PROVINCE OF BRITISH COLUMBIA

Department of Labour

ANNUAL REPORT

For the Year ended December 31st

1947

VICTORIA, B.C.:
Printed by DON MCDIARMID, Printer to the King's Most Excellent Majesty.
1948.

To His Honour C. A. BANKS,

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 1947 is herewith respectfully submitted.

GORDON S. WISMER, K.C.,
Minister of Labour.

Office of the Minister of Labour,
August, 1948.

The Honourable Gordon S. Wismer, K.C.,
Minister of Labour.

SIR,—I have the honour to submit herewith the Thirtieth Annual Report on the work of the Department of Labour up to December 31st, 1947.

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

JAMES THOMSON,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., August, 1948.

Summary of Contents.

	Page.
List of Acts affecting Labour	Inside front cover
Report of Deputy Minister	7
Statistics of Trades and Industries	7
Employers' Returns	7
Pay-roll	8
Previous Provincial Pay-rolls	8
Comparison of Pay-rolls	9
Industrial Divisions	10
Average Weekly Earnings by Industries	11
Industrial Wage	12
Employment	14
Firms with Large Pay-rolls	19
Statistical Tables	20
Summary of all Tables	33
"Hours of Work Act"	35
Average Weekly Hours	35
Statistics of Civil and Municipal Workers	37
Summary of New Laws affecting Labour	39
"Apprenticeship Act Amendment Act, 1948"	39
"Coal-mines Regulation Act, 1948"	39
"Female Minimum Wage Act Amendment Act, 1948"	40
"Hours of Work Act Amendment Act, 1948"	40
"Industrial Conciliation and Arbitration Act, 1947, Amendment Act, 1948"	41
"Male Minimum Wage Act Amendment Act, 1948"	43
"Mechanics' Lien Act Amendment Act, 1948"	44
"Metalliferous Mines Regulation Act, 1948"	44
"Semi-monthly Payment of Wages Act Amendment Act, 1948"	44
"Shops Regulation and Weekly Holiday Act Amendment Act, 1948"	45
"Woodmen's Lien for Wages Act Amendment Act, 1948"	45
"Workmen's Compensation Act Amendment Act, 1948"	45
Board of Industrial Relations	46
Meeting and Delegations	47
Orders made during 1947	48
Regulations made during 1947	49
Statistics covering Women and Girl Employees	50
Summary of all Occupations	55
Comparison of 1947 Earnings to Legal Minimum	56
Inspections and Wage Adjustments	56
Court Cases	57
Special Licences	60
Statistics for Male Employees	60
Summary of Orders	63
List of Orders in Effect	99
Hours of Work Regulations	100
Control of Employment of Children	108
Industrial Conciliation and Arbitration Branch	110
Work of the British Columbia Board	110
Summary of Cases dealt with	111

Industrial Conciliation and Arbitration Branch—*Continued.* PAGE.
Conciliation Procedure under the "Wartime Labour Relations Regulations Act" 111
Table of Conciliation Proceedings 113
Boards of Conciliation 119
Strikes and Lockouts, 1947 125
Summary of Disputes 125
Time-loss through Industrial Disputes 127
Analysis of Strikes by Industries, 1947 127
Organizations of Employers and Employees 128
Inspection of Factories 147
Inspections 147
Accident-prevention 147
Lighting for Safety 151
Factory Conditions 152
Employees' Welfare 153
Personal Hygiene and Sanitation 153
Child Employment 154
Industrial Home-work 155
Elevator Inspections 156
Apprenticeship Branch 159
Trade-schools Regulation Branch 161
Safety Branch 164

REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1947.

This annual report for the year 1947, being the thirtieth issued by the Department, records a peak year of industrial development within our Province.

With the strength and stability of normal progress in industry no longer seriously hampered by problems of reconversion, as in the early post-war years, fulfilment of the promised era of industrial prosperity was rapidly taking effect.

The industrial wealth of the Province is reflected in the rising Provincial estimated pay-roll, which in 1947 totalled some $490,000,000, an apparent increase of $57,080,273 over the final estimated total of $432,919,727 for 1946.

Heavy demands for primary products, the necessity for increased production, and a rapid growth in population brought large-scale development programmes in the lumber industries, public utilities, and construction industries.

Earnings continued their uninterrupted rise throughout the year, with increases recorded in the average in twenty-two of the twenty-five tables in this report.

The average weekly industrial wage figure for all male wage-earners rose to $43.49, the highest level yet recorded, and an increase of $3.62 over the preceding year.

Twenty-three of the twenty-five tables relating to the industrial group showed increases in the pay-roll totals for 1947.

Greatest increase was in the lumber industries (up $30,000,000). With improvement in material supplies, the construction industry moved ahead to exceed all previous pay-roll records (up $17,000,000). Public utilities gained by $8,000,000. For others in order of increase *see* " Comparison of Pay-rolls " in Report data.

Ship-building pay-rolls, which had declined sharply in the post-war years, dropped a further $1,400,000 to constitute the only major decrease recorded.

Employment levels, with few exceptions, surpassed all previous records during 1947. Extensive expansion and development programmes brought added employment in the lumber industries, construction, public utilities, and the metal trades. The high monthly employment figure for wage-earners in 1947 was recorded at 153,994 in August of that year, compared with a high of 130,631 in the same month of 1946.

Continued decrease was again noted in the average weekly hours of work, which further declined in most industries. The average weekly working-hours for all wage-earners decreased to 42.24 from 43.63 noted for the previous year.

STATISTICS OF TRADES AND INDUSTRIES.

With extensive peace-time expansion of industry, reorganized to pace the rapid development of the post-war era, and an ever-increasing labour force, the statistical section for 1947 records a year of activity and progress unprecedented in the industrial history of the Province.

EMPLOYERS' RETURNS TOTAL 8,410.

The total number of firms reporting in time for tabulation in the tables was 8,410, as compared with 7,326 in 1946, an increase of 1,084.

Continued growth in the number of establishments reporting in the survey is largely due to the added coverage of unusual numbers of new industries and business enterprises, coupled with increasing co-operation of employers in reporting separate branches of their business as to industry and location.

Inasmuch as many firms file reports in more than one industrial classification, the "number of firms reporting" may be considered as representing the actual number of reports tabulated.

PAY-ROLL.

The total 1947 pay-roll reported by the 8,410 firms filing returns in time for classification in the tables was $366,197,154. Inasmuch as this total, however, represents a summary of industrial pay-rolls only, it should not be considered as the over-all Provincial pay-roll unless further augmented by additional figures which follow, to show an estimated accumulative total of $490,000,000, an apparent increase of $57,080,273 over final estimates for 1946.

Pay-rolls of 8,410 firms making returns to Department of Labour	$366,197,154
Returns received too late to be included in above summary	452,822
Transcontinental railways (ascertained pay-roll)	24,880,804
Estimated additional pay-rolls, including employers covered by the survey, but not filing returns, and additional services not included in the tables; namely, Governmental workers, wholesale and retail firms, ocean services, miscellaneous (estimated pay-roll)	98,469,220
Total	$490,000,000

PREVIOUS PROVINCIAL PAY-ROLLS.

Provincial pay-roll totals since 1928 have been estimated as follows:—

1928	$183,097,781	1938	$158,026,375
1929	192,092,249	1939	165,683,460
1930	167,133,813	1940	188,325,766
1931	131,941,008	1941	239,525,459
1932	102,957,074	1942	321,981,489
1933	99,126,653	1943	394,953,031
1934	113,567,953	1944	388,100,000
1935	125,812,140	1945	383,700,000
1936	142,349,591	1946	432,919,727*
1937	162,654,234	1947	490,000,000†

* 1946 total revised since 1946 report.

† 1947 preliminary total subject to revision.

In estimating the Provincial pay-roll total for the current year, consideration is given to the increasing numbers of firms reporting in the industrial section and due allowance made for continued expansion and development in those additional services not included in the coverage of the tables.

Revision of preliminary estimated totals is now being made from year to year, based on additional information not available at the time of publication.

The percentage distribution of the total pay-roll covering each class of worker included in the survey is shown in the following table:—

	1943.	1944.	1945.	1946.	1947.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	6.57	7.26	7.95	9.07	8.75
Clerks, stenographers, and salesmen	9.18	10.72	11.62	12.14	11.37
Wage-earners	84.25	82.02	80.43	78.79	79.88
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

With productive capacity in many industries expanding rapidly under the continued stimulus of foreign and domestic demand, pay-roll totals soared to new highs in most instances, registering increases in twenty-three of the twenty-five industrial classifications included in the survey for 1947.

Greatest development was recorded in the lumber industries, where pay-rolls increased by $30,405,165 over the previous year, followed by the construction industry, up $17,410,564, and public utilities, with an increase of $8,257,567; metal trades increased by $7,192,704, followed by metal-mining, up $4,750,140, and miscellaneous trades and industries with a gain of $4,367,493; pulp and paper manufacturing, an increase of $3,653,439; coast shipping, a gain of $3,240,314; food products, up $2,871,-932; printing and publishing, up $2,075,761; wood-manufacturing (N.E.S.), increased by $2,074,842; smelting and concentrating, up $1,745,159; builders' materials, up $1,294,678; oil refining and distribution, an increase of $1,242,852; explosives and chemicals up $903,290; garment-manufacturing, up $688,949; laundries, cleaning, and dyeing, up $686,132; house furnishings, $587,503; breweries and distilleries, $455,368; coal-mining, $302,770; paint-manufacturing, $194,001; leather and fur goods, $151,-729; and jewellery-manufacturing, up $105,916.

Decreases were noted in only two industrial classifications, the ship-building industry, and cigar and tobacco manufacturing. The ship-building industry, which had suffered most serious losses during the immediate post-war period, continued to decline, showing a further decrease of $1,411,667, while cigar and tobacco manufacturing was down $5,951 from the total for the previous year.

COMPARISON OF PAY-ROLLS.

Industry.	1945.		1946.		1947.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries and distilleries	34	$2,789,221.00	32	$2,966,691.00	37	$3,422,059.00
Builders' materials	88	2,883,098.00	92	3,764,574.00	120	5,059,252.00
Cigar and tobacco manufacturing	3	12,325.00	3	12,798.00	3	6,847.00
Coal-mining	23	4,904,871.00	25	4,891,840.00	26	5,194,610.00
Coast shipping	106	12,040,142.00	112	12,995,233.00	131	16,235,547.00
Construction	1,116	24,604,052.00	1,732	32,175,198.00	1,978	49,585,762.00
Explosives and chemicals	28	4,047,719.00	36	4,240,590.00	38	5,143,880.00
Food products	617	23,114,617.00	649	26,943,097.00	688	29,815,029.00
Garment-making	68	1,644,656.00	81	1,931,621.00	93	2,620,570.00
House furnishings	99	2,480,693.00	135	3,240,740.00	138	3,828,243.00
Jewellery-manufacturing	19	419,776.00	21	523,584.00	30	629,500.00
Laundries, cleaning and dyeing	123	3,107,163.00	130	3,546,564.00	156	4,232,696.00
Leather and fur goods, manufacture of	75	1,168,011.00	91	1,402,221.00	96	1,553,950.00
Lumber industries	1,174	49,074,693.00	1,549	54,341,002.00	1,869	84,746,167.00
Metal trades	957	22,746,651.00	1,209	23,200,677.00	1,351	30,393,381.00
Metal-mining	111	9,580,047.00	142	10,173,958.00	167	14,924,098.00
Miscellaneous trades and industries	496	18,467,001.00	691	13,785,795.00	849	18,153,288.00
Oil refining and distributing	67	3,941,603.00	73	4,313,349.00	75	5,556,201.00
Paint-manufacturing	9	507,707.00	10	592,730.00	12	786,731.00
Printing and publishing	143	5,356,035.00	130	6,106,790.00	159	8,182,551.00
Pulp and paper mills	9	9,880,380.00	8	11,158,690.00	11	14,812,129.00
Ship-building	56	42,370,186.00	79	14,750,103.00	73	13,338,436.00
Smelting and concentrating	5	6,596,640.00	4	7,978,041.00	5	9,723,200.00
Street-railways, gas, water, power, etc.	114	16,657,271.00	111	19,027,371.00	111	27,284,938.00
Wood-manufacturing (N.E.S.)	147	7,942,314.00	181	8,893,247.00	194	10,968,089.00
Totals	5,687	$276,336,872.00	7,326	$272,956,504.00	8,410	$366,197,154.00

INDUSTRIAL DIVISIONS.

In order that comparative statistical records may be maintained on a yearly basis, industrial advancement within the Province is segregated into three main divisions, including Greater Vancouver, Rest of Mainland, and Vancouver Island.

With the redistribution of the labour force which had concentrated in the Greater Vancouver area during the war years, the percentage of the total pay-roll attributable to this division decreased slightly to 40.17 per cent. from 44.23 per cent. recorded in the previous year. Industrial expansion in other sections of the Province brought a corresponding increase in the Mainland percentage, which accordingly rose to 39.48 per cent. from 36.50 per cent. recorded in 1946, while the Vancouver Island totals also gained slightly, the percentage represented in this section rising from 19.27 to 20.35 per cent. for the year under review.

A divisional breakdown of the 1947 total estimated pay-roll is obtained by the application of the above percentages, the resultant figures appearing in the following table, together with comparative data for previous years:—

	1943.	1944.	1945.	1946.*	1947.†
Greater Vancouver	$185,153,980.93	$171,190,910.00	$189,662,910.00	$191,480,395.00	$196,833,000.00
Rest of Mainland	139,655,391.76	148,758,730.00	121,210,830.00	158,015,700.00	193,452,000.00
Vancouver Island	70,143,658.31	68,150,360.00	72,826,260.00	83,423,632.00	99,715,000.00
Totals	$394,953,031.00	$388,100,000.00	$383,700,000.00	$432,919,727.00	$490,000,000.00

* 1946 total revised since publication of 1946 report.
† 1947 preliminary total subject to revision.

The percentages of male wage-earners remaining in the lower wage brackets continued to decrease in seven of the twenty-five industrial classifications covered.

The following list of industries has been arranged in order of diminishing percentages to show the total male wage-earners employed in each industry, together with the percentage of that number earning less than $19 per week.

Industry.	Number employed.	Per Cent. Less than $19.
Jewellery-manufacturing	143	11.89
Garment-manufacturing	376	11.17
Printing and publishing	1,896	10.97
Leather and fur goods	543	9.76
Laundries, cleaning and dyeing	708	8.90
Miscellaneous trades and industries	8,698	7.11
Coast shipping	6,596	7.02
Food products	14,934	6.37
House furnishings	1,721	6.28
Metal trades	12,695	5.55
Street-railways, gas, water, power, etc.	6,634	3.71
Builders' materials	2,475	3.47
Ship-building	6,715	3.35
Pulp and paper manufacturing	4,528	3.22
Wood-manufacturing (N.E.S.)	5,497	3.22
Construction	29,077	2.88
Smelting and concentrating	3,251	1.94
Metal-mining	6,395	1.85
Oil refining and distribution	1,319	1.74
Explosives and chemicals	1,757	1.59
Lumber industries	42,049	1.56
Paint-manufacturing	194	1.55
Breweries and distilleries	1,336	1.27
Coal-mining	2,373	0.51
Cigar and tobacco manufacturing	6	0.00

AVERAGE WEEKLY EARNINGS BY INDUSTRIES.

Average weekly earnings for male wage-earners increased in twenty-two of the twenty-five industrial classifications included in the survey, with decreases recorded in the remaining three.

Due to changes in the questionnaire dealing with weekly earnings, no segregation of employees has been made according to age, as in previous years. While prior to 1947 the figures representing average weekly earnings in each industry were based on adult male wage-earners only, it should be noted that the 1947 earnings as shown in the following table are based on the totals of all male wage-earners, regardless of age. Although strict comparability is not possible under these circumstances, it is considered that little change in the averages is effected by the inclusion of the minority group.

Based on the week of employment of the greatest number, the table shows the average weekly earnings for male wage-earners in each industry from 1940 to 1947.

AVERAGE WEEKLY EARNINGS IN EACH INDUSTRY (MALE WAGE-EARNERS).

Industry.	1940.	1941.	1942.	1943.	1944.	1945.	1946.	1947.*
Breweries and distilleries	$28.23	$29.29	$31.85	$33.46	$34.72	$33.73	$37.09	$41.25
Builders' materials	24.15	26.26	30.78	31.61	33.17	34.12	37.02	40.50
Cigar and tobacco manufacturing	17.70	14.50	15.83	15.10	23.61	20.90	28.94	28.50
Coal-mining	28.04	31.84	34.56	39.00	42.38	42.11	43.53	45.54
Coast shipping	30.34	30.03	31.24	33.97	35.86	36.54	37.27	38.84
Construction	27.52	30.21	36.41	39.60	38.47	37.50	39.17	43.08
Explosives and chemicals	31.67	33.39	36.45	37.54	36.50	40.43	38.87	44.30
Food products, manufacture of	23.59	25.65	30.52	32.66	35.06	35.62	38.00	40.09
Garment-making	25.22	26.51	27.72	32.03	34.42	36.11	36.50	37.03
House furnishings	23.59	25.74	27.76	28.13	31.28	31.39	33.27	35.02
Jewellery, manufacture of	43.44	38.72	38.59	41.14	44.64	41.38	43.00	40.90
Laundries, cleaning and dyeing	24.00	24.76	28.20	30.39	33.05	31.34	33.06	33.51
Leather and fur goods, manufacture of	21.72	26.07	27.80	30.18	32.47	31.63	34.72	32.77
Lumber industries	28.83	31.01	33.94	37.09	41.28	41.24	43.20	47.28
Metal trades	26.18	29.90	34.00	36.37	39.07	38.41	37.83	39.90
Metal-mining	31.77	33.72	37.19	35.82	39.40	39.99	42.31	47.98
Miscellaneous trades and industries	24.36	26.97	33.58	34.92	37.21	35.31	35.23	37.41
Oil refining and distributing	29.17	30.97	33.40	35.52	37.99	38.71	39.05	43.80
Paint-manufacturing	23.15	24.95	28.73	30.71	33.42	33.42	33.31	35.56
Printing and publishing	34.34	36.78	37.10	38.39	39.47	41.63	42.12	43.70
Pulp and paper manufacturing	29.84	32.13	33.92	36.41	37.71	37.88	43.43	48.10
Ship-building	31.74	35.27	40.32	40.08	40.36	39.96	40.28	47.10
Smelting and concentrating	32.75	37.07	38.49	38.47	36.74	41.19	38.70	45.55
Street-railways, gas, water, power, telephones, etc.	28.57	30.93	32.28	35.01	37.29	37.21	39.45	45.04
Wood, manufacturing of (N.E.S.)	24.88	27.01	30.24	33.34	34.75	34.70	37.88	39.32

* While previous figures represent average weekly earnings for *adult* male wage-earners only, 1947 averages are based on earnings of male wage-earners, all-inclusive.

The increases and decreases in the average weekly earnings for male wage-earners are as follows:—

Increase.

Breweries and distilleries	$4.16	Metal-mining	$5.67
Builders' materials	3.48	Miscellaneous trades and industries	2.18
Coal-mining	2.01	Oil refining and distributing	4.75
Coast shipping	1.57	Paint-manufacturing	2.25
Construction	3.91	Printing and publishing	1.58
Explosives and chemicals	5.43	Pulp and paper manufacturing	4.67
Food products, manufacture of	2.09	Ship-building	6.82
Garment-making	0.53	Smelting and concentrating	6.85
House furnishings	1.75	Street-railways, gas, water, power, telephones, etc.	5.59
Laundries, cleaning and dyeing	0.45	Wood, manufacturing of (N.E.S.)	1.44
Lumber industries	4.08		
Metal trades	2.07		

Decrease.

Cigar and tobacco manufacturing	$0.44	Leather and fur goods, manufacture of	$1.95
Jewellery, manufacture of	2.10		

INDUSTRIAL WAGE.

Since 1918 the recorded average earnings of the wage-earner group has been used to indicate the trend of wages paid from year to year in all industrial occupations.

The year 1947 was marked by an inflationary movement in wage structures, largely due to the combined effect of greater operating costs, steadily increasing prices, and the resulting demands of labour for commensurate advancement in existing wage-levels.

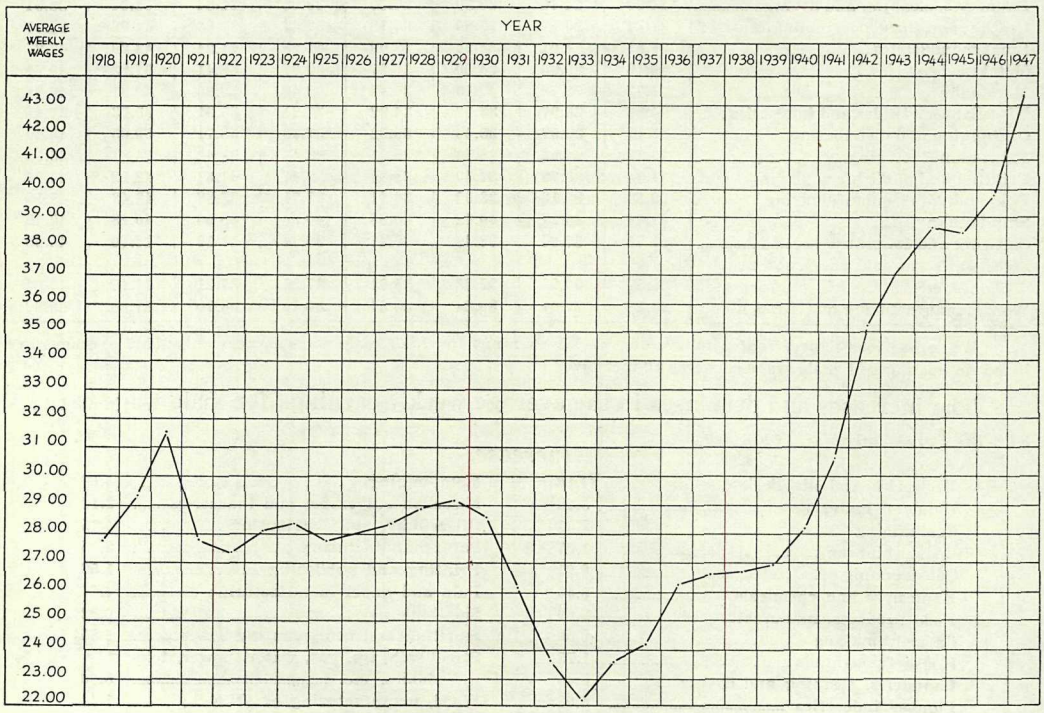
During the year the computed average weekly wage for all male workers in the wage-earner group rose to $43.49, representing the highest average *per capita* weekly earnings yet recorded for all industrial workers in the Province.

Average industrial weekly earnings from 1918 to 1947 are as follows:—

1918	$27.97	1933	$22.30
1919	29.11	1934	23.57
1920	31.51	1935	24.09
1921	27.62	1936	26.36
1922	27.29	1937	26.64
1923	28.05	1938	26.70
1924	28.39	1939	26.80
1925	27.82	1940	28.11
1926	27.99	1941	30.67
1927	28.29	1942	35.24
1928	28.96	1943	37.19
1929	29.20	1944	38.70
1930	28.64	1945	38.50
1931	26.17	1946	39.87
1932	23.62	1947	43.49

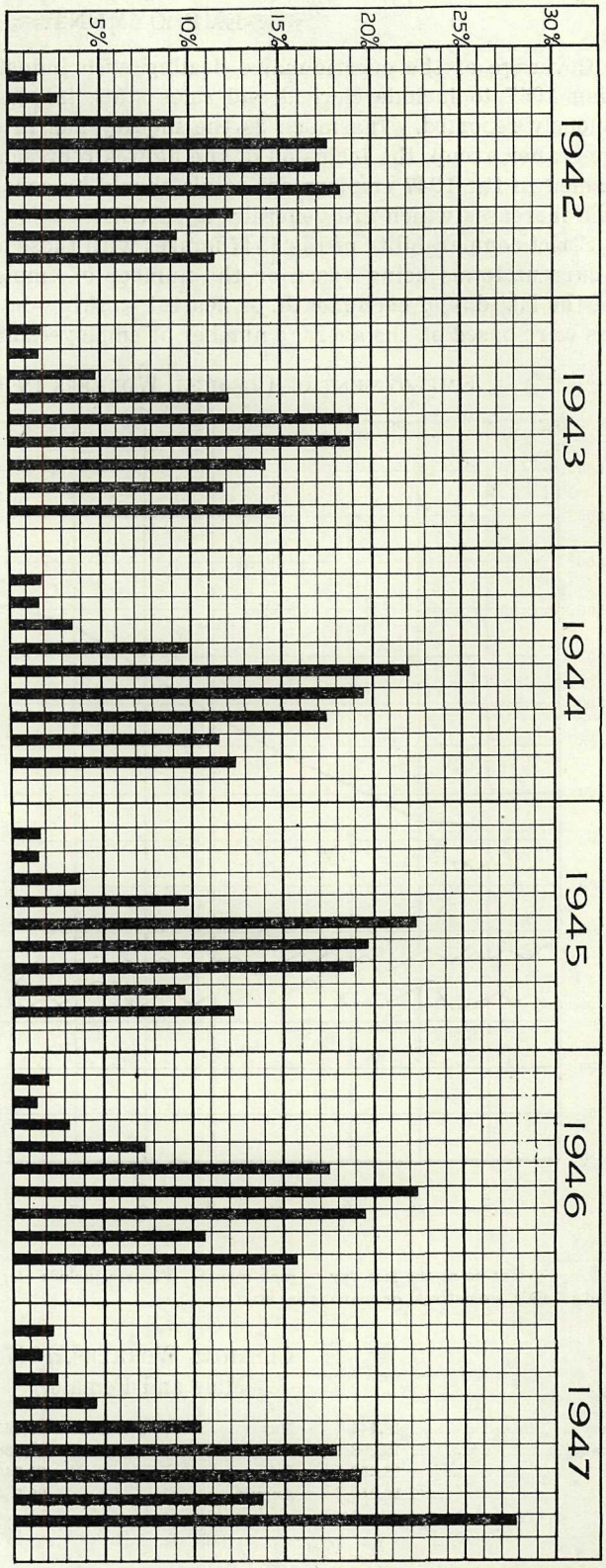
Based on the above average figures, the following chart shows the trend of average weekly earnings for male wage-earners from 1918 to 1947.

AVERAGE WEEKLY EARNINGS OF MALE WAGE-EARNERS, 1918 TO 1947.



(1947 figure—$43.49.)

Weekly Wages.	Percentage of Employees.
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
1945	
Under $15	1.81
$15 to 20	1.62
20 to 25	3.85
25 to 30	9.89
30 to 35	22.38
35 to 40	19.70
40 to 45	18.97
45 to 50	9.59
50 and over	12.19
1946	
Under $15	2.03
$15 to 20	1.45
20 to 25	3.22
25 to 30	7.43
30 to 35	17.52
35 to 40	22.43
40 to 45	19.53
45 to 50	10.69
50 and over	15.70
1947	
Under $15	2.34
$15 to 20	1.60
20 to 25	2.52
25 to 30	4.53
30 to 35	10.32
35 to 40	17.94
40 to 45	19.05
45 to 50	13.78
50 and over	27.92



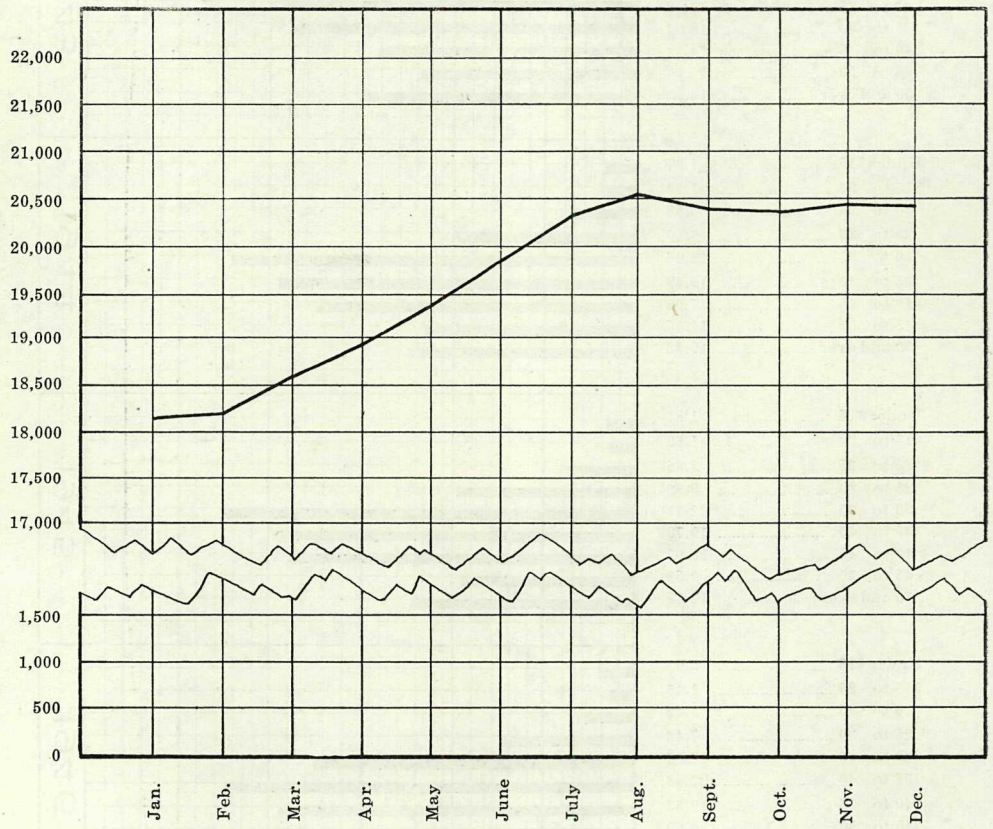
The above bar diagrams show the relative percentages of male wage-earners in the various wage classifications from 1942 to 1947.

EMPLOYMENT.

Coverage of the questionnaire dealing with industrial employment was extended during 1947 to include clerical and sales staff, in addition to wage-earners only, as previously reported. Inasmuch as the inquiry has in the past been restricted to the wage-earner group, the inclusion of the figures representing clerks, stenographers, and salesmen in the 1947 employment totals should be considered as a contributing factor in the increases which are generally apparent.

Strict comparability of the 1947 figures with those of previous years is not feasible, the current totals being based on the number of employees reported on the pay-rolls as of the last day of each month, or nearest working-day, while the figures for previous years were based on the average number of employees at work during each month.

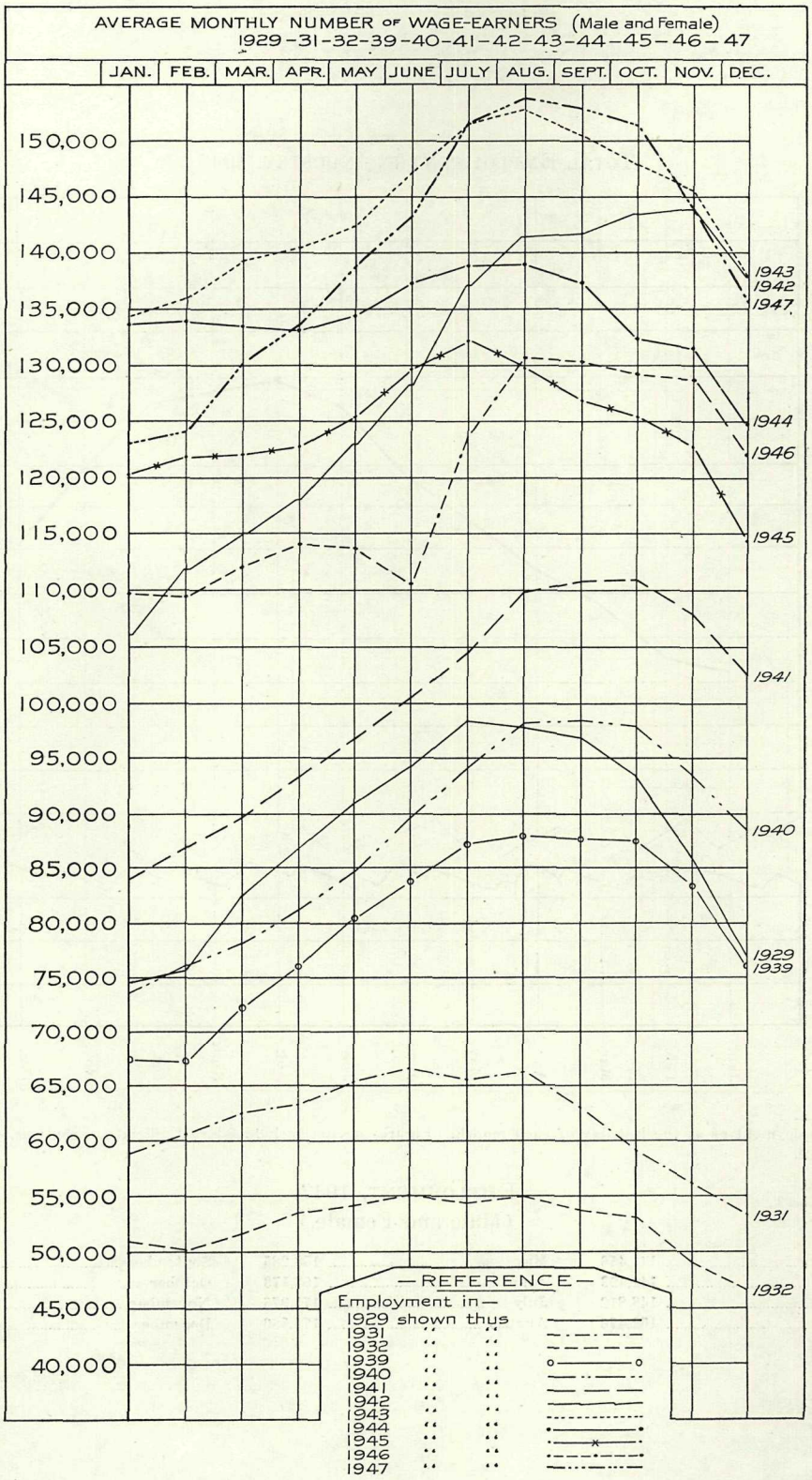
EMPLOYMENT OF CLERICAL WORKERS IN INDUSTRY, 1947.*



* Employment as at the last day of each month. Figures include clerks, stenographers, salesmen, etc., but not salaried officials, executives, or managerial staff.

CLERICAL WORKERS, 1947.
(Male and Female.)

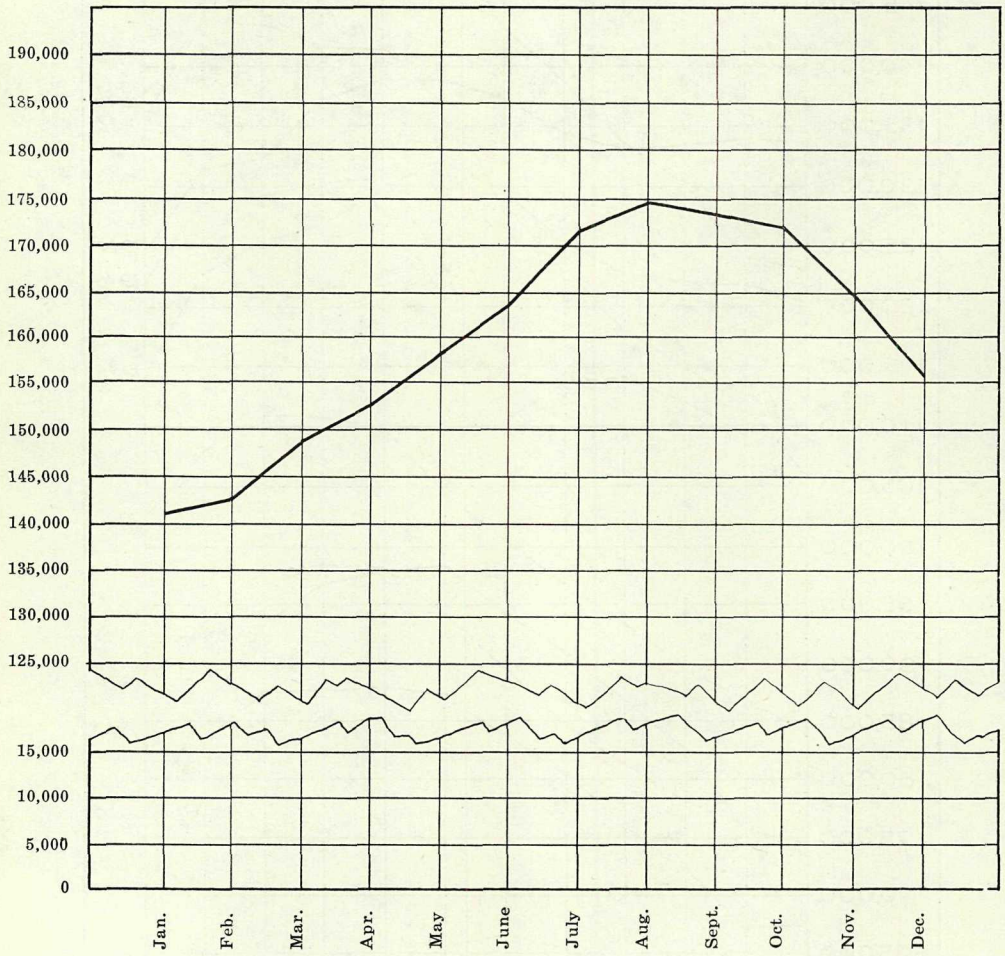
January	18,144	May	19,363	September	20,414
February	18,208	June	19,830	October	20,365
March	18,602	July	20,340	November	20,457
April	18,919	August	20,586	December	20,436



1947.

January	123,312	May	138,922	September	152,990
February	124,215	June	143,343	October	151,421
March	130,210	July	151,636	November	144,039
April	133,557	August	153,994	December	135,581

TOTAL EMPLOYMENT IN INDUSTRY, 1947.*

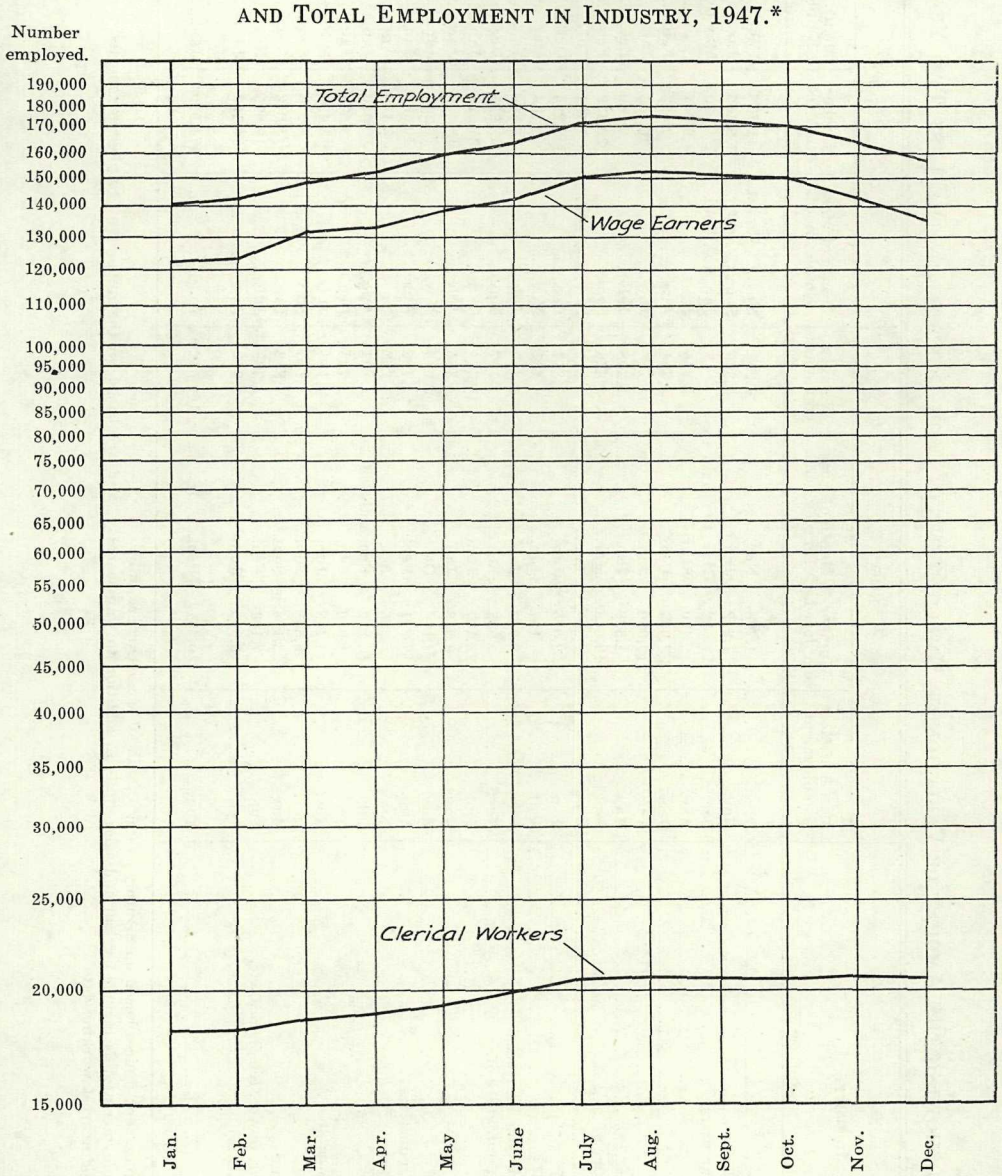


* Employment as at the last day of each month. Figures do not include salaried officials, executives, or managerial staff.

EMPLOYMENT, 1947.
(Male and Female.)

January	141,456	May	158,285	September	173,404
February	142,423	June	163,173	October	171,786
March	148,812	July	171,976	November	164,496
April	152,476	August	174,580	December	156,017

MONTHLY VARIATION IN THE NUMBER OF WAGE-EARNERS, CLERICAL WORKERS, AND TOTAL EMPLOYMENT IN INDUSTRY, 1947.*



* Employment as at the last day of each month. Figures do not include salaried officials, executives, or managerial staff.

