretary-Treasurer, Cyril Jones, 324 Seventeenth Street East, North Vancouver.

Packing-house Workers of America, United, No. 162.—President, Edward E. Readhead; Secretary, Kenneth Onions, 902 Dominion Bank Building, Vancouver.

Packing-house Workers of America, United, No. 249.—President, James Bury; Secretary, Mario F. Dean, 905 Dominion Bank Building, Vancouver.

Packing-house Workers of America, United, No. 283.—President, R. J. Brintnell; Representative, Wm. Symington, 905 Dominion Bank Building, Vancouver.

Painters, Decorators, and Paperhangers of America, Brotherhood of, No. 138.—President, Bruce Mitchell; Secretary, James Glover, 529 Beatty Street, Vancouver.

Photo-engravers' Union, Vancouver, No. 54.—President, Wm. Wilson; Secretary, Ralph H. Grantham, 3941 Eleventh Avenue West, Vancouver.

Pile-drivers', Bridge, Wharf, and Dock Builders' Union, No. 2404.—President, Chas. Anderson; Secretary, S. C. Allan, 130 Hastings Street West, Vancouver.

Plumbers and Steamfitters, United Association of, No. 170.—President, J. Dillabough; Business Agent, A. Mathieson, 529 Beatty Street, Vancouver.

Police Federal Association, Vancouver, No. 12.—President, Chas. W. Macdonald; Secretary-Treasurer, K. W. MacLean, 236 Cordova Street East, Vancouver.

* Approximately sixty-three branches in British Columbia.

Printing Pressmen and Assistants' Union, Vancouver, No. 69.—President, Max Erenberg; Secretary-Treasurer, Thos. S. Ezart, 1807 Thirty-eighth Avenue East, Vancouver.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 433.—President, Francis McDermott; Secretary, Mrs. Agnes Nickel, c/o Pacific Mills, Ltd., foot of Campbell Avenue, Vancouver.

Radio Station Employees' Union, No. 23757.—President, Hugh D. Wilson; Secretary, Margarette Duncan, 529 Beatty Street, Vancouver.

Railroad Trainmen, Brotherhood of, No. 144.—President, Wm. Pennington; Secretary-Treasurer, R. H. Blackwell, 666 Fifty-third Avenue East, Vancouver.

Railroad Trainmen, Brotherhood of, No. 987.—President, E. F. Marsden; Secretary, R. T. Houghton, 26, 163 Hastings Street West, Vancouver.

Railway Carmen, Brotherhood of, No. 58.—President, Robert Learmond; Secretary, Samuel S. Shearer, 3651 Pender Street East, Vancouver.

Railway Conductors, Order of, No. 267.—President, I. W. Smith; Secretary-Treasurer, J. B. Physick, 4153 Twelfth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 59.—President, J. S. Jones; Secretary, J. W. Hardy, 955 Fourteenth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 82.—President, H. H. Prior; Secretary, R. E. Schafer, 3363 Thirty-ninth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 220.—President, R. Anderson; Secretary, L. C. Crossley, 729 Hamilton Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 221.—President, Percival Jones; Secretary, L. J. D. Villeneuve, Lochdale P.O., Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 223.—President, C. A. Furman; Secretary, J. Coldwell, 4851 Fairmont Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 275.—President, Norman J. Lance; Secretary, Miss S. J. Lund, 4414 Third Avenue West, Vancouver.

Railway Mail Clerks' Association, Vancouver.—President, C. J. Green; Secretary-Treasurer, J. H. Menzies, 3772 Twenty-third Avenue West, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 46.—President, W. J. Smith; Secretary-Treasurer, D. E. Horner, 2556 Sixteenth Avenue West, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 626.—President, G. H. Stubbs; Secretary, J. E. FitzGerald, 358 Forty-fifth Avenue East, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 630.—President, Arthur Gordon; Secretary, W. J. Mason, 3116 Thirteenth Avenue West, Vancouver.

Refrigeration Workers' Union, No. 516.—President, A. M. Campbell; Secretary, J. W. More, 637 Eighteenth Avenue West, Vancouver.

Retail Clerks' Union, No. 279.—President, Geo. A. Wilkinson; Secretary, George Johnston, 406 Province Building, Vancouver.

Retail Employees' Association, Vancouver, No. 1.—President, R. M. Stevenson; Secretary, T. McGowan, 3567 Dunbar Street, Vancouver.

St. Paul's Hospital Employees' Association.—President, Harry Ernest Piper; Secretary, E. Marie Knechtel, 1080 Burrard Street, Vancouver.

Seafarers' Association, Canadian.—President, H. Taylor; Secretary, C. Smillie, 405 Powell Street, North Vancouver.

Seamen's Union, B.C., Vancouver Branch, Pacific District.—President, H. Lundeberg; Secretary, H. Murphy, 144 Hastings Street West, Vancouver.

Seamen's Union, Canadian (Pacific Coast District).—President, G. Bogard; Secretary, J. M. Smith, 517 Holden Building, Vancouver.

Sheet-metal Workers' International Association, No. 280.—President, H. F. Elliott; Business Agent, J. Walker, 308, 529 Beatty Street, Vancouver.

Shipwrights', Joiners', and Caulkers' Industrial Union, No. 1.—President, Edwin H. Baker; Secretary-Treasurer, George H. Brown, 339 Pender Street West, Vancouver.

Shoe-workers' Union, Western, No. 1.—President, John Turner; Secretary, George Clerihew, 2918 Thirty-fourth Avenue West, Vancouver.

Sign and Pictorial Painters' Union, No. 726.—President, A. Collins; Secretary, A. C. Lacey, 531 Beatty Street, Vancouver.

Sitka Spruce Lumber Workers' Union.—President, J. A. Byers; Secretary, Wm. Webster, 995 Sixth Avenue West, Vancouver.

Slade, A. P., Ltd., and Associated Companies Employees' Association.—President, Robert Gray; Secretary, Marguerite Cooper, 147 Water Street, Vancouver.

Spear & Jackson's Employees' Club.—President, M. Wilson; Secretary-Treasurer, D. R. Alexander, 4055 Dundas Street, Vancouver.

Steelworkers of America, United, No. 2655.—President, A. Port; Secretary, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2765.—President, C. Kemp; Secretary, A. McFarlane, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2821.—President, M. Lukas; Secretary, A. Whittaker, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2951.—President, A. Wilson; Secretary, W. Hodges, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2952.—President, Bruce Loudon; International Representative, James Robertson, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3229.—President, L. D. Dafoe; Secretary, J. Roberts, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3253.—President, E. H. Lee; Secretary, Arline Roberts, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3254.—President, Gordon Hazelwood; Secretary, Bruce Hamilton, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3302.—President, A. Kemp; Secretary, E. Freeding, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3307.—President, C. Campbell; Secretary, Evelyn Whyte, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3376.—President, D. Hardy; Secretary, R. Strand, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3392—President, A. McDonald; Secretary, R. Kennedy, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3435.—President, W. Hardy; Secretary, E. Wilson, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3452.—President, M. Ekblad; Secretary, H. Rempel, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3495.—President, A. S. Richdale; Secretary, R. N. Wilson, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3546.—President, Geo. Home; Secretary, D. Harris, 905 Dominion Bank Building, Vancouver.

Stereotypers' & Electrotypers' Union, No. 88.—President, R. Myles; Secretary, J. M. Anderson, 4616 Thirteenth Avenue West, Vancouver.

Stone-cutters of North America, Journeymen.—President, F. H. Louis; Secretary-Treasurer, Frank Hall, 4507 Sixteenth Avenue West, Vancouver.

Street, Electric Railway, and Motor-coach Employees of America, Amalgamated Association of, No. 101.—President, Thomas Dunlop; Business Agent, C. M. Stewart, 307, 175 Broadway East, Vancouver.

Sugar Workers, Industrial Union of, No. 1.—President, J. Dockwray; Secretary-Treasurer, O. F. Plumbley, 7790 French Street, Vancouver.

Switchmen's Union of North America, No. 111.—President, W. J. Inglis; Secretary-Treasurer, A. S. Crosson, 3925 Fourteenth Avenue West, Vancouver.

Tailors' Union of America, Journeymen, No. 178.—President, Mrs. H. Clausner; Secretary, Mrs. Dorothy L. Roberts, 606 Forty-seventh Avenue East, Vancouver.

Taxicab, Stage, and Bus Drivers' Union, No. 151.—President, C. E. Youngs; Business Agent, Chas. A. Gower, 529 Beatty Street, Vancouver.

*Teachers' Federation, B.C.—President, F. J. McRae; Secretary, C. D. Ovans, 1300 Robson Street, Vancouver.

Telegraphers' Union, Commercial (Canadian Pacific System), B.C. District, Division No. 1.—President, I. R. Burns; Secretary-Treasurer, Mrs. Phyllis M. Cline, Box 432, Vancouver.

Telephone Workers of B.C., Federation of (Clerical Division), Mainland Branch.—President, E. J. Case; General Secretary, R. M. Smith, 543 Granville Street, Vancouver.

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* There are fifty-six branches of the Federation in British Columbia.

Telephone Workers of B.C., Federation of (Plant Division), Mainland Branch.—President, Tom Reilly; General Secretary, R. H. Milner, 308, 543 Granville Street, Vancouver.

Telephone Workers of B.C., Federation of (Traffic Division), Mainland Branch.—President, Frances Shaw; General Secretary, Jeanne Cameron, 307, 543 Granville Street, Vancouver.

Telephone Workers of B.C., Federation of (Traffic Division), Cafeteria Branch.—President, Mrs. Marguerite Beattie; Secretary, Lorena Asher, 307, 543 Granville Street, Vancouver.

Textile Workers' Union, No. 12.—President, Janet G. Wicks; Secretary, Diane Wilson, 78 Second Avenue East, Vancouver.

Theatrical Stage Employees of the United States and Canada, International Alliance of, No. 118.—President, Gordon Martin; Secretary, Walter Blake, Box 711, Vancouver.

Theatrical Stage Employees and Moving-picture Machine Operators of the United States and Canada, International Alliance of, No. 348.—President, R. G. Pollock; Secretary, George E. Thrift, Box 345, Vancouver.

Tile, Marble, and Terraza Helpers' Union, No. 78.—President, A. Wood; Secretary-Treasurer, D. F. Snow, 802 Richards Street, Vancouver.

Tile Setters, B.C., No. 3.—President, R. Neville; Secretary, W. Richards, 529 Beatty Street, Vancouver.

Truck Drivers and Helpers, General, No. 31.—President, Wm. M. Brown; Secretary, R. D. Atkinson, 529 Beatty Street, Vancouver.

Typographical Union, Vancouver, No. 226.—President, R. Gouthro; Secretary-Treasurer, R. H. Neelands, 529 Beatty Street, Vancouver.

University of British Columbia Employees' Federal Union, No. 116.—President, A. McRoy; Secretary, A. C. Hill, 529 Beatty Street, Vancouver.

Welders', Cutters', and Helpers' Union, No. 1.—President, Draper M. Rea; Secretary, Wm. T. Berry, 12A, 445 Granville Street, Vancouver.

Woodworkers' Union, B.C., No. 2.—President, N. E. Sadler; Business Agent, Chas E. Roughsedge, 501 Vancouver Block, Vancouver.

Woodworkers of America, International, No. 1-71.—President, John McCuish; Secretary-Treasurer, E. Dalskog, 204 Holden Building, Vancouver.

Woodworkers of America, International, No. 1-217.—President, Don S. Watts; Secretary, Mrs. Gladys Shunaman, 409 Holden Building, Vancouver.

VANDERHOOF.

Maintenance-of-way Employees, Brotherhood of, No. 1870.—President, M. Heyhoruk; Secretary, J. Wall, McCall via Vanderhoof.

VERNON.

Civic Employees' Union, Vernon.—President, W. A. Phelps; Secretary-Treasurer, H. J. Haines, Box 1381, Vernon.

Fruit and Vegetable Workers' Union, No. 6.—President, Maurice Graham; Secretary, J. E. Gray, Box 1189, Vernon.

Government Employees' Association, B.C. Provincial.—President, F. H. C. Wilson; Secretary, L. E. Mona Pearson, Vernon.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Mechanics' and Associated Workers' Union, Interior General, No. 1.—President, R. A. Lawson; Secretary, R. N. Valair, Box 267, Vernon.

Telephone Operators' Union, Interior B.C., No. 1.—President, Evelyne Tebo; Secretary-Treasurer, Enid McMaster, Box 594, Vernon.

Typographical Union, Vernon, No. 541.—President, E. N. Lockwood; Secretary-Treasurer, V. L. Bronson, Box 851, Vernon.