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

Industry.	1946.*				1947.†			
	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 and distilleries	June	1,708	Nov.	1,395	Nov.	1,736	Feb.	1,434
Builders' materials	Nov.	1,842	Jan.	1,520	Sept.	2,440	Jan.	2,090
Cigar and tobacco manufacturing	Dec.	12	Mar. to May	7	Jan. and Feb.	10	May to Sept.	4
Coal-mining	Mar.	2,450	Sept.	2,166	Jan.	2,347	Sept.	1,988
Coast shipping	Dec.	7,007	Feb.	5,894	Aug.	7,493	Feb.	6,630
Construction	Aug.	17,060	Jan.	11,786	July	26,151	Jan.	17,344
Explosives, chemicals, etc.	May	1,326	Jan.	1,208	July	2,180	Feb.	2,047
Food products, manufacture of	Sept.	19,648	Mar.	9,326	Sept.	22,479	Feb.	11,326
Garment-making	June	1,403	Aug.	1,223	Nov. and Dec.	1,781	July	1,396
House furnishings	Dec.	2,075	June	1,814	Dec.	2,294	Oct.	1,827
Jewellery, manufacture of	Sept.	157	Jan.	131	Nov.	354	Mar. and Apr.	298
Laundries, cleaning and dyeing	July	2,763	Jan. and Feb.	2,469	July	3,200	Jan.	2,974
Leather and fur goods, manufacture of	Nov.	905	Feb.	757	May	925	Dec.	853
Lumber industries	Sept.	28,437	June	17,384	Oct.	37,981	Jan.	27,516
Metal trades	Nov.	9,918	Jan.	8,351	July	13,448	Jan.	12,091
Metal-mining	May	4,182	Oct.	2,683	Nov.	6,242	Jan.	4,856
Miscellaneous trades and industries	Aug.	7,261	Feb.	5,406	Aug.	10,585	Jan.	7,830
Oil refining and distributing	Dec.	985	Apr.	763	Nov.	2,460	Apr.	2,076
Paint-manufacturing	July	212	Feb. and Sept.	193	Aug.	330	Jan.	307
Printing and publishing	Dec.	1,980	Jan.	1,728	Dec.	3,635	Jan.	3,321
Pulp and paper manufacturing	Nov.	4,488	June	4,154	July	5,494	Feb.	5,041
Ship-building	Jan.	8,608	Sept.	5,135	May	6,213	Sept.	4,429
Smelting and concentrating	May	2,183	Sept.	1,882	Dec.	4,042	Apr.	3,511
Street-railways, gas, water, power, telephones, etc.	Aug.	7,183	Feb.	6,568	July	10,975	Nov.	9,312
Wood-manufacturing (N.E.S.)	Oct.	5,050	June	3,979	Aug.	6,199	Jan.	5,125
All industries	Aug.	130,631	Feb.	109,512	Aug.	174,580	Jan.	141,456

* 1946 industrial employment figures based on monthly average totals of wage-earners only.

† 1947 industrial employment totals include clerical and sales staffs in addition to wage-earners, and are based on the number of employees reported on the pay-rolls on the last day of each month, or nearest working-date.

FIRMS WITH LARGE PAY-ROLLS.

Substantial increase is noted in the numbers of larger firms reporting pay-rolls in excess of $100,000, the 1947 total of those reporting in this higher pay-roll bracket increasing to 622 as against 475 recorded for the previous year.

Pay-rolls excluded from the coverage of this survey are those of public authorities (Dominion, Provincial, or municipal), wholesale and retail firms, transcontinental railways, and vessels engaged in deep-sea transportation.

The lumber industry is again credited with the greatest number of firms in the larger pay-roll group, a total of 178 showing in this industry—increased from 117 reported for the previous year; followed by the construction industry with 74, an increase of 21; metal trades, 68, up 20; food products, 67, an increase of 13; miscellaneous trades and industries, 35, an increase of 3; coast shipping, 27, increased by 6; wood-manufacturing (N.E.S.), 22, up 2; metal-mining, 20, an increase of 5; public utilities, 18, up 1; ship-building, 16, a decrease of 1; builders' materials, 15, an increase of 6; printing and publishing, 14, up 3; laundries, cleaning and dyeing, 11, up 2; oil-refining, 9, unchanged; coal-mining, 8, increased by 1; pulp and paper manufacturing, 8, unchanged; breweries and distilleries, 7, unchanged; garment-making, 6, up 1; explosives and chemicals, 5, up 1; house furnishings, 5, up 1; leather and fur goods, 3, unchanged; smelting and concentrating, 3, up 1; paint-manufacturing, 2, and jewellery-manufacturing, 1, both unchanged from the previous year.

Of the 622 firms reporting in the higher brackets, seven had pay-rolls in excess of $5,000,000, one between $4,000,000 and $5,000,000, four between $3,000,000 and $4,000,000, ten between $2,000,000 and $3,000,000, and twenty-seven 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 and Distilleries.—Comprises firms engaged in these industries, and carbonated-water manufacturers.

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, Manufacturing 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, Manufacturing 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, Manufacturing 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 and Distributing.—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, DISTILLERIES, AND AERATED-WATER MANUFACTURING.

Returns covering 37 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$347,542
Clerks, Stenographers, Salesmen, etc.	412,547
Wage-earners (including piece-workers)	2,661,970
Total	$3,422,059

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,061	302	124	46
February	1,029	237	123	45
March	1,044	241	123	47
April	1,140	220	125	46
May	1,173	202	125	46
June	1,224	203	127	50
July	1,257	218	126	49
August	1,225	228	125	50
September	1,151	221	122	55
October	1,126	411	121	55
November	1,136	425	121	54
December	1,192	345	123	55

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	2	.....	.....	.....
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	2	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....
9.00 to 9.99	2	1	.....	1
10.00 to 10.99	1	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....
12.00 to 12.99	.....	.....	.....	1
13.00 to 13.99	2	.....	.....	.....
14.00 to 14.99	1	3	.....	.....
15.00 to 15.99	2	.....	.....	.....
16.00 to 16.99	1	.....	.....	.....
17.00 to 17.99	2	6	.....	.....
18.00 to 18.99	2	2	.....	.....
19.00 to 19.99	6	.....	.....	1
20.00 to 20.99	8	2	.....	5
21.00 to 21.99	.....	6	.....	.....
22.00 to 22.99	3	3	.....	1
23.00 to 23.99	2	3	2	4
24.00 to 24.99	19	9	.....	.....
25.00 to 25.99	9	1	1	8
26.00 to 26.99	30	52	.....	3
27.00 to 27.99	8	.....	.....	1
28.00 to 28.99	6	33	.....	8
29.00 to 29.99	3	.....	.....	.....
30.00 to 34.99	110	279	8	9
35.00 to 39.99	205	17	11	5
40.00 to 44.99	567	3	20	2
45.00 to 49.99	227	.....	39	.....
50.00 to 54.99	83	.....	19	1
55.00 to 59.99	18	.....	6	1
60.00 to 64.99	6	.....	9	.....
65.00 to 69.99	4	.....	7	.....
70.00 and over	5	.....	8	.....

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 120 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$489,859
Clerks, Stenographers, Salesmen, etc.	519,425
Wage-earners (including piece-workers)	4,049,968
Total	$5,059,252

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,835	24	139	92
February	1,861	23	140	93
March	1,893	19	142	91
April	1,950	17	140	89
May	1,973	18	149	92
June	2,032	22	148	99
July	2,099	27	151	97
August	2,115	23	157	100
September	2,157	25	158	100
October	2,145	29	158	97
November	2,108	29	155	100
December	2,012	24	155	102

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	26	.....	.....	.....
$6.00 to $6.99	2	.....	.....	.....
7.00 to 7.99	4	.....	1	.....
8.00 to 8.99	4	.....	.....	1
9.00 to 9.99	1	.....	.....	.....
10.00 to 10.99	7	2	1	.....
11.00 to 11.99	5	.....	.....	.....
12.00 to 12.99	5	2	.....	.....
13.00 to 13.99	5	.....	1	1
14.00 to 14.99	2	.....	.....	.....
15.00 to 15.99	11	.....	.....	.....
16.00 to 16.99	2	.....	.....	.....
17.00 to 17.99	7	.....	1	.....
18.00 to 18.99	5	2	1	4
19.00 to 19.99	3	5	1	3
20.00 to 20.99	6	.....	.....	4
21.00 to 21.99	11	.....	1	4
22.00 to 22.99	18	2	2	6
23.00 to 23.99	4	1	2	7
24.00 to 24.99	9	2	1	3
25.00 to 25.99	12	.....	4	17
26.00 to 26.99	14	4	1	1
27.00 to 27.99	34	1	1	6
28.00 to 28.99	23	.....	1	8
29.00 to 29.99	80	6	4	1
30.00 to 34.99	441	5	19	10
35.00 to 39.99	592	2	25	6
40.00 to 44.99	399	1	23	5
45.00 to 49.99	271	.....	16	2
50.00 to 54.99	217	.....	11	.....
55.00 to 59.99	121	.....	4	.....
60.00 to 64.99	59	.....	4	.....
65.00 to 69.99	31	.....	2	.....
70.00 and over	44	.....	9	.....

TABLE No. 3.

CIGAR AND TOBACCO MANUFACTURING.

Returns covering 3 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	.....
Clerks, Stenographers, Salesmen, etc.	$172
Wage-earners (including piece-workers)	6,675
Total	$6,847

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	7	1	1	1
February	7	1	1	1
March	5	1	1	1
April	5	.....	1	.....
May	3	.....	1	.....
June	3	.....	1	.....
July	4	.....	1	.....
August	3	.....	1	.....
September	3	.....	1	.....
October	4	.....	1	.....
November	6	.....	1	.....
December	6	.....	1	.....

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	.....	.....	.....	.....
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	.....	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....
10.00 to 10.99	.....	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	.....	.....	.....	.....
15.00 to 15.99	.....	.....	1	.....
16.00 to 16.99	.....	.....	.....	.....
17.00 to 17.99	.....	.....	.....	.....
18.00 to 18.99	.....	.....	.....	1
19.00 to 19.99	1	.....	.....	.....
20.00 to 20.99	.....	1	.....	.....
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	1	.....	.....	.....
26.00 to 26.99	.....	.....	.....	.....
27.00 to 27.99	.....	.....	.....	.....
28.00 to 28.99	1	.....	.....	.....
29.00 to 29.99	.....	.....	.....	.....
30.00 to 34.99	.....	.....	.....	.....
35.00 to 39.99	2	.....	.....	.....
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	.....	.....	.....	.....

TABLE No. 4.

COAL-MINING.

Returns covering 26 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$495,176
Clerks, Stenographers, Salesmen, etc.	111,057
Wage-earners (including piece-workers)	4,588,377
Total	$5,194,610

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	2,315	.....	22	10
February	2,309	.....	22	10
March	2,297	.....	22	10
April	2,267	.....	22	10
May	2,159	.....	22	10
June	2,075	.....	22	10
July	2,056	.....	22	9
August	2,023	.....	22	9
September	1,957	.....	22	9
October	2,012	.....	22	9
November	2,071	.....	22	9
December	2,088	.....	22	10

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	1	.....	.....	.....
$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	1	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	.....	.....	.....	.....
15.00 to 15.99	.....	.....	.....	.....
16.00 to 16.99	3	.....	.....	.....
17.00 to 17.99	3	.....	.....	.....
18.00 to 18.99	1	.....	.....	.....
19.00 to 19.99	1	.....	.....	.....
20.00 to 20.99	3	.....	.....	.....
21.00 to 21.99	1	.....	.....	.....
22.00 to 22.99	2	.....	.....	.....
23.00 to 23.99	2	.....	.....	4
24.00 to 24.99	12	.....	.....	.....
25.00 to 25.99	6	.....	.....	.....
26.00 to 26.99	4	.....	.....	.....
27.00 to 27.99	2	.....	.....	.....
28.00 to 28.99	15	.....	1	1
29.00 to 29.99	9	.....	1	.....
30.00 to 34.99	104	3	1	4
35.00 to 39.99	317	6	3	.....
40.00 to 44.99	686	4	4	.....
45.00 to 49.99	634	.....	5	.....
50.00 to 54.99	304	.....	1	.....
55.00 to 59.99	86	.....	2	.....
60.00 to 64.99	148	.....	2	.....
65.00 to 69.99	11	.....	.....	.....
70.00 and over	14	.....	5	.....

TABLE No. 5.

COAST SHIPPING.

Returns covering 131 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$1,315,678
Clerks, Stenographers, Salesmen, etc.	1,067,707
Wage-earners (including piece-workers)	13,852,162
Total	$16,235,547

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	6,099	106	339	131
February	6,059	101	339	131
March	6,107	108	342	125
April	6,191	103	344	128
May	6,238	124	342	134
June	6,859	138	351	139
July	6,446	143	355	144
August	6,854	138	354	147
September	6,367	135	357	144
October	6,728	117	356	136
November	6,309	95	354	139
December	6,282	94	358	143

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	48	1	1	1
$6.00 to $6.99	16	1	.....	.....
7.00 to 7.99	42	.....	.....	.....
8.00 to 8.99	44	.....	.....	.....
9.00 to 9.99	57	.....	.....	.....
10.00 to 10.99	14	1	.....	.....
11.00 to 11.99	26	.....	1	.....
12.00 to 12.99	18	1	1	1
13.00 to 13.99	33	1	.....	.....
14.00 to 14.99	42	.....	.....	.....
15.00 to 15.99	17	.....	2	.....
16.00 to 16.99	35	.....	1	.....
17.00 to 17.99	23	6	2	.....
18.00 to 18.99	48	6	.....	1
19.00 to 19.99	41	.....	3	2
20.00 to 20.99	43	.....	2	.....
21.00 to 21.99	51	2	.....	.....
22.00 to 22.99	56	8	.....	2
23.00 to 23.99	94	2	7	12
24.00 to 24.99	95	1	.....	5
25.00 to 25.99	59	.....	4	15
26.00 to 26.99	145	2	2	10
27.00 to 27.99	272	.....	3	5
28.00 to 28.99	184	1	4	16
29.00 to 29.99	148	1	1	3
30.00 to 34.99	720	6	54	23
35.00 to 39.99	1,331	92	39	3
40.00 to 44.99	948	5	68	2
45.00 to 49.99	764	6	43	.....
50.00 to 54.99	397	1	21	.....
55.00 to 59.99	300	.....	19	1
60.00 to 64.99	261	.....	12	.....
65.00 to 69.99	72	.....	4	.....
70.00 and over	152	.....	10	.....

TABLE No. 6.

CONSTRUCTION.

Returns covering 1,978 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$4,004,073
Clerks, Stenographers, Salesmen, etc.	3,778,316
Wage-earners (including piece-workers)	41,803,373
Total	$49,585,762

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	15,635	66	1,056	587
February	16,722	69	1,066	605
March	18,714	69	1,239	618
April	19,966	83	1,246	636
May	21,492	109	1,310	644
June	22,316	136	1,383	666
July	23,867	145	1,457	682
August	23,612	140	1,438	685
September	23,130	104	1,445	681
October	21,927	92	1,399	693
November	20,822	85	1,394	683
December	18,481	68	1,335	683

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	103	1	7	14
$6.00 to $6.99	67	1	.....	4
7.00 to 7.99	25	.....	1	4
8.00 to 8.99	33	.....	1	1
9.00 to 9.99	46	2	2	.....
10.00 to 10.99	62	2	2	5
11.00 to 11.99	53	.....	5	8
12.00 to 12.99	74	1	1	12
13.00 to 13.99	58	1	2	3
14.00 to 14.99	47	1	.....	3
15.00 to 15.99	62	1	3	11
16.00 to 16.99	75	3	10	8
17.00 to 17.99	59	.....	11	16
18.00 to 18.99	73	4	2	32
19.00 to 19.99	104	.....	5	17
20.00 to 20.99	173	4	13	39
21.00 to 21.99	74	3	4	17
22.00 to 22.99	159	2	8	32
23.00 to 23.99	113	3	16	46
24.00 to 24.99	222	3	8	21
25.00 to 25.99	199	8	24	61
26.00 to 26.99	210	4	8	20
27.00 to 27.99	237	1	17	34
28.00 to 28.99	449	.....	39	34
29.00 to 29.99	319	1	7	11
30.00 to 34.99	5,099	17	237	146
35.00 to 39.99	4,841	52	271	59
40.00 to 44.99	3,863	7	209	47
45.00 to 49.99	2,305	1	158	6
50.00 to 54.99	5,119	1	157	5
55.00 to 59.99	2,283	1	123	2
60.00 to 64.99	1,095	.....	113	1
65.00 to 69.99	487	1	43	.....
70.00 and over	889	.....	84	.....

TABLE No. 7.

EXPLOSIVES, CHEMICALS, ETC.

Returns covering 38 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$286,132
Clerks, Stenographers, Salesmen, etc.	1,239,434
Wage-earners (including piece-workers)	3,618,314
Total	$5,143,880

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,632	31	286	109
February	1,617	36	285	109
March	1,636	47	279	112
April	1,647	49	286	114
May	1,643	40	286	116
June	1,646	33	298	119
July	1,717	31	310	122
August	1,668	37	312	119
September	1,632	38	306	119
October	1,645	37	313	120
November	1,626	35	313	114
December	1,625	32	314	111

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	7	.....	.....	.....
$6.00 to $6.99	1	1	.....	.....
7.00 to 7.99	1	.....	.....	.....
8.00 to 8.99	1	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....
10.00 to 10.99	1	1	.....	2
11.00 to 11.99	1	.....	1	.....
12.00 to 12.99	2	1	.....	.....
13.00 to 13.99	3	.....	.....	1
14.00 to 14.99	.....	.....	.....	.....
15.00 to 15.99	2	3	.....	.....
16.00 to 16.99	.....	2	1	.....
17.00 to 17.99	4	6	2	1
18.00 to 18.99	5	3	2	2
19.00 to 19.99	6	14	4	6
20.00 to 20.99	11	1	4	11
21.00 to 21.99	3	1	.....	4
22.00 to 22.99	6	10	4	7
23.00 to 23.99	9	4	.....	8
24.00 to 24.99	9	7	2	3
25.00 to 25.99	17	2	2	11
26.00 to 26.99	8	2	.....	7
27.00 to 27.99	11	1	5	9
28.00 to 28.99	17	1	6	7
29.00 to 29.99	3	1	1	.....
30.00 to 34.99	109	2	23	21
35.00 to 39.99	268	2	17	10
40.00 to 44.99	430	.....	18	4
45.00 to 49.99	356	.....	35	4
50.00 to 54.99	244	.....	42	1
55.00 to 59.99	132	.....	45	.....
60.00 to 64.99	57	.....	50	.....
65.00 to 69.99	18	.....	20	.....
70.00 and over	15	.....	35	.....

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURING OF.

Returns covering 688 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$3,118,746
Clerks, Stenographers, Salesmen, etc.	4,010,598
Wage-earners (including piece-workers)	22,685,685
Total	$29,815,029

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	8,193	4,088	1,175	802
February	6,933	2,440	1,162	791
March	7,430	2,424	1,181	808
April	7,797	2,601	1,210	819
May	8,422	2,758	1,234	821
June	9,334	4,310	1,256	854
July	10,744	7,072	1,287	887
August	11,408	8,727	1,272	878
September	11,166	9,170	1,268	875
October	10,756	8,070	1,275	828
November	8,964	5,000	1,278	832
December	8,066	3,401	1,270	810

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	155	493	4	7
$6.00 to $6.99	78	106	.....	1
7.00 to 7.99	55	104	4	1
8.00 to 8.99	46	108	8	2
9.00 to 9.99	37	133	.....	4
10.00 to 10.99	45	148	1	7
11.00 to 11.99	35	127	2	5
12.00 to 12.99	56	143	4	6
13.00 to 13.99	49	166	.....	7
14.00 to 14.99	51	184	1	4
15.00 to 15.99	101	200	4	16
16.00 to 16.99	63	273	1	6
17.00 to 17.99	76	284	3	14
18.00 to 18.99	104	419	9	45
19.00 to 19.99	56	375	10	41
20.00 to 20.99	96	453	20	83
21.00 to 21.99	56	310	2	39
22.00 to 22.99	99	522	3	57
23.00 to 23.99	77	347	15	56
24.00 to 24.99	103	593	10	37
25.00 to 25.99	149	480	13	77
26.00 to 26.99	156	462	7	53
27.00 to 27.99	131	472	26	62
28.00 to 28.99	244	657	15	41
29.00 to 29.99	172	425	24	21
30.00 to 34.99	2,372	2,379	330	116
35.00 to 39.99	2,917	1,162	261	60
40.00 to 44.99	2,973	514	235	14
45.00 to 49.99	1,683	345	118	9
50.00 to 54.99	1,035	92	85	4
55.00 to 59.99	567	38	47	.....
60.00 to 64.99	373	29	46	.....
65.00 to 69.99	249	10	20	1
70.00 and over	475	25	52	1

TABLE No. 9.

GARMENT-MAKING.

Returns covering 93 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$341,785
Clerks, Stenographers, Salesmen, etc.	371,893
Wage-earners (including piece-workers)	1,906,892
Total	$2,620,570

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	299	1,074	51	128
February	303	1,164	48	128
March	314	1,215	50	129
April	320	1,250	52	136
May	322	1,255	55	132
June	334	1,167	54	136
July	313	882	56	145
August	323	943	58	144
September	322	1,100	55	146
October	340	1,156	55	153
November	339	1,223	57	162
December	337	1,208	59	177

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females	Males.	Females.
Under $6.00	2	31	.....	.....
$6.00 to $6.99	.....	7	.....	.....
7.00 to 7.99	.....	6	.....	.....
8.00 to 8.99	2	8	.....	.....
9.00 to 9.99	1	8	.....	.....
10.00 to 10.99	1	6	1	.....
11.00 to 11.99	.....	9	.....	.....
12.00 to 12.99	5	29	.....	2
13.00 to 13.99	.....	23	.....	.....
14.00 to 14.99	5	20	.....	1
15.00 to 15.99	2	31	.....	1
16.00 to 16.99	7	70	.....	1
17.00 to 17.99	3	68	1	1
18.00 to 18.99	14	118	.....	6
19.00 to 19.99	6	50	.....	4
20.00 to 20.99	10	126	.....	12
21.00 to 21.99	6	50	.....	5
22.00 to 22.99	10	120	1	13
23.00 to 23.99	4	70	.....	6
24.00 to 24.99	9	86	.....	37
25.00 to 25.99	14	87	3	7
26.00 to 26.99	4	64	.....	2
27.00 to 27.99	8	45	1	8
28.00 to 28.99	10	44	.....	4
29.00 to 29.99	5	20	1	1
30.00 to 34.99	50	128	7	14
35.00 to 39.99	50	60	9	10
40.00 to 44.99	39	28	6	5
45.00 to 49.99	42	10	7	5
50.00 to 54.99	22	6	8	4
55.00 to 59.99	12	2	2	.....
60.00 to 64.99	16	2	.....	1
65.00 to 69.99	4	1	1	.....
70.00 and over	13	1	6	1

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURING OF.

Returns covering 138 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$466,056
Clerks, Stenographers, Salesmen, etc.	383,809
Wage-earners (including piece-workers)	2,978,378
Total	$3,828,243

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,452	547	96	110
February	1,452	538	96	109
March	1,475	547	96	111
April	1,413	517	96	108
May	1,380	485	106	108
June	1,384	489	108	107
July	1,394	508	105	105
August	1,439	532	112	108
September	1,348	561	116	113
October	1,099	497	127	104
November	1,459	573	131	116
December	1,465	579	130	120

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	15	5	1	.....
$6.00 to $6.99	6	1	.....	1
7.00 to 7.99	5	1	.....	.....
8.00 to 8.99	2	4	1	.....
9.00 to 9.99	2	1	.....	.....
10.00 to 10.99	7	3	.....	.....
11.00 to 11.99	3	1	.....	1
12.00 to 12.99	7	4	.....	1
13.00 to 13.99	7	3	.....	1
14.00 to 14.99	4	6	.....	1
15.00 to 15.99	14	7	6	.....
16.00 to 16.99	8	18	.....	2
17.00 to 17.99	9	23	.....	6
18.00 to 18.99	19	28	.....	8
19.00 to 19.99	9	40	.....	4
20.00 to 20.99	45	60	5	10
21.00 to 21.99	21	57	.....	4
22.00 to 22.99	38	56	2	9
23.00 to 23.99	10	30	1	5
24.00 to 24.99	40	75	1	6
25.00 to 25.99	29	34	4	14
26.00 to 26.99	41	42	.....	2
27.00 to 27.99	55	26	3	6
28.00 to 28.99	58	29	1	3
29.00 to 29.99	30	18	2	6
30.00 to 34.99	329	84	16	18
35.00 to 39.99	455	23	25	10
40.00 to 44.99	237	11	17	4
45.00 to 49.99	75	2	14	2
50.00 to 54.99	79	.....	10	1
55.00 to 59.99	26	4	5	.....
60.00 to 64.99	17	.....	4	1
65.00 to 69.99	15	.....	1	1
70.00 and over	4	.....	7	1

TABLE No. 11.

JEWELLERY—MANUFACTURING OF.

Returns covering 30 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$81,373
Clerks, Stenographers, Salesmen, etc.	263,566
Wage-earners (including piece-workers)	284,561
Total	$629,500

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	124	10	49	130
February	124	10	49	120
March	126	10	47	115
April	128	9	48	113
May	127	10	49	117
June	126	11	55	120
July	125	11	53	126
August	123	11	57	121
September	128	9	55	123
October	125	9	53	128
November	129	9	56	160
December	129	9	58	139

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	1	.....	.....	2
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	1	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....
10.00 to 10.99	2	2	.....	.....
11.00 to 11.99	2	.....	.....	.....
12.00 to 12.99	.....	.....	.....	1
13.00 to 13.99	1	.....	1	.....
14.00 to 14.99	.....	1	.....	1
15.00 to 15.99	4	.....	.....	2
16.00 to 16.99	1	1	.....	.....
17.00 to 17.99	2	1	1	6
18.00 to 18.99	3	2	.....	11
19.00 to 19.99	.....	1	.....	19
20.00 to 20.99	7	1	2	45
21.00 to 21.99	.....	.....	.....	12
22.00 to 22.99	.....	.....	.....	3
23.00 to 23.99	2	1	1	23
24.00 to 24.99	1	1	3	2
25.00 to 25.99	2	1	1	10
26.00 to 26.99	2	.....	.....	5
27.00 to 27.99	3	.....	6	7
28.00 to 28.99	1	.....	4	5
29.00 to 29.99	.....	.....	.....	1
30.00 to 34.99	13	1	7	5
35.00 to 39.99	21	.....	10	2
40.00 to 44.99	25	.....	4	1
45.00 to 49.99	10	.....	5	.....
50.00 to 54.99	10	.....	2	.....
55.00 to 59.99	7	.....	5	.....
60.00 to 64.99	4	.....	2	.....
65.00 to 69.99	2	.....	2	.....
70.00 and over	16	.....	1	.....

TABLE No. 12

LAUNDRIES, CLEANING AND DYEING.

Returns covering 156 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$355,686
Clerks, Stenographers, Salesmen, etc.	730,808
Wage-earners (including piece-workers)	3,146,202
Total	$4,232,696

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	574	1,960	218	222
February	582	1,968	226	218
March	586	1,958	228	216
April	600	1,973	232	219
May	611	2,003	227	222
June	623	2,001	229	218
July	645	2,112	225	218
August	643	2,095	236	222
September	635	2,063	240	220
October	622	1,988	230	217
November	630	1,939	242	216
December	624	1,929	242	214

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	11	65	.....	4
$6.00 to $6.99	4	21	.....	.....
7.00 to 7.99	.....	14	.....	2
8.00 to 8.99	1	30	.....	.....
9.00 to 9.99	2	13	.....	.....
10.00 to 10.99	3	38	.....	1
11.00 to 11.99	2	28	.....	.....
12.00 to 12.99	2	26	.....	.....
13.00 to 13.99	2	34	1	3
14.00 to 14.99	3	37	.....	3
15.00 to 15.99	3	57	.....	1
16.00 to 16.99	2	60	.....	3
17.00 to 17.99	17	200	.....	2
18.00 to 18.99	11	215	.....	29
19.00 to 19.99	8	156	.....	11
20.00 to 20.99	13	167	1	25
21.00 to 21.99	4	165	.....	13
22.00 to 22.99	14	254	2	48
23.00 to 23.99	6	165	1	4
24.00 to 24.99	16	170	.....	11
25.00 to 25.99	33	89	8	18
26.00 to 26.99	20	106	5	8
27.00 to 27.99	16	36	.....	8
28.00 to 28.99	22	35	5	8
29.00 to 29.99	17	11	2	1
30.00 to 34.99	163	66	36	12
35.00 to 39.99	149	22	32	3
40.00 to 44.99	101	8	44	1
45.00 to 49.99	30	6	28	2
50.00 to 54.99	10	8	35	1
55.00 to 59.99	6	2	22	1
60.00 to 64.99	8	1	14	.....
65.00 to 69.99	2	.....	8	1
70.00 and over	7	.....	8	.....

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURING OF.

Returns covering 96 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$214,561
Clerks, Stenographers, Salesmen, etc.	280,367
Wage-earners (including piece-workers)	1,059,022
Total	$1,553,950

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	464	256	81	64
February	481	279	82	63
March	490	277	83	63
April	473	289	86	66
May	477	288	90	70
June	459	274	91	67
July	454	284	92	61
August	454	281	90	67
September	447	269	92	70
October	470	266	96	69
November	463	262	91	71
December	456	236	90	71

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	6	3	.....	.....
$6.00 to $6.99	1	4	.....	.....
7.00 to 7.99	2	1	.....	.....
8.00 to 8.99	1	2	.....	.....
9.00 to 9.99	3	.....	.....	.....
10.00 to 10.99	1	3	.....	1
11.00 to 11.99	2	1	.....	1
12.00 to 12.99	5	5	1	2
13.00 to 13.99	2	2	.....	1
14.00 to 14.99	1	3	1	.....
15.00 to 15.99	4	8	.....	.....
16.00 to 16.99	6	6	1	4
17.00 to 17.99	9	16	.....	1
18.00 to 18.99	10	24	1	6
19.00 to 19.99	5	28	3	.....
20.00 to 20.99	18	21	1	7
21.00 to 21.99	5	19	2	5
22.00 to 22.99	20	44	1	4
23.00 to 23.99	17	10	3	4
24.00 to 24.99	10	37	.....	.....
25.00 to 25.99	28	16	5	13
26.00 to 26.99	17	16	1	5
27.00 to 27.99	8	5	.....	6
28.00 to 28.99	14	7	2	4
29.00 to 29.99	6	1	1	.....
30.00 to 34.99	82	49	6	4
35.00 to 39.99	134	7	7	6
40.00 to 44.99	82	.....	12	2
45.00 to 49.99	23	.....	14	.....
50.00 to 54.99	15	.....	4	.....
55.00 to 59.99	1	.....	4	.....
60.00 to 64.99	3	.....	6	.....
65.00 to 69.99	1	.....	.....	.....
70.00 and over	1	.....	7	.....

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 1,869 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$5,016.884
Clerks, Stenographers, Salesmen, etc.	2,703,903
Wage-earners (including Piece-workers)	77,025,380
Total	$84,746,167

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	26,336	291	565	324
February	28,407	333	576	321
March	30,391	358	591	342
April	31,291	351	592	354
May	32,638	405	616	359
June	32,196	443	629	361
July	34,300	467	658	375
August	34,317	463	675	372
September	35,909	475	682	376
October	36,435	483	681	382
November	35,634	439	682	379
December	31,751	379	680	371

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	102	5	4	4
$6.00 to $6.99	41	4	1	4
7.00 to 7.99	64	.....	1	1
8.00 to 8.99	37	3	1	1
9.00 to 9.99	25	.....	.....	.....
10.00 to 10.99	37	3	.....	.....
11.00 to 11.99	17	5	1	4
12.00 to 12.99	36	12	2	2
13.00 to 13.99	36	2	.....	2
14.00 to 14.99	36	5	.....	2
15.00 to 15.99	60	10	2	4
16.00 to 16.99	65	13	1	1
17.00 to 17.99	49	10	2	6
18.00 to 18.99	52	7	1	4
19.00 to 19.99	72	13	.....	4
20.00 to 20.99	113	13	2	13
21.00 to 21.99	73	8	2	11
22.00 to 22.99	80	15	2	3
23.00 to 23.99	85	5	7	26
24.00 to 24.99	110	18	1	13
25.00 to 25.99	125	30	7	29
26.00 to 26.99	102	30	3	13
27.00 to 27.99	90	4	2	23
28.00 to 28.99	180	21	5	18
29.00 to 29.99	165	28	.....	14
30.00 to 34.99	1,722	64	36	102
35.00 to 39.99	7,838	112	47	39
40.00 to 44.99	10,225	45	80	22
45.00 to 49.99	6,022	29	103	14
50.00 to 54.99	4,168	29	62	8
55.00 to 59.99	2,845	19	72	1
60.00 to 64.99	2,104	4	66	2
65.00 to 69.99	1,320	3	38	1
70.00 and over	3,953	4	53	2

TABLE No. 15.

METAL TRADES.

Returns covering 1,351 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$5,202,727
Clerks, Stenographers, Salesmen, etc.	5,795,104
Wage-earners (including Piece-workers)	19,395,550
Total	$30,393,381

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	9,184	315	1,724	868
February	9,287	324	1,735	870
March	9,368	352	1,769	875
April	9,525	329	1,838	912
May	9,788	326	1,894	936
June	10,017	337	1,966	951
July	10,120	316	2,012	1,000
August	9,804	292	2,028	1,000
September	9,697	303	2,040	997
October	9,826	333	2,065	999
November	10,001	328	2,089	1,013
December	9,959	322	2,087	1,018

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	78	7	12	7
$6.00 to $6.99	23	1	1	.....
7.00 to 7.99	27	2	3	.....
8.00 to 8.99	19	3	.....	1
9.00 to 9.99	32	3	1	2
10.00 to 10.99	39	4	7	4
11.00 to 11.99	35	1	5	5
12.00 to 12.99	48	10	9	10
13.00 to 13.99	35	1	4	3
14.00 to 14.99	48	6	3	4
15.00 to 15.99	101	6	13	7
16.00 to 16.99	54	2	6	11
17.00 to 17.99	71	8	7	9
18.00 to 18.99	94	8	13	47
19.00 to 19.99	45	14	20	38
20.00 to 20.99	158	27	25	75
21.00 to 21.99	47	9	20	40
22.00 to 22.99	140	34	14	59
23.00 to 23.99	111	8	41	80
24.00 to 24.99	127	38	21	35
25.00 to 25.99	283	10	54	105
26.00 to 26.99	167	18	28	53
27.00 to 27.99	186	6	43	84
28.00 to 28.99	232	37	61	56
29.00 to 29.99	142	9	27	31
30.00 to 34.99	1,681	82	313	182
35.00 to 39.99	2,265	58	276	64
40.00 to 44.99	2,260	8	283	30
45.00 to 49.99	1,861	5	233	8
50.00 to 54.99	1,157	10	163	6
55.00 to 59.99	480	1	113	1
60.00 to 64.99	223	.....	73	1
65.00 to 69.99	127	.....	54	1
70.00 and over	299	1	147	1

TABLE No. 16.

METAL-MINING.

Returns covering 167 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$1,211,701
Clerks, Stenographers, Salesmen, etc.	1,850,150
Wage-earners (including Piece-workers)	11,862,247
Total	$14,924,098

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,214	80	428	134
February	4,309	88	438	132
March	4,409	89	446	134
April	4,413	94	444	135
May	4,850	103	451	137
June	5,146	101	470	142
July	5,349	116	485	154
August	5,319	119	481	147
September	5,237	122	468	125
October	5,372	115	479	128
November	5,516	116	473	137
December	5,486	118	492	136

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	25	4	1	4
$6.00 to $6.99	5	1	2	.....
7.00 to 7.99	6	.....	1	.....
8.00 to 8.99	8	1	.....	.....
9.00 to 9.99	11	1	.....	1
10.00 to 10.99	8	.....	.....	.....
11.00 to 11.99	8	.....	.....	.....
12.00 to 12.99	4	.....	.....	.....
13.00 to 13.99	7	4	.....	.....
14.00 to 14.99	2	1	.....	2
15.00 to 15.99	11	.....	1	1
16.00 to 16.99	11	2	1	.....
17.00 to 17.99	7	2	1	.....
18.00 to 18.99	5	2	.....	2
19.00 to 19.99	4	.....	.....	5
20.00 to 20.99	3	2	.....	6
21.00 to 21.99	10	.....	4	2
22.00 to 22.99	12	2	1	.....
23.00 to 23.99	20	3	.....	3
24.00 to 24.99	13	3	.....	6
25.00 to 25.99	21	2	4	8
26.00 to 26.99	10	4	1	4
27.00 to 27.99	11	2	.....	14
28.00 to 28.99	24	7	.....	1
29.00 to 29.99	22	.....	1	.....
30.00 to 34.99	186	24	12	32
35.00 to 39.99	554	12	37	27
40.00 to 44.99	1,077	41	48	11
45.00 to 49.99	1,879	9	63	8
50.00 to 54.99	1,258	.....	74	4
55.00 to 59.99	480	.....	78	....
60.00 to 64.99	259	.....	70	1
65.00 to 69.99	138	2	46	.....
70.00 and over	296	1	63	.....

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 849 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$2,300,842
Clerks, Stenographers, Salesmen, etc.	3,228,637
Wage-earners (including Piece-workers)	12,623,809
Total	$18,153,288

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	5,255	1,049	843	683
February	5,501	998	843	690
March	5,814	1,028	860	694
April	5,742	1,051	872	693
May	5,875	1,100	902	717
June	6,351	1,329	932	744
July	6,562	1,288	957	775
August	7,111	1,558	1,124	792
September	6,382	1,061	984	766
October	6,204	1,076	989	762
November	6,096	1,078	984	774
December	5,924	1,023	1,005	767

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	128	49	9	10
$6.00 to $6.99	51	21	.....	6
7.00 to 7.99	28	16	.....	.....
8.00 to 8.99	24	15	1	.....
9.00 to 9.99	36	13	.....	3
10.00 to 10.99	36	19	1	7
11.00 to 11.99	33	10	.....	1
12.00 to 12.99	30	21	3	5
13.00 to 13.99	35	18	.....	4
14.00 to 14.99	29	49	1	1
15.00 to 15.99	46	30	5	8
16.00 to 16.99	40	33	4	6
17.00 to 17.99	47	76	8	12
18.00 to 18.99	55	55	10	49
19.00 to 19.99	58	54	7	16
20.00 to 20.99	92	87	18	77
21.00 to 21.99	46	57	10	30
22.00 to 22.99	86	103	4	43
23.00 to 23.99	68	62	19	85
24.00 to 24.99	85	60	9	34
25.00 to 25.99	142	127	45	82
26.00 to 26.99	167	115	12	49
27.00 to 27.99	160	51	27	49
28.00 to 28.99	201	92	46	44
29.00 to 29.99	145	86	41	16
30.00 to 34.99	1,413	211	223	143
35.00 to 39.99	2,203	480	189	55
40.00 to 44.99	1,245	42	131	13
45.00 to 49.99	879	13	101	10
50.00 to 54.99	515	6	78	4
55.00 to 59.99	250	5	56	.....
60.00 to 64.99	118	4	30	.....
65.00 to 69.99	40	3	31	.....
70.00 and over	167	7	53	2

TABLE No. 18.

OIL REFINING AND DISTRIBUTING.

Returns covering 75 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$671,667
Clerks, Stenographers, Salesmen, etc.	2,797,432
Wage-earners (including Piece-workers)	2,087,102
Total	$5,556,201

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	985	27	989	243
February	933	25	989	241
March	865	20	983	245
April	841	18	979	238
May	887	14	998	241
June	931	22	1,000	247
July	980	28	1,036	250
August	964	33	1,039	266
September	926	23	1,048	265
October	1,057	36	1,044	270
November	1,151	30	1,011	268
December	1,073	30	1,000	263

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	6	2	6	4
$6.00 to $6.99	2	.....	1	.....
7.00 to 7.99	2	.....	.....	.....
8.00 to 8.99	1	.....	.....	.....
9.00 to 9.99	1	.....	.....	.....
10.00 to 10.99	2	2	.....	.....
11.00 to 11.99	1	.....	.....	.....
12.00 to 12.99	1	2	.....	.....
13.00 to 13.99	1	1	.....	.....
14.00 to 14.99	.....	.....	.....	.....
15.00 to 15.99	1	1	.....	.....
16.00 to 16.99	.....	.....	.....	.....
17.00 to 17.99	3	.....	.....	1
18.00 to 18.99	2	.....	2	5
19.00 to 19.99	.....	.....	.....	2
20.00 to 20.99	1	1	5	7
21.00 to 21.99	.....	.....	.....	.....
22.00 to 22.99	3	.....	2	.....
23.00 to 23.99	1	2	5	10
24.00 to 24.99	2	.....	1	1
25.00 to 25.99	5	.....	9	11
26.00 to 26.99	3	.....	9	8
27.00 to 27.99	1	4	8	26
28.00 to 28.99	18	2	10	38
29.00 to 29.99	9	1	1	2
30.00 to 34.99	155	10	94	102
35.00 to 39.99	284	6	155	34
40.00 to 44.99	292	1	236	16
45.00 to 49.99	206	7	209	16
50.00 to 54.99	141	1	137	2
55.00 to 59.99	62	.....	66	.....
60.00 to 64.99	47	.....	45	.....
65.00 to 69.99	20	.....	18	.....
70.00 and over	46	.....	26	.....