West Canadian Hydro Electric Corporation, Ltd., and Okanagan Telephone Co. Plant Employees' Association.—President, A. W. Smith; Secretary, Ron Robey, 119 Langille Street West, Vernon.

VICTORIA.

Asbestos Workers, Canadian Union of, No. 3.—President, Norman D. Ashwood; Secretary, Wm. LeVert, Seven Oaks P.O., Victoria.

Automotive Maintenance Workers' Federal Union, No. 151.—President, G. V. Jarvis; Secretary, John Walsh, 602 Broughton Street, Victoria.

Bakery and Confectionery Workers' International Union of America, No. 267.—President, W. L. Williams; Secretary, Sven V. Jensen, 602 Broughton Street, Victoria.

Barbers' Union, Canadian, No. 2.—President, W. Taylor; Secretary, Walter Tantow, 650 Johnson Street, Victoria.

Barbers', Hairdressers', and Cosmetologists' International Union of America, No. 372.—President, George A. Turner; Secretary-Treasurer, Jas. A. Green, 1319 Douglas Street, Victoria.

B.C. Electric Office Employees' Association.—President, W. E. Holland; Secretary, Miss M. D. MacNeill, 1016 Langley Street, Victoria.

Boilermakers' and Iron-ship Builders' Union, No. 2.—President, F. Cardwell; Secretary-Treasurer, P. B. Ross, 902 Government Street, Victoria.

Bookbinders, International Brotherhood of, No. 147.—President, W. A. Johnston; Secretary-Treasurer, J. A. Wiley, 141 Clarence Street, Victoria.

Brewery and Soft Drink Workers of America, International Union of United, No. 280.—President, J. H. Allan; Secretary, W. E. Bryan, 2642 Scott Street, Victoria.

Bricklayers, Masons, and Plasterers, International Union of, No. 2.—President, D. Mertton; Secretary, J. Beckerley, R.R. 3, McKenzie Avenue, Victoria.

Bridge, Structural, and Ornamental-iron Workers, International Association of, No. 643 (Shipyard Riggers, Benchmen, and Helpers).—President, A. G. Sainsbury; Secretary, A. W. Sage, 602 Broughton Street, Victoria.

Building Workers of Canada, Amalgamated.—President, Thomas Vickers; Secretary, George E. Williams, 902 Government Street, Victoria.

Carpenters and Joiners of America, United Brotherhood of, No. 1598.—President, J. G. Laurie; Secretary, Alex Sims, 602 Broughton Street, Victoria.

Chemical and Explosive Workers' Industrial Federal Union, Canadian, No. 128.—President, Robert Barrie; Secretary-Treasurer, Herbert Rowland, 909 Stafford Street, Victoria.

City Hall Employees' Association.—President, S. James; Secretary-Treasurer, Yvonne Meikle, 1508 Douglas Street, Victoria.

Civic Employees' Protective Association of Victoria, No. 50.—President, Joseph Wm. Watson; Secretary, R. Betts, 2858 Shakespeare Street, Victoria.

Civil Servants of Canada, Amalgamated, Victoria Local Council.—President, E. W. Jones; Secretary-Treasurer, G. K. Beeston, 314 Post-office Building, Victoria.

Clerks' Association, Industrial, No. 1.—President, Arthur R. Willis; Secretary, Julia Kent-Jones, 805 Linden Avenue, Victoria.

Defence Civilian Workers' Union, National, No. 129.—President, Len Martin; Secretary-Treasurer, E. F. M. Sim, 602 Broughton Street, Victoria.

Dockyard and Shipyard Workers' Union, No. 1.—President, Nick Russell; Secretary, J. Sault, 1116 Broad Street, Victoria.

Drivers' Division No. 234, Vancouver Island.—President, A. H. Hart; Secretary, J. S. Ready, 1116 Broad Street, Victoria.

Electrical Workers, International Brotherhood of, No. 230.—President, A. S. Bevan; Business Manager, F. J. Bevis, 1005 Government Street, Victoria.

Engineers of Canada, Inc., National Association of Marine, No. 6.—President, H. M. Sallaway; Secretary-Treasurer, G. W. Brown, 402, 612 View Street, Victoria.

Express Employees, Brotherhood of, No. 20.—President, Herbert Wilkinson; Secretary-Treasurer, F. E. Dutot, 2176 Pentland Road, Victoria.

Fire-fighters, International Association of, No. 730.—President, John F. Abbott; Secretary, Thos. F. McBratney, No. 1 Fire-hall, 626 Cormorant Street, Victoria.

Firemen and Enginemen, Brotherhood of Locomotive, No. 690.—President, E. W. Collins; Secretary, G. H. Stewart, 716 Craigflower Road, Victoria.

Garage Employees, Association of Vancouver Island Coach Lines.—President, Walter Bate; Secretary, Walter McAdams, 615 Courtney Street, Victoria.

Gas Workers' Union, Victoria, No. 815.—President, Kenneth L. Reach; Secretary-Treasurer, Gordon Page, 398 Gorge Road West, Victoria.

Government Employees, American Federation of, No. 59.—President, Thos. F. Monaghan, 205 Campbell Building, Victoria.

Government Employees' Association, B.C. Provincial.—President, J. P. Swansborough; Secretary, K. Wilson, Victoria.

Hotel and Restaurant Employees' International Alliance, No. 459.—President, Antonia Sadlish; Secretary, Laura MacNeil, 602 Broughton Street, Victoria.

Kelly Douglas & Co., Ltd., Employees' Association.—President, Martin Dunsmuir; Secretary-Treasurer, Sam J. Robinson, 367 Water Street, Vancouver.

Lathers' Association, Vancouver Island.—President, E. C. Day; Secretary, R. J. Ferguson, 2500 Blackwood Avenue, Victoria.

Laundry Workers' Union, No. 1.—President, Donald F. Newell; Secretary-Treasurer, David H. Fullerton, 1693 Earle Street, Victoria.

Letter Carriers, Federated Association of, No. 11.—President, H. W. Rivers; Secretary, Fred C. Hurry, 898 Front Street, Victoria.

Library Staff Association, Victoria Public, No. 9.—President, Mrs. T. C. Shaw; Secretary, Margaret Howieson, 764 Yates Street, Victoria.

Longshoremen's Association, International, No. 38/162.—President, James Lackie; Secretary-Treasurer, W. N. Scott, 1406 Douglas Street, Victoria.