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 12 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$189,158
Clerks, Stenographers, Salesmen, etc.	246,128
Wage-earners (including Piece-workers)	351,445
Total	$786,731

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	164	44	70	29
February	165	45	71	30
March	171	44	73	30
April	162	44	73	31
May	160	46	73	32
June	169	48	77	31
July	169	46	76	32
August	176	46	76	32
September	171	44	79	33
October	171	41	80	34
November	168	39	80	36
December	166	37	80	38

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females	Males.	Females.
Under $6.00	.....	.....	.....	.....
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	.....	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....
10.00 to 10.99	.....	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....
12.00 to 12.99	.....	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	.....	.....	.....	.....
15.00 to 15.99	.....	1	.....	.....
16.00 to 16.99	.....	.....	1	.....
17.00 to 17.99	.....	4	.....	.....
18.00 to 18.99	3	3	.....	.....
19.00 to 19.99	1	7	1	.....
20.00 to 20.99	3	1	1	3
21.00 to 21.99	6	13	.....	.....
22.00 to 22.99	3	1	1	4
23.00 to 23.99	5	6	.....	2
24.00 to 24.99	1	.....	1	4
25.00 to 25.99	7	.....	6	5
26.00 to 26.99	2	.....	.....	4
27.00 to 27.99	3	1	3	1
28.00 to 28.99	6	3	.....	1
29.00 to 29.99	9	1	.....	1
30.00 to 34.99	32	4	7	6
35.00 to 39.99	67	1	14	4
40.00 to 44.99	27	.....	9	3
45.00 to 49.99	10	.....	15	1
50.00 to 54.99	5	.....	4	.....
55.00 to 59.99	3	.....	1	.....
60.00 to 64.99	1	.....	2	.....
65.00 to 69.99	.....	.....	.....	.....
70.00 and over	.....	.....	1	.....

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 159 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$1,126,094
Clerks, Stenographers, Salesmen, etc.	2,575,759
Wage-earners (including Piece-workers)	4,480,698
Total	$8,182,551

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,674	353	745	549
February	1,684	376	747	561
March	1,699	371	761	565
April	1,704	352	763	566
May	1,705	353	785	577
June	1,707	352	781	596
July	1,725	348	796	605
August	1,728	382	803	604
September	1,759	381	835	581
October	1,785	373	788	624
November	1,801	366	808	628
December	1,810	368	812	645

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	23	22	1	2
$6.00 to $6.99	3	11	.....	2
7.00 to 7.99	4	7	2	.....
8.00 to 8.99	5	4	.....	1
9.00 to 9.99	5	6	.....	1
10.00 to 10.99	19	3	4	6
11.00 to 11.99	9	10	1	1
12.00 to 12.99	19	8	2	6
13.00 to 13.99	14	10	2	5
14.00 to 14.99	11	13	6	7
15.00 to 15.99	24	17	11	16
16.00 to 16.99	36	27	3	3
17.00 to 17.99	19	26	13	20
18.00 to 18.99	17	23	4	47
19.00 to 19.99	13	12	7	18
20.00 to 20.99	46	23	17	42
21.00 to 21.99	21	12	5	16
22.00 to 22.99	27	23	8	50
23.00 to 23.99	10	9	8	30
24.00 to 24.99	6	11	7	35
25.00 to 25.99	32	9	33	58
26.00 to 26.99	14	17	17	27
27.00 to 27.99	17	13	11	28
28.00 to 28.99	24	62	15	24
29.00 to 29.99	9	5	7	21
30.00 to 34.99	97	45	100	69
35.00 to 39.99	160	19	101	36
40.00 to 44.99	148	11	112	36
45.00 to 49.99	167	1	85	6
50.00 to 54.99	448	2	76	11
55.00 to 59.99	219	2	39	5
60.00 to 64.99	82	1	44	.....
65.00 to 69.99	40	.....	22	.....
70.00 and over	108	.....	60	2

TABLE No. 21.

PULP AND PAPER—MANUFACTURING OF.

Returns covering 11 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$1,538,191
Clerks, Stenographers, Salesmen, etc.	934,283
Wage-earners (including Piece-workers)	12,339,655
Total	$14,812,129

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,338	267	300	164
February	4,302	269	306	164
March	4,332	298	313	169
April	4,420	297	321	168
May	4,454	323	337	174
June	4,526	344	351	179
July	4,611	345	362	176
August	4,577	340	368	184
September	4,526	318	356	185
October	4,616	328	357	185
November	4,610	327	366	181
December	4,564	333	364	185

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	62	18	.....	.....
$6.00 to $6.99	8	2	.....	.....
7.00 to 7.99	5	2	.....	.....
8.00 to 8.99	12	1	.....	.....
9.00 to 9.99	7	.....	.....	.....
10.00 to 10.99	3	4	.....	.....
11.00 to 11.99	4	1	.....	.....
12.00 to 12.99	7	.....	.....	.....
13.00 to 13.99	7	1	1	.....
14.00 to 14.99	9	1	.....	1
15.00 to 15.99	8	3	.....	.....
16.00 to 16.99	3	3	.....	.....
17.00 to 17.99	7	2	.....	3
18.00 to 18.99	4	3	2	.....
19.00 to 19.99	5	3	1	.....
20.00 to 20.99	5	2	.....	4
21.00 to 21.99	5	1	.....	2
22.00 to 22.99	8	4	.....	2
23.00 to 23.99	12	2	1	10
24.00 to 24.99	10	5	2	3
25.00 to 25.99	14	9	1	6
26.00 to 26.99	10	9	.....	2
27.00 to 27.99	13	9	2	3
28.00 to 28.99	16	14	2	23
29.00 to 29.99	20	17	1	18
30.00 to 34.99	112	125	14	48
35.00 to 39.99	575	60	17	34
40.00 to 44.99	1,081	36	47	16
45.00 to 49.99	737	7	57	6
50.00 to 54.99	437	6	47	1
55.00 to 59.99	435	2	54	.....
60.00 to 64.99	307	1	30	.....
65.00 to 69.99	179	.....	15	.....
70.00 and over	401	.....	38	.....

TABLE No. 22.

SHIP-BUILDING.

Returns covering 73 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$616,794
Clerks, Stenographers, Salesmen, etc.	1,198,449
Wage-earners (including Piece-workers)	11,523,193
Total	$13,338,436

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,579	23	379	159
February	4,853	20	378	162
March	5,249	20	367	163
April	5,483	19	374	149
May	5,665	18	383	147
June	4,842	18	376	146
July	4,565	18	367	142
August	4,049	18	357	134
September	3,926	19	348	136
October	4,013	18	350	132
November	4,315	18	351	133
December	4,107	18	346	132

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	55	1	1	2
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	10	.....	.....	.....
8.00 to 8.99	10	.....	.....	.....
9.00 to 9.99	17	.....	.....	.....
10.00 to 10.99	5	.....	.....	.....
11.00 to 11.99	7	.....	.....	.....
12.00 to 12.99	23	.....	1	.....
13.00 to 13.99	2	.....	.....	.....
14.00 to 14.99	8	1	.....	.....
15.00 to 15.99	21	1	.....	1
16.00 to 16.99	30	2	1	3
17.00 to 17.99	8	.....	1	1
18.00 to 18.99	29	3	1	2
19.00 to 19.99	15	1	2	1
20.00 to 20.99	33	.....	1	4
21.00 to 21.99	8	2	.....	2
22.00 to 22.99	15	1	2	3
23.00 to 23.99	12	2	1	16
24.00 to 24.99	22	.....	2	2
25.00 to 25.99	36	1	1	20
26.00 to 26.99	14	.....	1	4
27.00 to 27.99	41	.....	4	13
28.00 to 28.99	43	.....	10	9
29.00 to 29.99	29	1	.....	7
30.00 to 34.99	427	.....	54	42
35.00 to 39.99	776	.....	37	2
40.00 to 44.99	892	2	45	6
45.00 to 49.99	1,479	.....	43	2
50.00 to 54.99	1,241	.....	25	.....
55.00 to 59.99	433	.....	23	.....
60.00 to 64.99	285	.....	30	.....
65.00 to 69.99	162	.....	21	.....
70.00 and over	527	.....	61	.....

TABLE No. 23.

SMELTING AND CONCENTRATING.

Returns covering 5 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$415,391
Clerks, Stenographers, Salesmen, etc.	2,061,730
Wage-earners (including Piece-workers)	7,246,079
Total	$9,723,200

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females	Males.	Females.
January	2,898	57	511	150
February	2,885	56	516	153
March	2,873	53	518	152
April	2,792	53	517	149
May	2,953	55	534	154
June	3,026	56	541	153
July	3,096	60	551	156
August	3,053	61	550	155
September	3,140	57	546	153
October	3,187	61	547	161
November	3,203	62	547	154
December	3,280	59	548	155

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	15	1	.....	.....
$6.00 to $6.99	2	.....	.....	.....
7.00 to 7.99	3	.....	.....	.....
8.00 to 8.99	2	.....	.....	.....
9.00 to 9.99	1	1	.....	.....
10.00 to 10.99	5	.....	.....	.....
11.00 to 11.99	2	3	.....	.....
12.00 to 12.99	3	2	.....	.....
13.00 to 13.99	5	.....	.....	.....
14.00 to 14.99	7	20	.....	1
15.00 to 15.99	3	.....	.....	.....
16.00 to 16.99	1	.....	.....	1
17.00 to 17.99	6	.....	.....	.....
18.00 to 18.99	8	1	.....	.....
19.00 to 19.99	15	1	1	3
20.00 to 20.99	8	4	2	1
21.00 to 21.99	7	1	.....	2
22.00 to 22.99	11	1	.....	5
23.00 to 23.99	10	1	.....	2
24.00 to 24.99	13	1	.....	3
25.00 to 25.99	6	3	1	3
26.00 to 26.99	7	.....	.....	8
27.00 to 27.99	5	.....	.....	5
28.00 to 28.99	10	2	.....	2
29.00 to 29.99	10	.....	.....	7
30.00 to 34.99	135	4	10	30
35.00 to 39.99	281	.....	18	58
40.00 to 44.99	880	5	30	13
45.00 to 49.99	828	.....	55	8
50.00 to 54.99	599	.....	84	1
55.00 to 59.99	249	.....	100	.....
60.00 to 64.99	60	.....	101	2
65.00 to 69.99	26	.....	62	.....
70.00 and over	28	.....	81	.....

TABLE No. 24.

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

Returns covering 111 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$1,383,870
Clerks, Stenographers, Salesmen, etc.	4,467,682
Wage-earners (including Piece-workers)	21,433,386
Total	$27,284,938

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females	Males.	Females.
January	5,835	2,260	1,020	1,002
February	5,787	2,284	1,027	1,002
March	5,973	2,300	1,046	1,027
April	6,049	2,332	1,145	1,036
May	6,169	2,400	1,156	1,047
June	6,097	2,476	1,164	1,068
July	6,232	2,468	1,175	1,100
August	6,160	2,409	1,182	1,104
September	6,028	2,388	1,180	1,105
October	5,890	2,387	1,143	1,112
November	4,724	2,338	1,143	1,107
December	5,881	2,344	1,143	1,126

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	27	45	1	1
$6.00 to $6.99	40	19	.....	.....
7.00 to 7.99	6	5	.....	.....
8.00 to 8.99	5	20	.....	.....
9.00 to 9.99	20	15	.....	.....
10.00 to 10.99	10	21	.....	.....
11.00 to 11.99	9	54	1	1
12.00 to 12.99	13	26	.....	3
13.00 to 13.99	20	10	.....	2
14.00 to 14.99	14	17	3	.....
15.00 to 15.99	18	28	.....	3
16.00 to 16.99	24	38	2	2
17.00 to 17.99	20	33	1	3
18.00 to 18.99	20	60	3	12
19.00 to 19.99	16	166	5	6
20.00 to 20.99	31	126	1	22
21.00 to 21.99	23	147	.....	42
22.00 to 22.99	50	136	4	23
23.00 to 23.99	27	144	3	91
24.00 to 24.99	37	194	4	37
25.00 to 25.99	51	149	5	124
26.00 to 26.99	40	113	10	58
27.00 to 27.99	46	114	13	95
28.00 to 28.99	97	98	8	91
29.00 to 29.99	34	75	39	62
30.00 to 34.99	583	301	126	189
35.00 to 39.99	877	124	162	162
40.00 to 44.99	929	24	113	56
45.00 to 49.99	1,311	44	146	40
50.00 to 54.99	945	.....	222	20
55.00 to 59.99	525	.....	71	12
60.00 to 64.99	300	.....	52	2
65.00 to 69.99	148	.....	81	3
70.00 and over	318	.....	129	1

TABLE No. 25.

WOOD MANUFACTURING (N.E.S.).

Returns covering 194 Firms.

Salary and Wage Payments, 1947.

Officers, Superintendents, and Managers	$857,208
Clerks, Stenographers, Salesmen, etc.	587,095
Wage-earners (including Piece-workers)	9,523,786
Total	$10,968,089

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,083	846	108	88
February	4,084	855	108	86
March	4,214	886	112	88
April	4,323	864	114	84
May	4,414	909	116	89
June	4,637	973	124	93
July	4,873	1,000	124	91
August	4,975	995	134	95
September	4,956	1,004	136	98
October	4,968	975	140	98
November	5,004	938	145	97
December	4,957	904	150	101

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	18	1	.....	.....
$6.00 to $6.99	20	4	.....	.....
7.00 to 7.99	18	4	.....	.....
8.00 to 8.99	7	1	.....	.....
9.00 to 9.99	2	1	.....	2
10.00 to 10.99	11	.....	2	.....
11.00 to 11.99	8	5	.....	2
12.00 to 12.99	9	4	.....	.....
13.00 to 13.99	7	4	.....	.....
14.00 to 14.99	14	3	.....	.....
15.00 to 15.99	9	2	.....	.....
16.00 to 16.99	16	4	.....	2
17.00 to 17.99	14	6	.....	.....
18.00 to 18.99	24	5	.....	4
19.00 to 19.99	12	12	.....	.....
20.00 to 20.99	15	21	1	4
21.00 to 21.99	7	9	2	1
22.00 to 22.99	66	17	.....	1
23.00 to 23.99	16	15	.....	7
24.00 to 24.99	46	52	.....	3
25.00 to 25.99	45	38	1	8
26.00 to 26.99	45	34	.....	4
27.00 to 27.99	39	11	1	6
28.00 to 28.99	64	5	1	3
29.00 to 29.99	43	9	2	2
30.00 to 34.99	579	406	17	28
35.00 to 39.99	1,885	330	13	18
40.00 to 44.99	1,436	48	16	3
45.00 to 49.99	510	6	17	1
50.00 to 54.99	260	1	12	1
55.00 to 59.99	147	4	9	1
60.00 to 64.99	43	.....	14	.....
65.00 to 69.99	18	.....	25	.....
70.00 and over	44	.....	20	.....

SUMMARY OF ALL TABLES.

Returns covering 8,410 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1947.

Officers, Superintendents, and Managers	$32,047,194	
Clerks, Stenographers, and Salesmen, etc.	41,616,051	
Wage-earners (including Piece-workers)	292,533,909	
		$366,197,154
Returns received too late to be included in above summary	$452,822	
Transcontinental railways (ascertained pay-roll)	24,880,804	
Estimated additional pay-rolls, including employers covered by the survey but not filing returns, and additional services not included in the tables; namely, Governmental workers, wholesale and retail firms, ocean services, miscellaneous (estimated pay-roll)	98,469,220	
		123,802,846
Total		$490,000,000

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	109,235	14,077	11,319	6,825
February	111,676	12,539	11,373	6,835
March	117,475	12,735	11,672	6,930
April	120,642	12,915	11,920	6,999
May	125,578	13,344	12,241	7,122
June	128,060	15,283	12,534	7,296
July	133,703	17,933	12,839	7,501
August	134,123	19,871	13,051	7,535
September	133,100	19,890	12,939	7,475
October	132,523	18,898	12,869	7,496
November	128,285	15,754	12,894	7,563
December	121,721	13,860	12,864	7,572

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	916	754	48	62
$6.00 to $6.99	370	205	5	18
7.00 to 7.99	310	162	13	8
8.00 to 8.99	264	200	12	7
9.00 to 9.99	311	198	3	14
10.00 to 10.99	319	262	19	33
11.00 to 11.99	263	255	17	29
12.00 to 12.99	367	297	24	52
13.00 to 13.99	331	281	12	33
14.00 to 14.99	334	371	15	31
15.00 to 15.99	524	406	48	71
16.00 to 16.99	483	557	33	53
17.00 to 17.99	465	777	54	102
18.00 to 18.99	608	993	51	317
19.00 to 19.99	502	952	70	201
20.00 to 20.99	941	1,143	121	499
21.00 to 21.99	485	872	52	251
22.00 to 22.99	927	1,358	61	375
23.00 to 23.99	717	895	133	541
24.00 to 24.99	1,017	1,366	73	301
25.00 to 25.99	1,325	1,096	236	710
26.00 to 26.99	1,232	1,094	105	350
27.00 to 27.99	1,397	802	176	499
28.00 to 28.99	1,959	1,150	236	449
29.00 to 29.99	1,429	716	163	226
30.00 to 34.99	16,714	4,295	1,750	1,355
35.00 to 39.99	29,047	2,647	1,776	707
40.00 to 44.99	30,842	844	1,810	312
45.00 to 49.99	22,309	491	1,609	150
50.00 to 54.99	18,709	163	1,379	75
55.00 to 59.99	9,687	80	966	25
60.00 to 64.99	5,876	42	819	11
65.00 to 69.99	3,114	20	521	8
70.00 and over	7,822	39	964	11
Totals	161,916	25,783	13,374	7,886

"HOURS OF WORK ACT."

Since the "Hours of Work Act" became effective, the Board has shown the average weekly working-hours of wage-earners by industries, and the accompanying table sets out comparative figures for the years 1930 to 1947, inclusive.

COMPARATIVE FIGURES, 1930 TO 1947 (WAGE-EARNERS).

Year.	Firms reporting.	Wage-earners 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
1945	5,687	141,182	93.46	4.20	2.34
1946	7,326	140,865	94.87	2.98	2.15
1947	8,410	159,300	92.67	5.49	1.84

The average weekly working-hours for all employees in the wage-earner section for the same years are as follows:—

1947	42.24	1938	46.84
1946	43.63	1937	47.25
1945	45.59	1936	47.63
1944	46.02	1935	47.17
1943	47.19	1934	47.32
1942	48.12	1933	47.35
1941	46.90	1932	47.69
1940	46.91	1931	47.37
1939	47.80	1930	48.62

Information regarding hours of work, as submitted by the 8,410 firms reporting to the Department of Labour, covered some 159,300 male and female wage-earners for 1947. Of this number, 92.67 per cent. were shown as working 48 hours or less per week, 5.49 per cent. working from 48 to 54 hours per week, and 1.84 per cent. working in excess of 54 hours per week.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

With additional data now available due to increased coverage in the 1947 survey, information has also been recorded regarding the hours worked by clerical workers. In addition to the wage-earners reported below, the firms replying to the questionnaire submitted information covering some 21,627 male and female clerical worker for 1947, this total being inclusive of clerks, stenographers, salesmen, etc., but excluding salaried officials, executive and managerial staff.

The following tables show by industry the 1947 average weekly hours worked, as recorded for both the wage-earner section and clerical workers:—

WAGE-EARNERS.

Industry.	1943.	1944.	1945.	1946.	1947.
Breweries and distilleries	45.05	45.37	44.64	43.19	41.23
Builders' materials	47.43	46.20	45.12	43.87	42.65
Cigar and tobacco manufacturing	44.80	41.80	43.27	38.50	41.50
Coal-mining	47.90	47.96	47.91	40.09	40.11
Coast shipping	51.69	51.48	51.13	50.05	47.38
Construction	51.14	44.09	42.79	41.58	41.36
Explosives, chemicals, etc.	46.75	45.31	44.18	42.20	42.59
Food products, manufacture of	47.59	47.72	47.36	45.90	44.33
Garment-making	43.30	42.72	41.45	41.13	39.43
House furnishings	44.00	43.55	43.40	42.32	39.94
Jewellery, manufacture of	43.88	43.47	43.09	42.83	41.93
Laundries, cleaning and dyeing	44.99	43.37	44.09	42.77	41.60
Leather and fur goods, manufacture of	43.79	43.25	43.03	41.89	40.85
Lumber industries—					
Logging	48.67	48.46	48.13	43.21	41.55
Logging-railways	53.00	52.50	51.69	45.88	47.55
Lumber-dealers	45.23	44.79	44.39	43.72	42.38
Planing-mills	49.27	47.83	47.72	44.63	41.24
Sawmills	48.47	47.98	47.46	44.02	41.25
Shingle-mills	46.42	46.28	45.90	43.83	40.40
Metal trades	45.02	45.18	43.26	42.47	42.01
Metal-mining	49.35	48.82	48.57	45.31	45.19
Miscellaneous trades and industries	47.68	47.36	46.30	44.46	43.10
Oil refining and distributing	45.83	46.57	43.93	43.63	44.06
Paint manufacturing	43.95	43.75	43.63	43.51	41.59
Printing and publishing	42.13	41.45	41.46	40.74	39.42
Pulp and paper manufacturing	48.27	48.04	47.97	44.17	44.73
Ship-building	43.92	43.07	43.10	42.02	39.46
Smelting and concentrating	49.72	47.73	48.02	42.28	42.30
Street-railways, gas, water, power, etc.	45.77	45.40	45.18	44.50	43.36
Wood-manufacturing (not elsewhere specified)	46.28	45.61	45.61	43.32	39.78

CLERICAL WORKERS, 1947.

Industry.	
Breweries and distilleries	39.33
Builders' materials	40.25
Cigar and tobacco manufacturing	40.00
Coal-mining	39.61
Coast shipping	41.06
Construction	39.69
Explosives, chemicals, etc.	40.48
Food products, manufacture of	42.60
Garment-making	39.62
House furnishings	39.83
Jewellery, manufacture of	36.71
Laundries, cleaning and dyeing	43.44
Leather and fur goods, manufacture of	40.49
Lumber industries—	
Logging	42.89
Logging-railways	.....
Lumber-dealers	40.55
Lumber industries—*Continued.*	
Planing-mills	42.07
Sawmills	40.66
Shingle-mills	38.31
Metal trades	41.23
Metal-mining	42.96
Miscellaneous trades and industries	40.59
Oil refining and distributing	39.20
Paint-manufacturing	38.40
Printing and publishing	37.35
Pulp and paper manufacturing	38.80
Ship-building	39.98
Smelting and concentrating	42.36
Street-railways, gas, water, power, etc.	39.80
Wood-manufacturing (not elsewhere specified)	38.96

STATISTICS OF CIVIL AND MUNICIPAL WORKERS.

Information contained in the statistical tables to follow has been compiled from annual returns submitted to the Department of Labour by the various cities and municipalities throughout the Province, reporting on pay-roll and employment totals of civic and municipal workers for the year 1947.

While the totals shown in this section are here set aside for separate study, it should be noted that the figures have already been incorporated in other tables as a part of the total industrial pay-roll. They should therefore not be considered as in addition to totals quoted elsewhere in this report.

Represented 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.

Based on 120 returns submitted by civic and municipal administrations, the total reported pay-roll was $9,182,413, an increase of $1,617,439 over the reported total for 1946.

Pay-roll totals of civic and municipal workers are shown in the following table, which sets out comparative figures as reported for each class of worker covered in the survey, for the years 1945, 1946, and 1947:—

	1945.	1946.	1947.
Officers, Superintendents, and Managers	$568,846	$706,418	$986,080
Clerks, Stenographers, etc.	692,741	1,050,627	900,120
Wage-earners	4,176,837	5,807,929	7,296,213
Totals	$5,438,424	$7,564,974	$9,182,413

A substantial increase in municipal employment was again evident in 1947, the increases occurring particularly in the wage-earner section. The monthly totals reported for 1947 represent the numbers on municipal pay-rolls as of the last day of each month, or nearest working-day, compared with average monthly employment submitted in previous years.

The following table shows the 1947 municipal employment totals by sex and occupational group, together with average monthly employment figures for the preceding years 1945 and 1946:—

Month.	1945.		1946.		1947.*			
	Monthly Average Employment.		Monthly Average Employment.		Wage-earners.		Clerks, Stenographers, etc.	
	Male.	Female.	Male.	Female.	Males.	Females.	Males.	Females.
January	2,268	60	3,020	47	3,518	16	271	120
February	2,249	69	3,065	55	3,618	16	270	120
March	2,286	99	3,317	74	3,938	16	282	121
April	2,322	126	3,502	99	4,097	16	280	124
May	2,443	186	3,826	193	4,457	41	281	131
June	2,590	216	3,845	252	4,529	60	285	135
July	2,666	257	3,856	278	4,790	64	285	136
August	2,733	243	3,831	254	4,691	59	283	137
September	2,677	134	3,470	127	4,337	18	287	133
October	2,707	86	3,368	85	4,267	16	291	131
November	2,759	99	3,387	79	4,235	16	288	131
December	2,741	66	3,291	64	4,121	16	295	131

* 1947 employment figures based on numbers reported on pay-roll on the last day of each month, or nearest working-day, and totals segregated to show occupational groups.

Indicating the distribution of civic and municipal employment with relation to earnings, the following table shows the percentages of male wage-earners in the various wage classifications as noted, for the comparative years 1945, 1946, and 1947:—

Weekly Earnings.	Percentage of Employees.		
	1945.	1946.	1947.
Under $15	2.28	2.58	2.38
$15 to 20	2.25	1.23	1.20
20 to 25	9.64	5.28	2.40
25 to 30	18.09	12.99	9.27
30 to 35	47.26	54.88	39.49
35 to 40	12.67	14.32	30.24
40 to 45	5.18	4.74	7.85
45 to 50	1.98	2.53	3.71
50 and over	0.65	1.45	3.46

Average weekly earnings for male wage-earners on civic and municipal pay-rolls was $34.89 for 1947, increased from $32.57 recorded for the previous year.

A survey of male and female civic employees in clerical occupations showed average weekly earnings in this section of $37.45 for male and $25.26 for female workers. Included in this classification were clerks, stenographers, and general office employees, exclusive of salaried officials, executives, and managerial staff.

The average weekly hours of work for municipal and civic employees in the wage-earner section decreased to 41.28 from 41.99 previously reported, while for the clerical workers the average weekly figure was 38.49 hours for the year under review.

SUMMARY OF NEW LAWS AFFECTING LABOUR.

(Passed by the Legislature of British Columbia, Session 1948.)

"APPRENTICESHIP ACT AMENDMENT ACT, 1948."

This amendment gives the Minister of Labour authority to exempt a minor from the necessity of entering into a contract of apprenticeship where the minor is to be employed at specialized or repetitive work within a designated trade. Previously, the Minister of Labour could exercise this authority only when a minor was performing specialized or repetitive work within a designated trade in or incidental to the production or manufacture of war supplies.

"COAL-MINES REGULATION ACT, 1948."

The "Coal-mines Regulation Act" has been completely revised. Chapter 188 has been repealed and chapter 54 of the Statutes of 1948 has taken its place.

The old Act was divided into thirteen parts—two of these parts have been combined into one in the new Act, making twelve parts instead of thirteen. These twelve parts have been rearranged so that they follow in better sequence.

Part I, Inspection of Mines, sections 4 to 13, has been revised, allowing for appointment of Electrical and Mechanical Inspectors of Mines and the powers and duties of Inspectors have been more clearly defined.

Part II, Employment of Managers, Overseers and Coal-miners, sections 14 to 16, has been changed very little, but a new subsection (6) of section 15 has been added to make certain that no person other than the holder of a first-class certificate of competency or a graduate mining engineer can take part in the technical management of a mine.

Part III, Examination and Inquiries as to Competency, sections 17 to 29: This part of the Act has been revised to clarify the duties of the Board of Examiners, and also gives graduate mining engineers an opportunity to take the examinations for coal-mine officials with one or two years less practical experience than that of other candidates. Another new provision in Part III, section 24 (2), is an Inspector may grant a permit to a person not holding a coal-miner's certificate to work at the coal-face under the supervision of a coal-miner under certain conditions, but the permit is good only for one year or less if that person obtains a coal-miner's certificate before the year expires.

Part IV, Regulation of Employment and Wages, sections 30 to 42: There has been very little change in the meaning of any of the sections in this Part, but the phrasing has been improved.

Part V, Outlets, Water-covered Areas, and Divisions of Mines, sections 42 to 52: This Part has been revised for better phrasing, but the meaning changed very little.

Part VI, Protection of Abandoned Mines, Plans of Mines, sections 53 to 57: The principal change in this Part is that now the owner or manager must send the Chief Inspector an accurate plan of the mine within six weeks after abandonment of the mine. The old Act gave the owner or manager three months to prepare this plan.

Part VII, Returns and Notices, sections 58 to 62: This Part has been rewritten, cutting out unnecessary sections in regard to returns which were already dealt with in other Departmental Acts.

Part VIII, Arbitration, section 63: This Part has been revised for better phrasing, but very little change in meaning.

Part IX, Inquests, section 64: Practically similar to the old Act.

Part X, General Rules, Regulations, and Special Rules, sections 65 to 81: The General Rules governing safety in different phases of underground operations have

been completely revised, bringing them in line with modern mine practice. In section 65 there are ninety-eight rules; these rules have been classified under various headings dealing with particular subjects, such as ventilation, inspection of workings and machinery, explosives and blasting, machinery and haulage, timbering, etc.

In section 66 there are thirteen rules dealing exclusively with precautions against coal-dust in mines. These rules have been brought in line with recent research into this subject in Great Britain.

In section 67 there are seven rules dealing with precautions against coal-dust in dry-coal cleaning plants. This is an entirely new section.

In section 68 there are thirteen rules governing surface coal-stripping operations. This is an entirely new section.

In section 69 there are twenty-seven rules governing electrical installations on the surface and underground at coal mines. These rules have been completely revised, bringing them in line with the requirements of the Electrical Code of the Canadian Standards Association.

Sections 70 to 81 deal with the methods of drawing up special rules at the various mining operations. Several improvements have been made in these sections over the old Act.

Part XI, Rescue-work, sections 82 and 83: This Part is very similar to the old Act.

Part XII, Supplemental, sections 84 to 93: This Part deals with offences and penalties. This has been revised and clarified.

A Schedule giving an abstract from the British Table of Distances for magazines and a complete index have been added.

"FEMALE MINIMUM WAGE ACT AMENDMENT ACT, 1948."

Prior to this amendment, the Board of Industrial Relations was restricted in its power to issue licences to female employees. The licences, providing for the payment of minimum wage-rates lower than those payable to experienced employees, could be issued only with respect to female employees who were inexperienced and who were over 18 years of age. The amendment deletes the reference to age, it being considered that experience rather than age should be the deciding factor, and accordingly the Board may now issue licences for inexperienced female employees without regard to the age factor.

The Act was further amended by requiring an employer to keep a record of the occupations of all of his employees. It is thought that a record showing the occupational classifications of the employees will facilitate the work of Inspectors when determining the appropriate minimum wage-rate that should apply in any instance. Also, certain occupations in various industries are exempt from the limitation of working-hours provided in section 3 of the "Hours of Work Act," and a record of the employee's occupation will clarify the situation for the management and the Inspectors. The employer is no longer required to keep a record of the nationality of the employee, as this information was useful only for statistical purposes.

"HOURS OF WORK ACT AMENDMENT ACT, 1948."

Persons holding positions of supervision or management or employed in a confidential capacity were not restricted to the hours of work provided in section 3 of the Act so long as the duties performed by them were entirely of a supervisory or managerial character and did not comprise any work or duty customarily performed by the employees. In case of dispute the Board could determine whether or not the position held by any person was such as to bring him within the scope of this provision. To overcome the problem of having to determine whether or not a dispute existed, the words "case of dispute" were deleted, and the words "any such case" substituted,

so that regardless of any difference of opinion in connection with the application of this section the Board would have the right to finally decide whether or not the employee's duties were such as to bring him within the scope of the provisions of section 4.

Provision is made in section 11 (3) of the Act for a variance of the employee's working-hours over a period of time if an agreement between the employees and the employer is confirmed by the Board. The average hours of work over the period shall not exceed forty-four per week. As this section was worded, the only variance that could be agreed to was with respect to the daily limit of work. The amendment provides for the Board's confirmation of a variance with respect to the daily or weekly, or both the daily and weekly, limit of hours of work, as experience had shown that in order to average a forty-four-hour week over a stated period of time it is often necessary to exceed the weekly hours as well as the daily hours for a part of that averaging period.

A further amendment substituted the word "occupations" for the word "nationalities" in connection with the keeping of records for reasons similar to those outlined in connection with the amendment to the "Female Minimum Wage Act."

"INDUSTRIAL CONCILIATION AND ARBITRATION ACT, 1947, AMENDMENT ACT, 1948."

Under the original Act the Minister of Labour was charged with the performance of many duties which have now been delegated to the Labour Relations Board (British Columbia). The appointment of Conciliation Officers and Conciliation Boards, the determination of certain questions of fact, the granting of permission to prosecute for infractions of the Statute are among the duties of the Labour Relations Board. The Minister of Labour remains responsible for the administration of the Act and retains authority to appoint Industrial Inquiry Commissions.

Where previously a certificate of bargaining authority was issued to bargaining representatives elected by a majority vote of the employees affected, or to a trade-union which had as its members the majority of the employees in a unit appropriate for collective bargaining, such a certificate may now be issued to a "labour organization," which may be either a trade-union or an association of employees.

Decisions regarding such questions as to whether a person is an employee within the meaning of the Act, or if a labour organization is dominated or influenced by an employer, are the conclusive responsibility of the Labour Relations Board.

The Act, in addition to other sections concerning unfair labour practices, now provides that if an employer illegally discharges an employee because of participation in the activities of a labour organization, he shall reinstate the employee and pay to him the wages lost by reason of the discharge; if the employer is found guilty of such an illegal discharge by a Magistrate or Justice, he may be directed to pay the employee the wages lost by reason of the discharge in addition to any other penalty imposed; if an agreement is reached as a result of collective bargaining and the parties refuse to sign or execute the agreement, they may be charged with an offence against the Act. Following a complaint that an employer, labour organization, or person acting on their behalf is committing any act of unfair labour practice, the Labour Relations Board may serve notice on the parties concerned that an inquiry will be made, and if, as a result of the inquiry, the parties are found to be committing the prohibited act, the Labour Relations Board may order that it cease. A refusal of the parties to obey this order is an offence against the Act, and a conviction thereof will not prevent prosecution in respect of any offence committed by reason of doing the prohibited act.

The section dealing with the payment of union dues has been changed so that a check-off of dues must only be paid to a labour organization which is certified as a bargaining authority.

It is provided that where an application for certification is made by a labour organization for a bargaining unit in which the employees are employed by two or more employers, the Labour Relations Board shall not certify the bargaining authority unless the unit is appropriate for collective bargaining in respect to all the employers and unless the majority of the employers has consented to representation by one bargaining authority.

The amendments provide that at any time after a labour organization has been certified as bargaining agent for a unit of employees, the Labour Relations Board may cancel the certification if investigation discloses that the labour organization has ceased to be a labour organization, or that the employer has ceased to be the employer of the employees in the unit, or if ten months have elapsed since the certification of the labour organization and that it has ceased to represent the employees in the unit.

Where an employer has separate operations in progress in different parts of the Province and an application for certification of a bargaining authority for the employees in any trade is made, the Labour Relations Board may certify a bargaining authority for all the employees in that trade in all the operations of the employer throughout the Province.

The time in which certain things are to be done pursuant to the Act has been reduced. An employer must commence collective bargaining with the bargaining authority within five days after receipt of a notice from the bargaining authority instead of the ten days previously allowed. A Conciliation Officer may be appointed after collective bargaining has taken place for ten days instead of fourteen, and only by consent of the Labour Relations Board or upon consent of the parties concerned may his commission be extended beyond ten days, whereas this period had been fourteen days. Similarly, the time-limits concerning the appointment, functioning, and report of Conciliation Boards, and the period following the report of the Conciliation Board which must be observed before a strike or lockout can be legally called, are reduced.

The amendments provide that the Labour Relations Board may authorize an employer, who has been notified to commence collective bargaining by a bargaining authority, or who has been a party to a collective agreement, to make an increase or decrease in wages or an alteration in any term or condition of employment. The regulations may be of general or restricted application and may prescribe the conditions to be observed by the employer to whom the authority was granted.

Where previously it was provided that the report of the decision of a majority of the members of a Conciliation Board was the report of the Board and as such was sent to the interested parties, amendments now state that if the Conciliation Board's decision is not unanimous, then copies of the reports of all the members must be sent to the interested parties and may be published by the direction of the Labour Relations Board.

The amendments provide that in the event of a strike or lockout and where an offer of settlement is made by either employer or employees, the Labour Relations Board may direct that the offer be submitted to a vote of the employers or employees affected, and it may make arrangements for the conduct and supervision of the vote.

Sections in the original Act which provided for the appointment, duties, and powers of a Referee regarding investigations concerning unfair labour practices have been deleted.

Provisions regarding the term of collective agreements have been amended. It is now provided that if a collective agreement is for a term of more than one year, then, notwithstanding any provisions contained in the agreement, either party may, after the agreement has been in operation for eight months, apply to the Labour Relations Board for permission to terminate the agreement on its next anniversary date. If the Labour Relations Board gives this consent and if the notice of termination is served

on the party at least two months before the anniversary date, then the agreement will be terminated on that date. However, should the parties desire that the term of a collective agreement be for more than one year, they may by agreement specifically exclude the operation of the foregoing provisions, and in that event they would not be applicable.

The section dealing with the qualifications of members of a Conciliation Board has been amended. No person shall be appointed to act as a chairman of a Conciliation Board who has, either directly or indirectly, any pecuniary interest in the matters referred to it or who is or has within a six-month period preceding the date of his appointment acted in the capacity of solicitor, legal adviser, counsel, or paid agent of either of the parties concerned in the dispute.

It is provided in the amendments that the members of the Labour Relations Board are appointed to office for a term of five years but may be dismissed for cause. Should the chairman not be present at a meeting of the Board, the remaining members of the Board may appoint one of their number to act as chairman, and in order that routine matters may be promptly disposed of, the Board may delegate any of its functions or duties to one or more of its members.

The section dealing with the powers of the Labour Relations Board has been amended so that the Board's decision is final and conclusive for the purposes of the Act in regard to certain questions arising under the Act, except in respect of any matter that is before a Court.

Amendments to the miscellaneous provisions of the Act now make it obligatory for an extra-provincial company to appoint a person resident in the Province to bargain collectively with the bargaining authority and to conclude and sign a collective agreement on behalf of the company which shall be binding on it, and failure to comply with these provisions is an offence against the Act.

It is provided that if employees have gone on strike contrary to any of the provisions of the Act, the Labour Relations Board may cancel the certificate of bargaining authority for these employees and may establish a procedure for negotiating a settlement of the strike.

The amended Act provides that where it is necessary to serve an unincorporated organization with a summons or other Court process, service may be effected on the secretary, if available, or otherwise on any officer of the organization.

It is provided in the amendments that pre-strike and pre-lockout votes will be by secret ballot and that the Labour Relations Board or its representative will supervise the taking and counting of the ballots and may make such regulations as it deems proper for supervision of the vote. The Labour Relations Board may also direct that any other vote, under the provisions of the Act, shall be by secret ballot and may exercise full power of supervision over the taking and counting of the ballots.

Under amendments to the Act, the Labour Relations Board is to make an annual report to the Minister of Labour for submission to the next meeting of the Legislature. The report is to comprise statements and summaries of the work accomplished by the Board and such other information as may be requested by the Minister of Labour.

For the purpose of dealing with labour relations on a Dominion or interprovincial basis in the meat-packing and coal-mining industries, the amendments provide that the Lieutenant-Governor in Council may make regulations providing for co-operation with the Dominion or any other Province, and to the extent that they are necessary to be effective these regulations will supersede the provisions of the Act.

"MALE MINIMUM WAGE ACT AMENDMENT ACT, 1948."

This amendment to the "Male Minimum Wage Act" provides for the members of the Board of Industrial Relations to elect one of its members to be vice-chairman of the Board, who shall have all the powers of the chairman during his absence.

A further amendment requires the employer to keep a record of the occupations of his employees instead of the nationalities, for reasons similar to those outlined in connection with the amendment to the " Female Minimum Wage Act."

" MECHANICS' LIEN ACT AMENDMENT ACT, 1948."

This amendment provides that all sums received by a contractor or a sub-contractor on account of the contract price shall be a trust fund in the hands of the contractor or the sub-contractor for the benefit of the owner, contractor, sub-contractor, Workmen's Compensation Board, labourers, and persons who have supplied material on account of the contract. Neither the contractor nor the sub-contractor shall appropriate any part of such sum to his own use until all labourers and persons who have supplied material on the contract are paid for work done or material supplied, and the Workmen's Compensation Board is paid any assessment.

" METALLIFEROUS MINES REGULATION ACT, 1948."

The " Metalliferous Mines Regulation Act " has been completely revised. Chapter 189 has been repealed and chapter 55 of the 1948 Statutes has been substituted.

The new Act is headed by three preliminary sections followed by five parts.

The preliminary part includes the title, definitions, and application of the Act.

Part I, Administration, sections 4 to 19: This makes provision for the appointment of Electrical, Metallurgical, and Mechanical Inspectors and defines the powers and duties of Inspectors and the duties of owners, agents, and managers.

Part II, General Rules, section 20: This Part consists of 256 general rules which apply to mines, quarries, and metallurgical works. These rules have been completely rewritten to bring about a better arrangement and conform with modern mining practices. They are grouped under various headings dealing with particular subjects, such as surface arrangements, fire-protection, explosives, hoisting, haulage, ventilation, etc. Rules covering mills and metallurgical works have been amplified and additions made to cover cranes, elevators, hoistways, etc., on the surface.

Part III, Special Rules, sections 21 to 31: This Part deals with the method of drawing up special rules to make provision for covering special conditions found at any mine.

Part IV, Electrical Installations, sections 32 to 37: This Part defines the extent to which the Canadian Electrical Code applies to surface and underground electrical installations at metal mines, quarries, and metallurgical works, and the powers of the Electrical Inspector and duties of owners, agents, or managers in this respect.

Part V, Supplemental, sections 38 to 48: This Part deals with offences and penalties, and has been revised and clarified. It also gives the Lieutenant-Governor in Council power to make regulations for carrying out the provisions of the Act in the interests of safety.

A Schedule giving an abstract from the British Table of Distances for magazines and a complete index have been added.

" SEMI-MONTHLY PAYMENT OF WAGES ACT AMENDMENT ACT, 1948."

Certain difficulties had been present in connection with the enforcement of this Act by reason of the fact that a " wage " had not been defined. This amendment defines " wage " or " wages " as " any compensation for labour or services, measured by time, piece, or otherwise," and is similar to that provided in the " Male Minimum Wage Act."

Prior to this amendment, employees who had been engaged under a bona-fide contract, where the yearly salary or wages was $2,000 or over, were exempt from the application of the Act. The increases in wages that have taken place during the last

seven years have added substantially to the number of employees who might be exempt from the provisions of the Act by reason of the fact that they were engaged under a bona-fide contract and were paid $2,000 or over. In order that the Act would apply to the majority of employees who worked for wages, the amendment requires that the bona-fide contract shall be in writing and that the wages of the employees shall be $4,000 or over.

"SHOPS REGULATION AND WEEKLY HOLIDAY ACT AMENDMENT ACT, 1948."

In Part II of the Act regarding Regulations relating to a Weekly Holiday, the definition of a "shop" is clarified by the inclusion of, with the present definition, any building or portion of a building, booth, stall, or place where goods are exposed or offered for sale by retail, or where the business of a barber or a hairdresser or the business of a shoe-shine stand is carried on, but not where the only trade or business carried on is that of a tobacconist, news-agent, hotel, inn, tavern, victualling-house, or refreshment-house, and the exclusion of pawnbrokers' shops or shops in which only second-hand goods or wares are bought, sold, or offered for sale, or premises where a barber or hairdresser is attending a customer in the customer's residence.

A routine amendment is made in section 3 by substituting the word "holiday" for the word "half-holiday."

"WOODMEN'S LIEN FOR WAGES ACT AMENDMENT ACT, 1948."

This amendment provides that a plaintiff, on filing his statement of claim in any suit brought to enforce a lien under the "Woodmen's Lien for Wages Act," shall pay in stamps $1 on every $100 or fraction of $100 of the amount of his claim up to $1,000.

"WORKMEN'S COMPENSATION ACT AMENDMENT ACT, 1948."

The most important amendments to the Act, from the worker's point of view, are those that provide increased compensation to dependents. The death benefits payable to dependents were increased from $40 to $50 per month, and the allowance for each child under the age of 16 years was increased from $10 to $12.50 per month, without any limitation on the total amount that might be paid pursuant to the provisions of this section of the Act.

A further amendment increases from $2.50 to $3 50 the *per diem* allowance the Board may make to an injured workman for his subsistence when, under its direction, he is undergoing treatment at a place other than the place wherein he resides.

Still another amendment increases from $125 to $150 the amount the Board may allow to cover the necessary expenses of the burial or cremation of a deceased workman.

REPORT OF THE BOARD OF INDUSTRIAL RELATIONS.

Members of the Board.

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

Secretary.

Mabel A. Cameron, to July 31st, 1947.....Parliament Buildings, Victoria.
C. R. Margison, September 1st, 1947.....789 Pender Street West, Vancouver.

Head Office.....Parliament Buildings, Victoria.
Branch Office.....789 Pender Street West, Vancouver.
Regional Offices.....17 Bastion Street, Nanaimo.
Capital News Building, Bernard Avenue, Kelowna.
560 Baker Street, Nelson.
220 Fourth Avenue, Kamloops.
Department of Labour, Prince George.

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

SIR,—We have the honour to present the fourteenth annual report of the Board of Industrial Relations for the year ended December 31st, 1947.

When the "Male Minimum Wage Act" of 1934 was passed by the Legislature, provision was made in that Statute for the establishment of a board consisting of five members, to be known as the "Board of Industrial Relations." The Board was established in April, 1934, and was charged with the duties and responsibilities formerly connected with three separate boards—namely, the Minimum Wage Board, the Board of Adjustment, and the Male Minimum Wage Board.

The first Minimum Wage Board of the Province, consisting of three members, had been set up in July, 1918, to administer the provisions of the "Women's Minimum Wage Act." This Board dealt with minimum wages and conditions of employment with respect to female employees. It was not until the year 1925 that legislation was passed relating to the establishment of minimum wages applying to male employees.

Prior to the year 1934 the "Hours of Work Act," a Statute passed in December, 1923, had been administered by the three-member Board of Adjustment which was established in January, 1925. The Board of Adjustment also, until the "Male Minimum Wage Act" of 1925 was repealed and a new "Male Minimum Wage Act" was passed by the Legislature on March 20th, 1929, had jurisdiction over the matter of minimum wages for male employees. With the enactment of the "Male Minimum Wage Act" of 1929, a Male Minimum Wage Board was established to exercise control over the matter of minimum wages for male employees. The Male Minimum Wage Board consisted of three members and functioned during the years 1929 to 1934, when the present Board of Industrial Relations was established.

The brief historical outline in the preceding paragraphs is provided to indicate that for more than a quarter of a century legislation has been in effect to protect female employees from possible exploitation by a minority of employers who, but for that legislation, may not have had any interest in the welfare of the women and girls employed by them, and that for twenty-three years legislation has been in effect giving benefits to male employees.

Although this is the fourteenth annual report of the Board, it is actually the thirtieth annual record of the Department with respect to female employees.

MEETINGS AND DELEGATIONS.

During the year 1947 the Board held eighty-five sessions on forty-three different days. It convened in Victoria on thirty-one of those days and in Vancouver on twelve days.

Thirty-five delegations appeared before the Board during the year under review. Certain of the delegations requested the Board to establish minimum wages and conditions of employment with respect to employees who were not at that time receiving the benefits of a minimum wage Order. Other delegations made submissions to the Board regarding proposed revisions of Orders in effect, and still other parties made representations requesting temporary amendments to certain Orders to provide time to make provision for increased personnel so that the industry would not be penalized for non-compliance with certain provisions of the Orders due to reasons which were beyond its control. In this connection representations were made by employers in the logging industry regarding the hours worked by the timekeepers in logging camps. It was claimed that during the war it had been impossible to provide accommodation for future requirements and that it would need several months before changes in personnel, etc., could be made so that the working-hours of the timekeepers could be confined within the limits provided in the "Hours of Work Act." After a complete investigation of the matter the Board made Orders Nos. 1A (1947) and 1C (1947), referred to in the following section of this Report. Similar representations were made by the pulp and paper industry. It was claimed that lack of accommodation resulted in shortage of labour and made it impossible to fully comply with the weekly limit of forty-four hours. The result of this submission is outlined under the heading "Orders made during 1947."

Public hearings were held in connection with the carpentry industry, automotive maintenance workers, radio technicians, sheet-metal workers, theatrical workers, and bakery salesmen.

Following these hearings the Board made Order No. 58 (1947) and Regulation 17B, referred to in the following sections of this Report.

It has not yet been possible to complete the revision of all the Orders to which reference was made in the Annual Report for 1946, and this is due in part to the time the Board has had to devote to the preparation of proposed Orders covering employees who up to this time have not come within the application of any minimum wage Order of the Board, or who, at the present time, are covered by an industrial Order rather than an occupational Order.

On July 31st, 1947, Miss Mabel A. Cameron, secretary of the Board of Industrial Relations, who had completed twenty-eight years' service with the Provincial Government, retired from the Civil Service. She had joined the Department of Labour as secretary of the Minimum Wage Board in 1919. During her twenty-eight years as a public servant Miss Cameron had taken an active part in drawing up the many Orders and regulations that are now in effect, and on her retirement the Department lost an employee whose experience and ability were recognized both by her associates in the Department and the general public.

C. R. Margison, who had for the previous six months been acting as administrative assistant to the chairman of the Board, was appointed secretary to the Board on September 1st, 1947. He had been on leave from the Department of Labour from January, 1942, to February, 1947, during which period he had been working with the British Columbia Regional War Labour Board in the administration of the Dominion Government's War-time Wages Control Order.

ORDERS MADE DURING 1947.

During the year 1947 the Board completely revised ten of its Orders, resulting in the promulgation of the following:—

Order No. 1, 1947, with respect to the logging industry.
Order No. 5, 1947, with respect to the personal service occupation.
Order No. 25, 1947, with respect to the manufacturing industry.
Order No. 49, 1947, with respect to the woodworking industry.
Order No. 50, 1947, with respect to the sawmill industry.
Order No. 51, 1947, with respect to the household-furniture manufacturing industry.
Order No. 55, 1947, with respect to the box-manufacturing industry.
Order No. 58, 1947, with respect to the carpentry trade.
Order No. 62, 1947, with respect to the shingle industry.
Order No. 68, 1947, with respect to the Christmas-tree industry.

In addition, an entirely new Order was made with respect to the occupation of hairdressing, Order No. 27, 1947, which occupation had previously been included in the Personal Service Order.

The wage-rates and working conditions provided in the above-mentioned revised Orders substantially improved the employees' conditions of employment, but perhaps the major change made in connection with most of these Orders was the broadening of the application of all but four of them to include in their coverage both male and female employees. Previously Order No. 5 and Order No. 25 had applied only to female employees, and Order No. 49, Order No. 51, Order No. 55, and Order No. 68 had applied only to male employees.

In connection with the carpentry trade, after holding a public hearing regarding the revision of the applicable Orders, the Board decided to make one Order governing this trade to apply throughout the Province instead of restricting its application to only five areas of the Province as previously.

Order No. 1A, 1947, and Order No. 1C, 1947—Logging Industry.—Order No. 1A, 1947, amended Male Minimum Wage Order No. 1, 1947, with respect to the logging industry by removing male office employees in logging camps from the overtime provisions of that Order for the period May 29th, 1947, to December 31st, 1947. This amendment was further extended by Order No. 1C, 1947, for the period January 1st, 1948, to and including April 30th, 1948.

Order No. 1B, 1947—Logging Industry.—This Order amended Male Minimum Wage Order No. 1, 1947, by removing employees engaged as trainees in topographic mapping in connection with the logging industry from the overtime provisions of that Order for the period June 5th, 1947, to and including September 30th, 1947.

Order No. 2A, 1947—Apprentices indentured under the "Apprenticeship Act."—This Order of the Board amended Male and Female Minimum Wage Order No. 2, 1946, with respect to apprentices indentured under the "Apprenticeship Act" by deleting therefrom the provision that the rates of pay under the contract of apprenticeship would constitute the minimum wage payable by the employer to the apprentice. This amendment was made as the matter of the wage-rates to be paid to apprentices indentured pursuant to the provisions of the "Apprenticeship Act" is covered by the provisions of that Statute.

Order No. 24A, 1947—Mercantile Industry.—This Order amended Female Minimum Wage Order No. 24, 1946, with respect to the mercantile industry by giving the Board of Industrial Relations authority to vary the daily guarantee provision in connection with experienced female employees working less than thirty-nine hours per week.

Order No. 25A, 1947—Manufacturing Industry.—This Order amended Male and Female Minimum Wage Order No. 25, 1947, with respect to the manufacturing industry by deleting from the application of the overtime provisions those employees in that section of the pulp and paper industry that is exempted from the provisions of the "Hours of Work Act" pursuant to the provisions of section 12 of the said Act. The Order was effective for the period August 1st, 1947, to and including April 30th, 1948.

Order No. 28A, 1947—Logging and Sawmill Industries.—This Order of the Board rescinded Order No. 28, which Order had fixed the maximum price to be charged for board and lodging in the logging and sawmill industries in certain parts of the Province as set out in the said Order No. 28.

Order No. 34A, 1947—Office Occupation.—This Order amended Female Minimum Wage Order No. 34, 1946, with respect to the office occupation by giving the Board of Industrial Relations authority to vary the daily guarantee provision in connection with experienced female employees working less than thirty-six hours per week.

Order No. 47A, 1946—Fruit and Vegetable Industry.—This Order amended Male Minimum Wage Order No. 47, 1946, with respect to the fruit and vegetable industry by deleting from its coverage persons holding positions of supervision or management as defined by section 4 of the "Hours of Work Act."

Order No. 52A, 1947—Hotel and Catering Industry.—This Order amended Male and Female Minimum Wage Order No. 52, 1946, with respect to the hotel and catering industry by applying the minimum wage-rates provided therein to bell-boys.

Orders No. 59 and 24—Mercantile Supplementary, 1947.—These Orders took care of male and female employees in the mercantile industry for the Christmas period. Temporary workers employed between December 4th and December 31st were required to be paid not less than 45 cents per hour, except that female employees working thirty-nine hours or more per week were required to be paid not less than $17 for that week.

REGULATIONS MADE DURING 1947.

Regulation No. 5A—Shipping Staff.—This regulation of the Board cancelled Regulation No. 5 which had permitted persons employed as members of the shipping staff in industrial undertakings, where shipping operations were of an intermittent nature, to work such hours in addition to the working-hours limited by section 3 of the "Hours of Work Act" as were necessary to surmount extraordinary conditions.

In view of the cancellation of Regulation No. 5, the hours of work of the shipping staff in industrial undertakings are limited to those provided in section 3 of the "Hours of Work Act."

Regulation No. 17B—Baking Industry.—This regulation cancelled Regulation No. 17A and reduced from fifty to forty-eight the number of hours per week that persons employed in the baking industry as deliverymen might work. It also limited the daily working-hours of these employees to ten.

Regulation No. 32—Construction Industry.—This regulation of the Board permitted persons employed in the construction of the project known as the Pine Pass Highway to work nine hours per day and fifty-four hours per week for the period May 22nd, 1947, to and including November 15th, 1947.

Regulation No. 32A—Construction Industry.—This regulation permitted persons employed in the construction of the project known as the Hope–Princeton Highway to work nine hours per day and fifty-four hours per week for the period May 22nd, 1947, to and including November 15th, 1947.

Regulation No. 32B—Construction Industry.—This regulation permitted persons employed in the construction of the project known as the Princeton–Kaleden Highway to work ten hours per day and fifty hours per week for the period May 22nd, 1947, to and including November 15th, 1947.

The regulations with respect to the construction industry were made by the Board to facilitate the completion of the respective highways.

Regulation No. 33—Occupations of Stationary Steam Engineer and Special Engineer.—This regulation of the Board added to the Schedule of the "Hours of Work Act" the occupation of stationary steam engineer and the occupation of special engineer as defined in the regulation.

At the time this regulation was made, after due inquiry, pursuant to the provisions of section 12 of the "Hours of Work Act," the Board exempted stationary steam engineers and special engineers, as defined in Regulation No. 33 employed as janitor-engineers in apartment blocks covered by an Order of the Board establishing a minimum wage in the occupation of janitor, from the operation of the "Hours of Work Act."

Regulation No. 34—Occupations of Bartender, Waiter, and Utility Man.—This regulation of the Board added to the Schedule of the "Hours of Work Act" the occupations of bartender, waiter, and utility man within premises covered by beer licences issued pursuant to the provisions of section 28 of the "Government Liquor Act."

At the time this regulation was made, after due inquiry, pursuant to the provisions of section 12 of the "Hours of Work Act," the Board exempted the occupations of bartender, waiter, and utility man within premises covered by beer licences issued pursuant to the provisions of section 28 of the "Government Liquor Act" from the operations of the "Hours of Work Act" in the following cities, districts, and villages:—

Cities: Greenwood, Kaslo, Salmon Arm.

Districts: Glenmore, Oak Bay, Peachland, Kent, Penticton, Spallumcheen, Matsqui, Sumas, Summerland, Surrey, Tadanac, West Vancouver.

Villages: Chapman Camp, Cranberry Lake, Tofino.

Mercantile Industry—Christmas, 1947 (Temporary).—This regulation of the Board authorized certain employees in retail establishments in the mercantile industry to exceed on certain days during the Christmas season the limit of hours of work provided in section 3 of the "Hours of Work Act."

(Summaries of the above-mentioned Orders and regulations, together with other existing and new Orders and regulations made prior to this Report going to press, may be found in the Appendix to this section of the Report.)

STATISTICS COVERING WOMEN AND GIRL EMPLOYEES.

A separate section has again been set aside to present for 1947 the annual statistical survey of women workers in the business and industrial life of the Province.

Returns were received in time for tabulation from some 7,850 employers of women and girls, who reported a total of 61,442 female workers for the year under review. This total represents a substantial increase over the 55,332 reported for the previous year and, it is gratifying to note, exceeds the previous high of 60,410 established in 1944.

With the simplification of the 1947 questionnaires, some detail has necessarily been eliminated from the information here presented. The tables which follow, however, have been rearranged to give a comparative picture for the past five years relating to employment, earnings, and hours of work in those occupations and industries covered by Orders of the Board.

MERCANTILE INDUSTRY (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	1,747	1,696	1,650	1,515	1,330
Total number of employees	11.493	10,808	11,039	10,618	9,929
Total weekly earnings	$228,446.00	$197,691.08	$184,838.18	$173.346.41	$144,067.59
Average weekly earnings	$19.88	$18.29	$16.74	$16.33	$14.51
Average hours worked per week	36.48	38.46	38.02	37.99	37.76

Firms reporting in the mercantile industry increased to 1,747 during 1947, compared with a total of 1,696 recorded in the previous year. With the increased coverage, the over-all employment total rose to 11,493, as against 10,808 reported for 1946.

Total amount of salaries and wages paid to the 11,493 female employees for the week under review was $228,446, up from $197,691 reported for 1946 and representing average *per capita* weekly earnings of $19.88 in this industry, increased from $18.29 noted for the previous year.

Due to many employers reporting the highest volume of employment during the Christmas week, in which the total working-hours were considerably less than normal, the average weekly hours of work was recorded at 36.48, as against 38.46 for this industry in 1946.

LAUNDRY, CLEANING AND DYEING INDUSTRIES (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	206	176	181	161	138
Total number of employees	2,881	2,285	2,332	2,151	1,830
Total weekly earnings	$57,784.00	$40,417.75	$37,965.94	$33,228.64	$27,096.61
Average weekly earnings	$20.06	$17.69	$16.28	$15.45	$14.81
Average hours worked per week	38.23	39.01	39.88	38.90	40.49

With a total of 206 firms reporting in this section, the number of female employees engaged in laundry, cleaning and dyeing occupations was reported as 2,881 for 1947, a substantial increase over the 1946 total of 2,285.

Total earnings for the week reviewed was $57,784, the 2,881 employees earning an average weekly amount of $20.06. Compared with a 1946 figure of $17.69, and $16.28 in 1945, this represents a marked increase in earnings for females employed in this industry.

With the increase in employment in this section, average weekly hours for employees in laundry, cleaning and dyeing occupations decreased slightly in 1947 to show an average figure of 38.23, as against 39.01 recorded in 1946.

HOTEL AND CATERING INDUSTRY (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	1,222	1,174	1,271	1,137	1,137
Total number of employees	10,879	9,492	9,553	9,078	8,879
Total weekly earnings	$216,965.00	$175,484.81	$162,384.74	$151,575.26	$142,331.93
Average weekly earnings	$19.94	$18.49	$17.00	$16.70	$16.03
Average hours worked per week	38.54	38.93	40.56	41.01	41.50

Increasing numbers of firms reporting in the hotel and catering group were responsible for rising employment totals in this section, the 1,222 firms replying to the questionnaire reporting a total of 10,879 females, increased from 9,492 reported in 1946.

With a weekly pay-roll of $216,965 for the period reported, average *per capita* weekly earnings for the employees shown in this classification rose to $19.94 in 1947, increased from an average weekly figure of $18.49 recorded for the previous year.

Average weekly working-hours for employees in hotel and catering occupations decreased fractionally to 38.54 in 1947, as against 38.93 noted for 1946.

Office Occupation (Female).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	3,349	3,261	3,274	2,984	2,766
Total number of employees	15,368	14,296	13,790	13,251	12,172
Total weekly earnings	$423,571.00	$346,234.83	$318,788.40	$301,981.54	$245,706.64
Average weekly earnings	$27.56	$24.22	$23.12	$22.79	$20.19
Average hours worked per week	39.09	39.46	40.43	40.82	40.69

Highest employment for female workers continues to appear in the office occupation.

With increasing numbers of firms reporting females engaged in clerical occupations, employment totals in this section reached a new high, the 1947 figure rising to 15,368 from 14,296 recorded for the previous year. This represents the highest recorded employment figure for females in any of the occupations included in the survey.

With a total of $423,571 paid in salaries and wages for the week reported, average weekly earnings for office workers increased substantially over the previous year, the 1947 figure advancing to $27.56 from $24.22 previously reported.

Little change was noted in the average weekly hours of work in this occupation, the 1947 figure decreasing fractionally to 39.09 from 39.46 noted in 1946.

Personal Service Occupation (Female).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	152	144	149	134	134
Total number of employees	524	542	535	476	453
Total weekly earnings	$11,830.00	$11,435.30	$10,350.57	$9,054.25	$7,543.50
Average weekly earnings	$22.58	$21.10	$19.35	$19.02	$16.65
Average hours worked per week	39.48	40.16	39.88	40.50	39.94

The above table covering the personal service occupation includes females employed as beauty-parlour operators, chiropodists, and those engaged in similar occupations. The firms reporting in the above table are limited to those employing staff, as many firms in this business are operated by the owners without outside help, and consequently are omitted in the coverage of the survey for this reason.

Although there was a slight increase in the number of firms reporting in 1947, the employment total registered little change, decreasing fractionally to 524 from 542 listed in 1946.

In line with the upward trend of wages in general during the year, the total weekly amount of salaries and wages paid in this occupation increased to $11,830 in 1947, to show an average *per capita* weekly earnings of $22.58, compared with $21.10 reported for 1946.

Average weekly hours worked in personal service occupations decreased slightly for the period reviewed, the 1947 figure declining to 39.48 from 40.16 noted for the previous year.

Fishing Industry (Female).

	1947.*	1946.	1945.	1944.	1943.
Number of firms reporting	22	20	17	19	16
Total number of employees	2,129	774	441	656	372
Total weekly earnings	$58,775.00	$18,194.97	$9,307.73	$12,214.60	$7,385.73
Average weekly earnings	$27.61	$23.51	$21.11	$18.62	$20.16
Average hours worked per week	37.84	37.49	35.22	36.28	39.58

* 1947 figures inclusive of all cannery occupations not previously included in the tabulations.

Due to changes in the questionnaire, omitting the detailed listing of all employees, it was not possible to segregate piece-workers and employees engaged in heading and filling occupations from the totals submitted by the firms reporting. Inasmuch as these occupations were previously omitted from the tables, being outside the governing Order of the Board, no direct comparison should be made in the preceding table between 1947 figures and those for previous years. The 1947 figures, however, serve to show details of the over-all picture of females engaged in this industry.

With twenty-two firms reporting females in all cannery occupations, the total employment figure was 2,129 for 1947. Total amount of salaries and wages paid for the week under review was $58,775, representing an average *per capita* earnings of $27.61 for the period reported.

Little change was noted in the weekly hours of work in this industry, the average increasing fractionally to 37.84 during 1947, as against 37.49 previously reported.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	154	230	221	194	186
Total number of employees	2,679	2,720	2,096	2,353	2,185
Total weekly earnings	$68,205.00	$61,895.57	$44,409.74	$54,232.36	$39,480.72
Average weekly earnings	$25.46	$22.76	$21.19	$23.05	$18.07
Average hours worked per week	40.08	40.61	37.78	40.52	40.54

In recording the number of firms employing females in occupations relating to the telephone and telegraph section, the inclusion of offices, establishments, hotels, hospitals, etc. (wherein the operation of a switchboard places the firm in the above category) has been responsible for fluctuations in the totals of reporting firms.

It is evident from the 1947 returns that many employers, particularly in office establishments, have in some cases included switchboard operators in the general totals relating to office employees, as the number of supplementing firms reporting telephone and telegraph occupations was somewhat less than in previous years.

Employment totals, however, remain high in the sample obtained, a total of 2,679 female employees being reported in this occupation by the firms filing returns, as against 2,720 noted for 1946.

Pay-roll for the week reported climbed to $68,205, compared with total salaries and wages of $61,895 paid for a similar weekly period in 1946.

Based on the employment represented, the average weekly earnings for females employed in telephone and telegraph occupations was $25.46 in 1947, substantially increased from $22.76 reported for the previous year and $21.19 in 1945.

MANUFACTURING INDUSTRY (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	794	948	1,036	849	873
Total number of employees	8,983	8,757	14,016	16,221	14,869
Total weekly earnings	$216,668.00	$189,535.49	$321,983.90	$415,945.94	$299,685.37
Average weekly earnings	$24.12	$21.64	$22.97	$25.64	$20.16
Average hours worked per week	38.19	39.32	40.33	42.35	42.66

Although the number of firms reporting in this section was less than in the previous year, the over-all employment total gained in strength, with 8,983 females reported in manufacturing occupations for 1947, increased from 8,757 in 1946.

Total amount of salaries and wages paid to the 8,983 employees for the weekly period was $216,668, representing an average *per capita* weekly earnings of $24.12 for females employed in this group, compared with $21.64 previously recorded.

In line with the general downward trend established in the post-war years, further decrease was noted in the weekly working-hours in manufacturing industries, the 1947 average declining to 38.19 from 39.32 reported for 1946.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	85	72	69	72	69
Total number of employees	5,940	5,245	4,836	4,941	3,539
Total weekly earnings	$154,875.00	$119,587.20	$100,909.15	$106,997.85	$66,004.77
Average weekly earnings	$26.07	$22.80	$20.87	$21.66	$18.65
Average hours worked per week	40.20	42.97	43.01	44.64	45.04

Increased earnings and shorter hours of work were noted in this section.

With eighty-five firms reporting in the fruit and vegetable industry as compared with seventy-two in 1946, the employment total rose to 5,940, a record high figure in this industry and a substantial increase from 5,245 female employees reported for the previous year.

With a pay-roll of $154,875 in salaries and wages for the week under review, the average weekly earnings per employee increased to $26.07, up from $22.80 in 1946 and $20.87 reported for 1945.

Continued decrease was noted in weekly hours of work in this industry, the 1947 average again registering a further decline to 40.20, as against 42.97 recorded in 1946.

TRANSPORTATION INDUSTRY (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	27	76	102	138	160
Total number of employees	66	130	227	235	400
Total weekly earnings	$1,272.00	$2,065.96	$3,785.70	$4,397.05	$7,307.20
Average weekly earnings	$19.27	$15.89	$16.68	$18.71	$18.27
Average hours worked per week	40.74	36.96	37.79	42.29	43.43

Included in this section are female workers engaged in delivery, truck-driving, messenger-work, etc. With most jobs in this classification now almost totally occupied by male workers, only twenty-seven firms reported in the above table, the averages being computed on the basis of returns covering sixty-six employees.

Female workers remaining in occupations of this nature worked longer hours, but received higher wages in 1947, the average weekly earnings rising to $19.27, compared with $15.89 noted for 1946.

Average weekly hours worked for the period reported was 40.74, increased from an average figure of 36.96 for workers in this occupation during the previous year.

PUBLIC PLACES OF AMUSEMENT (FEMALE).

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	92	85	91	86	85
Total number of employees	500	283	311	430	277
Total weekly earnings	$6,788.00	$2,960.63	$3,164.58	$4,728.41	$2,782.63
Average weekly earnings	$13.58	$10.46	$10.18	$11.00	$10.05
Average hours worked per week	25.47	24.76	26.12	25.16	26.95

This classification includes workers employed as theatre ushers, check-room attendants, and in occupations of a similar nature in connection with swimming-pools, bowling-alleys, and all such public places of amusement.

With an increase in the number of firms reporting for 1947, employment in occupations of this kind rose to 500 from 283 reported for the previous year. Inasmuch as the nature of the work is such that employment in this occupation is necessarily on a part-time basis, hours of work and earnings are relatively lower than in other occupations and should not be considered as representative of a full week's work.

Based on the hours worked, the average weekly earnings in this section increased to $13.58, as against $10.46 reported for the previous year.

Average hours worked in this classification for the week reported was 25.47, compared with 24.76 recorded for the previous year.

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

	1947.	1946.	1945.	1944.	1943.
Number of firms reporting	7,850	7,882	8,061	7,289	6,894
Total number of employees	61,442	55,332	59,176	60,410	54,905
Total weekly earnings	$1,445,179.00	$1,165,503.65	$1,197,888.63	$1,267,702.31	$989,392.74
Average weekly earnings	$23.52	$21.06	$20.24	$20.98	$18.02
Average hours worked per week	38.33	39.42	39.94	40.84	41.03

Summarized in the above table are returns from some 7,850 firms reporting actual figures concerning 61,442 women and girl employees for the year 1947.

Aggregate salaries and wages totalled for one week during 1947 amounted to $1,445,179, an increase of $279,675.35 over the reported total for a similar weekly period in 1946.

Average weekly earnings for all occupations as shown in the summary table increased to $23.52 from $21.06 previously reported, to set a new high in the record of earnings for all females included in the survey.

It is again evident from the summary that the average earnings of female workers continues to exceed the highest minimum set by law. While for the period reported the legal minimum rates fixed by Orders of the Board ranged from $17, the lowest, as set for the mercantile industry, to $20.16 for a forty-eight-hour week in the telephone and telegraph occupation, it can be seen that the average earnings for female employees are well above this level.

With increased employment, higher wages, and better working conditions, improvement is also noted in the average weekly hours of work. As shown in the summary table, the average figure covering the 61,442 employees reported further declined from 39.42 in 1946 to 38.33 for the year under review.

Figures contained in the summary are not inclusive of domestic workers, farm-labourers, or fruit-pickers, these occupations being excluded from coverage by the provisions of the "Female Minimum Wage Act." The total 61,442 females reported is inclusive only of those workers engaged in industries or occupations for which minimum wage Orders have been set by the Board. Federal workers and bank employees are also excluded from the coverage of the Provincial legislation.

TABLE SHOWING COMPARATIVE RELATION OF 1947 EARNINGS TO LEGAL MINIMUM.

Industry or Occupation.	Number of Firms reporting.	Number of Employees reported.	Total Weekly Pay-roll.	Legal Minimum Weekly Wage for Full-time Employees.	Actual Average Weekly Earnings.	Percentage by which 1947 Average Earnings exceed Legal Minimum.
						Per Cent.
Mercantile	1,747	11,493	$228,446	$17.00*	$19.88	16.94
Laundry	206	2,881	57,784	17.60†	20.06	13.98
Hotel and catering	1,222	10,879	216,965	18.00‡	19.94	10.78
Office	3,349	15,368	423,571	18.00§	27.56	53.11
Personal service	152	524	11,830	20.00‡	22.58	12.90
Fishing	22	2,129**	58,775**	19.20‖	27.61**	38.05
Telephone and telegraph	154	2,679	68,205	20.16‖	25.46	26.29
Manufacturing	794	8,983	216,668	17.60†	24.12	37.05
Fruit and vegetable	85	5,940	154,875	17.60†	26.07	48.13
Transportation	27	66	1,272	.....¶	19.27	.....¶
Public places of amusement	92	500	6,788	17.10‖	13.58††	.....††
All occupations	7,850	61,442	$1,445,179	.....	$23.52	38.35

* Thirty-nine to forty-four hours per week.

† Forty-four hours per week.

‡ Forty to forty-four hours per week.

§ Thirty-six to forty-four hours per week.

‖ Forty-eight hours per week.

¶ In the transportation industry, it is impracticable to set a weekly rate owing to the variation of minimum wages in the Order, depending on whether the work is done on foot, on bicycles, by motor-cycles, or other types of motor-vehicles.

** Figures for 1947 inclusive of all cannery occupations not previously included in the tabulation.

†† Earnings represent partial week only.

The above table includes comparative data relating to female workers in the various occupational classifications covered, showing the number of firms reporting and employment represented in each classification, together with the average weekly earnings. A comparison is presented between the legal minimum weekly wage set in each instance and the actual average weekly earnings recorded for the year 1947. The actual earnings are also expressed as percentages in excess of the legal minimum which applies in each occupation. It will be noted that the average weekly earnings for females in all the occupations covered ($23.52) was 38.35 per cent. in excess of the lowest legal minimum shown in the table.

INSPECTIONS AND WAGE ADJUSTMENTS.

During the year 1947 several Inspectors were added to the staff of the Board in order that greater attention could be paid to the matter of routine inspections of pay-rolls, etc. The increase in new businesses and the high degree of employment in the Province had made it impossible for a few Inspectors in every instance to give the required attention to enforcement of the Board's Orders and regulations and at the same time keep the employers and employees advised of their responsibilities in connection with the legislation administered by the Department.

Due no doubt to the increase in the inspection staff and also to the increase in the number of businesses operating in the Province, the number of investigations made during the year 1947 showed a substantial increase over those made in 1946. A summary of investigations and collections of arrears of wages owed to employees is outlined hereunder. It should be noted that during the year 1947, through the efforts of the Inspectors of the Department and with the co-operation of the employers, employees were paid in arrears of wages approximately eight times the amount paid during the year 1946.

COMPARISON OF INSPECTIONS AND WAGE ADJUSTMENTS, 1946 AND 1947.

1946.

Number of investigations	8,113
Number of Inspectors	13
Collections.	
"Male Minimum Wage Act," 101 firms paid 184 employees	$7,615.52
"Female Minimum Wage Act," 129 firms paid 249 employees	3,051.72
"Annual Holidays Act," 1 firm paid 51 employees	573.05
Total collections	$11,240.29

1947.

Number of investigations	13,912
Number of Inspectors	17*
Collections.	
"Male Minimum Wage Act," 240 firms paid 477 employees	$34,334.31
"Female Minimum Wage Act," 294 firms paid 538 employees	10,923.81
"Annual Holidays Act," 949 firms paid 5,362 employees	39,649.24
Total collections	$84,907.36

* Average.

COURT CASES.

Occasions arise when employers fail to co-operate with the Department in the matter of compliance with the provisions of the Orders and regulations of the Board. In such cases it is necessary to resort to the Courts in order that the necessary compliance with the legislation will be obtained. A summary of Court cases during the year 1947 follows.

COURT CASES, 1947.

Statute.	Cases.	Convictions.	Dismissed.	Withdrawn.
"Female Minimum Wage Act"	3	3	....	....
"Male Minimum Wage Act"	11	11	....	....
"Hours of Work Act"	14	13	1	....
"Semi-monthly Payment of Wages Act"	17	14	1	2
"Control of Employment of Children Act"	2	2	....	....
Totals	47	43	2	2

"FEMALE MINIMUM WAGE ACT."

Name of Employer.	Charge.	Sentence and Remarks.
1. Lux Café (C. K., A., C., and Mrs. K. Pristos), 616 Robson Street, Vancouver	Working in excess of forty-four hours weekly	Fined $25.
2. Lux Café (C. K., A., C., and Mrs. K. Pristos), 616 Robson Street, Vancouver	Keeping false records	Fined $100.
3. Lux Café (C. K., A., C., and Mrs. K. Pristos), 616 Robson Street, Vancouver	Failure to pay time and one-half for hours worked in excess of forty-four hours weekly	Fined $25.

"CONTROL OF EMPLOYMENT OF CHILDREN ACT."

1. Bay Theatre, Ltd., 935 Denman Street, Vancouver	Employment of child under 15 years of age	Fined $25 and $5 costs.
2. Gibson's Bowladrome, Ltd., 914 Yates Street, Victoria	Employment of child age 14 without permit	Fined $10.

"Semi-monthly Payment of Wages Act."

Name of Employer.	Charge.	Sentence and Remarks.
1. B. & N. Construction Co. (Messrs. Bilodeau and Norton) Victoria	Failure to pay wages semi-monthly	Conviction and suspended sentence; arrears of $66.15 ordered—wages paid up.
2. Café 99 (W. R. Overend), 4008 Kingsway, Burnaby	Failure to pay wages semi-monthly	Conviction and suspended sentence; required to sign $100 recognizance bond and pay $10 costs.
3. Café 99 (W. R. Overend), 4008 Kingsway, Burnaby	Failure to pay wages semi-monthly	Conviction and suspended sentence; required to sign $100 recognizance bond and pay $10 costs.
4. Café 99 (W. R. Overend), 4008 Kingsway, Burnaby	Failure to pay wages semi-monthly	Conviction and suspended sentence; required to sign $100 recognizance bond and pay $10 costs.
5. Café 99 (W. R. Overend), 4008 Kingsway, Burnaby	Failure to pay wages semi-monthly	Conviction and suspended sentence; required to sign $100 recognizance bond and pay $10 costs.
6. William E. Ford, Shawnigan Lake.....	Failure to pay wages semi-monthly	Fined $10 and $3.75 costs; arrears ordered—$73.78.
7. R. J. Leighton, Victoria.....	Failure to pay wages semi-monthly	Dismissed.
8. Lim Fay, 1724 Government Street, Victoria	Failure to pay wages semi-monthly	Withdrawn; all wages paid in full.
9. Lim Fay, 1724 Government Street, Victoria	Failure to pay wages semi-monthly	Withdrawn; all wages paid in full.
10. Pacific Coast Contractors Co., Ltd., 1063 Seymour Street, Vancouver	Failure to pay wages semi-monthly	Fined $25 and $5 costs; arrears ordered—$50.24; in default, thirty days in gaol.
11. Pacific Coast Contractors Co., Ltd., 1063 Seymour Street, Vancouver	Failure to pay wages semi-monthly	Fined $25 and $5 costs; arrears ordered—$49.62; in default, thirty days in gaol.
12. Pacific Coast Contractors Co., Ltd., 1063 Seymour Street, Vancouver	Failure to pay wages semi-monthly	Fined $25 and $5 costs; arrears ordered—$48.37; in default, thirty days in gaol.
13. Vancouver Electrical Construction Co., Ltd., 1679 Third Avenue West, Vancouver	Failure to pay wages semi-monthly and annual holiday pay	Fined $25; arrears ordered—$165.17.
14. Vancouver Electrical Construction Co., Ltd., 1679 Third Avenue West, Vancouver	Failure to pay wages semi-monthly and annual holiday pay	Fined $20; arrears ordered—$113.
15. Vancouver Electrical Construction Co., Ltd., 1679 Third Avenue West, Vancouver	Failure to pay wages semi-monthly and annual holiday pay	Fined $15; arrears ordered—$89.70.
16. Vancouver Electrical Construction Co., Ltd., 1679 Third Avenue West, Vancouver	Failure to pay wages semi-monthly and annual holiday pay	Fined $10; arrears ordered—$38.71.
17. Marvyn Walters, Duncan.....	Failure to pay wages semi-monthly	Fined $20 and $3.75 costs; arrears ordered—$69.81.

"Male Minimum Wage Act."

Name of Employer.	Charge.	Sentence and Remarks.
1. Halcyon Hot Springs Hotel (Gen. F. W. E. Burnham), Halcyon	Failure to pay minimum wage to an employee	Fined $50 and arrears of $29.60 ordered.
2. Halcyon Hot Springs Hotel (Gen. F. W. E. Burnham), Halcyon	Failure to pay minimum wage to an employee	Fined $25 and arrears of $39.79 ordered.
3. Halcyon Hot Springs Hotel (Gen. F. W. E. Burnham), Halcyon	Failure to pay minimum wage to an employee	Fined $25 and arrears of $39.79 ordered.
4. Halcyon Hot Springs Hotel (Gen. F. W. E. Burnham), Halcyon	Failure to keep true and correct records	Fined $10.
5. Halcyon Hot Springs Hotel (Gen. F. W. E. Burnham), Halcyon	Failure to keep true and correct records	Fined $10.
6. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to pay time and one-half for all hours worked in excess of forty-four (Order No. 74)	Fined $50; in default, two months.
7. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to pay time and one-half for all hours worked in excess of forty-four (Order No. 74)	Fined $50; in default, two months.
8. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to pay time and one-half for all hours worked in excess of forty-four (Order No. 74)	Fined $50; in default, two months.
9. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to pay time and one-half for all hours worked in excess of forty-four (Order No. 74)	Fined $50; in default, two months.
10. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to pay time and one-half for all hours worked in excess of forty-four (Order No. 74)	Fined $50; in default, two months.
11. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to pay time and one-half for all hours worked in excess of forty-four (Order No. 74)	Fined $50; in default, two months.

"Hours of Work Act."

1. M. H. Barry, 1786 Fort Street, Victoria	Failure to post schedule of employees' hours of work	Fined $25.
2. Karm Singh, Duncan	Failure to keep record of hours worked daily	Fined $100 and $3.75 costs.
3. Kehar Singh Gill, Honeymoon Bay, Lake Cowichan	Failed to report all hours worked in excess of eight in day or forty-four in week as required by Regulation 12A	Fined $25 and $3.75 costs.
4. Lam Kee Laundry, 346 Sixth Avenue West, Vancouver	Failure to keep true and correct record of hours and post schedule of hours	Dismissed.
5. Montreal Bakery, 800 Keefer Street, Vancouver	Failure to keep true and correct record of hours worked each day by each employee	Fined $25 and $5 costs.
6. Rattan & Sons Lumber Co., Ltd., Duncan	Failure to produce time records	Fined $50 and $3.75 costs; in default, distress.
7. Sam Kee Laundry (Sam Kee), 611 Chatham Street, Victoria	Failure to keep true and correct record of hours worked each day by each of his employees	Fined $10; in default, three days.
8. Shangri-La Café (Chester D. Amos), Cloverdale	Excess hours (section 3 (1))	Fined $50, $2.50 costs, one week to pay and fifteen days hard labour on each charge as alternative.
9. Shangri-La Café (Chester D. Amos), Cloverdale	Failure to post schedule (section 11 (4))	Fined $50, $2.50 costs, one week to pay and fifteen days hard labour on each charge as alternative.
10. Shaughnessy Market (Tommy Hong), 2925 Granville Street, Vancouver	Excess hours	Fined $25 and $5 costs.
11. Shaughnessy Market (Tommy Hong), 2925 Granville Street, Vancouver	Failure to keep true and correct records in principal place of business	Fined $25 and $5 costs.
12. Shone Dry Cleaners, 1122 Kingsway, Vancouver	Failure to post notice of hours of work	Fined $25.
13. Shone Dry Cleaners, 1122 Kingsway, Vancouver	Failure to keep true and correct record of hours worked by employees	Fined $25.
14. Shorthouse Butcherteria (T. S. Shorthouse), Nelson	Working employees outside schedule	Fined $25.

SPECIAL LICENCES.