Machinists, Fitters, and Helpers, National Union of, No. 2.—President, George Taggart; Business Agent, Robert Noble, 902 Government Street, Victoria.

Machinists, International Association of, No. 456.—President, H. E. Thayer; Secretary, C. H. Lester, 902 Government Street, Victoria.

Mailers' Union, Victoria, No. 121.—President, A. Veitch; Secretary-Treasurer, F. W. E. Gregory, 2530 Central Avenue, Victoria.

Moulders and Foundry Workers, International, No. 144.—President, William Gennoe; Secretary, Sam Emery, 864 Old Esquimalt Road, Victoria.

Municipal Employees' Association, Saanich, No. 5.—President, David R. McAdams; Secretary, Frances Tatham, Royal Oak P.O.

Musicians' Mutual Protective Union, No. 247.—President, Chas. W. Hunt; Secretary, William F. Tickle, 207 Hamley Block, Victoria.

Painters, Decorators, and Paper-hangers of America, Brotherhood of, No. 1163.—President, F. Dewhurst; Secretary, W. Brigden, 602 Broughton Street, Victoria.

Pantorium Employees' Association.—President, Henry Reimer; Secretary, Miss S. Moskalyk, 1239 Pandora Avenue, Victoria.

Paper-makers, International Brotherhood of, No. 367.—President, L. S. Hemming; Secretary, Mrs. Sena A. S. Guest, 4-1847 Crescent Road, Victoria.

Pile-driving and Bridgemen's Union, No. 2415.—President, S. Berrow; Secretary, E. Hovey, 2511 Empire Street, Victoria.

Plumbers and Steam-fitters of the United States and Canada, United Association of Journeymen, No. 324.—President, James C. Woodend; Secretary, George Pyper, 602 Broughton Street, Victoria.

Police Mutual Benefit Association, Victoria.—President, H. F. Jarvis; Secretary, Stanley T. Holmes, 625 Fisguard Street, Victoria.

Postal Employees, Canadian.—President, W. Craigmyle; Secretary-Treasurer, J. H. Hedley, 1166 Chapman Street, Victoria.

Printing Pressmen and Assistants' Union, Victoria, No. 79.—President, F. Elliott; Secretary-Treasurer, F. H. Larssen, 1236 McKenzie Street, Victoria.

Railroad Trainmen, Brotherhood of, No. 613.—President, H. C. Horner; Secretary, J. A. Stone, 1320 Burleith Drive, Victoria.

Railway Carmen of America, Brotherhood of, No. 50.—President, G. Graham; Secretary, H. Greaves, 638 Victoria Avenue, Victoria.

Railway Conductors, Order of, No. 289.—President, James W. Thomson; Secretary, J. N. Forde, 707 Wilson Street, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 222.—President, G. L. Woollett; Secretary, C. Irwin, c/o C.N.R., Point Ellice, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, Division No. 276.—President, A. E. Veronneau; Secretary, H. Ogden, Box 1769, R.R. 3, Victoria.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 526.—President, Alan R. Davie; Secretary, H. S. Hughes, 1022 Chamberlain Street, Victoria.

Railway and Steamship Clerks, Freight-handlers, Express, and Station Employees, Brotherhood of, No. 1137.—President, F. X. O'Neill; Secretary, Ralph T. Moore, 579 Marifield Avenue, Victoria.

School Board Employees' Association, Victoria.—President, Leonard E. Clarke; Secretary-Treasurer, Robert W. Todd, 1449 Grant Street, Victoria.

Sheet-metal Workers' International Association, No. 276.—President, A. J. Stevenson; Secretary, F. W. Shaw, R.M.D. 4, Blenkinsop Road, Box 294, Victoria.

Street, Electric Railway, and Motor-coach Employees of America, Amalgamated Association of, Division No. 109.—President, Frederick Davison; Secretary, Wilfrid Turner, 3060 Carrol Street, Victoria.

Sweeney Cooperage Employees' Association.—President, W. G. Mitchell; Secretary, Phyllis Marwick, 2640 Quadra Street, Victoria.

Telephone Workers of B.C., Federation of (Clerical Division), Island Branch.—President, Lionel Huxtable; Secretary-Treasurer, Beatrice Hoffmeister, 611, 1405 Douglas Street, Victoria.

Telephone Workers of B.C., Federation of (Plant Division), Island Branch.—President, L. M. Butler; Secretary, Miss F. E. Harris, 1095 Lockley Road, Victoria.

Telephone Workers of B.C., Federation of (Traffic Division), Island Branch.—President, Daisy Grossmith; Secretary, Euphemia Nicholson, 611, 1405 Douglas Street, Victoria.

Theatrical Stage Employees and Motion-picture Machine Operators, International Alliance of, No. 168.—President, S. H. McKay; Secretary, S. R. Barwick, Box 524, Victoria.

Typographical Union, Victoria, No. 201.—President, V. J. Baines; Secretary-Treasurer, H. Warren, 311, 723 Fort Street, Victoria.

Woodworkers of America, International, No. 1-118. President, E. H. Clark; Business Agent, J. M. Wainscott, 24, 1116 Broad Street, Victoria.

WELLS.

Miners' Union, Wells, No. 685.—President, Eric Meausette; Secretary, Victor Johnson, Box 45, Wells.

WHITE ROCK.

Fibre Flax Workers' Union, No. 1.—President, Walter Barth; Secretary-Treasurer, Harry Maxfield, White Rock.

WOODFIBRE.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 494.—President, A. V. Duncan; Secretary, E. W. Preiss, Woodfibre.

ZINCTON.

Mine and Mill Workers' Union, Zincton, No. 667.—President, Frank Rissie; Secretary, D. St. Germaine, Zincton Mine, New Denver.

ORGANIZATIONS OF EMPLOYERS.

CALGARY.

Bituminous Coal Operators' Association, The Western Canada.—President, A. N. Scott; Secretary-Treasurer, C. Stubbs, 516–520 Lougheed Building, Calgary, Alta.

KELOWNA.

Shippers' Association, Okanagan Federated.—President, F. L. Fitzpatrick; Secretary, c/o Okanagan Federated Shippers' Association, Leckie Block, Bernard Avenue, Kelowna.

NANAIMO.

Truck Loggers' Association, B.C.—President, O. A. Buck; Secretary, F. H. Adames, 21 Bastion Street, Nanaimo.

PENTICTON.

Co-operative Growers, Penticton.—President, W. H. Morris; Secretary-Treasurer, D. G. Penny, 234 Main Street, Penticton.

PRINCE GEORGE.

Lumbermen's Association, Northern Interior.—Chairman, M. S. Caine; Secretary, H. F. Alexander, Prince George.

PRINCE RUPERT.

Fishing Vessel Owners' Association, Canadian Halibut.—President, Alf. Ritchie; Secretary, Ole Stegavig, Box 1025, Postal Station B, Prince Rupert.

VANCOUVER.

Bakers' Association, B.C.—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.—Chairman, J. G. Strother; Secretary, Hugh Dalton, 608 Marine Building, Vancouver.

Building and Construction Industries Exchange.—President, C. L. McDonald; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Contractors' Association, General. — President, H. H. Johnson; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Electrical Association, Vancouver. — President, C. E. Longley; Secretary, J. S. Homersham, 1359 Burrard Street, Vancouver.

Fishing Vessel Owners' Association of B.C.—President, James Fiddler; Secretary, H. A. Christenson, 138 Cordova Street East, Vancouver.

Hotels' Association, British Columbia.—President, A. Paterson; Secretary, J. J. Kahn, 626 Pender Street West, Vancouver.

Industrial Association of B.C.—President, W. L. Macken; Secretary, Margaret M. Riley, 1024, 355 Burrard Street, Vancouver.

Jewellers' Association, Canadian (British Columbia Section).—President, A. E. Collett; Secretary, A. Fraser Reid, 1635 Napier Street, Vancouver.

Laundry, Dry Cleaning & Linen Supply Club, Vancouver.—President, W. R. Morrow; Secretary-Treasurer, A. R. Bernard, 910 Richards Street, Vancouver.

Loggers' Association, Inc., The British Columbia. —Chairman, R. McKee; Secretary, John Burke, 1522, 510 Hastings Street West, Vancouver.

Lumber Manufacturers' Association, Interior.—Chairman, O. S. Harris; Secretary, Hugh Dalton, 608, 355 Burrard Street, Vancouver.

Lumber and Shingle Manufacturers' Association, B.C.—President, F. A. E. Manning; Secretary-Manager, T. H. Wilkinson, 837 Hastings Street West, Vancouver.

Metal Trades Section, Canadian Manufacturers' Association.—Chairman, R. G. Smith; Secretary, R. V. Robinson, 608, 355 Burrard Street, Vancouver.

Milk Distributors' Association, Vancouver.—President, D. F. Farris; Secretary, F. A. Wilson, 199 Eighth Avenue East, Vancouver.

Milk Producers' Association, Fraser Valley.—President, W. L. Macken; Secretary, Jno J. Brown, 425 Eighth Avenue West, Vancouver.

Morticians, B.C. Society of.—President, E. A. Simmons; Secretary, F. J. Harding, 2216 Fifteenth Avenue West, Vancouver.

Motor Carriers' Association of B.C.—President, N. Usher; Secretary, Gene L. Buckman, 914, 207 Hastings Street West, Vancouver.

Plastering and Lathing Contractors' Association, Greater Vancouver.—President, W. G. Jenner; Secretary-Treasurer, Geo. A. Skinner, 4865 Fairmont Street, Vancouver.

Printers' & Stationers' Guild of B.C.—Chairman, Charles E. Phillips; Secretary, Audrey C. Parkinson, 608, 355 Burrard Street, Vancouver.

Red Cedar Shingle Association of B.C., Consolidated.—President, W. H. McLallen; Secretary-Manager, G. S. Raphael, 509, 837 Hastings Street West, Vancouver.

Retail Merchants' Association of Canada, Inc.—President, W. S. Charlton; Secretary-Manager, Geo. R. Matthews, 218–19, 744 Hastings Street West, Vancouver.

Shipping Federation of British Columbia.—President, R. D. Williams; Secretary, D. M. Cameron, 45 Dunlevy Avenue, Vancouver.

Upholstered Furniture Manufacturers' Association of B.C.—President, Henry E. Tynan; Secretary-Treasurer, John M. Richardson, 701–703 Royal Trust Building, 626 Pender Street West, Vancouver.

VICTORIA.

Bakers' Association, Victoria Master.—President, J. P. Land; Secretary, T. P. McConnell, 120 Pemberton Building, Victoria.

Beer Licensees' Employers' Association.—President, A. Mawer; Secretary-Treasurer, Mrs. F. A. A. Newmarch, 891 Admirals Road, Esquimalt.

Builders' Exchange, Ltd., Victoria.—President, V. L. Leigh; Secretary, W. J. Hamilton, 1712 Douglas Street, Victoria.

Electrical Association, Victoria (B.C.).—President, H. J. Langdon; Secretary-Treasurer, A. R. Colby, 645 Pandora Avenue, Victoria.

Taxi Operators' Association of Greater Victoria. —President, D. E. Jones; Secretary, P. Reid, 708 Johnson Street, Victoria.

B. H. E. GOULT,
Secretary-Registrar, "Industrial Conciliation and Arbitration Act."

INSPECTION OF FACTORIES.

VANCOUVER, B.C., June 4, 1945.

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 1944.

During the past year a number of factories which were engaged exclusively in reconditioning, manufacturing, and assembling parts for aeroplanes ceased production entirely. Curtailment was also noted in other industries engaged exclusively in the manufacture of devices required only during war-time. However, there was no noticeable decline in the production of commodities for civilian use. Practically all plants, with the limited labour supply available, seemed to be working to capacity.

INSPECTIONS.

During the year 1944, 2,260 inspections and reinspections of factories were made.

ACCIDENT-PREVENTION.

In each succeeding year the factories of this Province have become a safer place in which to earn a livelihood, through the combined efforts of management, employees, the Government, and other agencies. While accidents occur all too frequently, our investigations disclose that the greater majority of personal injuries are received because of unsafe work practices, such as making adjustments while machinery is in motion, removing or rendering ineffective safety devices which have been provided, and failure to wear personal protective equipment, which, in most instances, is also provided.

Unsafe work practices can be discovered and satisfactorily corrected only by continual watchfulness and painstaking training and education. No person is in a better position to achieve results in this respect than the plant foreman. One of the most important industrial problems is that of training men in safe and efficient habits. The new employee follows the habits of the older men and of his immediate supervisor, and therefore his training must be done largely by the foreman who is in close daily contact with the men and is able to watch and correct them.