Provision is made in the majority of the Orders of the Board for a graduated scale of wages that apply to inexperienced employees for whose employment permits in writing have been obtained from the Board. In the majority of cases there is a six months' learning period for inexperienced employees, during which period they receive periodic increases until at the expiration of the learning period they are qualified for the minimum wage payable to experienced employees. During the year 1947 there was a slight decrease in the number of special licences issued by the Department compared with those issued during 1946, but those issued in 1947 were still considerably in excess of the licences issued in 1945. During the year 1945 only 217 special licences were issued, and it is possible that one of the reasons for the substantial increase in the licences issued has been the upward revision of minimum wage-rates provided in the Board's Orders. The following table shows the number of licences issued in the various lines of work in 1947, 1946, and 1945:—

	1947.	1946.	1945.
Telephone and telegraph	.....	.....	.....
Personal service	.....	.....	1
Hairdressing	6	.....	.....
Laundry	34	218	6
Mercantile	245	272	16
Office	173	270	26
Hotel and catering	231	345	43
Manufacturing	357	153	125
Household furniture	21	.....	.....
Totals	1,067	1,258	217

STATISTICS FOR MALE EMPLOYEES.

Information reported in that section of the statistical tables dealing with the employment and earnings of female workers is based on a questionnaire restricted to female employees only.

From industrial classifications dealt with elsewhere in this report, however, a segregation has been made to isolate male employees in occupations included in the coverage of the "Male Minimum Wage Act" for the purpose of presenting the following tables.

While it has not been possible to obtain from this source separate information for all occupations covered by the male minimum wage Orders, the tables serve to show the trend of wages and employment in some of the more important occupations covered.

The information presented in the tables is based on industrial returns covering wage-earners only, as reported for the week of employment of the greatest number.

Baking Industry (Male).

	1947.	1946.	1945.	1944.
Number of firms reporting	203	189	182	169
Total number of male wage-earners	1,443	1,478	1,469	1,167
Total weekly earnings	$54,730.50	$54,214.00	$51,174.50	$41,031.00
Average weekly earnings	$37.93	$36.68	$34.84	$35.16
Average hours worked per week	40.91	41.53	45.04	45.60

Construction (Male).

Number of firms reporting	1,978	1,732	1,116	916
Total number of male wage-earners	29,077	22,040	16,712	17,808
Total weekly earnings	$1,252,717.00	$852,297.50	$617,345.50	$676,180.00
Average weekly earnings	$43.08	$38.67	$36.94	$37.97
Average hours worked per week	41.36	41.58	42.79	44.09

Fruit and Vegetable (Male).

	1947.	1946.	1945.	1944.
Number of firms reporting	97	94	94	88
Total number of male wage-earners	3,528	3,223	2,758	2,807
Total weekly earnings	$133,229.50	$111,684.50	$84,880.00	$82,688.50
Average weekly earnings	$37.76	$34.65	$30.78	$29.46
Average hours worked per week	46.41	48.34	49.96	51.87

House Furnishings (Male).

Number of firms reporting	138	135	99	77
Total number of male wage-earners	1,721	1,569	1,198	829
Total weekly earnings	$60,269.50	$49,274.50	$34,177.00	$23,660.50
Average weekly earnings	$35.02	$31.41	$28.53	$28.54
Average hours worked per week	39.94	42.32	43.40	43.55

Logging (Male).

Number of firms reporting	952	816	639	546
Total number of male wage-earners	19,712	15,273	13,249	12,768
Total weekly earnings	$1,029,238.00	$708,840.50	$608,209.50	$595,607.50
Average weekly earnings	$52.21	$46.41	$45.91	$46.65
Average hours worked per week	41.55	43.21	48.13	48.46

Painting and Paper-hanging (Male).

Number of firms reporting	190	185	125	101
Total number of male wage-earners	1,297	1,083	800	704
Total weekly earnings	$55,232.50	$40,262.00	$28,130.00	$25,609.50
Average weekly earnings	$42.58	$37.18	$35.16	$36.38
Average hours worked per week	40.27	41.01	42.15	40.91

Sawmills (Male).

Number of firms reporting	744	585	412	372
Total number of male wage-earners	18,690	15,421	13,394	12,895
Total weekly earnings	$794,594.50	$610,169.50	$491,406.50	$463,514.00
Average weekly earnings	$42.51	$39.57	$36.69	$35.95
Average hours worked per week	41.25	44.02	47.46	47.98

Shingle-mills (Male).

Number of firms reporting	58	45	44	40
Total number of male wage-earners	2,198	1,956	1,742	1,677
Total weekly earnings	$105,050.50	$86,380.00	$68,859.00	$64,506.00
Average weekly earnings	$47.79	$44.16	$39.53	$38.47
Average hours worked per week	40.40	43.83	45.90	46.28

Ship-building (Male).

Number of firms reporting	73	79	56	46
Total number of male wage-earners	6,715	9,217	21,668	26,357
Total weekly earnings	$316,254.00	$369,262.00	$858,836.00	$1,053,057.00
Average weekly earnings	$47.10	$40.06	$39.64	$39.95
Average hours worked per week	39.46	42.02	43.10	43.07

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

	1947.	1946.	1945.	1944.
Number of firms reporting	194	181	147	121
Total number of male wage-earners	5,497	4,552	3,818	3,434
Total weekly earnings	$216,164.50	$167,409.00	$127,076.50	$114,736.50
Average weekly earnings	$39.32	$36.78	$33.28	$33.41
Average hours worked per week	39.78	43.32	45.61	45.61

CONCLUSION.

The Board at this time would like to acknowledge its appreciation of the co-operation extended during the year 1947 to its officials in the administration of the various labour laws by the employers and employees of the Province.

We have the honour to be,

Sir,

Your obedient servants,

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

The statistics of trades and industries provided in the preceding pages were compiled by Harold V. Bassett, Bureau of Economics and Statistics.

APPENDIX.

(Compiled August 31st, 1948.)

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

APPRENTICES INDENTURED UNDER THE "APPRENTICESHIP ACT."

MALE AND FEMALE MINIMUM WAGE ORDER No. 2 (1946).*

Effective July 1st, 1946.

Minimum wages fixed by any Order of the Board shall not apply to apprentices indentured under "Apprenticeship Act."

* As amended by Male and Female Minimum Wage Order No. 2A (1947).

AUTOMOTIVE REPAIR AND GASOLINE SERVICE-STATION INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 6 (1948).

Effective May 1st, 1948.

"Automotive repair and gasoline service-station industry" means all operations in the construction, reconstruction, alteration, repair, overhaul, painting, or reconditioning of any vehicle powered by an internal-combustion engine, or any part thereof, and the business of operating retail gasoline service-stations, gasoline-pumps, or outlets where gasoline is offered for sale at retail, including services and undertakings incidental thereto.

"Automotive mechanic" means any employee doing the work usually done by journeymen, and without restricting the generality of the foregoing, the work of mechanics, machinists, metal-men, painters, electricians, radiator-men, battery-men, body-men, forgers, vulcanizers, trimmers, and welders.

"Other employees" means all other employees, except automobile salesmen, office employees, watchmen, and janitors.

This Order shall apply to every employer and to every employee in the automotive repair and gasoline service-station industry, except automobile salesmen, office employees, watchmen, and janitors.

	Hourly Rate.	Weekly Hours.
Automotive mechanics	90c.	44
Other employees	55c. (*See* note (6) *re* Daily Guarantee.)	44
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate as set in permit	44
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Employees working under arrangements with respect to hours of work established pursuant to section 5 or section 11 (3) or section 11 (4) of the "Hours of Work Act" until the employee has completed the hours so established:

(ii) Persons who are exempt from the provisions of section 3 of the "Hours of Work Act" pursuant to the provisions of section 4 of the said Act.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employee reporting for work on call of employer to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.

(8) *See* Order No. 3 *re* uniforms.

(9) *See* Order No. 2 (1946) *re* apprentices.

(10) "Annual Holidays Act" to be observed.

BAKING INDUSTRY (MALE).*

ORDER No. 17 (1942).

Effective July 20th, 1942, superseding Order No. 17.

"Baking industry" includes all operations in or incidental to the manufacture of bread, biscuits, cakes, doughnuts, pies, and similar products.

Occupation.	Hourly Rate.	Weekly Hours.
Bakers—		
21 years of age and over	48c.	44
Under 18 years of age	24c.	44
18 years and under 19 years	30c.	44
19 years and under 20 years	36c.	44
20 years and under 21 years	42c.	44
At least 85% of employees to get not less than	48c.	44

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

(*b*) Delivery salesmen (*see* Transportation Order).

(*c*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

BARBERING (MALE).

MINIMUM WAGE ORDER No. 42 (1946).

Effective July 1st, 1946, superseding Order No. 42.

"Occupation of barbering" means the work of 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 of the head or face.

"Class A employees," those working from 40 to 44 hours.

"Class B employees," those working less than 40 hours.

	Rate.	Hours.
Class A employees	$25.00 a week	40–44 per week.
Class B employees	65c. per hour (Daily guarantee of 4 hours' pay)	Less than 40 per week.
Employees classified under section 6 of "Male Minimum Wage Act" working under permit	As prescribed in the permit	Not more than 44 per week.
Apprentices	*See* Order No. 2 (1946)	

Payment of Wages.—At least as often as semi-monthly up to a day not more than 8 days prior to date of payment. Employee reporting for work on call of employer and not starting work to be paid for entire period spent at place of work, with a guarantee of at least 2 hours' pay.

Employee commencing work in response to a call, 4-hour daily guarantee according to respective hourly rates of Class B employees.

NOTE.—(1) Copy of Order to be posted.

(2) Schedule of daily shifts and intervals free from duty to be posted.

(3) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(4) Records to be produced to authorized officials.

(5) "Annual Holidays Act" to be observed.

BOX-MANUFACTURING INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 55 (1947).

Effective February 1st, 1947, superseding Order No. 55 (1943).

"Box-manufacturing industry" means all operations in establishments operated for the purpose of making wooden boxes, box-shooks, barrels, barrel staves and heads, kegs, casks, tierces, pails, and other wooden containers.

This Order shall apply to every employer and to every male and female employee in the box-manufacturing industry, except employees covered by another Order of the Board specifically defining their work.

	Hourly Rate.	Hours per Week.
Rate payable to at least 80% of total employees	50c.	44
Rate payable to balance, 20% (inclusive of employees in respect of whom a permit in writing has been obtained)	40c.	44
Employees classified under section 6 of the "Male Minimum Wage Act" and section 5 of the "Female Minimum Wage Act" for whose employment permits in writing are issued by the Board	Rate as prescribed in permit	44
Overtime.—Employees working in excess of 8 hours in any one day or 44 hours in week (permits to be obtained from the Board to work such overtime)	One and one-half times regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Persons holding positions of supervision or management as defined in section 4 of the "Hours of Work Act":

(ii) Employees working under an arrangement with respect to hours of work established pursuant to the provisions of sections 5 and 11 of the "Hours of Work Act" until the employee has completed the hours so established.

NOTE.—(1) Wages to be paid semi-monthly.

(2) Every employer shall post and keep posted in a conspicuous place in his establishment:—

(*a*) Copy of this Order:

(*b*) A schedule setting out the daily shifts and intervals free from duty of each occupational group of his employees.

(3) Records of wages and daily hours of employees to be kept, together with register in English language of names, ages, occupations, and residential addresses of all employees.

(4) Records to be produced to authorized officials.

(5) "Annual Holidays Act" to be observed.

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	60c.	40 to 50.
	66c.	Less than 40.
	90c.	In excess of 9 hours in any one day or 50 hours in any one week.

NOTE.—"Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

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.

BUS-DRIVERS (FEMALE).*

ORDER NO. 76.

Effective September 28th, 1942.

"Bus-driver" means every female 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.
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.....	60c.	40 to 48.
	66c.	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 8 days prior to date of payment.

(4) Rest period of 24 consecutive hours from midnight to midnight in each calendar week shall be given to employees.

(5) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

CARPENTRY TRADE (MALE).

ORDER NO. 58 (1947).

Effective August 4th, 1947, superseding Orders Nos. 58, 65, 66, 72, 73.

"Carpentry trade" means and 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.

	Hourly Rate.	Weekly Hours not to exceed.
Employees in carpentry trade.....	90c.	44

NOTE.—(*a*) Does not apply to apprentices under "Apprenticeship Act" (*see* Order No. 2 (1946)).

(*b*) Does not apply to employees permanently employed at maintenance-work, or employees covered by another Order of the Board specifically defining their work.

(*c*) "Semi-monthly Payment of Wages Act" requires wages to be paid as often as semi-monthly.

(*d*) Time and one-half employee's regular rate of pay after 8 hours per day and 44 hours per week. Permits to be obtained from the Board to work such overtime.

(*e*) Copy of Order to be posted.

(*f*) Schedule of daily shifts and intervals free from duty to be posted.

(*g*) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(*h*) Records to be produced to authorized officials.

(*i*) "Annual Holidays Act" to be observed.

CHRISTMAS-TREE INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 68 (1947).

Effective May 15th, 1947, superseding Order No. 68 (1943).

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

	Hourly Rate.	Hours per Week.
Male and female employees	50c.	44

This Order shall not apply to:—

(*a*) Employees covered by another Order of the Board specifically defining their work:

(*b*) Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing are issued by the Board:

(*c*) Employees whose employment is determined by the Board to come under the provisions of section 4 of the "Hours of Work Act."

NOTE.—(1) Wages to be paid semi-monthly.

(2) Copy of this Order to be posted in the establishment.

(3) Schedule setting out the daily shifts and intervals free from duty of each of his employees to be posted in establishment.

(4) Record of wages and daily hours of employees to be kept, together with register in English language of names, ages, occupations, and residential addresses of employees.

(5) Records to be produced to authorized officials.

(6) "Annual Holidays Act" to be observed.

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.

"Construction industry" 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	54c.	42c.	44
Rest of Province	48c.	36c.	44

NOTE.—(*a*) Does not apply to indentured apprentices under "Apprenticeship Act" (*see* Order No. 2 (1946)).

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

(*c*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

COOK- AND BUNK-HOUSE OCCUPATION.
(In Unorganized Territory.)

MALE AND FEMALE MINIMUM WAGE ORDER No. 4 (1946).

Effective July 8th, 1946.

"Cook- and bunk-house occupation" means any work performed by any male or female employee in or incidental to operation of any kitchen, dining-room, cook-house, bunk-house, or recreation-room operated in connection with any industrial undertaking in unorganized territory, and without limiting the generality of the foregoing description means the work of cooks, dish-washers, waiters, bunk-house and recreation-room attendants, and others employed in a similar capacity.

Hourly rate: 50c., except to employees working under permit under section 6 of "Male Minimum Wage Act" or section 5 of "Female Minimum Wage Act," wage prescribed by permit.

Hours: Unlimited.

(1) Wages to be paid semi-monthly.

(2) No charge or deductions for accidental breakages.

(3) Copy of Order to be posted.

(4) Schedule of daily shifts and intervals free from duty to be posted.

(5) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

NOTE.—(*a*) This Order is not effective within the following cities, districts, and villages:—

Cities.—Alberni, Armstrong, Chilliwack, Courtenay, Cranbrook, Cumberland, Duncan, Enderby, Fernie, Grand Forks, Greenwood, Kamloops, Kaslo, Kelowna, Kimberley, Ladysmith, Merritt, Nanaimo, Nelson, New Westminster, North Vancouver, Port Alberni, Port Coquitlam, Port Moody, Prince George, Prince Rupert, Revelstoke, Rossland, Salmon Arm, Slocan, Trail, Vancouver, Vernon, Victoria.

Districts.—Burnaby, Chilliwhack, Coldstream, Coquitlam, Delta, Esquimalt, Fraser Mills, Glenmore, Kent, Langley, Maple Ridge, Matsqui, Mission, North Cowichan, North Vancouver, Oak Bay, Peachland, Penticton, Pitt Meadows, Richmond, Saanich, Salmon Arm, Spallumcheen, Sumas, Summerland, Surrey, Tadanac, West Vancouver.

Villages.—Abbotsford, Alert Bay, Burns Lake, Chapman Camp, Comox, Cranberry Lake, Creston, Dawson Creek, Gibsons Landing, Hope, Lake Cowichan, Lytton, McBride, Mission, New Denver, Oliver, Osoyoos, Parksville, Pouce Coupe, Qualicum Beach, Quesnel, Silverton, Smithers, Stewart, Terrace, Tofino, Vanderhoof, Westview, Williams Lake.

(*b*) "Annual Holidays Act" to be observed.

DRIVERS, SWAMPERS OR HELPERS IN THE TRANSPORTATION INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 9 (1948).

Effective September 13th, 1948, superseding Parts of Transportation Orders.

"Transportation industry" means:—

(*a*) The carrying or transporting for reward by motor-vehicle of any goods, wares, merchandise, article, articles, or material the property of persons other than the carrier, and the carrying or delivering to or collecting from any other carrier of goods for the purpose of being further transported to some destination other than the place at which such aforementioned carriage or delivery terminates; and

(*b*) The carrying or delivering of goods, wares, merchandise, article, articles, or material by or on behalf of any wholesale, retail, private, or public vendor thereof, or dealer therein, but shall not include the carrying or delivering of goods, wares, merchandise, article, articles, or material by any wholesale, retail, private, or public vendor thereof, or dealer therein, by any motor-vehicle of factory rating of 1,000 lb. or less.

This Order applies to every employer and every male and female employee in the transportation industry, as defined herein, employed as drivers, swampers or helpers, except drivers of vehicles employed in the:—

(i) Retail delivery of milk:
(ii) Retail delivery of bread:
(iii) Laundry, cleaning and dyeing industries:
(iv) Delivery of His Majesty's mail.

	Hourly Rate.
Drivers, swampers or helpers	75c.
Overtime.	
Employees working in excess of 8½ hours in any one day	Time and one-half of the employee's regular rate of pay for the first 2½ hours, or part thereof.
Employees working in excess of 11 hours per day	Double the employee's regular rate of pay.
Employees working in excess of 47 hours in any one week	Time and one-half of the employee's regular rate of pay.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(4) Records to be produced to authorized officials.

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

(6) Under certain conditions, the Board may vary the overtime provisions.

(7) 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.

(8) *See* Order No. 3 *re* uniforms.

(9) "Annual Holidays Act" to be observed.

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 44 Hours per Week.	Less than 37½ Hours per Week.
$16.80 per week.	45c. per hour. Daily minimum, $1.80.

NOTE.—(*a*) As for male elevator operators *see* Order No. 54.

(*b*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

ELEVATOR OPERATORS AND STARTERS (MALE).*

ORDER No. 54.

Effective March 3rd, 1938, superseding Order No. 32.

Includes every male operator and starter.

37½ to 44 Hours per Week.	Less than 37½ Hours per Week.
$16.80 per week.	45c per hour. Daily minimum, $1.80.

NOTE.—(*a*) Full week's board of 21 meals, $4 per week.

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

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

(*d*) Full week's lodging of 7 days, $2 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 24 consecutive hours' rest in each calendar week.

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

(*j*) "Annual Holidays Act" to be observed.

ENGINEERS, STATIONARY STEAM (MALE).*

ORDER No. 18 (1942).

Effective September 21st, 1942, superseding Orders Nos. 18, 18A, 18B, and 18C.

"Stationary steam engineer" means 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	60c.	44
Engineer, special	48c.	44

NOTE.—(*a*) Where engineers do not come within the provisions of the "Hours of Work Act," 44 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 48 cents per hour.

(*d*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

FIRST-AID ATTENDANTS.

MALE AND FEMALE MINIMUM WAGE ORDER No. 39 (1948).

Effective May 31st, 1948.

"First-aid attendant" means every employee employed in whole or in part as a first-aid attendant who is in possession of an industrial first-aid certificate and is designated by his employer as the first-aid attendant in charge, pursuant to the provisions of the "Workmen's Compensation Act" of British Columbia.

	Hourly Rate.	Weekly Hours.
First-aid attendants	75c. (*See* note (6) *re* daily guarantee.)	44
Overtime.—First-aid attendants working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rates of pay shall not apply to:—

(i) First-aid attendants working under arrangements with respect to hours of work established pursuant to section 5 or section 11 (3) or section 11 (4) of the "Hours of Work Act" until the first-aid attendant has completed the hours so established:

(ii) Persons who are exempt from the provisions of section 3 of the "Hours of Work Act" pursuant to the provisions of section 4 of the said Act:

(iii) First-aid attendants while employed making shingle-bolts, or as emergency fire-fighters, or regularly employed as boom-men or boat-men; and first-aid attendants covered by the Order of the Board establishing a minimum wage in the cook- and bunk-house occupation in unorganized territory.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employees reporting for work on call of employer to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.

(8) If a higher minimum wage has been fixed for any other occupation in which the first-aid attendant is employed in addition to his first-aid duties, such first-aid attendant shall be paid the higher minimum wage so fixed.

(9) 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 office of a medical practitioner, hospital, or other destination.

(10) "Annual Holidays Act" to be observed.

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	40c.
Learners of any age	34c. for first 200 hours of employment in the industry; 40c. 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 40c. 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 8 hours a day or 44 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.

(6) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

FRUIT AND VEGETABLE INDUSTRY.

FEMALE MINIMUM WAGE ORDER No. 46 (1946).

Effective July 1st, 1946, superseding Order No. 46 (1942).

"Fruit and vegetable industry" means all operations in establishments operated for the purpose of canning, preserving, drying, or packing any kind of fresh fruit or vegetable.

	Hourly Rate.	Daily Hours.
June 1st to November 30th, inclusive.		
Rate payable to at least 90% of female employees	40c. (Daily minimum, $1.20)	Up to 9.
Rate payable to balance of female employees	35c. (Daily minimum, $1.05)	Up to 9.
Overtime	Time and one-half regular rate	9 to 11, inclusive.
	Double regular rate	Over 11.
December 1st to May 31st, inclusive.		
Rate payable to at least 90% of female employees	40c. (Daily minimum, $1.20)	8.
Rate payable to balance of female employees	35c. (Daily minimum, $1.05)	8.
Overtime	Time and one-half regular rate	In excess of 8 daily or 44 weekly.

NOTE.—(1) After 5 hours' continuous employment, employees shall have 1 hour free from duty, unless shorter period approved by Board on request of at least 75% of employees.

(2) Wages shall be paid semi-monthly.

(3) Copy of Order to be posted.

(4) Schedule of daily shifts and intervals free from duty to be posted.

(5) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) "Annual Holidays Act" to be observed.

FRUIT AND VEGETABLE INDUSTRY.

MALE MINIMUM WAGE ORDER No. 47 (1946).

Effective July 1st, 1946, superseding Order No. 47 (1942).

"Fruit and vegetable industry" means all operations in establishments operated for the purpose of canning, preserving, drying, or packing any kind of fresh fruit or vegetable.

	Hourly Rate.	Daily Hours.
June 1st to November 30th, inclusive.		
Rate payable to at least 85% of male employees	48c. (Daily minimum, $1.44)	Up to 9.
Rate payable to balance of male employees	38c. (Daily minimum, $1.14)	Up to 9.
Overtime	Time and one-half regular rate	9 to 11, inclusive.
	Double regular rate	Over 11.
December 1st to May 31st, inclusive.		
Rate payable to at least 85% of male employees	48c. (Daily minimum, $1.44)	Up to 8.
Rate payable to balance of male employees	38c. (Daily minimum, $1.14)	Up to 8.
Overtime	Time and one-half regular rate	In excess of 8 daily or 44 weekly.

NOTE.—(1) After 5 hours' continuous employment, employees shall have 1 hour free from duty, unless shorter period approved by Board on request of at least 75% of employees.

(2) Wages shall be paid semi-monthly.

(3) Copy of Order to be posted.

(4) Schedule of daily shifts and intervals free from duty to be posted.

(5) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) "Annual Holidays Act" to be observed.

FRUIT AND VEGETABLE INDUSTRY.

MALE MINIMUM WAGE ORDER NO. 47A (1946).

Effective April 24th, 1947, amending Order No. 47 (1946).

This Order amends Male Minimum Wage Order No. 47 (1946) by exempting from the provisions of Order No. 47 (1946) "persons holding positions of supervision or management as defined in section 4 of the 'Hours of Work Act.'"

OCCUPATION OF HAIRDRESSING.

MALE AND FEMALE MINIMUM WAGE ORDER NO. 27 (1947).

Effective May 12th, 1947, superseding Order No. 27, partially, etc.

"Occupation of hairdressing" means the work of persons engaged in cutting, dressing, dyeing, tinting, curling, waving, permanent waving, cleansing, bleaching, or other work upon the hair of any person, the removal of superfluous hair, and all work in connection with the giving of facials and scalp treatments, manicuring, and other work in hairdressing as defined and interpreted in the "Hairdressers Act." It shall not include the work of any person the duties of whose occupation or profession require any act of hairdressing to be performed as incidental thereto, nor the work of barbers as defined in the "Barbers Act."

"Class A employee" means a male or female employee whose working-week consists of 40 hours or more.

"Class B employee" means a male or female employee whose working-week consists of less than 40 hours.

"Learner" means only a male or female employee of any age for whose employment a permit in writing has been issued by the Board who becomes employed in the occupation of hairdressing at a time when the employee has had less than six months' experience in that occupation.

	Rate.	Hours.
Class A employees	$20.00 per week	40–44 per week.
Class B employees	50c. per hour (Daily guarantee of 4 hours)	Less than 40 per week.

LEARNERS (ANY AGE).

Class A Employees.	Class B Employees.
$15.00 per week 1st 3 months. 17.50 per week 2nd 3 months.	37½c. per hour 1st 3 months. 44c. per hour 2nd 3 months.

(Permits to be obtained from the Board for learners to be employed at above rates.)

	Rate.	Hours.
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing are issued by the Board	Wage-rate as set out in permit	40–44 per week.
Overtime.—Employees working in excess of 9 hours in one day and 44 hours in week	Time and one-half of the regular rate of pay.	

NOTE.—(1) Employees if called to work by the employer shall be paid not less in any one day than an amount equal to 2 hours' pay if called to work and not put to work, nor less than 4 hours' pay if put to work.

(2) Wages to be paid semi-monthly.

(3) Employees to get one-half hour free from duty between the hours of 11 o'clock in the forenoon and 2 o'clock in the afternoon, to commence not later than 1.30 p.m.

(4) Copy of this Order to be posted.

(5) Schedule setting out the daily shifts and intervals free from duty of employees to be posted.

(6) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(7) Records to be produced to authorized officials.

(8) "Annual Holidays Act" to be observed.

HOTEL AND CATERING INDUSTRY.*

MALE AND FEMALE MINIMUM WAGE ORDER No. 52 (1946).

Effective July 1st, 1946, superseding Order No. 52 (1938).

"Hotel and catering industry" means the work of male and female employees employed 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, ice-cream parlours, soda-fountains, hospitals, sanatoriums, nursing homes, clubs, dining-rooms, or kitchens in connection with industrial or commercial establishments or office buildings or schools, or any similar place where food is cooked, prepared, or served, for which a charge is made,—

whether or not such establishments mentioned above are operated independently or in connection with any other business.

"Class A employees," those working from 40 to 44 hours.

"Class B employees," those working less than 40 hours.

"Learners," employees of *any age* with less than 6 months' experience in the industry, working under permit from the Board.

	Rate.	Hours.
Class A employees	$18.00 per week	40–44 per week.
Class B employees	45c. per hour (Daily guarantee of 4 hours' pay)	Less than 40 per week.

LEARNERS (ANY AGE).

Class A Employees.	Class B Employees.
$12.00 per week for 1st 2 months.	30c. per hour for 1st 2 months.
14.00 per week for 2nd 2 months.	35c. per hour for 2nd 2 months.
16.00 per week for 3rd 2 months.	40c. per hour for 3rd 2 months.
18.00 per week thereafter	45c. per hour thereafter.
	(Daily guarantee of 4 hours' pay at respective hourly rates as set out above.)

(Permits required for learners working at above rates.)

	Rate.	Hours.
Employees classified under section 6 of "Male Minimum Wage Act" or section 5 of "Female Minimum Wage Act" working under permit	Wage set in permit	Not more than 44 per week.

Hours.—Not more than 8 in the day or 44 in the week except:—

(*a*) When authorized by the Board or by section 5 of the "Hours of Work Act":

(*b*) In cases of emergency which cannot reasonably be otherwise overcome:—

Not more than 10 in the day or 48 in the week.

Split shifts to be confined within 12 hours of commencing work. ("Hours of Work Act" provision.)

Overtime.—Time and one-half employee's regular rate of pay for hours in excess of 8 in the day or 44 in the week. This overtime rate shall not apply to any employee working under arrangement made pursuant to section 5 or 11 of "Hours of Work Act" until he has completed hours so established.

Night-work.—Employment between 1.30 a.m. and 6 a.m. to be continuous. Working shifts not to start or finish between these hours.

This does not apply to employees:—

(*a*) In hospitals, sanatoriums, and nursing homes residing on the premises:

(*b*) In catering where exemption has been granted in writing by the Board:

(*c*) On Christmas Day and New Year's Day and any other days declared to be exempt by the Board.

Rest Period.—32 consecutive hours weekly, unless in exceptional cases a different arrangement is approved by the Board on joint written application of employer and employee.

Payment of Wages.—At least as often as semi-monthly up to a day not more than 8 days prior to date of payment. Employee reporting for work on call of employer and not starting work to be paid for entire period spent at place of work, with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee according to respective hourly rates of Class B employees.

* As amended by Male and Female Minimum Wage Order No. 52A (1947).

Board or Lodging.—For meals partaken of or accommodation used by employee, not more than the following deductions to be made from employee's wages:—

(*a*) Full week's board of 21 meals, $4 per week:

(*b*) Individual meals, 20c. each:

(*c*) Full week's lodging for 7 days, $2 per week.

Breakages.—No charge or deduction to be made by employer for accidental breakages.

Uniforms.—*See* Order No. 3 (1946) relating to uniforms.

Rest-rooms, Toilet and Wash-room Facilities.—To be provided by employers for use of employees.

NOTE.—(1) Order does *not* apply to:—

(*a*) Graduate nurses with certificate of completed training:

(*b*) Student-nurses in training in approved school of nursing, as defined by sections 22 and 23 of "Registered Nurses Act":

(*c*) Students employed in a school where enrolled:

(*d*) Pages as far as *wages* are concerned:

(*e*) Employees covered by another specific Order of the Board.

(2) Copy of Order to be posted.

(3) Schedule of daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) "Annual Holidays Act" to be observed.

RESORT HOTELS IN HOTEL AND CATERING INDUSTRY IN UNORGANIZED TERRITORY DURING THE SUMMER SEASON.

MALE AND FEMALE MINIMUM WAGE ORDER NO. 52A (1946).

Effective June 15th to September 15th, inclusive, each Year.

"Resort hotel" means any establishment in unorganized territory wherein meals or lodging are furnished to the general public for which a charge is made.

"Summer season," that part of each year from June 15th to September 15th, inclusive.

Hours.—Not more than 10 in any one day nor 52 in any one week.

Overtime.—One and one-half times regular rate of pay for all hours in excess of 44 in any one week.

Rest Period.—24 consecutive hours each calendar week, unless in exceptional cases a different arrangement is approved by the Board on joint application of employer and employee.

Variation of Order No. 52 (1946).—All provisions of Order No. 52 (1946) apply except those relating to hours of work and rest period.

NOTE.—(1) Order to be posted.

(2) Order not effective within the following cities, districts, and villages:—

Cities.—Alberni, Armstrong, Chilliwack, Courtenay, Cranbrook, Cumberland, Duncan, Enderby, Fernie, Grand Forks, Greenwood, Kamloops, Kaslo, Kelowna, Kimberley, Ladysmith, Merritt, Nanaimo, Nelson, New Westminster, North Vancouver, Port Alberni, Port Coquitlam, Port Moody, Prince George, Prince Rupert, Revelstoke, Rossland, Salmon Arm, Slocan, Trail, Vancouver, Vernon, Victoria.

Districts.—Burnaby, Chilliwhack, Coldstream, Coquitlam, Delta, Esquimalt, Fraser Mills, Glenmore, Kent, Langley, Maple Ridge, Matsqui, Mission, North Cowichan, North Vancouver, Oak Bay, Peachland, Penticton, Pitt Meadows, Richmond, Saanich, Salmon Arm, Spallumcheen, Sumas, Summerland, Surrey, Tadanac, West Vancouver.

Villages.—Abbotsford, Alert Bay, Burns Lake, Chapman Camp, Comox, Cranberry Lake, Creston, Dawson Creek, Gibsons Landing, Hope, Lake Cowichan, Lytton, McBride, Mission, New Denver, Oliver, Osoyoos, Parksville, Pouce Coupe, Qualicum Beach, Quesnel, Silverton, Smithers, Stewart, Terrace, Tofino, Vanderhoof, Westview, Williams Lake.

(3) "Annual Holidays Act" to be observed.

HOUSEHOLD-FURNITURE MANUFACTURING INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 51 (1947).

Effective February 1st, 1947, superseding Order No. 51 (1937).

"Household-furniture manufacturing" means 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.

"Learner" means, only, a male or female employee of any age for whose employment a permit in writing has been issued by the Board who becomes employed in the household-furniture manufacturing industry at a time when the employee has had less than 6 months' experience as an employee in that industry.

This Order shall apply to every employer and every male and female employee in the household-furniture manufacturing industry, except employees covered by another Order of the Board specifically defining their work.

	Hourly Rate.	Weekly Hours.
Rate payable to at least 85% of total	50c.	44
Rate payable to balance of employees—		
Learners (any age), not inclusive of apprentices (under section 5 of "Female Minimum Wage Act" or section 6 of "Male Minimum Wage Act")—		
First 2 months	30c.	44
Second 2 months	35c.	44
Third 2 months	40c.	44
Thereafter	50c.	44
(Permits to be obtained from the Board for employees working at learners' rates.)		
Employees classified under section 5 of "Female Minimum Wage Act" and section 6 of "Male Minimum Wage Act"	Wage prescribed in permit	44
Overtime.—Employees working in excess of 8 hours in one day or 44 hours in week (permits to be obtained from the Board to work such overtime)	One and one-half times regular rate of pay.	

Overtime rate of pay shall not apply to employees working under an arrangement with respect to hours of work established pursuant to the provisions of section 5 or 11 of the "Hours of Work Act" until the employee has completed the hours so established.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted in the establishment.

(3) Schedule setting out the daily shifts and intervals free from duty of each occupational group of his employees.

(4) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) "Annual Holidays Act" to be observed.

JANITORS (MALE).*

ORDER No. 43 (1942).

Effective September 21st, 1942, superseding Orders Nos. 43, 43A, and 43B.

1. "Janitor" means and includes every person employed as janitor, janitor-cleaner, janitor-fireman, or janitor-engineer.

2. Janitor, when employed by the hour, 45c. per hour.

3. (*a*) Resident janitor in apartment buildings of 4 residential suites and under, 45c. per hour.

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

5 residential suites, $32.40 per month;
6 residential suites, $36.00 per month;
7 residential suites, $39.60 per month;
8 residential suites, $43.20 per month;
9 residential suites, $46.80 per month;
10 residential suites, $50.40 per month;
11 residential suites, $54.00 per month;
12 residential suites, $57.60 per month;
13 residential suites, $61.20 per month;
14 residential suites, $64.80 per month;
15 residential suites, $68.64 per month;
16 residential suites, $72.60 per month;
17 residential suites, $76.56 per month;
18 residential suites, $80.52 per month;
19 residential suites, $84.48 per month;
20 residential suites, $88.44 per month;
21 residential suites, $92.40 per month;
22 residential suites, $96.36 per month;
23 residential suites, $99.00 per month;
24 residential suites, $101.64 per month;
25 residential suites, $104.28 per month;
26 residential suites, $106.92 per month;
27 residential suites, $109.56 per month;
28 residential suites, $112.20 per month;
29 residential suites, $114.84 per month;
30 residential suites, $117.48 per month;
31 residential suites, $120.12 per month;
32 residential suites, $122.76 per month;
33 residential suites, $125.40 per month;
34 residential suites, $128.04 per month;
35 residential suites, $130.68 per month;
36 residential suites, $133.32 per month;
37 residential suites, $135.96 per month;
38 residential suites, $138.60 per month;
39 residential suites, $141.24 per month;
40 residential suites, $143.88 per month;
41 residential suites, $146.52 per month;
42 residential suites, $149.16 per month;
43 residential suites, $151.80 per month;
44 residential suites, $154.44 per month;
45 residential suites, $157.08 per month;
46 residential suites, $159.72 per month;
47 residential suites, $162.36 per month;
48 residential suites, $165.00 per month;
49 residential suites, $165.00 per month;
50 residential suites, $165.00 per month;
over 50 residential suites, $165.00 per month.

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

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

Other janitors in the same apartment building shall be paid 45c. per hour for each hour worked.

4. Where suite is supplied, not more than $20 per month may be deducted for 2 rooms and bathroom, 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 20 residential suites and over, every janitor shall be given 24 consecutive hours free from duty in each calendar week.

(*b*) In any apartment building containing not more than 19 and not less than 12 residential suites, every janitor shall be given 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.

(3) "Annual Holidays Act" to be observed.

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* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

JANITRESSES (FEMALE).*

ORDER No. 44 (1942).

Effective September 21st, 1942, superseding Orders Nos. 44, 44A, and 44B.

1. "Janitress" means and includes every person employed as janitress, janitress-cleaner, or janitress-fireman.

2. Janitress, when employed by the hour, 45c. per hour.

3. (*a*) Resident janitress in apartment buildings of 4 residential suites and under, 45c. per hour.

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

5 residential suites, $32.40 per month;
6 residential suites, $36.00 per month;
7 residential suites, $39.60 per month;
8 residential suites, $43.20 per month;
9 residential suites, $46.80 per month;
10 residential suites, $50.40 per month;
11 residential suites, $54.00 per month;
12 residential suites, $57.60 per month;
13 residential suites, $61.20 per month;
14 residential suites, $64.80 per month;
15 residential suites, $68.64 per month;
16 residential suites, $72.60 per month;
17 residential suites, $76.56 per month;
18 residential suites, $80.52 per month;
19 residential suites, $84.48 per month;
20 residential suites, $88.44 per month;
21 residential suites, $92.40 per month;
22 residential suites, $96.36 per month;
23 residential suites, $99.00 per month;
24 residential suites, $101.64 per month;
25 residential suites, $104.28 per month;
26 residential suites, $106.92 per month;
27 residential suites, $109.56 per month;
28 residential suites, $112.20 per month;
29 residential suites, $114.84 per month;
30 residential suites, $117.48 per month;
31 residential suites, $120.12 per month;
32 residential suites, $122.76 per month;
33 residential suites, $125.40 per month;
34 residential suites, $128.04 per month;
35 residential suites, $130.68 per month;
36 residential suites, $133.32 per month;
37 residential suites, $135.96 per month;
38 residential suites, $138.60 per month;
39 residential suites, $141.24 per month;
40 residential suites, $143.88 per month;
41 residential suites, $146.52 per month;
42 residential suites, $149.16 per month;
43 residential suites, $151.80 per month;
44 residential suites, $154.44 per month;
45 residential suites, $157.08 per month;
46 residential suites, $159.72 per month;
47 residential suites, $162.36 per month;
48 residential suites, $165.00 per month;
49 residential suites, $165.00 per month;
50 residential suites, $165.00 per month;
over 50 residential suites, $165.00 per month.

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

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

Other janitresses in the same apartment building shall be paid 45c. per hour for each hour worked.

4. Where suite is supplied, not more than $20 per month may be deducted for 2 rooms and bathroom, 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 20 residential suites and over, every janitress shall be given 24 consecutive hours free from duty in each calendar week.

(*b*) In any apartment building containing not more than 19 and not less than 12 residential suites, every janitress shall be given 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.

(3) "Annual Holidays Act" to be observed.

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* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

LAUNDRY, CLEANING AND DYEING INDUSTRIES.

MALE AND FEMALE MINIMUM WAGE ORDER No. 74 (1946).

Effective July 1st, 1946, superseding Order No. 74.

"Learner" means an employee of any age with less than 6 months' experience in the industry, working under permit from the Board.

	Rate.	Hours.
Employees, any age	40c. per hour	8 per day. 44 per week.
Daily guarantee except Saturday	4 hours' pay	
Daily guarantee Saturday	3 hours' pay	
Learners, any age—		
First 2 months	31c. per hour	8 per day. 44 per week.
Second 2 months	34c. per hour	
Third 2 months	37c. per hour	
Thereafter	40c. per hour	
(Permits required for learners working at above rates.)		
Employees classified under section 6 of "Male Minimum Wage Act" or section 5 of "Female Minimum Wage Act" working under permit	Wage set in permit	Not more than 44 per week.

Hours.—Not more than 8 in the day or 44 in the week, except when authorized by the Board or by section 5 of the "Hours of Work Act."

Overtime.—Time and one-half employee's regular rate of pay for hours in excess of 8 in the day or 44 in the week. This overtime rate shall not apply to any employee working under arrangement made pursuant to section 5 or 11 of "Hours of Work Act" until he has completed hours so established.

Rest Period.—32 consecutive hours weekly, unless in exceptional cases a different arrangement is approved by the Board on joint written application of employer and employee.

Payment of Wages.—At least as often as semi-monthly up to a day not more than 8 days prior to date of payment. Employee reporting for work on call of employer and not starting work to be paid for entire period spent at place of work, with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee, except on Saturday when 3-hour daily guarantee applies.

Breakages.—No charge or deduction to be made by employer for accidental breakages.

NOTE.—(1) Copy of Order to be posted.

(2) Schedule of daily shifts and intervals free from duty to be posted.

(3) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(4) Records to be produced to authorized officials.

(5) "Annual Holidays Act" to be observed.

LOGGING INDUSTRY.*

MALE MINIMUM WAGE ORDER NO. 1 (1947).

Effective February 1st, 1947, superseding Order No. 1 (1943).

"Logging industry" means 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, driving, fluming, rafting, and booming of logs, poles, ties, shingle-bolts, mining-props, and piles.

This Order shall apply to every employer and every male employee in the logging industry except:—

(*a*) Employees covered by another Order of the Board specifically defining their work.