We all make mistakes and errors in judgment, and a workman who is injured as a result of an industrial accident has, in the average case, made the same mistake or error in judgment many times previously without having been injured. The foreman's opportunity to prevent accidents lies therein. One who is under the impression that accidents can be prevented without knowing why they occur is unduly optimistic, and one who permits an accident to pass unnoticed merely because there were no serious consequences is laying the foundation for an increased accident frequency rate.

It is not enough merely to hand an employee a set of rules and expect him to avoid accidents, but careful and thorough instructions must be given to each employee. Safety instructions must be practical and relate specifically to the job.

After many years of using mechanical safeguards on machinery it seems that we have now arrived at the place where reliance upon them for control is not enough. Analyses of accident causes reveal the fact that human failure and not failure of things or objects is the underlying cause of the vast majority of accidents, regardless of type or location. A solution to the problem will be achieved largely by attacking the problem from the human angle.

FACTORY CONDITIONS.

As the factory-worker spends a large part of his life-time inside the four walls of a building, he has the right to expect that every practical precaution be taken to safeguard his health.

Occupational diseases are contracted by exposure to harmful quantities of dangerous dusts or poisonous gases, fumes, or vapours. After the exposures have been identified, controlled methods can then be planned. With but few exceptions, no great mechanical problem would be involved in their effective removal at the point of origin, if the employer would realize that the protection of the worker should begin on the draughting-table in the design of suitable ventilating equipment. This procedure requires consultation with, and the services of, a ventilation engineer. Factories constructed during the war years have invariably followed this procedure. When the peace comes and these war factories shift over to the manufacture of consumer goods, these correct methods of proper ventilation will prove to be very valuable.

While it is agreed that it is difficult during the war years to procure satisfactory factory space in rented premises, that does not mean that any employer should overcrowd his factory to an extent that the health and safety of his employees are jeopardized. We noted such a condition during the year. A certain factory was operating in a building totally unsuitable for manufacturing purposes, and the condition was rectified by the employer being forced to procure premises which would comply with the provisions of the " Factories Act."

WELFARE.

Comment has been made in previous reports regarding the high standard of facilities provided for the factory employees' welfare in connection with their daily employment. There was a time when these important matters did not receive the attention they deserved.

It is no longer necessary for a production employee to be compelled to work in conditions fit only for a machine and return to his home covered with dust and grime, the waste products of industry. These conditions are now largely controlled by means of exhaust systems, and facilities are provided which enable the factory-worker to leave the plant clean and well groomed, thus maintaining his self-respect.

Many of the executives of industrial plants have recognized the fact during recent years that good working conditions not only increase production but also result in improved industrial relations. It has only been in recent years that personnel officials have become an established part of our industrial enterprises. Most of our large companies now have such officials, whose responsibilities consist, in part, of assisting in looking after the employees' welfare on and, in many instances, off the job.

WOMEN IN INDUSTRY.

For a number of years women in coveralls have been a familiar sight coming to and going from industrial plants where they may be employed at occupations requiring a considerable measure of skill. Some of the industries in which they form a very large percentage of the total employees are engaged in the manufacture of products entirely new to the Province. The work being performed in these plants is comparatively light and largely repetitive.

While many of our plants have employed a high percentage of women in peace-time, their number has been considerably increased during the war years. In order that safe working conditions shall prevail at whatever industrial occupation they are employed, periodical inspections are made to ensure that all hazardous parts of power-driven machinery are adequately guarded.

While rules and regulations stipulate that caps shall be worn by female workers who operate or come within close proximity to power-driven machinery, some difficulty has been experienced in enforcing this. Various reasons are given for reluctance to wear a proper head-covering. Until such time as management makes the wearing of proper covering over the hair a condition of employment, distressing scalp injuries are very liable to occur.

It is generally conceded by industry that women have performed a remarkable job during the war years, and many tributes are being paid in this respect. When the peace comes, whether or not there will be a wholesale exodus of women from the ranks of industry remains to be seen. We find, in conversation with foremen and officials supervising their occupational duties, that there is a diversified opinion as to their continued employment. However, they have disproved the common opinion that women have no mechanical ability, and we are of the opinion that employers who may have been reluctant to employ them will probably be just as reluctant to relinquish the trained dexterous female hands.

CHILD LABOUR.

At the 1944 session of the Provincial Legislature there was placed on the Statute-books of the Province an Act to control the employment of children, and defined a " child " as a male or female person under the age of 15 years. Previous to the enactment of this legislation, the employment of children was governed by certain provisions of the " Factories Act " and applied only to children employed in factories. They were being employed in industrial and other occupations, which in some instances were hazardous and in others where their moral well-being and health were being impaired. The employment of children in these occupations is now prohibited, as enumerated in the Schedule to the " Control of Employment of Children Act."

Occasionally we are called upon to decide as to whether or not it would be in the best interests of society and the so-called problem child to permit him to be employed in a factory earning something which he might attempt to secure by other than legal means. The very rare instances in which we have authorized the employment of such children, we believe, have been the means of their becoming useful members of society.

Our records refute the contention advanced from some quarters that earnings received by a child while in authorized industrial employment during the summer school holidays have a tendency to create a desire not to return to school the following term. A survey revealed that all children under the age of 15 years who had been in authorized employment during the 1944 vacation period in British Columbia had returned to school.

We still have the employer who wishes to exploit the child and also the parent or guardian who desires to do likewise. The parent (or guardian) claims it is good for the child, because it teaches him (or her) thrift and obedience, but no intelligent citizen holds such views to-day. If our nation is to be strong for its tasks of the future, the right of its growing children to a fair start in life must be defended.

INDUSTRIAL HOME-WORK.

Industrial home-work has long been considered an industrial and social evil, and it is difficult to understand on what basis it is permitted to increase to such magnitude in some of the other Provinces. It is an admitted fact there are instances where industrial home-work serves a useful purpose, but it should be limited to persons who are unable to leave the home because of the care of an invalid or for some other worthy reason.

An increased home-worker personnel means a decreased personnel in the factory where work is performed under controlled conditions, such as sanitation, hours of work, wages, etc. Our employers in this Province, a number of whom have to contend with this unfair outside competitive practice, are placed in anything but an advantageous

position. We wish to pay tribute to them because they have shown no indication of desiring to be permitted to introduce industrial home-work on a large scale in this Province. During the year under review, eight permits were issued to employers and twenty-three to home-workers.

PASSENGER AND FREIGHT ELEVATORS.

There is no form of transportation more in general use to-day by the public than the passenger-elevator. One has only to enter a department store, office building, or hotel to realize the large number of persons transported daily by this means of conveyance.

When entering an elevator a person is justified in assuming that every precaution has been taken for safety, and many safety devices are installed for this very purpose. Included in these safety devices are door and gate interlocking equipment, so installed that they are inaccessible from outside the hoistway. Inspection and investigation of injuries received have revealed in some cases that these important safety devices have been rendered ineffective either by removal or other dangerous practices, and have been the direct cause of persons receiving serious injuries by falling down the elevator hoistway. Owing to our inability to determine with certainty the individuals responsible for rendering these safety devices ineffective, we have been unable to take appropriate action.

ELEVATOR OPERATORS' LICENCES.

During the year 1944, 939 licences were renewed and 530 temporary and 429 permanent licences issued.

ELEVATOR INSPECTIONS.

During the year 1944, there were 1,462 inspections and reinspections of freight and passenger elevators.

NEW ELEVATOR INSTALLATIONS.

Fifteen plans and specifications relating to the installation of modern elevator equipment were approved.

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, 1944.

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 H. Dugdale.....Assistant Director.

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

SIR,—I herewith submit annual report on the development of apprenticeship for the year 1944.

On December 31st, 1944, the standing and distribution of apprentices in the various trades or occupations was as follows:—

Trade or Occupation.	Year of Apprenticeship being served.					Total Number of Apprentices.
	First.	Second.	Third.	Fourth.	Fifth.	
Aircraft maintenance	.....	1	1	1	.....	3
Automotive maintenance	33	20	10	9	.....	72
Barbering	8	10	.....	.....	.....	18
Boiler and tank making	3	.....	4	9	3	19
Boat-building	5	10	4	3	.....	22
Brick and tile laying	.....	.....	1	.....	.....	1
Carpentry	14	5	4	11	.....	34
Catering, cooking, and baking	.....	1	.....	1	1	3
Dress and apparel making	5	3	.....	.....	.....	8
Electrical work	20	28	10	10	3	71
Glass-working and glazing	1	.....	.....	.....	.....	1
Hairdressing, beauticians	33	18	.....	.....	.....	51
Jewellery and watch manufacturing	7	6	4	2	.....	19
Lead-burning	.....	.....	3	.....	2	5
Machinists, fitters, etc.	60	73	69	53	22	277
Mechanical dentistry	2	5	2	.....	.....	9
Moulding	3	15	20	12	8	58
Office machine mechanic	12	.....	.....	.....	.....	12
Painting and decorating	4	4	.....	4	1	13
Pattern-making	2	8	3	5	3	21
Pharmaceutical chemistry	14	8	7	17	.....	46
Printing and lithography	8	6	3	1	3	21
Plumbing and steam-fitting	13	4	10	12	6	45
Sheet-metal and tinsmithing	21	14	16	11	5	67
Ship-building (steel and iron)	3	2	1	3	.....	9
Sign and pictorial painting	1	.....	.....	1	1	3
Upholstering	2	1	2	1	.....	6
Miscellaneous trades	2	1	1	.....	.....	4
Totals	276	243	175	166	58	918
Apprentices serving in armed forces	.....	.....	.....	.....	.....	730
Total live contracts	.....	.....	.....	.....	.....	1,648

The above table does not include 114 lads working as probationary apprentices on preliminary contracts.

The standing in regard to completed apprenticeships at the same date stood at 950 and this figure includes 165 machinists and fitters who have contributed much to the industrial war effort, 105 in automobile maintenance, 96 carpenters, 82 hairdressers and beauticians, 62 barbers, 61 electricians, 66 pharmacists, 43 moulders, 29 plumbers, 29 boiler-makers, 30 sheet-metal workers, and 182 in miscellaneous trades and occupations.

As reported in last year's report, the Federal Government having realized the desirability of a uniform system of apprenticeship throughout the Dominion had suggested to all Provinces that Apprenticeship Acts be placed on their Statutes and that such Acts be along the same lines as the British Columbia and Ontario Apprenticeship Acts, these being the only two Provinces that had developed a regulated apprenticeship system.

The Federal Government proposals culminated in all Provinces placing Apprenticeship Statutes on their books and agreements were then presented to all Provincial Governments, under the provisions of the "Vocational Training Co-ordination Act," whereby Federal funds could be made available for the technical and vocational training of all apprentices duly indentured in accordance with the provisions set out.

The Government of British Columbia signed this agreement on the 8th day of August, 1944, covering that fiscal year and expiring on the 31st day of March, 1954. Under this agreement the Federal Government will assist the various Provinces in setting up machinery for efficient technical, trade, and vocational training in connection with apprenticeship and will pay practically the whole cost of such training for discharged members of His Majesty's armed forces eligible for rehabilitation in accordance with the terms of the War Emergency Training Agreement.

The development of practical apprenticeship classes in all the various trades and occupations requires a great deal of study and organization, but this is well under way in British Columbia, where technical schools were already established and had already been used for this purpose to a limited degree.

It is hoped during the coming year full training facilities will be available and that classes will be established on a permanent basis. This will necessitate a realization by industry and by the youth of the Province that a higher standard of general education is essential in those desiring to enter the skilled trades, as otherwise they will be unable to absorb the knowledge available through apprenticeship trade classes and their progress in the various trades and occupations will be stunted.

While progress has been consistent under the British Columbia "Apprenticeship Act" and the Province can look with some pride at the results so far achieved, it is believed that the new agreement will add much to our present system and that it will make possible an advance in general apprenticeship conditions in conformity with the modern trend to assure proficiency which is an ever-present necessity on this American continent if we are to maintain our present high standards in production and living.

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 1944.

The year passed without any major complaint in regard to the operation of registered schools and all schools have complied with the general regulations under which they are allowed to operate. The following is the list of registered schools:—

Alexander Hamilton Institute, Ltd., 54 Wellington Street West, Toronto, Ontario.—Business training.

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.

Canadian Writers' Service, 817 Granville Street, Vancouver, B.C.—Short-story writing.

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., 209 West Jackson Boulevard, Chicago 6, Illinois.—Accountancy.

LaSalle Extension University, 4101 South 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.—Commercial radio operating, radio technology, applied radio and electronics, advanced engineering, electrical technology.

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.

Toronto School of Design, 1139 Bay Street, Toronto, Ontario.—Designing.

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, 1805 Main Street, 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).