(*b*) Watchmen or caretakers employed in logging camps in which operations are suspended.

	Hourly Rate.	Weekly Hours.
Male employees	60c.	44
According to official scale of measurement, and such rate or price shall be paid *pro rata*, according to the hours worked, to each and every person so engaged under a contract or agreement for making shingle-bolts; that is, felling, bucking, splitting, and piling	$2.00 per cord	
Employees classified under section 6 of the "Male Minimum Wage Act" in respect of whom permits in writing have been issued by the Board	Rate as set in permit	44
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits must be obtained from the Board to work such overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(1) Persons holding positions of supervision or management as defined in section 4 of the "Hours of Work Act."

Persons making shingle-bolts.

Employees engaged exclusively in the transportation of men and supplies.

Persons regularly employed as boom-men and boatmen.

Emergency fire-fighters.

Persons engaged in operating light plants in logging camps (Order 1D (1948)).

(2) Employees working under an arrangement with respect to hours of work established pursuant to the provisions of section 5 or 11 of the "Hours of Work Act" until the employee has completed the hours so established.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty of each occupational group of his employees.

(4) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) *See* Order No. 3 *re* uniforms.

(7) "Annual Holidays Act" to be observed.

* As amended by Male Minimum Wage Order No. 1D (1948).

LOGGING INDUSTRY.

CHARGE FOR BOARD AND LODGING—MALE MINIMUM WAGE ORDER NO. 28A (1947).

Effective July 24th, 1947, superseding Order No. 28.

This Order rescinds Order No. 28 of the Board fixing a maximum price to be charged for board and lodging in the logging and sawmill industry in certain parts of the Province of British Columbia, as set out in the said Order No. 28.

MANUFACTURING INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER NO. 25 (1948).

Effective August 12th, 1948, superseding Order No. 25 (1947).

"Manufacturing industry" means the work of employees 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.

"Learner" means employees of any age with less than 6 months' experience in the industry working under permit from the Board.

This Order shall apply to every employer and to every male and female employee in the manufacturing industry, except employees covered by another Order of the Board specifically defining their work.

	Hourly Rate.	Weekly Hours.
Experienced employees	40c.	44
Learners (any age)—		
First 2 months	31c.	44
Second 2 months	34c.	44
Third 2 months	37c.	44
Thereafter	40c. (Daily guarantee of 4 hours' pay at employee's regular rate.)	44
(Permits required for learners working at above rates.)		
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate as set in permit	44
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to employees working under an arrangement with respect to hours of work established pursuant to section 5 or 11 of the "Hours of Work Act" until the employee has completed the hours so established; or to persons exempted from the provisions of section 3 of the "Hours of Work Act" pursuant to the provisions of section 4 of the said Act.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty of each occupational group of his employees to be posted in his establishment.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employee reporting for work on call of employer and not starting work to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, Board may vary daily guarantee and overtime provisions.

(8) *See* Order No. 3 *re* uniforms.

(9) "Annual Holidays Act" to be observed.

MERCANTILE INDUSTRY (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.
21 years of age and over	$18.00 per week	37½ to 44 hours per week.
21 years of age and over	48c. per hour	If less than 37½ hours.
Minimum rate per day	$1.92 per day.	

MALES UNDER 21 YEARS OF AGE.

37½ to 44 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
$7.20 per week	Under 17 years	18c.	72c.
9.00 per week	17 and under 18	24c.	96c.
10.80 per week	18 and under 19	30c.	$1.20
13.20 per week	19 and under 20	36c.	1.44
15.60 per week	20 and under 21	42c.	1.68
18.00 per week	Thereafter	48c.	1.92

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

37½ to 44 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
$9.60 per week, 1st 12 months	18 to 21	24c.	96c.
12.00 per week, 2nd 12 months	18 to 21	30c.	$1.20
15.60 per week, 3rd 12 months	18 to 21	42c.	1.68
Thereafter $18.00 per week.			

Casual Employment.

	Hourly Rate.	Daily Minimum.
Male persons 18 and under 21 years of age, whose work does not exceed 5 days in any one calendar month, may be employed without permit at not less than	36c.	$1.44

MALES 21 YEARS AND UNDER 24.

Inexperienced and partly inexperienced, to whom Permits have been granted, under Section 6 of the "Male Minimum Wage Act."

37½ to 44 Hours per Week.	Age.	Less than 37½ Hours per Week.	
		Hourly Rate.	Daily Minimum.
$10.80 per week, 1st 6 months	21 and under 24	30c.	$1.20
13.20 per week, 2nd 6 months	21 and under 24	36c.	1.44
15.60 per week, 3rd 6 months	21 and under 24	42c.	1.68
Thereafter $18.00 per week.			

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 7 days.

(*d*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

MERCANTILE INDUSTRY.

FEMALE MINIMUM WAGE ORDER No. 24 (1946).

Effective August 5th, 1946, superseding Order No. 24.

"Mercantile industry" means the work carried on in establishments operated for the purpose of wholesale and (or) retail trade.

"Class A employees," those working from 39 to 44 hours.

"Class B employees," those working less than 39 hours.

"Learners," employees of *any age* with less than 6 months' experience in the industry, working under permit from the Board.

	Rate.	Hours.
Class A employees	$17.00 a week	39–44 per week.
Class B employees	45c. an hour (Daily guarantee of 4 hours' pay.)	Less than 39 per week.

LEARNERS (ANY AGE).

Class A Employees.	Class B Employees.
$11.00 per week 1st 2 months.	30c. per hour 1st 2 months.
13.00 per week 2nd 2 months.	35c. per hour 2nd 2 months.
15.00 per week 3rd 2 months.	40c. per hour 3rd 2 months.
17.00 per week thereafter.	45c. per hour thereafter.
	(Daily guarantee of 4 hours' pay at respective hourly rates as set out above.)

(Permits required for learners working at above rates.)

Hours.—Not more than 8 in the day or 44 in the week, except when authorized by the Board or by section 5 of the "Hours of Work Act."

Overtime.—Time and one-half employee's regular rate of pay for hours in excess of 8 in the day or 44 in the week. This overtime rate shall not apply to any employee working under arrangement made pursuant to section 5 or 11 of "Hours of Work Act" until she has completed hours so established.

Payment of Wages.—At least as often as semi-monthly up to a day not more than 8 days prior to date of payment. Employee reporting for work on call of employer and not starting work to be paid for entire period spent at place of work, with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee according to respective hourly rates of Class B employees.

Rest Period.—Thirty-two consecutive hours weekly, unless in exceptional cases a different arrangement is approved by Board on joint written application of employer and employee.

Uniforms.—*See* Special Order No. 3 (1946) relating to uniforms.

NOTE.—"Annual Holidays Act" to be observed.

OFFICE OCCUPATION.

FEMALE MINIMUM WAGE ORDER No. 34 (1948).

Effective September 13th, 1948, superseding Order No. 34 (1946).

"Office occupation" means the work of females employed as stenographers; bookkeepers; typists; billing clerks; filing-clerks; cashiers; cash-girls; checkers; invoicers; comptometer operators; auditors; attendants in physicians' offices, dentists' offices, and other offices, and the work of females employed in all kinds of clerical work.

"Class A employees," those working from 36 to 44 hours.

"Class B employees," those working less than 36 hours.

"Learners," employees of *any age* with less than 4 months' experience in the industry, working under permit from the Board.

	Rate.	Hours.
Class A employees	$18.00 a week	36–44 per week.
Class B employees	50c. an hour (Daily guarantee of 4 hours' pay at employee's regular rate.)	Less than 36 per week.

LEARNERS (ANY AGE).

Class A Employees.	Class B Employees.
$14.00 per week 1st 2 months. 16.00 per week 2nd 2 months. 18.00 per week thereafter.	40c. per hour 1st 2 months. 45c. per hour 2nd 2 months. 50c. per hour thereafter. (Daily guarantee of 4 hours' pay at employee's regular rate.)

(Permits required for learners working at above rates.)

Order does not apply to employees who hold positions of supervision or management, so long as the duties performed by them are of a supervisory or managerial character.

Under certain conditions, the Board may vary the daily guarantee and overtime provisions.

Hours.—Not more than 8 in the day or 44 in the week, except when authorized by the Board or by section 5 of the "Hours of Work Act."

Overtime.—Time and one-half employee's regular rate of pay for hours in excess of 8 in the day or 44 in the week, or in excess of hours authorized by the Board.

Reporting on Call.—Employee reporting for work on call of employer to be paid for entire period spent at place of work, with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate.

Rest Period.—Thirty-two consecutive hours weekly, unless in exceptional cases a different arrangement is approved by Board on joint written application of employer and employee.

Uniforms.—*See* Special Order No. 3 (1946) relating to uniforms.

NOTE.—"Annual Holidays Act" to be observed.

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	90c.

NOTE.—(*a*) Does not apply to apprentices indentured under "Apprenticeship Act" (*see* Order No. 2 (1946)).

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

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

(*d*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

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	90c.

NOTE.—(*a*) Does not apply to apprentices indentured under "Apprenticeship Act" (*see* Order No. 2 (1946)).

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

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

(*d*) "Annual Holidays Act" to be observed.

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	42c.

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

(*b*) Employees shall 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.

(*d*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

PERSONAL SERVICE OCCUPATION (MALE AND FEMALE).

ORDER No. 5 (1947).

Effective August 25th, 1947, superseding Orders Nos. 27, 27A, 27B, 27D.

"Personal service occupation" means the work of persons engaged in massaging and physiotherapy as defined in the "Physiotherapists' and Massage Practitioners' Act," chiropody, chiropractic, osteopathy, electrical treatments, general and specialized therapeutics, and all work of a like nature.

	Rate.	Hours per Week.
Class A employees	$20.00 per week	40 to 44.
Class B employees	50c. per hour	Less than 40 hours per week.
Minimum	$2.00 per day.	
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing are issued by the Board	The wage or rate of pay prescribed in the permit.	

NOTE.—(*a*) If called to work and not put to work employee shall be paid for not less than 2 hours at the employee's regular rate of pay.

(*b*) Time and one-half employee's regular rate of pay for all hours worked in excess of 8 in a day or 44 in a week, or hours authorized by the Board.

(*c*) This Order does not apply to:—

(i) Employees covered by another Order of the Board specifically defining their work:

(ii) A graduate nurse who is in possession of a certificate showing she has completed a course of training in general nursing provided in a hospital and who is employed as a nurse:

(iii) A student-nurse in training in an approved school of nursing as defined by sections 22 and 23 of the "Registered Nurses Act" of British Columbia.

(*d*) Copy of Order to be posted.

(*e*) Schedule of daily shifts and intervals free from duty to be posted.

(*f*) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(*g*) Records to be produced to authorized officials.

(*h*) Regarding uniforms, *see* Order No. 3 (1946).

(*i*) "Annual Holidays Act" to be observed.

PUBLIC PLACES OF AMUSEMENT, ETC.

MALE AND FEMALE MINIMUM WAGE ORDER No. 67 (1948).

Effective September 13th, 1948, superseding Public Places of Amusement Order.

"Class A employee" means an employee whose working-week consists of 40 hours or more.

"Class B employee" means an employee whose working-week consists of less than 40 hours.

"Learner" means an employee for whose employment a permit in writing has been issued by the Board.

This Order applies to all persons employed in or about the following places to which a charge for admission or service is made to the public:—

(*a*) Indoor or outdoor theatres and dance-halls or dance-pavilions, music-halls, concert-rooms, lecture-halls (excluding in every instance players and artists); and

(*b*) Shooting-galleries, bowling-alleys, billiard-parlours and pool-rooms, ice-rinks, roller-rinks, amusement parks, golf-courses, sports grounds and arenas; and

(*c*) Swimming-pools, bathing-pavilions and dressing-rooms, bathing-beaches, steam baths; and

(*d*) Veterinary hospitals and establishments or offices where general and special therapeutics is performed:

(*e*) Parking-lots, auto camps, shoe-shine establishments, and boat liveries.

This Order does not apply to:—
(*a*) Employees included in any other Order of the Board:
(*b*) Persons employed as caddies on or about golf-courses; and
(*c*) Persons employed exclusively as watchmen.

	Rate.	Weekly Hours.
Class A employees	$18.00 a week	40 to 44.
Class B employees	45c. per hour (*See* note (6) *re* daily guarantee.)	Less than 40.

LEARNERS.

Class A Employees.	Class B Employees.
$14.00 per week 1st 2 months 16.00 per week 2nd 2 months 18.00 per week thereafter	35c. per hour during 1st 2 months. 40c. per hour during 2nd 2 months. 45c. per hour thereafter. (*See* note (6) *re* daily guarantee.)

	Hourly Rate.
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate as set in permit.
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.

Overtime rate of pay shall not apply to:—

(i) Employees working under arrangements with respect to hours of work established pursuant to the provisions of section 6 (*a*) of this Order until the employee has completed the hours so established:

(ii) Persons holding positions of supervision or management or employed in a confidential capacity, so long as the duties performed by him are of a supervisory or managerial character. The Board may determine whether or not the position held by any person or the capacity in which he is employed is such as to bring him within the scope of this paragraph.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employee reporting for work on call of employer to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 3-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.

(8) *See* Order No. 3 *re* uniforms.

(9) "Annual Holidays Act" to be observed.

RADIO-BROADCAST TECHNICIANS.

MALE AND FEMALE MINIMUM WAGE ORDER NO. 8 (1948).

Effective September 13th, 1948.

"Radio-broadcast technician" means any employee engaged in the installation, operation, or maintenance of radio-broadcast equipment, including television, voice and facsimile, or any rebroadcast apparatus by means of which electricity is applied in the transmission or transference, production, or reproduction of voice and sound, including records, transcriptions, wire or tape recording, and vision, with or without ethereal aid, including the cutting or processing, or both the cutting and processing, of records and transcription.

This Order applies to all radio-broadcast technicians and their employers, except operators of record-playing or transmitting and receiving communications equipment in establishments other than radio-broadcast stations.

	Hourly Rate.	Weekly Hours.
Radio-broadcast technicians	80c. (*See* note (6) *re* daily guarantee.)	44
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate as set in permit	44
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Radio-broadcast technicians working under arrangements with respect to hours of work established pursuant to the provisions of section 5 (*a*) of this Order until the radio-broadcast technician has completed the hours so established:

(ii) Radio-broadcast technicians holding positions of supervision or management or employed in a confidential capacity, so long as the duties performed by them are of a supervisory or managerial character. The Board may determine whether or not the position held by any person or the capacity in which he is employed is such as to bring him within the scope of this paragraph.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employee reporting for work on call of employer to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.

(8) "Annual Holidays Act" to be observed.

RADIO TECHNICIANS.

MALE AND FEMALE MINIMUM WAGE ORDER NO. 7 (1948).

Effective May 31st, 1948.

"Radio technician" means any employee engaged in:—

(*a*) The designing, repairing, adjusting, and installing of radio and electronic equipment, including home radio receivers, record-playing apparatus, public-address and audio-amplifier systems, and industrial electronic equipment; and

(*b*) The designing, repairing, and maintenance of long- and short-wave and ultra-high frequency receiving and transmitting equipment.

This Order shall apply to all radio technicians and their employers, except persons employed as radio technicians in radio-broadcast stations.

	Hourly Rate.	Weekly Hours.
Radio technicians	80c. (*See* note (6) *re* daily guarantee.)	44
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate of pay prescribed in permit	44
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Radio technicians working under arrangements with respect to hours of work established pursuant to section 5 or section 11 (3) or section 11 (4) of the "Hours of Work Act" until the radio technician has completed the hours so established:

(ii) Persons who are exempt from the provisions of section 3 of the "Hours of Work Act" pursuant to the provisions of section 4 of the said Act.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employee reporting for work on call of employer to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.

(8) *See* Order No. 2 (1946) *re* apprentices.

(9) "Annual Holidays Act" to be observed.

SAWMILL INDUSTRY.

MALE MINIMUM WAGE ORDER No. 50 (1947).

Effective February 1st, 1947, superseding Order No. 50 (1943).

" Sawmill industry " means all operations in or incidental to the carrying-on of sawmills, veneer-mills, lath-mills, and (or) planing-mills.

This Order shall apply to every employer and to every male employee in the sawmill industry, except employees covered by another Order of the Board specifically defining their work.

	Hourly Rate.	Weekly Hours.
Rate payable to at least 90% of total	50c.	44
Rate payable to balance of employees (inclusive of employees in respect of whom a permit has been obtained under section 5 of " Male Minimum Wage Act ") not less than	40c.	44
Employees classified under section 6 of the " Male Minimum Wage Act " for whose employment permits in writing have been issued by the Board	Rate as set out in permit	44
Overtime.—Employees working in excess of 8 hours in any one day or 44 hours in week (permits to be obtained from the Board to work such overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Persons holding positions of supervision or management as defined in section 4 of the " Hours of Work Act."

Persons regularly employed as boatmen.

Emergency fire-fighters.

(ii) Employees working under an arrangement with respect to hours of work established pursuant to the provisions of section 5 or 11 of the " Hours of Work Act " or Regulation No. 2 made under the said Act until the employee has completed the hours so established.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted in establishment.

(3) Schedule setting out the daily shifts and intervals free from duty of each occupational group of employees to be posted.

(4) Record of wages and daily hours of employees to be kept, together with register in English of ages, names, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) "Annual Holidays Act " to be observed.

SHEET-METAL TRADE.

MALE MINIMUM WAGE ORDER No. 10 (1948).

Effective September 13th, 1948.

"Sheet-metal trade" means and includes all work usually done by journeymen in connection with:—

(*a*) The fabrication or installation, or both the fabrication and installation, of gravity or forced air heating, or conditioned-air installation; or

(*b*) The fabrication or erection, or both the fabrication and erection, or installation of any sheet-metal work in connection with any residential, commercial, or industrial building, plant, or establishment, or ship, boat, or barge.

This Order applies to every employer and every employee in the sheet-metal trade, except employees employed in the production-line or assembly-line manufacture of sheet-metal products for resale.

	Hourly Rate.	Weekly Hours.
Employees in sheet-metal trade	$1.00 (*See* note (6) *re* daily guarantee.)	44
Employees classified under section 6 of the "Male Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate as set in permit.	
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits required from the Board to work overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Persons who are exempt from the provisions of section 3 of the "Hours of Work Act" pursuant to the provisions of section 4 of the said Act:

(ii) Employees working under an arrangement with respect to hours of work established pursuant to the provisions of section 5 or section 11 (3) or section 11 (4) of the "Hours of Work Act" until the employee has completed the hours so established.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted.

(3) Schedule setting out the daily shifts and intervals free from duty to be posted.

(4) Record of wages and daily hours of employees to be kept, together with a register in English of the names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) Employee reporting for work on call of employer to be paid for entire period spent at place of work with a guarantee of at least 2 hours' pay. Employee commencing work in response to a call, 4-hour daily guarantee at employee's regular rate of pay.

(7) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.

(8) *See* Order No. 2 (1946) *re* apprentices.

(9) "Annual Holidays Act" to be observed.

SHINGLE INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 62 (1947).

Effective February 1st, 1947, superseding Order No. 62 (1943) and Order No. 77 (1943).

"Shingle industry" means all operations in or incidental to the manufacturing of wooden shingles or shakes.

"Square" means a roofing square of four bundles of shingles, 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.

This Order shall apply to every employer and to every male and female employee in the shingle industry, except employees covered by another Order of the Board specifically defining their work.

	Per Square.	Guaranteed Hourly Rate.	Weekly Hours.
Sawyers—			
No. 1 shingles	30c.	50c.	44
Lower grade than No. 1 shingles	24c.	50c.	44
Packers, all grades	18c.	50c.	44
Other employees not included in any other Order of the Board	.....	50c.	44

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

	Guaranteed Hourly Rate.	Weekly Hours.
Employees classified under section 6 of the "Male Minimum Wage Act" or section 5 of the "Female Minimum Wage Act" for whose employment permits in writing have been issued by the Board	Rate as set out in permit	44
Overtime.—Employees working in excess of 8 hours in any one day and 44 hours in week (permits to be obtained from the Board to work such overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Persons holding positions of supervision or management as defined in section 4 of the "Hours of Work Act."

Persons regularly employed as boatmen.

Emergency fire-fighters.

(ii) Employees working under an arrangement with respect to hours of work established pursuant to the provisions of section 5 or 11 of the "Hours of Work Act" or Regulation No. 2 made under the said Act until the employee has completed the hours so established.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted in establishment.

(3) Schedule setting out the daily shifts and intervals free from duty of each occupational group of his employees to be posted.

(4) Record of wages and daily hours to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) "Annual Holidays Act" to be observed.

SHIP-BUILDING INDUSTRY.

MALE MINIMUM WAGE ORDER No. 20 (1946).

Effective July 1st, 1946, superseding Order No. 20.

"Ship-building industry" means all operations in the construction, reconstruction, alteration, repair, demolition, painting, cleaning, preserving, reconditioning, putting on or taking off the ways, or dry-docking of any ship, boat, barge, or scow.

	Rate.	Hours.
Employees doing the work usually done by journeymen, and without restricting the generality of the foregoing, the work of ship-wrights, joiners, boat-builders, caulkers, painters, fitters, electricians, machinists, boilermakers, plumbers and steam-fitters, black-smiths, sheet-metal workers, welders, hoistmen, engineers, riggers, and asbestos-workers	90c. per hour	8 per day. 44 per week.
Employees exclusive of the above-mentioned	60c. per hour	8 per day. 44 per week.
When 90% of total number of employees (exclusive of indentured apprentices) are paid not less than the 90c. or 60c. per hour rate, the balance may be paid	45c. per hour	8 per day. 44 per week.
Employees classified under section 6 of the Act working under permits	Rate set in permit	8 per day. 44 per week.

Hours.—Not more than 8 in the day or 44 in the week, except when authorized by the Board or by section 5 of the "Hours of Work Act."

Overtime.—Time and one-half employee's regular rate of pay for hours in excess of 8 in the day or 44 in the week. This overtime rate shall not apply to any employee working under arrangement made pursuant to section 5 or 11 of "Hours of Work Act" until he has completed hours so established.

Payment of Wages.—At least as often as semi-monthly up to a day not more than 8 days prior to date of payment.

NOTE.—(1) Copy of Order to be posted.

(2) Schedule of daily shifts and intervals free from duty to be posted.

(3) Record of wages and daily hours of employees to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(4) Records to be produced to authorized officials.

(5) "Annual Holidays Act" to be observed.

TAXICAB-DRIVERS (MALE).*

ORDER No. 33 (1940).

Effective October 10th, 1940, superseding Order No. 33, Order No. 33A, and Order No. 33B.

"Taxicab-driver" means 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	$3.30	9 per day. 54 per week.

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

(*b*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

TAXICAB-DRIVERS (MALE).*

ORDER No. 60.

Effective November 17th, 1938.

"Taxicab-driver" means 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.	$3.60	42c. per hour	$1.68 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 42c. per hour.

(*b*) Every hour in excess of 10 in any one day shall be at the rate of 54c. per hour.

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

(*d*) Drivers shall be given rest period of 24 consecutive hours in every 7 days.

(*e*) "Annual Holidays Act" to be observed.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).*

ORDER No. 79.

Effective April 16th, 1945, superseding Order effective April 5th, 1920.

"Telephone and telegraph occupation" means 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.

	Rate.	Maximum Hours.
Employees, any age—		
For first 3 weeks	$1.80 per day	8 per day.
For following month	2.52 per day	
For following 2 months	2.76 per day	48 per week.
For following 3 months	3.00 per day	
Thereafter	3.36 per day	

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 *bone-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.

(*i*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

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.

(This Order does not apply to employees covered by Order No. 9 (1948) of the Board.)

"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.

	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
Hourly rate	54c.	48c.
(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
Hourly rate	48c.	42c.
(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	36c.	30c.
(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	24c.	20c.
(5) Swampers and helpers	Less than 40	40 and not more than 50
Hourly rate	48c.	42c.
(6) Drivers of horse-drawn vehicles other than those covered by section 7 hereof	Less than 40	40 and not more than 50
Hourly rate	54c.	48c.
(7) Drivers of vehicles employed in the retail delivery of bread or in the retail delivery of milk Hourly rate, 48c.		

NOTE.—(*a*) This Order does not apply to drivers, swampers or helpers covered by Order No. 9 (1948) of the Board (*see* Order No. 26C (1948)).

(*b*) 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.

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

(*d*) Milk-delivery men may work 15 hours in excess of 44 per week, provided not more than 10 hours are worked in any one day, nor more than 350 hours over a period of 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.

(*g*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

TRANSPORTATION INDUSTRY (FEMALE).*

ORDER NO. 26B.

Effective August 18th, 1941.

(This Order does not apply to employees covered by Order No. 9 (1948) of the Board.)

"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.

	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
Hourly rate	54c.	48c.
(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
Hourly rate	48c.	42c.
(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	36c.	30c.
(4) Bicycle-riders and foot-messengers employed exclusively on delivery or messenger work	Less than 40	40 and not more than 48
Hourly rate	24c.	20c.
(5) Swampers and helpers	Less than 40	40 and not more than 50
Hourly rate	48c.	42c.
(6) Drivers of horse-drawn vehicles other than those covered by section 7 hereof	Less than 40	40 and not more than 50
Hourly rate	54c.	48c.
(7) Drivers of vehicles employed in the retail delivery of bread or in the retail delivery of milk Hourly rate, 48c.		

NOTE.—(*a*) This Order does not apply to drivers, swampers or helpers covered by Order No. 9 (1948) of the Board (*see* Order No. 26C (1948)).

(*b*) 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.

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

(*d*) Milk-delivery employees may work 15 hours in excess of 44 per week, provided not more than 10 hours are worked in any one day, nor more than 350 hours over a period of 7 weeks.

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

(*f*) "Annual Holidays Act" to be observed.

* As amended by General Interim Minimum Wage Order (1946), July 1st, 1946.

TRANSPORTATION INDUSTRY.

ORDER NO. 26C (1948).

Effective September 13th, 1948.

This Order amends Orders Nos. 26 (1940) and 26B by deleting from the application of those Orders employees in the transportation industry to whom Order No. 9 (1948) applies.

COST AND UPKEEP OF UNIFORMS.

MALE AND FEMALE MINIMUM WAGE ORDER No. 3 (1946).

Effective July 1st, 1946.

1. Applies to every employer and to every male and female employee in every industry, business, trade, and occupation to which the Male and Female Minimum Wage Acts apply.

2. (1) Subject to the provisions of subsection (2), when an employee is required to wear a uniform or special article of wearing-apparel, it shall be furnished, cleaned, laundered, or repaired free of cost to employee by employer.

(2) Where employer and employee make written application to the Board, the Board may give written approval to a different arrangement regarding uniforms.

WOOD-WORKING INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER No. 49 (1947).

Effective February 1st, 1947, superseding Order No. 49 (1943).

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

This Order shall apply to every employer and to every male and female employee in the wood-working industry, except employees covered by another Order of the Board specifically defining their work.

	Hourly Rate.	Weekly Hours.
Rate payable to at least 85% of total	50c.	44
Rate payable to balance of employees (inclusive of employees in respect of whom a permit has been obtained under section 6 of "Male Minimum Wage Act" or section 5 of "Female Minimum Wage Act") not less than	40c.	44
Employees classified under section 6 of "Male Minimum Wage Act" and section 5 of "Female Minimum Wage Act" for whose employment permits in writing are issued by the Board	Rate as set out in permit	44
Overtime.—Employees working in excess of 8 hours in any one day or 44 hours in week (permits to be obtained from the Board to work such overtime)	Time and one-half of the employee's regular rate of pay.	

Overtime rate of pay shall not apply to:—

(i) Persons holding positions of supervision or management as defined in section 4 of the "Hours of Work Act."

(ii) Employees working under an arrangement with respect to hours of work established pursuant to the provisions of section 5 or 11 of the "Hours of Work Act" until the employee has completed the hours so established.

NOTE.—(1) Wages shall be paid semi-monthly.

(2) Copy of this Order to be posted in establishment.

(3) Schedule setting out the daily shifts and intervals free from duty of each occupational group of his employees.

(4) Record of wages and daily hours to be kept, together with register in English of names, ages, occupations, and residential addresses of all employees.

(5) Records to be produced to authorized officials.

(6) *See* Order No. 3 *re* uniforms.

(7) "Annual Holidays Act" to be observed.

GENERAL INTERIM MINIMUM WAGE ORDER (1946).

EFFECTIVE JULY 1ST, 1946.

1. That this Order shall apply to every employer and to every male and female employee in every industry, business, trade, or occupation covered by the following orders, namely:—

Order No.	Industry.	Date of Order.	Minimum Wage Act.
17 (1942)	Baking	July 15, 1942	Male.
*55 (1943)	Box-manufacture	July 14, 1943	Male.
70	Bus-drivers (Vancouver Island and Saltspring Island)	March 12, 1940	Male.
76	Bus-drivers	September 21, 1942	Female.
*58	Carpentry (Vancouver and District)	September 15, 1938	Male.
*65	Carpentry (Kootenay Area)	June 23, 1939	Male.
*66	Carpentry (Victoria and District)	August 16, 1939	Male.
*72	Carpentry (Alberni)	May 14, 1940	Male.
*73	Carpentry (Nanaimo)	May 14, 1940	Male.
*68	Christmas-trees	August 31, 1939	Male.
12 (1940)	Construction	November 26, 1940	Male.
53	Elevator Operators	February 28, 1938	Female.
54	Elevator Operators	February 28, 1938	Male.
18 (1942)	Engineers, Stationary Steam	September 9, 1942	Male.
*39 (1940)	First-aid Attendants	October 8, 1940	Male.
78	Fishing	April 14, 1943	Female.
*51	Household Furniture	November 17, 1937	Male.
43 (1942)	Janitors	September 9, 1942	Male.
44 (1942)	Janitresses	September 9, 1942	Female.
* 1 (1943)	Logging	July 14, 1943	Male.
*25 (1942)	Manufacturing	October 15, 1942	Female.
*24	Mercantile	May 29, 1935	Female.
59	Mercantile	October 12, 1938	Male.
75	Painters, Decorators, and Paper-hangers (southerly portion of Vancouver Island)	April 22, 1941	Male.
71	Painters, Decorators, and Paper-hangers (Vancouver and District)	April 26, 1940	Male.
69	Patrolmen	January 19, 1940	Male.
*27	Personal Service	August 29, 1935	Female.
*67	Public Places of Amusement	August 31, 1939	Female.
*50 (1943)	Sawmills	June 25, 1943	Male.
*62 (1943)	Shingle	July 23, 1943	Male.
*77 (1943)	Shingle	July 23, 1943	Female.
33 (1940)	Taxicab-drivers	October 8, 1940	Male.
60	Taxicab-drivers (Victoria and Vicinity)	November 15, 1938	Male.
79	Telephone and Telegraph	March 13, 1945	Female.
†26 (1940)	Transportation	October 8, 1940	Male.
†26B	Transportation	August 12, 1941	Female.
*49 (1943)	Wood-working	July 14, 1943	Male.

2. That on and after the 1st day of July, 1946, all minimum wage-rates fixed by the orders of the Board, as set out in section 1 of this Order, are hereby increased by adding thereto 20 per cent. of such minimum wage-rates.

3. That the orders as set out in section 1 of this Order are varied accordingly.

4. That this Order, made by the Board at Victoria, B.C., on the 25th day of June, 1946, and published in The British Columbia Gazette on the 27th day of June, 1946, shall take effect on the 1st day of July, 1946.

* Orders revised after July 1st, 1946.

† Orders Nos. 26 (1940) and 26B have been revised in part. *See* Order No. 26C (1948) and Order No. 9 (1948).

NOTE.—The minimum wage-rates provided in the Summary of Orders include the 20% increase wherever it applies.

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS.

The following is a complete list of all Orders in effect at August 31st, 1948:—

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.
2 (1946)	Apprentices, Indentured	June 19/46	June 27/46	July 1/46	Male and Female.
2A (1947)	Apprentices, Indentured	Nov. 24/47	Nov. 27/47	Dec. 1/47	Male and Female.
6 (1948)	Automotive Repair and Gasoline Service-station	Apr. 16/48	Apr. 22/48	May 1/48	Male and Female.
17 (1942)	Baking	July 15/42	July 16/42	July 20/42	Male.
42 (1946)	Barbering	June 19/46	June 27/46	July 1/46	Male.
55 (1947)	Box-manufacturing	Jan. 16/47	Jan. 23/47	Feb. 1/47	Male and Female.
76	Bus-drivers (Vancouver and Vicinity)	Sept. 21/42	Sept. 24/42	Sept. 28/42	Female.
70	Bus-drivers (Vancouver Island and Salt-spring Island)	Mar. 12/40	Mar. 14/40	Mar. 18/40	Male.
70A	Bus-drivers (Vancouver Island and Salt-spring Island)	June 21/40	June 27/40	June 27/40	Male.
58 (1947)	Carpentry	July 29/47	July 31/47	Aug. 4/47	Male.
68 (1947)	Christmas-tree	May 9/47	May 15/47	May 15/47	Male and Female.
12 (1940)	Construction	Nov. 26/40	Nov. 28/40	Nov. 28/40	Male.
4 (1946)	Cook- and Bunk-house Occupation (in Unorganized Territory)	June 26/46	July 4/46	July 8/46	Male and Female.
9 (1948)	Drivers, Swampers, or Helpers in Transportation Industry as defined	Aug. 3/48	Aug. 12/48	Sept. 13/48	Male and Female.
53	Elevator Operators	Feb. 28/38	Mar. 3/38	Mar. 3/38	Female.
54	Elevator Operators	Feb. 28/38	Mar. 3/38	Mar. 3/38	Male.
18 (1942)	Engineers, Stationary Steam	Sept. 9/42	Sept. 17/42	Sept. 21/42	Male.
39 (1948)	First-aid Attendants	May 20/48	May 27/48	May 31/48	Male and Female.
78	Fishing	Apr. 14/43	Apr. 22/43	May 3/43	Female.
46 (1946)	Fruit and Vegetable	June 25/46	June 27/46	July 1/46	Female.
47 (1946)	Fruit and Vegetable	June 25/46	June 27/46	July 1/46	Male.
47A (1946)	Fruit and Vegetable	Apr. 18/47	Apr. 24/47	Apr. 24/47	Male.
	General Interim Minimum Wage Order (1946)	June 25/46	June 27/46	July 1/46	Male and Female.
27 (1947)	Hairdressing	May 2/47	May 8/47	May 12/47	Male and Female.
52 (1946)	Hotel and Catering	June 19/46	June 27/46	July 1/46	Male and Female.
52A (1946)	Hotel and Catering (Resort Hotels) (Unorganized Territory)	June 26/46	July 4/46	July15 to Sept. 15 each year	Male and Female.
52A (1947)	Hotel and Catering	Nov. 24/47	Nov. 27/47	Dec. 1/47	Male and Female.
52B (1948)	Hotel and Catering	Apr. 26/48	Apr. 29/48	Apr. 29/48	Male and Female.
51 (1947)	Household Furniture	Jan. 16/47	Jan. 23/47	Feb. 1/47	Male and 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 (1946)	Laundry, Cleaning, and Dyeing	June 25/46	June 27/46	July 1/46	Male and Female.
1 (1947)	Logging	Jan. 16/47	Jan. 23/47	Feb. 1/47	Male.
1D (1948)	Logging	June 4/48	June 10/48	June 10/48	Male.
28A (1947)	Logging (Board)	July 15/47	July 24, 31/47	July 24/47	Male.
25 (1948)	Manufacturing	Aug. 3/48	Aug. 12/48	Aug. 12/48	Male and Female.
24 (1946)	Mercantile	July 11/46	July 18/46	Aug. 5/46	Female.
24A (1947)	Mercantile	May 1/47	May 8/47	May 8/47	Female.
59	Mercantile	Oct. 12/38	Oct. 20/38	Oct. 20/38	Male.
34 (1948)	Office Occupation	Aug. 3/48	Aug. 12/48	Sept. 13/48	Female.
75	Painters, Decorators, and Paper-hangers (southerly portion of Vancouver Island)	Apr. 22/41	Apr. 24/41	June 2/41	Male.
71	Painters, Decorators, and Paper-hangers (Vancouver and District)	Apr. 26/40	May 2/40	June 1/40	Male.
69	Patrolmen	Jan. 19/40	Jan. 25/40	Feb. 5/40	Male.
5 (1947)	Personal Service	Aug. 15/47	Aug. 21/47	Aug. 25/47	Male and Female.
67 (1948)	Public Places of Amusement, etc.	Aug. 3/48	Aug. 12/48	Sept. 13/48	Male and Female.
8 (1948)	Radio-broadcast Technicians	Aug. 3/48	Aug. 12/48	Sept. 13/48	Male and Female.
7 (1948)	Radio Technicians	May 20/48	May 27/48	May 31/48	Male and Female.
50 (1947)	Sawmills	Jan. 16/47	Jan.23/47	Feb. 1/47	Male.
10 (1948)	Sheet-metal Trade	Aug. 3/48	Aug. 12/48	Sept.13/48	Male.
62 (1947)	Shingle	Jan. 16/47	Jan. 23/47	Feb. 1/47	Male and Female.
20 (1946)	Ship-building	June 19/46	June 27/46	July 1/46	Male.
33 (1940)	Taxicab-drivers	Oct. 8/40	Oct. 10/40	Oct. 10/40	Male.

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

Serial No.	Industry.	Date of Order.	Date Gazetted.	Date effective.	Minimum Wage Act.
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	Apr. 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.
26C (1948)	Transportation	Aug. 3/48	Aug. 12/48	Sept. 13/48	Male and Female.
3 (1946)	Uniforms, Cost and Upkeep of	June 19/46	June 27/46	July 1/46	Male and Female.
49 (1947)	Wood-working	Jan. 16/47	Jan. 23/47	Feb. 1/47	Male and Female.

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

(AND AS AMENDED BY INTERIM AMENDMENTS (1946), EFFECTIVE JULY 1ST, 1946.)

Section 3.—"Subject to the exceptions provided by or under this Act, the working-hours of an employee in any industrial undertaking shall not exceed eight in the day and forty-four in the week."

BE IT KNOWN that the Board of Industrial Relations has made the following regulations, namely:—

NOTE.—Regulation 1 cancelled by Regulation 30. Cancellation effective October 31st, 1945.

Lumbering, Night Shift.

2. Persons employed in sawmills, planing-mills, and shingle-mills on night shifts may work a total of 44 hours each week in five nights, in lieu of 44 hours each week in six nights, but the number of hours worked in any night must not exceed 9.

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*) The occupation of boatman;

(*e*) The occupation of emergency fire-fighters:

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 in unorganized territory,—

are hereby exempted from the limits prescribed by section 3 of the said Act.

Engineers, Operators, Firemen, and Oilers or Greasers.

4A. In all industrial undertakings which use steam, gasoline, or diesel engines, or electric energy as motive power, and which are operated with a single shift of engineers or operators, firemen, and oilers or greasers, the engineers or operators, firemen, and oilers or greasers may work overtime to the extent of one hour per day to perform preparatory or complementary work, in addition to the maximum hours of work prescribed by section 3 of the Act, with effect from the 22nd day of April, 1948. (Published in B.C. Gazette, April 22nd, 1948.)

NOTE.—Regulation 5 cancelled by 5A, October 9th, 1947.

Emergency Repairs.

6. While engaged upon repair-work requiring immediate performance, persons employed in shipyards, 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.

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

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 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 24 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.)

PROVINCIAL LIBRARY,
VICTORIA, B. C.

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

MERCANTILE INDUSTRY.

NOTE.—Regulation 15E cancelled by Regulation 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 88 hours in any two successive weeks, but in no case shall the hours of work of any such registered apprentice, certified clerk, or licentiate of pharmacy exceed 48 hours in any one week, or 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. 17B.

BAKING INDUSTRY.

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 (1) hereby cancels Regulation No. 17A of the Board, dated the 22nd day of November, 1934, such cancellation being effective as and from the 24th day of November, 1947, and (2) hereby makes the following regulation, to be known as Regulation No. 17B:—

Persons employed in the baking industry as deliverymen may work two (2) hours per day in excess of the daily limit and four (4) hours per week in excess of the weekly limit prescribed by section 3 of the said Act, with effect from the 24th day of November, 1947.

Made and given at Victoria, B.C., this 13th day of November, 1947.

(Published in B.C. Gazette, November 20th, 1947.)

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. 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 88 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.

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. 21M.

Fruit and Vegetable Industry.

The fruit and vegetable industry, which means all operations in establishments operated for the purpose of canning, preserving, drying, or packing any kind of fresh fruit or vegetable, is hereby exempt from the operation of the "Hours of Work Act" from June 1st to November 30th, inclusive, in each year.

REGULATION No. 22.

Baking 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 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 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 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 weeks no such employee shall work more than 350 hours, nor more than 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.)

Note.—Regulation 26 cancelled by Regulation 30. Cancellation effective October 31st, 1945.

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 7 passengers or less than 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 7 passengers or less than 7 passengers, used for the conveyance of the public, and which is driven or operated for hire, may work 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 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 12 hours immediately following commencement of work."

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 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 44.

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.)

REGULATION No. 30.

Lumbering East of the Cascades.

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 hereby cancels Regulation No. 1 of the Board, dated the 14th day of June, 1934, and Regulation No. 26 of the Board, dated the 23rd day of March, 1938, such cancellation to be effective as and from the 31st day of October, 1945.

Made and given at Victoria, B.C., this 24th day of September, 1945.

(Published in B.C. Gazette, September 27th, 1945.)

REGULATION No. 31.

OCCUPATION OF CEMETERY-WORKERS.

The occupation of cemetery-workers is hereby added to the Schedule to 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 6th day of December, 1946.

Made and given at Vancouver, B.C., this 11th day of December, 1946.

(Published in B.C. Gazette, January 23rd, 1947.)

REGULATION No. 33.

OCCUPATIONS OF STATIONARY STEAM ENGINEER AND SPECIAL ENGINEER.

The occupation of stationary steam engineer, by which expression is meant every employee engaged in the occupation of producing steam in a steam plant under the authority of a certificate of competency, as defined by the "Boiler Inspection Act" of the Province of British Columbia, or who is in charge of, or responsible for, any steam boiler or engine while under steam-pressure or in motion, and the occupation of special engineer, by which expression is meant every employee operating under the authority of a special certificate or a temporary certificate, as defined by the said "Boiler Inspection Act," are hereby added to the Schedule to 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 10th day of October, 1947.

Made and given at Victoria, B.C., this 21st day of October, 1947.

(Published in B.C. Gazette, October 23rd, 1947.)

REGULATION No. 34.

OCCUPATION OF BARTENDER, WAITER, AND UTILITY MAN, WITHIN PREMISES COVERED BY BEER LICENCES ISSUED PURSUANT TO THE PROVISIONS OF SECTION 28 OF THE "GOVERNMENT LIQUOR ACT."

The occupations of bartender, waiter, and utility man, within premises covered by beer licences issued pursuant to the provisions of section 28 of the "Government Liquor Act," are hereby added 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 16th day of September, 1947.

Made and given at Victoria, B.C., this 16th day of September, 1947.

(Published in B.C. Gazette, September 18th, 1947.)

"HOURS OF WORK ACT," "FEMALE MINIMUM WAGE ACT," AND "MALE MINIMUM WAGE ACT."

The Board authorizes the following persons, namely:—
The Chairman of the Board of Industrial Relations,
The Chief Administrative Officer,
The Supervisor of the Vancouver office,
The Supervisor of Inspectors in the Interior,—
to issue temporary exemptions to industrial undertakings to deal with exceptional cases of pressure of work, and to issue permission in writing allowing the working-hours of any employee in an industrial undertaking in such exceptional cases to exceed the limit of 8 hours a day or 44 hours a week.

(Published in B.C. Gazette, January 9th, 1947.)

INTERIM AMENDMENTS (1946).

Regulation 2 (lumbering, night shift) is hereby amended by striking out " 48 " and " 10," and substituting therefor " 44 " and " 9."

Regulation 3 (1) (logging) is hereby amended by striking out the present clause (*d*), and substituting the following therefor:—

"(*d*) The occupation of boatman; or " and by adding the following as clause (*e*) :—

"(*e*) The occupation of emergency fire-fighters."

Regulation 3 (3) (cook and bunk houses) is hereby amended by inserting after the word " undertaking " the words " in unorganized territory," and by striking out all the words after the word "Act."

Regulation 16F (mercantile industry—drug-stores) is amended by striking out " 96 " and " 52 " and substituting therefor " 88 " and " 48."

Regulation 18A (catering industry) is hereby rescinded.

Regulation 19 (retail florists) is hereby amended by striking out " 96 " and substituting therefor " 88."

Regulation 21M (fruit and vegetable industry). The fruit and vegetable industry, which means all operations in establishments operated for the purpose of canning, preserving, drying, or packing any kind of fresh fruit or vegetable, is hereby exempt from the operation of the " Hours of Work Act " from June 1st to November 30th, inclusive, in each year.

Regulation 23, section 3 (transportation industry), is hereby amended by striking out " 378," and substituting therefor " 350."

Regulation 28B (taxicab industry) is hereby rescinded.

Regulation 29 (mercantile industry) is hereby amended by striking out " 48," and substituting therefor " 44."

The above regulations made and given at Vancouver, B.C., on the 19th day of June, 1946, shall become effective as and from the 1st day of July, 1946.

(Published in B.C. Gazette, June 27th, 1946.)

CONTROL OF EMPLOYMENT OF CHILDREN.

Unless a permit has been granted to the employer by the Minister of Labour or a person duly authorized by him to issue such permits, the employment of children under 15 years of age in certain designated occupations or industries is prohibited by the "Control of Employment of Children Act."

In order that the health and the scholastic standing of the children will not be adversely affected by their work in industry or business, the Department works in close co-operation with the school authorities and the parents or guardians of the children. Permits are issued only when it has been established that the child's health will not suffer, that the work will not expose the boy or girl to unsafe conditions or interfere with their standing at school.

The Schedule to the Act specifies and defines the occupations or industries for which permits are required.

These 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) Mercantile industry.
(9) Shoe-shine stands.
(10) Automobile service-stations.
(11) Transportation industry.

The following table contains a summary of permits issued and cancelled from January 1st to December 31st, 1947, inclusive.

Summary of Permits issued and cancelled from January 1st to December 31st, 1947.

District.	Boys.	Girls.	Total.	Manufacturing.	Shipbuilding.	Logging.	Construction.	Catering.	Amusement.	Mercantile.	Shoeshine.	Service-station.	Transportation.	Total cancelled.	Total issued.
Victoria and Vancouver Island	139	28	167	17	.....	5	1	14	21	100	.....	.....	9	.....	167
Cancellations	74	26	100	14	.....	5	2	11	7	50	.....	.....	11	100	.....
Vancouver and vicinity	257	60	317	62	.....	1	3	21	10	192	2	1	25	.....	317
Cancellations	152	46	198	46	.....	.....	2	20	6	102	.....	1	21	198	.....
Eastern Interior	5	.....	5	.....	.....	.....	.....	1	4	.....	.....	.....	.....	.....	5
Cancellations	2	.....	2	.....	.....	.....	.....	.....	1	1	.....	.....	.....	2	.....
Central Interior	1	2	3	1	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	3
Cancellations	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Northern Interior	4	3	7	1	.....	.....	3	.....	.....	2	.....	.....	1	.....	7
Cancellations	1	2	3	1	.....	.....	.....	.....	.....	2	.....	.....	.....	3	.....
Southern Interior	3	2	5	4	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	5
Cancellations	2	2	4	4	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	.....
Permits cancelled	231	76	307	65	.....	5	4	31	14	155	.....	1	32	307	.....
Permits issued	409	95	504	85	.....	6	7	36	35	297	2	1	35	.....	504
Permits in effect, December 31st, 1947	234	34	268	36	.....	1	3	9	21	185	2	.....	11	.....	.....

INDUSTRIAL CONCILIATION AND ARBITRATION BRANCH.

Head Office.....**Parliament Buildings, Victoria, B.C.**
Chief Executive Officer.....B. H. E. Goult.
Registrar.....N. deW. Lyons.
Branch Office.....570 Seymour Street, Vancouver, B.C.
Senior Conciliation Officer.....**W. Fraser.**
Assistant Registrar.....R. G. Clements.

James Thomson, Esq.,
Deputy Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—Submitted herewith is the ninth annual report of the Industrial Conciliation and Arbitration Branch for the year ended December 31st, 1947.

On May 15th, 1947, the "Industrial Conciliation and Arbitration Act, 1947," became law; the agreement between the Dominion of Canada and this Province, in effect since April 18th, 1944, concerning the administration of the Wartime Labour Relations Regulations (P.C. 1003) terminated, and the "Wartime Labour Relations Regulations Act, 1944," was repealed.*

Thus ended a four-year association with the Federal authorities, during which time the staff of the Wartime Labour Relations Board (British Columbia), under the direction of the Honourable George Pearson, Minister of Labour (who discharged the functions of the Board), handled a total of 3,083 cases, which exceeded the total number of cases dealt with by all other Provinces.†

This report is therefore descriptive of the activities of this Branch under the provisions of the "Wartime Labour Relations Regulations Act" from January 1st to May 15th, and under the provisions of the "Industrial Conciliation and Arbitration Act, 1947," from that date to December 31st.

The Minister of Labour discharged the functions of the Labour Relations Board under the provisions of the new legislation. (For principal features of this legislation, *see* Annual Report, Department of Labour, 1946, pages 36 to 38.)

WORK OF THE BRITISH COLUMBIA BOARD.

The number of cases dealt with during the year is but two less than the total for 1946 (1946, 1,207 cases; 1947, 1,205 cases). There were 945 applications for certification dealt with, as compared to 1,014 in 1946. However, 672 certificates of bargaining authority were granted, as compared with 670 the preceding year.

Of the total of 945 applications for certification, 672 were granted, 135 rejected, 78 withdrawn, and 60 were being investigated at the year's end.

Additionally, there were 28 representative votes conducted, 163 investigations by Conciliation Officers, 30 Conciliation Boards established, 4 strike votes supervised, 8 appointments of Referees, 3 grievance procedures provided, 3 Industrial Inquiry Commissions established, and 21 prosecutions instituted.

* The "Industrial Conciliation and Arbitration Act, 1947," was amended in April, 1948. A summary of these amendments appears upon page 41 of this Report.

† In 1944, 922 cases; in 1945, 686 cases; in 1946, 1,064 cases; and in 1947, 411 cases.

TABLE I. SUMMARY OF CASES DEALT WITH.

Number of applications dealt with		945
Certifications granted	672	
Applications—		
Rejected	135	
Withdrawn	78	
Being investigated as at December 31st	60	
Representative votes conducted		28
Investigations by Conciliation Officers		163
Conciliation Boards established		30
Strike votes supervised		4
Referee appointments		8
Grievance procedures provided		3
Industrial Inquiry Commissions		3
Prosecutions instituted by Department		21
		1,205

CONCILIATION PROCEDURE, 1947.

Both the Wartime Labour Relations Regulations and the "Industrial Conciliation and Arbitration Act, 1947," provided for the utilization of conciliation machinery whereby an attempt might be made to settle disputes arising out of negotiations for a collective agreement, or negotiations for the renewal of a collective agreement.

Both Statutes provided that the employer or bargaining representatives could apply to the Minister for the services of a Conciliation Officer if the interested parties had negotiated for a collective agreement, and believed that such an agreement could not be concluded within a reasonable time. A Conciliation Officer was thereupon instructed to assist the parties. If he failed, it was his duty to report to the Minister, and he could state that, in his opinion, an agreement might be facilitated by the appointment of a Board of Conciliation.

Each of the disputant parties was thereupon required to nominate one person to membership upon the Board. These two nominees were asked to select a third member and chairman. If they were unable to agree, the appointment was made by the Minister. The Board, when constituted, was provided with a statement of the matters in dispute, and endeavoured to bring the parties together. Under the provisions of P.C. 1003, the Board reported its findings to the Federal Minister of Labour. In conformity with the provisions of the Provincial legislation, the Board reported to the Minister of Labour for British Columbia. Thereafter, these reports were transmitted to the interested parties.

Under the provisions of both Statutes, strikes and lockouts were prohibited until the parties were given an opportunity of accepting or rejecting the report of the Board. Provision was made in the "Industrial Conciliation and Arbitration Act, 1947," for a pre-strike vote in the case of employees, and a pre-lockout vote in instances where more than one employer was affected, and that such votes were to be under the supervision of the Minister or his appointee.

During the year there were 106 conciliation cases, involving approximately 48,894 employees and 434 employers. Fifty-eight cases were settled by Conciliation Officers, thirty-five were referred to Boards of Conciliation, and four were withdrawn. Other cases were terminated by strike action, or negotiations were discontinued at the request of the parties.

In considering these figures and reading Table II following, it should be noted:—

(1) A group of employers in an industry, negotiating with the same labour organization, and with the assistance of one Conciliation Officer, are listed together for convenience.

(2) An organization or association of employers, negotiating on behalf of more than one employer with one labour organization, is listed as one employer. The figures in parentheses indicate the number of employers represented in each instance.

TABLE II. CONCILIATION.

No.	Class of Employees involved.	Location.	Date Conciliation Officer appointed.	Employees directly involved.	Employers involved.	Cause of Disagreement.	Result of Reference.
1	Projectionists	Vancouver	January 14	62	1	Deadlock of negotiations over proposed collective agreement	Referred to Board of Conciliation.
2	Miners	Kimberley	January 15	807	1	Employer declined to accept union security provisions in proposed collective agreement	Under provisions of P.C. 1003 and under terms of contract a Conciliation Board was not granted since the collective agreement remained in effect.
3	Theatrical assistants	Victoria	January 24	35	1	Inability of parties to agree on terms of collective agreement relating to hours of work and union security	Settled.
4	Truck-drivers	Vancouver	February 6	5	1	Undue delay by employer in negotiating a collective agreement	Withdrawn.
5	Retail clerks	Vancouver	February 17	75	1	Employer claimed inability to meet wage demands of union	Referred to Board of Conciliation.
6	Building service employees	Vancouver	February 20	19	1	Inability of parties to agree on terms of collective agreement relating to union security, wages, and grievance procedure	Referred to Board of Conciliation.
7	Match-factory workers	Victoria	February 22	65	1	Wage proposals unacceptable to employer	Settled.
8	Foundry-workers	Vancouver	March 11	33	1	Inability of parties to agree on wage schedule in proposed agreement	Referred to Board of Conciliation.
9	Park Board employees	New Westminster	March 11	30	1	Reluctance of employer to sign agreement containing provision for the granting of statutory holidays with pay	Settled.
10	Restaurant employees	Victoria	March 27	30	1	Deadlock of negotiations over proposed collective agreement	Withdrawn.
11	Foundry-workers	Victoria	March 27	16	2	Inability of parties to agree on amendments to existing agreement relating to wage-rates, hours of work, maintenance of membership	Settled.
12	Civic employees	Vernon	March 28	55	1	Inability of parties to agree on wage-scale in proposed agreement	Settled.
13	Tailors	Vancouver	April 16	60	14	Wage proposals of union not acceptable to employers	Settled.
14	Projectionists	Victoria	April 18	12	1	Union wished to sign agreement embodying same conditions relating to hours of work and wage-rates as are prevalent in the Vancouver establishments of this employer	Settled.
15	City Hall employees	Vancouver	April 19	500	1	Inability of parties to agree on terms of agreement relating to wages and maintenance of membership	Settled.
16	Civic employees (other than City Hall)	Vancouver	April 19	1,122	1	Inability of parties to agree on terms of agreement relating to wages and maintenance of membership	Settled.

TABLE II. CONCILIATION—*Continued.*

No.	Class of Employees involved.	Location.	Date Conciliation Officer appointed.	Employees directly involved.	Employers involved.	Cause of Disagreement.	Result of Reference.
17	Firemen	Vancouver	April 19	540	1	Inability of parties to agree on terms of agreement relating to wages and maintenance of membership	Settled.
18	Retail meat employees	Vancouver	April 23	40	1	Union wage proposals not acceptable to employer	Referred to Board of Conciliation.
19	Retail clerks	Courtenay	April 30	8	1	Inability of parties to agree on terms of agreement relating to union security and wage-rates	Negotiations discontinued.
20	Electrical workers	Victoria	May 1	86	1	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.
21	Printers	Duncan	May 14	4	1	Inability of parties to agree on terms of agreement relating to wages and hours of work	Settled.
22	Beverage dispensers	Prince Rupert	May 17	24	8	Inability of parties to agree on wage schedule in proposed agreement	Referred to Board.*
23	Electrical workers	Prince Rupert	May 20	5	1	Union proposal for wage increases and hours of work not acceptable to employer	Settled.
24	Office, professional, and technical employees	New Westminster	May 21	33	1	Deadlock of negotiations over proposed collective agreement	Withdrawn.
25	Shipyard-workers	Victoria	May 26	90	1	Inability of parties to agree on terms of agreement relating to shift differentials, field scale rate for ship-construction at points outside Victoria, confined-space and dirty money	Withdrawn.
26	Feed and grain workers	Vancouver	May 28	150	1	Deadlock of negotiations over proposed collective agreement	Settled.
27	Oil-workers	Vancouver	May 28	26	1	Failure of parties to agree on satisfactory wage schedule	Settled.
28	Bakery-workers	Vancouver	May 28	10	1	Undue delay by employer in negotiating collective agreement	Referred to Board.
29	Bakery-workers	North Vancouver	May 28	18	1	Undue delay by employer in negotiating collective agreement	Referred to Board.
30	Street-railway men	Vancouver, Victoria, New Westminster	May 29	2,800	1	Inability of parties to agree on question of wages	Referred to Board.
31	Laundry-workers	Nanaimo	June 2	60	1	Objection by employer to union proposals relating to union shop, holidays, vacations, hours of work, overtime rates, lay-offs and rehiring, and the wage schedule	Settled.
32	School engineers	Vancouver	June 7	96	1	Inability of parties to agree upon terms of collective agreement	Settled.
33	Auto-workers	Vancouver	June 7	51	1	Repetition of delays by employer	Referred to Board.
34	Wood-workers	Throughout B.C.	June 12	25,000	(160) 1	Inability of parties to complete industry-wide master agreement	Settled.

35	Bakery-workers	Vancouver	June 16	475	(7) 1	Deadlock of negotiations over proposed collective agreement	Referred to Board.
36	Bakery-workers	Vancouver	June 20	35	2	Deadlock of negotiations over proposed collective agreement	Referred to Board.†
37	Laundry-workers	Vancouver	June 23	146	5	Inability of parties to agree on wage clause for proposed agreement	Settled.
38	Laundry-workers	Vancouver	June 23	15	1	Inability of parties to agree upon terms of collective agreement	Referred to Board.
39	Bakery-workers	Vancouver	July 4	40	1	Deadlock of negotiations over proposed collective agreement	Referred to Board.
40	Bakery-workers	Victoria	July 4	70	3	Deadlock of negotiations over proposed collective agreement	Referred to Board.
41	Bakery-workers	Nanaimo	July 4	20	2	Deadlock of negotiations over proposed collective agreement	Referred to Board.
42	Electricians	Victoria	July 10	30	3	Deadlock of negotiations over proposed collective agreement	Settled.
43	Transportation-workers	Victoria	July 21	55	1	Employer would not accept union-shop proposals	Referred to Board.
44	Shoe-workers	Vancouver	July 21	61	1	Union objected to prolongation of negotiations	Settled.
45	Laundry-workers	Vancouver	July 21	6	1	Reluctance of employer to execute agreement	Settled.
46	Electrical-workers	Vancouver	July 23	8	1	Employers' objection to executing agreement after expressing concurrence in proposals	Settled.
47	Sugar-workers	Vancouver	July 28	342	1	Disagreement over clauses in agreement pertaining to hours of work, wages, seniority, and duration of agreement	Settled.
48	Wood-workers	Southern Interior of B.C.	August 1	2,000	(13) 1	Inability of parties to complete industry-wide master agreement	Settled.
49	Paper-mill workers	Vancouver	August 7	35	1	Employer took exception to union-security clauses in proposed agreement	Settled.
50	Wood-workers	Interior of B.C.	August 9	2,000	(16) 1	Inability of parties to complete industry-wide master agreement	Settled.
51	Foundry-workers	Vancouver	August 13	314	14	Employers objected to union proposals for increased wages, paid holidays, and a closed shop	Referred to Board.‡
52	Foundry-workers	Vancouver	August 13	81	3	Employers objected to union proposals for increased wages, paid holidays, and a closed shop	Settled.
53	Building-material workers	Victoria	August 14	40	1	Inability of parties to agree on wage schedule for proposed agreement	Settled.
54	Retail clerks	Victoria	August 14	4	1	Deadlock of negotiations over proposed collective agreement	Negotiations discontinued at request of union.
55	Pile-drivers	Vancouver	August 14	240	(7) 1	Association would not accept union proposals respecting wage increases and provision of room and board by employers on out-of-town jobs	Settled.

* One Board appointed to hear all eight cases.
† Separate Conciliation Boards appointed to hear matters in dispute in each instance.
‡ Three Conciliation Boards were constituted in this instance.

TABLE II. CONCILIATION—*Continued.*

No.	Class of Employees involved.	Location.	Date Conciliation Officer appointed.	Employees directly involved.	Employers involved.	Cause of Disagreement.	Result of Reference.
56	Operating engineers	Vancouver and New Westminster	August 14	250	(8) 1	Association would not accept union proposals respecting wage increases and provision of room and board by employers on out-of-town jobs	Settled.
57	Carpenters	Vancouver	August 14	3,072	(12) 1	Proposed amendments to existing agreement suggested by union unacceptable to employers	Settled.
58	Hod-carriers	Vancouver	August 19	800	(5) 1	Association proposed continuation of existing agreement for further six months and objected to re-opening of negotiations	Settled.
59	Steel-workers	Vancouver	August 19	567	(8) 1	Inability of parties to agree on terms of agreement relating to wage-rates, check-off of dues, vacations with pay, pay for statutory holidays	Terminated by strike.
60	Miners	Salmo	August 20	110	1	Negotiations deadlocked over basic-wage schedule in proposed agreement	Settled.
61	Electrical workers	Penticton	August 20	5	1	Deadlock of negotiations over proposed collective agreement	Referred to Board.
62	Sugar-workers	Vancouver	August 27	15	1	Inability of parties to agree on terms of collective agreement	Settled.
63	Masters and deck officers	North Vancouver	August 27	13	1	Inability of parties to agree on provisions of proposed agreement relating to wage-rates and duties of certificated deck officers	Referred to Board.
64	Bakery and confectionery workers	Vancouver	August 29	16	1	Inability to reach finality to negotiations	Referred to Board.
65	Cement-finishers	Vancouver	August 29	60	1	Associations would not accept union proposals for wage increases and provisions relating to out-of-town jobs	Settled.
66	Restaurant employees	Vancouver	August 30	275	(14) 1	Proposals of union relating to wages and hours of work unacceptable to employers' bargaining committee	Settled.
67	Paint and varnish workers	Vancouver	September 3	75	3	Proposals of union relating to wage increases, union shop, and holidays with pay unacceptable to employers	Settled.
68	Truck-drivers and helpers	Vancouver	September 3	1,350	(36) 1	Bargaining committee for employers maintained inability to meet wage demands of union	Settled.
69	Shipyard-workers	Victoria	September 4	50	1	Employer objected to union proposals for wage increases and shift differentials	Settled.
70	Furniture-workers	Vancouver, Victoria, New Westminster	September 5	409	4	Parties unable to agree on wage schedule in proposed agreement	Terminated by strike.
71	Furniture-workers	Vancouver	September 5	70	1	Parties unable to agree on wage schedule in proposed agreement	Settled.

72	Steel-fabricators	Vancouver	September 9	350	1	Employer objected to wage-scale and union-security provisions proposed by the union	Negotiations discontinued.
73	Waitresses	Vancouver	September 15	4	1	Employer objected to wage proposals of union	Settled.
74	Distillery-workers	Vancouver	September 22	81	1	Employer objected to wage proposals of union	Settled.
75	Building service employees	Vancouver	September 25	43	1	Negotiations deadlocked on amendments to existing agreement relating to wage increases, union shop, and check-off of union dues	Referred to Board.
76	Lifeguards	Vancouver	September 27	29	1	Inability of parties to agree on satisfactory wage schedule	Referred to Board.
77	Machinists	Vancouver	October 3	300	(7) 1	Parties unable to agree on revision of wage-scale in existing agreements	Settled.
78	Bakery and confectionery workers	Vancouver	October 8	140	1	Parties unable to agree on classifications of employees to be covered by proposed agreement, union-shop provisions, wage increases, and clause allowing business agent access to employer's premises during working-hours	Settled.
79	Oil-workers	Ioco	October 10	200	1	Employer objected to wage increases demanded by union	Referred to Board.
80	Operating engineers	Vancouver	October 10	1	1	Wage-rate proposed by union not acceptable to employer	Settled.
81	Packing-house workers	Kelowna	October 14	90	1	Undue delay by employer representatives in negotiating a collective agreement	Referred to Board.§
82	Packing-house workers	Osoyoos	October 14	110	1	Undue delay by employer representatives in negotiating a collective agreement	Referred to Board.§
83	Glass-workers	Vancouver	October 14	150	5	Inability of parties to agree on terms of collective agreement	Referred to Board.
84	Miners	Britannia Beach	October 29	411	1	Deadlock of negotiations over collective agreement	Settled.
85	Miners	Copper Mountain	November 6	350	1	Deadlock of negotiations over collective agreement	Settled.
86	Dairy employees	Courtenay	November 6	22	1	Inability of parties to agree on the question of wage increases	Settled.
87	Library staff	New Westminster	November 7	5	1	Inability of parties to agree on clauses in agreement relating to annual holidays with pay for professional librarians	Settled.
88	Lithographers	Vancouver	November 7	42	1	Inability of parties to agree on terms of collective agreement	Settled.
89	Transportation workers	Vancouver	November 8	250	1	Undue delay by employer in meeting union for purpose of collective bargaining	Settled.
90	Building service employees	Vancouver	November 19	15	1	Inability of parties to agree on question of union shop, forty-four-hour week for janitors, and wage increases	Referred to Board.
91	Bakery and confectionery workers	Victoria	November 21	25	1	Inability of parties to agree on terms of collective agreement	Settled.

§ One Board appointed to hear both cases.

TABLE II. CONCILIATION—*Continued.*

No.	Class of Employees involved.	Location.	Date Conciliation Officer appointed.	Employees directly involved.	Employers involved.	Cause of Disagreement.	Result of Reference.
92	Oil-workers	Vancouver	November 24	130	1	Inability of parties to agree on wage-scale	Settled.
93	Building service employees	Vancouver	November 25	25	1	Objection by employer to union proposals for union security, wages, and hours of work	Settled.
94	Undertakers	Vancouver	November 27	6	1	Employer objected to union proposals for union security, seniority rights, and wages	Referred to Board.
95	Beverage dispensers	Nelson	November 29	16	(7) 1	Inability of parties to agree on terms of agreement relating to wages and annual holidays with pay	Settled.
96	Machinists	Vancouver	November 29	74	1	Parties unable to agree on proposed across-the-board wage increases	Referred to Board.
97	Road-builders	Vancouver	December 6	70	1	Deadlock of negotiations for a collective agreement	Referred to Board.‖
98	Road-builders	Vancouver	December 6	60	2	Deadlock of negotiations for a collective agreement	Referred to Board.‖
99	Bakery-workers	Vancouver	December 6	5	1	Employer claimed inability to grant wage increases	Referred to Board.
100	Electrical workers	Vancouver, Victoria	December 6	595	1	Inability of parties to agree on wage-rates and other conditions of employment	Referred to Board.
101	Chemical workers	New Westminster	December 8	24	1	Parties unable to agree on terms of agreement relating to hours of work, wages, and grievance procedure	Settled.
102	Truck-drivers, swampers, and warehousemen	Victoria	December 9	25	1	Objection by employer to check-off, holidays, and hours-of-work provisions in proposed agreement	Settled.
103	Registered nurses	Nanaimo	December 19	28	1	Inability to agree on proposals covering wage-rates, deductions for meals, and annual holidays	Referred to Board.
104	Building service employees	Vancouver	December 22	10	1	Parties unable to agree upon union-security clause and wage-scale	Settled.
105	Sawmill-workers	Duncan	December 23	11	1	Reluctance of employer to execute agreement	Prosecution instituted.
106	Stationery-workers	Vancouver	December 30	76	2	Undue delay by employer in negotiation of collective agreement	Settled.
	Totals			48,894	163		

‖ The projects upon which the employees were engaged were completed. It was therefore agreed between the parties that negotiations need not be continued.

BOARDS OF CONCILIATION, 1947.

While the limitations of space preclude the publication of the texts of the reports of members of Boards of Conciliation, the findings of such Boards are summarized in the table following:—

TABLE III. BOARDS OF CONCILIATION, 1947.

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendation of Board.
1	Famous Players Canadian Corporation, Ltd., Vancouver, and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada	F. M. Clement (C.) Birt Showler (L.) R. Rowe Holland (E.)	March 13	(1) Wages (2) Annual holidays	April 19	Majority report of Board, employees' representative dissenting. The Board recommended: (1) 15c. per hour increase in basic wage; (2) two weeks' holiday with pay after three years' employment.
2	Rays Superior Stores and Rays, Ltd., Vancouver, and Retail Grocery and Food Clerks Union, Local 1518	C. Darling (C.) R. K. Gervin (L.) I. Cameron (E.)	April 15	Wages	June 12	Unanimous report, recommending a wage schedule for male and female clerks, which schedule to be effective from April 1.
3	Reliance Foundry Co., Ltd., Vancouver, and Vancouver District Metal and Chemical Workers' Union, No. 289	J. F. Keen (C.) W. White (L.) O. Olson (E.)	May 6	Wages	June 20	Unanimous report of Board stating that a collective agreement had been signed by the interested parties.
4	Stock Exchange Building Corporation, Ltd., Vancouver, and Building Service Employees' Union, Local 244	J. H. Harman (C.) M. S. Kennedy (L.) A. D. Wilson (E.)	June 5	(1) Union security (2) Wages (3) Grievance procedure	July 5	Unanimous report. The Board recommended: (1) Grievance procedure to be incorporated in agreement; (2) wage adjustments to certain classifications; (3) union shop not warranted in this instance.
5	A. Dixon and Associates (Central Hotel); Agnes A. Rochester (Hotel Prince Rupert); Carl Zarelli (Savoy Hotel); Allied Hotel Co., Ltd. (New Royal Hotel); Martin LaBelle (Knox Hotel); New Empress Hotel Co., Ltd.; Prince Hotel, Ltd. (Commercial Hotel); John Hoskins (Belmont Hotel), all of Prince Rupert, and Beverage Dispensers' Union, No. 636	A. Nickerson (C.) J. Black (L.) B. Glassey (E.)	June 23	Wages	July 16	Representatives of both parties in the dispute appeared before the Board and presented a signed statement to the effect that they had reached a satisfactory agreement prior to the time called for the sitting of the Board.
6	O.K. Stores, Ltd., Vancouver, and Retail Meat Employees' Federal Union, Local 222	F. M. Clement (C.) J. Price (L.) H. S. Mahon (E.)	July 21	Wages	October 22	Chairman of the Board reported that between meetings of the Board an agreement was reached between the parties to the dispute.
7	B.C. Power Commission, Victoria, and International Brotherhood of Electrical Workers, Local B 230	E. S. H. Winn (C.) C. Cameron (L.) J. F. Keen (E.)	July 23	(1) Wages (2) Duration of agreement	August 25	Unanimous report. The Board recommended adoption of agreement as submitted by the Power Commission with amendments to wage schedule and duration of agreement.
8	Vancouver Island Coach Lines, Ltd., and Victoria and Vancouver Island Drivers' Div. 234 of the C.B. of R.E. and O.T.W.	H. A. Beckwith (C.) T. Mitchell (L.) W. H. Haldane (E.)	August 14	Union security	September 5	Unanimous report. The Board recommended adoption of agreement as submitted by the Union, omitting clauses relating to union shop.

9	B.C. Electric Railway Co., Ltd., Vancouver, and Amalgamated Association of Street Electric Railway and Motor Coach Employees, Div. 101	J. E. Eades (C.) A. Bevis (L.) D. Dewar (E.)	August 21	Wages—20c. per hour increase across the board and adjustments to certain classifications	September 20	Members of the Board were in accord upon the adjustments requested in specific classifications. They were at variance in the recommendations which should be made with respect to an over-all increase in wages, and the members of the Board therefore submitted separate recommendations with regard thereto.
10	Canadian Bakeries, Ltd.; McGavin, Ltd.; General Bakeries, Ltd.; Weston's Bread and Cake (Canada), Ltd.; Mother Hubbard Bakery, Ltd.; Fairfax Bread Co., Ltd.; Olympic Pie Co., all of Vancouver, and Bakery and Confectionery Workers' Union, Local 468	E. S. H. Winn (C.) G. Wilkinson (L.) R. Tupper (E.)	August 26	Wages and other changes to agreement	October 16	Unanimous report. The Board recommended adoption of the 1946 form of master agreement, subject to an over-all increase in the rate of wages in the amount of $6 per week, to be retroactive to the dates of expiry in the agreements between the local of the said union and different companies, and other minor changes.
11	Disher Specialties, Vancouver, and Bakery and Confectionery Workers' Union, Local 468	E. S. H. Winn (C.) G. Wilkinson (L.) R. Tupper (E.)	August 26	Wages and other changes to agreement	October 16	Unanimous report. The Board recommended that the parties to this dispute adopt all the recommendations made by the Board constituted to hear the dispute between Canadian Bakeries, Ltd., *et al.* (*see* 10) and Bakery and Confectionery Workers' Union, Local 468.
12	David Spencer, Ltd., Vancouver, and Bakery and Confectionery Workers' Union, Local 468	E. S. H. Winn (C.) G. Wilkinson (L.) R. Tupper (E.)	September 13	Wages and changes to agreement	October 16	Unanimous report. The Board recommended that the parties to this dispute adopt the forms of agreement made Feb. 18, 1947, between Canadian Window Bakeries (division of Picardy, Ltd.) and Bakery and Confectionery Workers' Union, Local 468, importing therein the recommendations of the Board constituted to hear the dispute between Canadian Bakeries, Ltd., *et al.* (*see* 10) and this union.
13	Mackenzie, White & Dunsmuir, Ltd., Vancouver, and Vancouver Auto Workers' Lodge, No. 1857	C. Darling (C.) E. Jamieson (L.) H. Ayling (E.)	September 24	All points in proposed collective agreement	October 22	Unanimous report. The Board reported fully the proceedings which had taken place before it, but did not feel qualified to make any specific recommendations.
14	McGavin, Ltd; Canadian Bakeries, Ltd.; Weston's Bread and Cake (Canada), Ltd., all of Victoria, and Bakery and Confectionery Workers' Union, Local 267	E. S. H. Winn (C.) G. Wilkinson (L.) I. Cameron (E.)	September 24	Wages and other changes to agreement	January 10, 1948	The secretary of the union advised that a collective agreement had been entered into between the parties prior to the sittings of the Board.

TABLE III. BOARDS OF CONCILIATION, 1947—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendation of Board.
15	Canadian Bakeries, Ltd.; McGavin, Ltd., both of Nanaimo, and Bakery and Confectionery Workers' Union, Local 468	E. S. H. Winn (C.) G. Wilkinson (L.) I. Cameron (E.)	September 24	Wages and other changes to agreement	October 16	It was agreed by the parties concerned that the report of the Board hearing the dispute between Canadian Bakeries, Ltd., *et al.* (*see* 10) and Bakery and Confectionery Workers' Union, Local 468, should be applicable in this instance.
16	Corporation of the City of North Vancouver and Canadian Merchant Service Guild (Inc.)	J. E. Eades (C.) H. Gargrave (L.) S. Humphreys (E.)	October 7	(1) Wages (2) Duties of certificated deck officers	October 20	Unanimous report. The Board recommended that the form of agreement put forward by the employer be adopted, with modifications to the wage-scale. Board also recommended that masters and mates be not required to collect fares from passengers boarding vessels.
17	Valetor Cleaners and Dyers, Vancouver, and Laundry Workers' International Union, Local 292	F. M. Clement (C.) C. A. Gower (L.) S. H. Anderson (E.)	October 10	(1) Wages (2) Retroactive pay (3) Maintenance of membership	November 1	Unanimous report. The Board recommended: (1) Basic wage for male pressers to be $1 per hour, after three months' experience; (2) retroactive pay be allowed from October 1; (3) a proposed clause be included in the agreement covering maintenance of membership.
18	Major Aluminum Products, Ltd.; Wilson Brass Foundry; Sumner Brass Foundry, Ltd.; Terminal City Iron Works, Ltd., all of Vancouver, and International Moulders' and Foundry Workers' Union, Local 281	C. Darling (C.) A. J. Wybrew (L.) F. R. Killam (E.)	October 25	(1) Union shop (2) Overtime (3) Wages (4) Effective date of agreement (5) Payment for statutory holidays	December 16	Unanimous report. The Board recommended: (1) 10c. per hour increase in all classifications; (2) Increase to be effective from Nov. 1, 1947; (3) Overtime—time and one-half for first four hours, double time thereafter; (4) that employers be not obliged to pay wages for statutory holidays; (5) a clause covering union security to be incorporated into agreement entered into between the parties.
19	Corporation of Penticton and International Brotherhood of Electrical Workers, Local B 213	E. S. H. Winn (C.) T. Uphill (L.) W. Kinsman (E.)	October 25	Wages	November 13	Unanimous report. The Board recommended that the agreement proposed by the union be adopted with a revised wage-scale and the addition of a grievance procedure as outlined in the Board's report.

20	Vivian Engine Works, Ltd.; Canadian Sumner Iron Works, Ltd.; Easthope Bros., Ltd.; Industrial Engineering Ltd.; McLean & Powell Iron Works; Nairn Brothers Foundry; Allard Engineering, Ltd.; McDonnell Metal Manufacturing Co., Ltd.; Western Foundry Co., all of Vancouver, and International Moulders' and Foundry Workers' Union, Local 281	C. Darling (C.) A. J. Wybrew (L.) W. E. Nodwell (E.)	October 27	(1) Union shop (2) Overtime (3) Wages (4) Effective date of agreement (5) Payment for statutory holidays	December 12	Unanimous report. The Board recommended: (1) 10c. per hour increase in all classifications; (2) increase to be effective from Nov. 1, 1947; (3) overtime—time and a half for first four hours, double time thereafter; (4) that employers be not obliged to pay wages for statutory holidays; (5) a clause covering union security to be incorporated into agreement entered into between the parties.
21	Westland Iron and Steel Foundries, Ltd., Vancouver, and International Moulders' and Foundry Workers' Union, Local 281	C. Darling (C.) A. J. Wybrew (L.) W. S. Barwick (E.)	October 29	(1) Union shop (2) Overtime (3) Wages (4) Effective date of agreement (5) Payment for statutory holidays	December 18	Majority report, employers' representative dissenting. The Board recommended: (1) 10c. per hour increase in all classifications; (2) increase to be effective from Nov. 1, 1947; (3) overtime—time and a half for first four hours, double time thereafter; (4) that employers be not obliged to pay wages for statutory holidays; (5) a clause covering union security to be incorporated into agreement entered into between the parties.
22	Dad's Cookie Co. (B.C.), Ltd., Vancouver, and Bakery and Confectionery Workers' Union, Local 468	A. J. Cowan (C.) G. Johnston (L.) I. Cameron (E.)	October 29	All clauses of proposed agreement	December 17	Unanimous report of the Board, reading in part: "As a result of the various meetings an agreement was reached between the employer and the union."
23	United Bakers, Vancouver, and Bakery and Confectionery Workers' Union, Local 468	A. J. Cowan (C.) G. Johnston (L.) H. Nemetz (E.)	October 30	All clauses of proposed agreement	January 9, 1948	Unanimous report. The Board recommended that the parties enter into an agreement on the same terms as the agreement between Dad's Cookie Co. (B.C.), Ltd., and the union, with certain changes to make it acceptable to the conditions peculiar to this employer.
24	British Pacific Building, Ltd., Vancouver, and Building Service Employees' International Union, Local 244	C. Darling (C.) S. Kennedy (L.) T. G. Norris (E.)	November 6	(1) Rates of wages (2) Union shop	January 13	Majority report, employer's nominee dissenting. Board recommended: (1) That present rates of wages be increased by 10c. per hour; (2) a maintenance-of-membership clause to become effective thirty days after signing of agreement.
25	The Vancouver Parks Board and Vancouver Lifeguards' Federal Union No. 276	F. M. Clement (C.) R. McCullock (L.) S. V. Smith (E.)	November 12	(1) Wages (2) Overtime rates (3) Minimum weekly guarantee	December 1	Unanimous report. The Board submitted a copy of the agreement entered into by the parties to this dispute.
26	Imperial Oil, Ltd., Ioco, and United Oil Workers of Canada, Local 11	J. E. Eades (C.) G. Brown (L.) A. Desbrisay (E.)	November 17	Wages	December 23	Unanimous report of the Board stating it had succeeded in bringing the parties into agreement.

TABLE III. BOARDS OF CONCILIATION, 1947—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendation of Board.
27	Okanagan Packers' Co-operative Union, Kelowna, and United Packinghouse Workers of America, Local 338	F. M. Clement (C.) T. MacDonald (L.) W. E. Haskins (E.)	December 4	All terms of proposed agreement	January 3, 1948	Majority report, employees' representative dissenting. The Board recommended that the parties to this dispute adopt the form of agreement in effect between the Federation of Fruit and Vegetable Workers Unions and other packing-houses, deleting clauses relating to maintenance of membership and check-off of union dues.
28	Osoyoos Co-operative Fruit and Vegetable Growers' Association, Osoyoos, and the United Packinghouse Workers of America, Local 344	F. M. Clement (C.) T. MacDonald (L.) W. E. Haskins (E.)	December 4	All terms of proposed agreement	January 3, 1948	Majority report, employees' representative dissenting. The Board recommended that the parties to this dispute adopt the form of agreement in effect between the Federation of Fruit and Vegetable Workers Unions and other packing-houses, deleting clauses relating to maintenance of membership and check-off of union dues.
29	Hobbs Glass, Ltd.; Pilkington Glass, Ltd.; W. Holt & Son; Western Glass Co., Ltd.; Bogardus-Wickens, Ltd., all of Vancouver, and Glaziers' and Glass Workers' Union, Local 1527	J. E. Eades (C.) H. Gargrave (L.) E. McMaster (E.)	December 6	All terms of proposed agreement	January 13, 1948	Unanimous report. The Board recommended a form of agreement which the parties should accept.
30	Brown Brothers Bakeries, Ltd., Vancouver, and Bakery and Confectionery Workers' Union, Local 468	E. S. H. Winn (C.) G. Wilkinson (L.) A. R. Higgins (E.)	December 24	(1) General wage increase (2) Overtime rates (3) Seniority clause	January 15, 1948	Unanimous report. The Board recommended that the 1947 master agreement now in use be adopted in all respects as applicable to the parties herein, and that the terms of this agreement be made retroactive from May 31, 1947.

STRIKES AND LOCKOUTS, 1947.

The record for 1947 shows that though there were four more strikes than in 1946 (1946, 21; 1947, 25), the number of man-days lost, employers and employees affected sharply diminished.

During the year under review there were 25 strikes, involving approximately 6,386 employees, 65 employers, and causing a loss of 153,168 working-days.

In the preceding year there were 21 strikes, involving approximately 40,014 employees, 524 employers, and causing a loss of 1,294,174 working-days.

TABLE IV. SUMMARY OF DISPUTES COMMENCING IN 1947.