Comptometer School, 342 Pender Street West, Vancouver, B.C.—Comptometer operation.

Brisbane Aviation Company, Limited, Vancouver Civic Airport, Vancouver, B.C.—Aircraft engineering.

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).

El-Mar Handcraft School, 3057 Granville Street, Vancouver, B.C.—Dressmaking, designing and kindred arts, millinery.

Eyrl's Civil Service Business College, 413 Granville Street, Vancouver, B.C.—Office occupations (commercial and governmental).

Fenton Commercial School, 2001–2003 Forty-first Avenue West, Vancouver, B.C.—Office occupations (commercial and governmental).

Goodman's School of Fashion and Design, 445 Granville Street, Vancouver, B.C.—Costume designing, fashion sketching, pattern-making, dressmaking and tailoring.

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, Crown Building, 615 Pender Street West, Vancouver, B.C.—Office occupations (shorthand, typewriting and elementary book-keeping).

Lownds School of Commerce, Limited, 80 Sixth Street, New Westminster, B.C.—Office occupations (commercial and governmental).

Loyd-Griffin Business School, Fairview and Main Street, 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.

Victor Mott . . . 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).

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 Engineering Academy, 407 Hastings Street West, Vancouver, B.C.—Stationary, marine and Diesel engineering.

Vancouver Display School, 2055 Seventh Avenue West, Vancouver, B.C.—Window display and show-card writing.

Voice Production and Radio Broadcasting School, 1879 Barclay Street, Vancouver, B.C.—Radio announcing.

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).

Don Wilson Studios, 813 Birks Building, 718 Granville Street, Vancouver, B.C.—Radio broadcasting.

Excellent co-operation has been received from the Better Business Bureau in directing persons desirous of purchasing tuition to this office for information.

The daily newspapers have been co-operative in that there has been an almost total absence of misleading advertising in so far as trade-schools are concerned.

The Act continues to have whole-hearted public support.

HAMILTON CRISFORD,
Secretary.

SAFETY BRANCH.

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

SIR,—I herewith submit the annual report of the Safety Branch for the year 1944.

The work of the Branch in the lumber industry has been concentrated on educational lines in close contact with employers and their associations and with the workers and their safety committees.

An interchange of experiences and new accident-prevention ideas was started in June through the safety news letter service. The ideas of any one in the lumber industry are recorded and passed on to other interested company officials and members of safety committees.

The quarterly survey of compensable accidents in the lumber industry west of the Cascade Mountains has been carried on during the year. Approximately 24,000 employees are covered, 8,000 of which are employees of the logging industry and 9,000 employees of the sawmill industry. The individual operators are notified of the frequency and severity rates of the compensable injuries in their operations at the end of each quarter. So that they may make a comparison, they also are supplied with the average rates for the Association to which they belong, together with the average rates for the section of the lumber industry in which they are classified. Thus they are able to judge how their individual experience stands in comparison to the average for each quarterly period. To keep the operators notified of the trend of compensable accidents in their operations, their experience is carried forward for successive quarterly periods and their frequency and severity rates based on a larger number of actual man-hours exposure. By the Safety Branch sending out reports at regular intervals the managements of the operations on the Coast are becoming more concerned about their accident record.

The beginning of a safety-first drive among the employers and employees east of the Cascades was started by the Safety Branch when the Interior lumber companies were visited in September, 1944. At that time the annual convention of the Interior Lumbermen's Association was attended.

As well as regular inspection-work throughout the year, when a fatal accident occurred a special investigation was made, wherever possible, and the coroner's inquest attended by a representative of the Safety Branch. As a result of the findings at such times, several suggestions for the prevention of recurrence of accidents were made to the Workmen's Compensation Board and they have been adopted in the revised regulations of the Board.

In June, the Safety Branch joined the National Safety Council of the U.S.A.

Numerous safety committee meetings in logging camps and sawmills were attended during the year. Also, active participation was taken in the following meetings and conventions:—

January 2nd and 3rd: Seventh annual convention of the International Woodworkers of America, New Westminster, B.C. (Following the convention, meetings were held with the executive officials to help arrange the Union's co-operation in safety matters.)

January 21st and 22nd: First annual convention of the Truck Loggers' Association, Vancouver, B.C. A special accident-prevention session for the convention was arranged by the Safety Branch. (This Association set up a safety committee to plan their accident-prevention campaign with the help of the Branch.)

March 22nd: The B.C. Industrial Safety Council and the Safety Branch held a special meeting in Victoria, B.C., which was addressed by the Honourable G. S. Pear-

son, Minister of Labour. A few of the regular meetings and the first annual meeting of the Council were attended.

April 18th: The Safety Branch called a meeting of representatives of the lumber industry from Vancouver Island and the Vancouver Mainland District, which was held at Vancouver, B.C.

June 7th, 8th, and 9th: Western Safety Conference, Lumbering Section, Eugene, Oregon. At these sessions there was an interchange of safety information with accident-prevention workers in six western States represented.

September 3rd: Workers' Educational Association, Summer School, Ocean Park, B.C. Also, this Association's conference was attended in December, at Vancouver, B.C.

October 18th: A part was taken in the second accident-prevention broadcast on the radio programme "Green Gold." On this programme the fullest co-operation with employers and with the Government in reducing accidents was pledged by the International Woodworkers of America.

December 8th: Meeting arranged by the Safety Branch and held at Victoria, B.C., for the lumber industry to learn about Job Safety Training which is available to industry through the Dominion Department of Labour and the British Columbia Department of Education. This training is under the auspices of the Vocational Training Programme and is sponsored by the Safety Branch for employees of the lumber industry to learn safe working methods and reduce accidents.

The experience of the past year is definite proof that a sustained educational programme is the best way to prevent accidents. The collection of Workmen's Compensation Board assessment from the logging industry was reduced by about 25 per cent. for 1944. The compensation assessment rate is set at 10 per cent. for 1945 which is a 13-per-cent. reduction over 1943. It is hoped that the growing interest shown by employers and employees will result in a permanent improvement in the whole lumber industry as conditions return to normal.

I would like to express special thanks to the different employers' Associations which have co-operated continually with the Safety Branch and to the International Woodworkers of America for their action in endorsing our educational work.

Sincere thanks are extended to the Honourable the Minister of Labour for his support of the Branch and to the Deputy Minister for his assistance in developing a progressive industrial safety policy.

Respectfully submitted.

A. M. WHISKER,
Safety Adviser.

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