Industry or Occupation.	Particulars.	No. of Employers affected.	No. of Employees affected.	Time-loss in Man-days.
Food-products factory workers, Vancouver	Commenced January 14; for a union agreement providing for increased wages, union security, vacations with pay, etc.; terminated February 20; negotiations; compromise	1	15	430
Sawmill-workers, Penticton	Commenced February 18; for a signed union agreement providing for increased wages, hours of work and other changes, under negotiations since July 14, 1946; terminated March 15; return of workers; in favour of employer	1	20	480
Fishermen, Gulf of Georgia	Commenced February 22; for increased prices for fish, with a fixed minimum rate, terminated March 22; return of workers; in favour of employers	17	250	6,000
Machinists, Vancouver	Commenced March 11; against alleged discrimination in lay-off of thirty-one workers; for union recognition and a signed agreement; terminated March 13; negotiations; in favour of workers	1	18	54
Food-products factory workers, Vancouver	Commenced March 28; against alleged discrimination in lay-off of ten workers; for union recognition, increased wages, and other changes; employment conditions no longer seriously affected by March 31; indefinite	1	25	730
Shipyard-workers, Victoria	Commenced April 10; inter-union dispute over dismissal of eight steel checkers and handlers because they were not members of union holding bargaining rights; terminated April 30; negotiations and return of workers pending reference to arbitration; indefinite	1	140	2,360
Tailors, Vancouver.....	Commenced April 19; for a union agreement providing for increased wages and other changes; terminated April 23; conciliation (Provincial) and return of workers pending further negotiations	10	36	115
Gold-miners, Bralorne.	Commenced May 13; against dismissal of union official for absenteeism; terminated May 13; return of workers; in favour of employer	1	295	295
Laundry-workers, Nanaimo	Commenced June 9; against dismissal of two workers for being absent without leave; terminated August 9; negotiations; in favour of workers	1	28	1,512
Civic labourers, Duncan	Commenced June 12; for increased wages; terminated June 13; return of workers and replacement; in favour of employer	1	7	10
Coal-miners, Nanaimo	Commenced July 2; in sympathy with strike of laundry-workers at Nanaimo, commenced June 9; terminated July 2; return of workers; in favour of employers	3	360	360
Sawmill-workers, Nanaimo	Commenced July 2; in sympathy with strike of laundry-workers at Nanaimo, commenced June 9; terminated July 2; return of workers; in favour of employers	3	150	150
Waitresses, Kelowna....	Commenced July 2; for a union agreement providing for increased wages, reduced hours, etc.; terminated July 8; replacement; in favour of employer	1	10	50
Shipyard-workers, North Vancouver	Commenced August 18; in sympathy with pickets of seamen's union; terminated August 20; return of workers; in favour of employer	1	41	60
	Carried forward.....	43	1,395	12,606

TABLE IV. SUMMARY OF DISPUTES COMMENCING IN 1947—*Continued.*

Industry or Occupation.	Particulars.	No. of Employers affected.	No. of Employees affected.	Time-loss in Man-days.
	Brought forward	43	1,395	12,606
Iron and steel workers, Vancouver	Commenced August 21; for a new agreement providing for increased wages, additional union security, and other changes; work resumed at four operations October 23; strike at fifth operation unterminated, December 31	5	325	21,212*
Meat-packing plant workers, Vancouver and New Westminster	Commenced August 27; for a master agreement providing for increased wages and other changes; terminated by October 24; negotiations and conciliation (Provincial); compromise	5	500	13,398
Sawmill-workers, Duncan	Commenced September 4; against dismissal of one worker for absenteeism; terminated September 4; arbitration; in favour of worker	1	160	160
Furniture-factory workers, Vancouver, Victoria, and New Westminster	Commenced September 10; for a new agreement providing for increased wages and reduced hours; terminated by October 30; negotiations; compromise	4	409	13,497
Structural-steel factory workers, Vancouver	Commenced September 15; for a new agreement providing for increased wages and union shop; terminated October 20; negotiations; compromise	1	297	7,425
Sawmill-workers, Tahsis	Commenced September 29; against closing down a shift allegedly in contravention of seniority clause in agreement; terminated October 3	1	118	472
Elevator operators and janitors, Vancouver	Commenced October 15; for a union agreement providing for increased wages; terminated October 31; negotiations; in favour of workers	1	18	270
Street-railway workers, Vancouver, Victoria, and New Westminster	Commenced October 20; for increased wages and reduced hours; terminated November 17; conciliation (Provincial); compromise	1	2,850	82,650
Sawmill-workers, Merritt	Commenced October 29; for a signed union agreement under negotiation since July 12, 1946; terminated November 6; negotiations; in favour of workers	1	95	760
Gold-miners, Premier	Commenced November 13; for general assessment for check-off without signed individual authorization; terminated November 14; return of workers; in favour of employer	1	199	398
Bakery-workers, Vancouver	Commenced December 8; for implementation of award of Conciliation Board providing for increased wages and other changes in new agreement under negotiations; unterminated as of December 31	1	20	320
Totals		65	6,386	153,168

* Total man-days lost in 1947.

A lockout, or an industrial condition that is undeniably a lockout, is rarely encountered, and lockouts and strikes are therefore recorded together in the statistical tables. The term " dispute " refers to either strike or lockout.

The figures shown are inclusive of all disputes which have come to the attention of the Department. While methods taken to procure this information preclude the possibility of serious omission, 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 affected and not replaced. The summaries include only the record of time lost by workers directly involved.

The following table shows the trend of industrial disputes from 1937 to 1947.

TABLE V. NUMBER OF DISPUTES, NUMBER OF EMPLOYEES AFFECTED, AND TIME LOST IN WORKING-DAYS, 1937–47.

Year.	Number of Disputes.	Employees affected.	Time lost in Working-days.
1937	16	1,188	30,022
1938	11	837	8,236
1939	4	822	13,803
1940	1	204	8,510
1941	8	1,408	7,594
1942	50	18,804	35,024
1943	43	21,704	75,129
1944	15	6,379	4,510
1945	18	6,810	69,595
1946	21	40,014	1,294,202
1947	25	6,386	153,168

TIME-LOSS BY INDUSTRY.

An analysis of disputes by industry shows that the greatest loss of time occurred in the transportation industry. Manufacturing was next seriously affected.

TABLE VI. ANALYSIS OF STRIKES BY INDUSTRIES IN BRITISH COLUMBIA, 1947.

Industry.	Number of Employers affected.	Number of Employees affected.	Time-loss in Man-days.
Civic workers	1	7	10
Fishing	17	250	6,000
Food products	8	560	14,878
Lumber	7	543	2,022
Manufacturing	13	1,230	44,608
Mining (coal)	3	360	360
Mining (metal)	2	494	693
Services	13	92	1,947
Transportation	1	2,850	82,650
Totals	65	6,386	153,168

EMPLOYERS' AND EMPLOYEES' ORGANIZATIONS.

Certain information has been required of associations of employees or trade-union locals pursuant to section 5A of the "Department of Labour Act." This return requires the name and address of the organization, its affiliation (if any), and its total paid-up membership to the date of return. Members over three months in arrears are not included in this figure.

The inclusion of the name of any organization does not constitute its recognition as a "labour organization" within the meaning of the "Industrial Conciliation and Arbitration Act, 1947." Such a determination lies to the Labour Relations Board (British Columbia).

Every care is taken to ensure accuracy in all returns by the Bureau of Economics and Statistics working in conjunction with this Branch in this compilation. Revisions may be made, however, in the light of later information.

TABLE VII. NUMBER OF EMPLOYEES' ORGANIZATIONS MAKING RETURNS AND MEMBERSHIP THEREOF, 1939–47.

Year.	Number 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
1945	636	108,125
1946	642	119,258
1947	715	135,320

ORGANIZATIONS OF EMPLOYEES.

The list is arranged by cities and towns in alphabetical order. The names and addresses of the presidents and secretaries have been revised to the date of publication in all cases where this information could be obtained.

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 that of the employees'. Returns in this category numbered twenty-five in 1939 and 1940, twenty-seven in 1941, thirty-two in 1942, thirty-four in 1943, thirty-six in 1944, and thirty-seven in 1945, 1946, and 1947.

The listings have been compiled by George Bishop, of the Bureau of Economics and Statistics, in co-operation with this Branch of the Department.

ABBOTSFORD.

Brick and Clay Workers' Federal Union, No. 136—President, Ivor A. Davies; Secretary, S. W. Jeffery, R.R. 1, Matsqui.

ALBERNI.

Government Employees' Association, B.C. Provincial.—President, Percy Trill; Secretary, R. Macgregor, P.O. Box 100, Alberni.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

ASHCROFT.

Railwaymen, Canadian Association of.—General Secretary, D. B. Roberts, 216 Avenue Building, Winnipeg, Man.

BAMBERTON.

Cement Workers' Union, B.C., No. 166.—President, R. Dale; Secretary-Treasurer, J. A. McCallum, Bamberton, Tod Inlet.

BARRETT LAKE.

Maintenance-of-way Employees, Brotherhood of, No. 340.—President, J. D. Denicola; Secretary, J. E. Middleton, Barrett Lake.

BLUBBER BAY.

Quarry Workers' Union, No. 882.—President, J. C. Billingsley; Financial Secretary, C. Simpson, Blubber Bay, Texada Island.

BLUE RIVER.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 143.—President, T. Barron; Financial Secretary, J. F. Parkin, Blue River.

BRALORNE.

Miners' Union, Bralorne, No. 271.—President, R. R. Black; Financial Secretary, W. G. Osborne, Bralorne.

BRITANNIA BEACH.

Mine and Mill Workers' Union, Britannia, No. 663.—President, J. H. Balderson; Secretary, K. A. Smith, Britannia Beach.

BURNABY.

Civic Employees' Federal Union, No. 23.—President, J. O. Murton; Secretary, J. E. Wilson, Box 214, White Rock.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Pacific Coast Packers, Ltd., Employees' Association.—President, R. A. Mullen; Secretary-Treasurer, Miss Christina Davie, 733 Thirteenth Street, New Westminster.

School Janitors' Federal Union, Burnaby, No. 224.—President, C. A. Breeden; Secretary, J. M. Don, 3119 Spruce Street, New Westminster.

CAMPBELL RIVER.

Carpenters and Joiners, United Brotherhood of, No. 1882.—President, Kenneth Creelman; Secretary, A. W. Davidson, Campbell River.

CHILLIWACK.

Carpenters and Joiners of America, United Brotherhood of, No. 1843.—President, J. W. Elliott; Recording Secretary, James R. Johnson, 368 Cedar Street, Cultus Lake P.O.

CLEARWATER.

Maintenance-of-way Employees, Brotherhood of, No. 15.—President, H. Stuz; Secretary, J. Pawson, Clearwater.

CLOVERDALE.

Municipal Employees' Association, Surrey, No. 6.—President, E. Clegg; Secretary, G. Patterson, Siddons Road, Cloverdale.

COLQUITZ

Government Employees' Association, B.C. Provincial.—President, Earle Dye; Secretary, Harry Durham, c/o Provincial Mental Home (Staff), Colquitz.

COMOX.

Government Employees' Association, B.C. Provincial.—President, F. D. Stapely; Secretary, A. H. Turner, 325 Menzies Avenue, Comox.

COPPER MOUNTAIN.

Miners' Union, Copper Mountain, No. 649.—President, A. Irish; Secretary, George W. Anderson, Copper Mountain.

COQUITLAM.

Municipal Employee's Union, Coquitlam, No. 16.—President, David J. Blacklock; Secretary, Frederick Boyd, Gatensbury and Winslow Roads, R.R. 2, New Westminster.

COURTENAY.

Carpenters and Joiners of America, United Brotherhood of, No. 1638.—President, L. V. Steeves; Financial Secretary, George Bailey, Box 431, Courtenay.

Civic Employees' Federal Union, No. 156.—President, W. B. Fairclough; Secretary, H. K. Bennett, 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.—Secretary-Treasurer, F. R. McDaniel, Box 878, Cranbrook.

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

Government Employees' Association, B.C. Provincial.—President, Eric W. Winch; Secretary, Miss Margot van Braam, Office of Government Agent, Court-house, Cranbrook.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

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

Railroad Trainmen, Brotherhood of, No. 585.—President, H. A. Bradley; Secretary-Treasurer, H. J. Conroy, P.O. Box 817, Cranbrook.

Railway Carmen, Brotherhood of, No. 173.—President, C. Romano; Recording Secretary, N. L. Smith, P.O. Box 1, Cranbrook.

Railway Conductors, Order of, No. 407.—President, Charles LaFleur; Secretary, H. J. Huxtable, P.O. Box 262, Cranbrook.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, No. 1292.—President, B. A. Cameron; Secretary-Treasurer, H. Andrews, P.O. Box 17, Cranbrook.

Woodworkers of America, International, No. 1-405.—President, Mark B. Kennedy; Secretary, Nels Strom, Box 364, Cranbrook.

CUMBERLAND.

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

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

DUNCAN.

Government Employees' Association, B.C. Provincial.—President, William R. Chester; Secretary, David H. Barr, 182 Ypres Street, Duncan.

Maintenance-of-way Employees, Brotherhood of, No. 2824.—President, G. Warenko; Secretary, C. Archer, Duncan.

Woodworkers of America, International, No. 1-80.—President, Owen G. Brown; Financial Secretary, Fred Wilson, Lake Cowichan.

ESQUIMALT.

Fire-fighters' Association, Canadian Naval.—President, E. R. Holt; Secretary-Treasurer, P. W. Rawlyck, 410 Walter Avenue, Victoria.

ESSONDALE.

Government Employees' Association, B.C. Provincial.—President, D. J. L. Wright; Secretary, James R. Tait, Box 70, New Westminster.

FERNIE.

Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of United, No. 308.—President, Thomas Shaw; Secretary, Joseph J. Serek, P.O. Box 1071, Fernie.

Government Employees' Association, B.C. Provincial.—President, Thomas Biggs; Secretary, R. A. Damstrom, P.O. Box 697, Fernie.

Mine Workers of America, United, No. 7310.—President, Mike Nee; Secretary, W. Martin, Fernie.

FIELD.

Miners' Union, Field and District, No. 807.—President, Thomas J. Alton; Secretary, J. Dobush, Field.

Railway Carmen of America, Brotherhood of, No. 1454.—President, J. A. Gunn; Secretary, W. M. Brown, Box 943, Field.

FRASER VALLEY.

Government Employees' Association, B.C. Provincial.—President, S. F. Deans; Secretary, J. M. Oliver, Stayte Road, R.R. 2, White Rock.

GOLDEN.

Government Employees' Association, B.C. Provincial.—President, P. Milum; Secretary, Hugh B. Sutton, Golden.

GRAND FORKS.

Government Employees' Association, B.C. Provincial.—President, John Roylance; Secretary, L. J. Price, P.O. Box 620, Grand Forks.

HEDLEY.

Mine and Mill Workers' Union, Hedley Mascot, No. 655.—President, J. W. McLaren; Financial Secretary, Robert W. Maddison, Hedley.

Mine, Mill, and Smelter Workers' Union, Nickel Plate, No. 656.—President, Arnold Stensrud; Financial Secretary, Gordon Morrison, Nickel Plate Mine, Hedley.

IOCO.

Oil Workers, United, No. 11.—President, F. N. Bowering; Secretary, H. N. Bedingfield, Port Moody.

KALEDEN.

Fruit and Vegetable Workers' Union, No. 4.—President, Roy Findlay; Secretary, George King, Okanagan Falls.

KAMLOOPS.

Carpenters and Joiners of America, United Brotherhood of, No. 1540.—President, C. W. Woolley; Recording Secretary, M. P. Walsoff, 1292 Nicola Street, Kamloops.

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

Engineers, Brotherhood of Locomotive, No. 855.—President, F. C. Fuller; Secretary-Treasurer, A. J. Millward, 753 Dominion Street, Kamloops.

Fire-fighters, B.C. Provincial Association of, No. 913.—President, E. Murray; Secretary-Treasurer, M. L. Murphy, 125 Fourth Avenue, Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, No. 258.—President, J. O. Richmond; Secretary, Douglas Osborne, 3 Leigh Road, North Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, No. 930.—President, T. B. Caswell; Recording Secretary, D. H. C. Wilson, 625 Pleasant Street, Kamloops.

Government Employees' Association, B.C. Provincial.—President, John Pinder-Moss; Secretary, M. C. McKay, c/o Forestry Department, 515 Columbia Street, Kamloops.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 685.—President, Leslie Buckingham; Secretary-Treasurer, Al March, Leland Hotel, Kamloops.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. T. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Letter Carriers, Federated Association of, No. 80.—President, A. R. McKay; Secretary, Joseph H. Abear, 266 St. Paul Street, Kamloops.

Machinists, International Association of, No. 748.—President, J. Parkin; Secretary, L. E. Crowder, 359 Seymour Street, Kamloops.

Mackenzie, White & Dunsmuir Employees' Association.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

Maintenance-of-way Employees, Brotherhood of, No. 31.—President, R. McMillan; Secretary, G. R. Mills, 422 Third Avenue, New Westminster.

Railroad Trainmen, Brotherhood of, No. 519.—President, G. A. Neil; 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, No. 150.—President, J. D. S. Robertson; Secretary, R. W. Hunt, Box 402, Kamloops.

Railwaymen, Canadian Association of, No. 30.—General Secretary, D. B. Roberts, 216 Avenue Building, Winnipeg, Man.

Telephone Workers of B.C., Federation of, No. 15.—President, Miss Jacqueline Baillie; Secretary, Miss Shirley Goble, 564 Nicola Street, Kamloops.

Woodworkers of America, International, No. 1-417.—President, H. C. Hickling; Secretary, W. S. Lynch, 234 St. Paul Street, Kamloops.

KASLO.

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

KELOWNA.

Carpenters and Joiners of America, United Brotherhood of, No. 1370.—President, Vincent Varney; Financial Secretary, V. A. Giesinger, 1228 Richter Street, Kelowna.

Civic Employees' Union.—President, Alec Ruddick; Secretary-Treasurer, Rupert Brown, 901 Bernard Avenue, Kelowna.

Electrical Workers, International Brotherhood of, No. 1409.—President, James M. Law; Secretary, Lloyd A. McLure, 582 Osprey Avenue, Kelowna.

Fruit and Vegetable Workers' Union, No. 5.—President, W. Darroch; Secretary, Mrs. G. Boyer, 558 Roanoke Avenue, Kelowna.

Government Employees' Association, B.C. Provincial.—President, F. A. Martin; Secretary, J. Feist, 772 Martin Avenue, Kelowna.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Lumber and Sawmill Workers' Union, No. 2768.—President, Andrew McInroy; Recording Secretary, H. E. Hemstreet, Box 257, R.R. 3, Kelowna.

Packinghouse Workers of America, United, No. 339.—President, William Appleton; Recording Secretary, Agnes Harrison, Box 1557, Kelowna.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 217.—President, James Fleck; Secretary, Albert Marsden, 3052 Pendozi Street Kelowna.

Telephone Operators' Union No. 1.—President, Miss Nellie Forbes; Secretary-Treasurer, Miss Nellie Ashworth, 807 Bay Avenue, Kelowna.

Woodworkers of America, International, No. 1-423.—President, George E. Walker; Secretary, Miss Marion R. Holtom, Box 1557, Kelowna.

KEREMEOS.

Fruit and Vegetable Workers' Union, No. 9.—President, A. J. Reimche; Secretary, Mrs. A. Miller, Box 85, Keremeos.

KIMBERLEY.

Carpenters and Joiners of America, United Brotherhood of, No. 1719.—President, David Harvey; Financial Secretary, Lars Paulson, Box 280, Kimberley.

Mine and Mill Workers' Union, No. 651.—President, James A. Byrne; Secretary, James R. McFarlane, Kimberley.

LADYSMITH.

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

Longshoremen's and Warehousemen's Union, International, No. 508.—President, Robert Rae; Secretary, Peter Hawryluk, Box 142, Ladysmith.

LAKE COWICHAN.

Carpenters and Joiners of America, United Brotherhood of, No. 1812.—President, Arthur Lovett; Secretary, H. J. White, Sunset Park, Lake Cowichan.

LANGFORD.

Government Employees' Association, B.C. Provincial. — President, H. E. Thornett; Secretary, W. H. Sluggett, 3477 Saanich Road, Victoria.

LILLOOET.

Maintenance-of-way Employees, Brotherhood of, No. 215.—President, J. K. Purdie; Secretary, G. Tinker, Birken.

MCBRIDE.

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

MERRITT.

Government Employees' Association, B.C. Provincial.—President, Howard McLean; Secretary, P. C. Currie, P.O. Box 65, Merritt.

MISSION.

Carpenters and Joiners of America, United Brotherhood of, No. 2213.—President, W. E. Deckard; Secretary, J. H. Fraser, R.R. 2, Mission City.

Woodworkers of America, International No. 1-367.—President, A. H. Hill; Secretary, Rudy Wilson, Dewdney.

MURRAYVILLE.

Municipal Employees' Association, Langley, No. 10.—President, J. Jones; Secretary, R. W. Terichow, 919 Hunter Road, Langley Prairie.

NANAIMO.

Bakery Salesmen's Union, No. 189.—President, T. J. Johnston; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 527.—President, Arthur Clark; Recording Secretary, F. T. W. Bolton, 95 Wallace Street, Nanaimo.

Civic Employees' Association, No. 14.—President, T. M. Numberson; Secretary-Treasurer, F. Hedley, 264 Machleary Street, Nanaimo.

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

Fire-fighters' Association, No. 905. — President, F. English; Secretary-Treasurer, F. Hedley, 264 Machleary Street, Nanaimo.

Garage Workers, Nanaimo and District, No. 1.—President, Joseph Ashton; Secretary-Treasurer, G. Agnew, Box 13, Nanaimo.

Government Employees' Association, B.C. Provincial.—President, A. R. Lane; Secretary, Miss M. E. Booth, c/o Court-house, Nanaimo.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Laundry Workers' Union, Nanaimo Dry Cleaning, No. 1.—President, Mrs. Eula Patterson; Secretary, Miss Violet Dewhurst, 115 Haliburton Street, Nanaimo.

Machine Shop and Foundry Industrial Workers' Union, No. 1.—President, Robert Alexander; Recording Secretary, Archie Semple, 227 Kennedy Street, Nanaimo.

Mackenzie, White & Dunsmuir Employees' Association.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

Mine Workers of America, United, No. 7355.—President, Thomas E. Webb; Secretary-Treasurer, George Bryce, Robins Street, Nanaimo.

Telephone Workers of B.C., Federation of, No. 3.—President, W. McDougall; Secretary, C. L. Tallman, 507 Bradley Street, Nanaimo.

Telephone Workers of B.C., Federation of, No. 12. — President Miss M. Sprenkle; Secretary, Miss Ruby Houston, 673 Machleary Street, Nanaimo.

Typographical Union, Nanaimo, No. 337.—President, Alex Grieve; Secretary-Treasurer, L. C. Gilbert, P.O. Box 166, Nanaimo.

NARAMATA.

Fruit and Vegetable Workers' Union, No. 11.—President, W. Lethbridge; Secretary-Treasurer, K. Hickson, Naramata.

NATAL.

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

NELSON.

Automotive Employees' Association. — President, Verne Irwin; Secretary-Treasurer, R. C. Couch, 208 Nelson Avenue, Nelson.

Barbers', Hairdressers', and Cosmetologists' International Union of America, Journeymen, No. 196.—President, Frank Defoe; Secretary, George Clerihew, 636 Josephine Street, Nelson.

Civic Employees' Federation, Nelson, No. 8. — President, S. T. Lewis; Secretary-Treasurer, D. R. Grahame, 104 Chatham Street, Nelson.

Civil Servants of Canada, Amalgamated.—President, H. E. Thane; Secretary-Treasurer, F. C. Collins, 911 Edgewood Avenue, Nelson.

Electrical Workers, International Brotherhood of, No. 1003.—President, A. A. Pagdin; Secretary, J. H. Whitfield, 414 Falls Street, Nelson.

Engineers, Brotherhood of Locomotive, No. 579.—President, J. A. MacMillan; Secretary-Treasurer, Gordon Allen, 1115 Ward Street, Nelson.

Express Employees, Brotherhood of, No. 18. — President, R. F. Wallace; Secretary-Treasurer, B. J. Monteleone, 312 Third Street, Nelson.

Fire-fighters, International Association of, No. 945.—President, Peter Leslie; Secretary-Treasurer, George F. Fox, 68 Douglas Road, Nelson.

Firemen and Enginemen, Brotherhood of Locomotive, No. 631.—President, J. C. Young; Recording Secretary, M. E. Swanson, 622 Victoria Street, Nelson.

Firemen and Oilers, International Brotherhood of, No. 1141.—President, A. H. Sinclair; Financial Secretary, William E. Rusnack, P.O. Box 71, Nelson.

Government Employees' Association, B.C. Provincial.—President, L. A. McPhail; Secretary, Miss Florence Jeffreys, P.O. Box 510, Nelson.

Hospital Employees' Federal Union, Nelson, No. 296.—President, Rolfe Brock; Secretary-Treasurer, M. A. Stockell, 922 Front Street, Nelson.

Hotel and Restaurant Employees' and Bartenders' International Union, No. 707.—President, A. G. Bush; Secretary, J. F. Brinley, 402 Victoria Street, Nelson.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Letter Carriers, Federated Association of, No. 75.—President, A. S. Homersham; Secretary-Treasurer, George C. Massey, 306 Third Street, Nelson.

Machinists, International Association of, No. 663.—President, T. Swinden; Recording Secretary, J. E. Baldock, Kerr Block, Nelson.

Mackenzie, White & Dunsmuir Employees' Association, Nelson.—President, Gordon A .Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

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

Railway Carmen of America, Brotherhood of, No. 98.—President, Alan Smith; Recording Secretary, Alex G. 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, R. F. Parker; Recording Secretary, R. R. McCandlish, 516 Fell Street, Nelson.

Telephone Workers of British Columbia, Federation of (Plant Division), No. 4.—President, W. Woodall; Secretary, A. Ruzicka, 422 First Street, Nelson.

Telephone Workers of British Columbia, Federation of (Traffic Division), No. 13.—President, Miss Isabell Kay; Secretary, Miss Tilla Smith, 713 Baker Street, Nelson.

Typographical Union, International, No. 340.—President, Joseph A. Boletti; Secretary, George W. Priest, 706 Richards Street, Nelson.

Woodworkers of America, International, No. 1-425.—President, Allen F. Dunn; Secretary, Frank F. Day, P.O. Box 149, Nelson.

NEW DENVER.

Government Employees' Association, B.C. Provincial.—President, M. Nicholson; Secretary, Miss Florence A. Moss, c/o Department of Public Works, New Denver.

NEW WESTMINSTER.

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Beverage Dispensers' and Culinary Workers' Union, No. 835.—President, John G. Flowers; Financial Secretary, T. R. Dougherty, 228 Sandringham Avenue, New Westminster.

Blacksmiths, Drop Forgers and Helpers of America, International Brotherhood of, No. 151.—President, A. J. Rowson; Secretary, Peter Mitchell, 1703 Dublin Street, New Westminster.

Boilermakers, Iron-ship Builders and Helpers of America, International Brotherhood of, No. 194.—President, C. A. Bailey; Secretary-Treasurer, P. Moore, P.O. Box 422, New Westminster.

Carpenters and Joiners of America, United Brotherhood of, No. 1251.—President, Stanley Durance; Recording Secretary, Robert Groves, 727 Fifth Avenue, New Westminster.

Carpenters and Joiners of America, United Brotherhood of, No. 2534.—President, Charles Hayes; Secretary, Mrs. Betty Burton, 2560 Dow Road, New Westminster.

Civic Employees' Union, Burnaby, No. 12.—President, Harry Walsh; Secretary, Ray Mercer, 232 Third Street, New Westminster.

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

Cordage Industrial Rope and Twine Workers' Union, No. 1.—President, William Eakin; Recording Secretary, K. Frost, 1027 Austin Road, New Westminster.

Distillery, Rectifying, and Wine Workers' International, No. 69.—President, L. H. Beckett; Financial Secretary, H. F. Redman, 460 Campbell Avenue, New Westminster.

Fire-fighters, International Association of, No. 256.—President, T. J. Wisheart; Recording Secretary, David W. Anderson, 1823 Hamilton Street, New Westminster.

Fire-fighters' Association, Burnaby, No. 323.—President, Ernest A. Moss; Secretary-Treasurer, B. J. Pontifex, 4006 Douglas Road, New Westminster.

Gypsum Workers' Union, No. 578.—President, Louis Dietz; Financial Secretary, John William Beattie, 1355 Second Street, New Westminster.

Hod Carriers, Building and Common Labourers of America, No. 1070.—President, Ernest Neil Goodridge; Secretary, Thomas Porter, 1505 Sixth Street, New Westminster.

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Longshoremen's and Warehousemen's Union, International, No. 502.—President, W. H. Lawrence; Secretary-Treasurer, C. P. Latham, 71 Tenth Street, New Westminster.

Machinists, International Association of, No. 131.—President, Ivan Clitheroe; Recording Secretary, A. A. Dacre, Raleigh Street, Port Coquitlam.

Machinists, International Association of, No. 151.—President, T. Kenyon; Secretary, W. Greenslade, 3307 Marine Drive, New Westminster.

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Mine Workers of America, United, District 50 (Canadian Chemical Division), No. 13156.—President, Lorne D. Sims; Secretary, F. Amor, 1274 Eleventh Avenue, New Westminster.

Moulders' and Foundry Workers' Union, International, No. 281.—President, David B. MacCormack; Secretary, John Smith, 1012 Queens Avenue, New Westminster.

Newspaper Guild, New Westminster, No. 3.—President, Rolf T. Macey; Secretary, M. E. Stevenson, 1905 Seventh Avenue, New Westminster.

Oil Workers of Canada, United, No. 2.—President, Alex McKenzie; Recording Secretary, Arthur A. Anderson, 3699 Maitland Street, New Westminster.

Pacific Coast Terminals Independent Employees' Union, No. 76.—President, T. R. Cosh; Secretary-Treasurer, J. Walker, 116 McInnes Street, New Westminster.

Packinghouse Workers of America, United, No. 180.—President, James McKnight; Secretary, George Baxter, 375 Keary Street, New Westminster.

Paper-makers, International Brotherhood of, No. 456.—President, William Field; Secretary, George Colquhaun, 2801 Chatham Avenue, New Westminster.

Policemen's Association, The New Westminster, No. 294.—President, Constable Peter McGregor Meehan; Secretary-Treasurer, Edwin John Kellock, 339 Cumberland Street, New Westminster.

Railway Carmen of America, Brotherhood of, No. 280.—President, W. G. Wright; Recording Secretary, W. J. Jackson, 1266 Thirteenth Avenue, New Westminster.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 226.—President, B. Fennings; Recording Secretary, A. Spick, 1422 Hamilton Street, New Westminster.

School Maintenance Union, No. 14.—President, J. Gowans; Secretary-Treasurer, E. Grasby, 412 Eleventh Street, New Westminster.

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

Stone Cutters of North America, Journeymen.—President, F. H. Lowe; Secretary-Treasurer, Frank Hall, 2146 Randolf Avenue, New Westminster.

Street, Electric Railway, and Motor Coach Employees of America, The Amalgamated Association of, No. 134.—President, Kenneth McIntyre Armstrong; Secretary, Samuel Thomas Dare, 318 Third Street, New Westminster.

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

Woodworkers of America, International, No. 1-357.—President, J. Stewart Alsbury; Recording Secretary, Rae Eddie, 656 Eleventh Avenue, New Westminster.

Oakalla.

Government Employees' Association, B.C. Provincial.—President, T. P. Owens; Recording Secretary, E. Dinsdale, P.O. Drawer O, New Westminster.

Ocean Falls.

Paper-makers, International Brotherhood of, No. 360.—President, Newman H. Compton; Secretary, George L. Weldridge, Drawer R, Ocean Falls.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 312.—President, W. S. Holgate; Secretary, C. A. Sweet, Ocean Falls.

Oliver.

Fruit and Vegetable Workers' Union, No. 2.—President, E. J. Perry; Secretary, Bert Potter, R.R. 1, Oliver.

Sawmills Employees' Association, Oliver.—President, Raymond Baker; Secretary-Treasurer, Clifford Miles Caverly, Oliver.

Osoyoos.

Fruit and Vegetable Workers' Union, No. 3.—President, R. Schmunk; Secretary, Donald Anderson, Osoyoos.

Packinghouse Workers of America, United, No. 344.—President, Howard Beacon; Recording Secretary, A. F. James, Osoyoos.

Oyama.

Fruit and Vegetable Workers' Union, No. 8.—President, R. Brown; Secretary, E. O. Remsbery, Oyama.

Parson.

Maintenance-of-way Employees, Brotherhood of, No. 165.—Secretary, C. Collins, Parson.

Peace River.

Government Employees' Association, B.C. Provincial.—President, W. Martin; Secretary, G. P. Tyrrell, Pouce Coupe.

Penticton.

Carpenters and Joiners of America, United Brotherhood of, No. 1696.—President, Roy Kerr; Recording Secretary, C. L. Beagle, 372 Van Horne Street, Box 552, Penticton.

Engineers, Brotherhood of Locomotive, No. 866.—President, R. T. Johnson; Secretary-Treasurer, W. Osborne, 898 Argyle Street, Penticton.

Fire-fighters, B.C. Provincial Association of, No. 10.—President, James D. Crawford; Secretary, W. T. Mattock, Cambie Street, Penticton.

Fire-fighters, International Association of, No. 953.—President, William W. Gray; Secretary-Treasurer, W. T. Mattock, Cambie Street, Penticton.

Firemen and Enginemen, Brotherhood of Locomotive, No. 884.—President, Percy H. Coulter; Secretary, Dawson Raincock, 448 Orchard Avenue, Penticton.

Fruit and Vegetable Workers' Union, No. 1.—President, J. W. Blogg; Secretary-Treasurer, Mrs. Emily Cockell, Fairfort Avenue, Penticton.

Government Employees' Association, B.C. Provincial.—President, W. Edge; Secretary, G. H. Fewtrell, P.O. Box 296, Penticton.

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Mackenzie, White & Dunsmuir Employees' Association.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

Maintenance-of-way Employees, Brotherhood of, No. 1025.—Secretary, W. M. Thompson, 194 Edna Avenue, Penticton.

Municipal Employees' Union, No. 1.—President, H. Abrams; Secretary, A. A. Snyder, Box 64A, Penticton.

Railroad Trainmen, Brotherhood of, No. 914.—President, N. E. McCallum; Secretary-Treasurer, G. M. Clack, 341 Scott Avenue, Penticton.

Railway Conductors of America, Order of, No. 179.—President, A. G. Peterson; Secretary-Treasurer, H. Johnston, P.O. Box 413, Penticton.

Typographical Union, Vernon, No. 541.—President, A. F. Mason; Secretary-Treasurer, W. B. Hilliard, Box 272, Penticton.

Pioneer.

Miners' Union, Pioneer, No. 693.—President, George Miller; Recording Secretary, H. A. Cosman, Pioneer.

PORT ALBERNI.

Carpenters and Joiners of America, United Brotherhood of, No. 513.—President, P. Orhiem; Recording Secretary, Clark M. Tassis, Box 908, Port Alberni.

Hospital Employees' Union, West Coast General, No. 91.—President, Ernie Walker; Secretary-Treasurer, Mrs. D. Goddard, Box 1138, Port Alberni.

Hotel, Restaurant, and Beverage Employees' Union, No. 697.—President, H. Rosberg; Financial Secretary, Robert Holland, Box 809, Port Alberni.

Longshoremen's and Warehousemen's Union, International, No. 503. — President, A. LeBlanc; Secretary-Treasurer, C. Cook, Box 804, 100 Ninth Avenue South, Port Alberni.

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

PORT ALICE.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 514.—President, K. R. Sturdy; Recording Secretary, K. A. Monkhouse, Port Alice.

PORT MELLON.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 297.—President, Chris. H. Wood; Recording Secretary, Roy R. Nordman, Box 97, Port Mellon.

PORT MOODY.

Carpenters and Joiners of America, United Brotherhood of, (Shingle Weavers), No. 2819.—President, Roland Parks; Secretary, E. Fawdrey, Port Coquitlam.

POWELL RIVER.

Carpenters and Joiners of America, United Brotherhood of, No. 2068.—President E. S. Scott; Recording Secretary, J. N. Heavenor, Box 700, Powell River.

Fire-fighters, B.C. Provincial Association of, No. 8. — President, Neil Clark; Secretary, F. J. Fishleigh, Westview.

Government Employees' Association, B.C. Provincial.—President, W. F. Otto; Secretary, Miss Ethel Cook, Powell River.

Paper-makers, International Brotherhood of, No. 142.—President, A. L. Allan; Recording Secretary, H. B. Moore, Box 55, Westview.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 76. — President, C. M. Mouat; Secretary, J. S. Mabell, Box 810, Powell River.

PREMIER.

Mine, Mill, and Tramway Workers' Union, Silback Premier, No. 694.—President, N. T. Hansen; Secretary, B. J. Smithson, Box 1478, Premier.

PRINCE GEORGE.

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Engineers, Brotherhood of Locomotive, No. 843.—President, Chief Engineer L. McNeil; Secretary-Treasurer, George A. Hodson, 794 Winnipeg Street, P.O. Box 951, Prince George.

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

Government Employees' Association, B.C. Provincial,—President, R. B. Carter; Secretary, Miss Clara Wieland, P.O. Box 115, Prince George.

Hotel, Restaurant, and Beverage Dispensers' International Union, No. 690.—President, Harvey Hurd; Secretary, J. R. Allen, Box 685, Prince George.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Maintenance-of-way Employees, Brotherhood of, No. 202.—President, C. Adcock; Secretary, H. Haws, Hansard.

Railway Conductors, Order of, No. 620. — President, J. Williams; Secretary Treasurer, D. Ross, Box 224, Prince George.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 28.—President, Peter Annan; Secretary, R. E. Lonsdale, Box 56, Prince George.

Railwaymen, Canadian Association of. — General Secretary, D. B. Roberts, 216 Avenue Building, Winnipeg, Man.

Woodworkers of America, International, No. 1-424.—President, James Cunningham; Secretary, C. H. Webb, Box 819, Prince George.

PRINCE RUPERT.

Beverage Dispensers' Union, No. 636.—President, Frank Montesano; Secretary-Treasurer, A. J. Turcotte, General Delivery, Prince Rupert.

Carpenters and Joiners of America, United Brotherhood of, No. 1549.—President, John McLeod; Secretary, Harold McKay, Box 694, Prince Rupert.

Carpenters and Joiners of America, United Brotherhood of, No. 1735.—President, August Wallin; Secretary, J. S. Black, Box 694, Prince Rupert.

Civic Employees' Federal Union, No. 5.—President, William Moorehouse; Secretary, Mrs. Diane Blair, Box 307, Prince Rupert.

Construction and General Labourers' Union, No. 1427.—President, H. Hamilton; Secretary, J. S. Black, Carpenters Hall, Prince Rupert.

Electrical Workers, International Brotherhood of, No. B 344.—President, George Phillipson; Financial Secretary, J. N. Forman, Box 457, Prince Rupert.

Engineers, International Union of Operating, No. 510.—President, Lloyd Stevens; Recording Secretary, S. L. Peachey, 733 Tatlow Street, Prince Rupert.

Fire-fighters, International Association of, No. 559.—President, J. C. Ewart; Secretary, A. H. Iveson, Box 506, 218 Sixth Avenue East, Prince Rupert.

Fishermen's Federal Union of B.C., Deep Sea, No. 80.—President, J. Synes; Secretary-Treasurer, George Anderson, P.O. Box 249, Prince Rupert.

Government Employees' Association, B.C. Provincial. — President, W. H. Murray; Secretary, C. V. Smith, Box 759, Prince Rupert.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 331. — President, Miss Rose Stanley; Recording Secretary, Elizabeth A. Oliver, General Delivery, Prince Rupert.

Industrial Workers' Union.—President, H. E. E. Faure; Recording Secretary, Miss Jean Clark, Box 264, Prince Rupert.

Laundry Workers' International Union, No. 336.—President, Esther Wardale; Secretary-Treasurer, William C. Scherk, 1324 Overlook Street, Prince Rupert.

Longshoremen's and Warehousemen's Union, International, No. 505.—President, Tror Moe; Secretary, William A. Pilfold, Box 531, Prince Rupert.

Maintenance-of-way Employees, Brotherhood of, No. 335.—President, H. Long; Secretary, P. LeRoss, Box 1191, Prince Rupert.

Marine Workers' and Boilermakers' Industrial Union, No. 2.—President, William Murphy; Secretary, J. W. Prusky, Box 1403, Prince Rupert.

Plumbing and Pipe Fitting Industry of the United States and Canada, United Association of Journeymen, No. 180.—President, Robert Wilson; Secretary-Treasurer, George S. Weatherly, Box 1296, 419 Sixth Avenue East, Prince Rupert.

Railway Carmen of America, Brotherhood of, No. 426.—President, M. Chyzyk; Financial Secretary, R. Pollock, P.O. Box 496, 211 Third Street, Prince Rupert.

Railway Employees and other Transport Workers, Canadian Brotherhood of, No. 154.—President, Donald R. Creed; Recording Secretary, P. G. Jones, Box 676, Prince Rupert.

Typographical Union, Prince Rupert, No. 413.—President, Donald McKay McCorkindale; Secretary, Charles H. Collins, Box 552, Prince Rupert.

PRINCETON.

Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of, No. 367.—President, E. Plecash; Secretary, Miss Evelyn Richardson, Box 280, Princeton.

Government Employees' Association, B.C. Provincial.—President. P. J. Bottaro; Secretary, T. H. Cunliffe, c/o Department of Public Works, Princeton.

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

QUESNEL.

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REVELSTOKE.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of, No. 407.—President, A. Robinson; Secretary, A. Olsson, Box 141, 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, E. M. Lloyd; Financial Secretary, G. Hobbs, Box 746, Revelstoke.

Firemen and Oilers, International Brotherhood of, No. 381.—President, L. Wiedemman; Secretary-Treasurer, D. A. Rix, Revelstoke.

Fruit and Vegetable Workers' Union, No. 10.—President, H. J. Crich; Secretary-Treasurer, I. Clough, Box 536, Revelstoke.

Government Employees' Association, B.C. Provincial.—President, E. L. Scott; Secretary, Cecil G. Graham, Office of Provincial Assessor, Revelstoke.

Machinists, International Association of, No. 258.—President, William Sinfield; Secretary, O. B. Peters, Revelstoke.

Maintenance-of-way Employees, Brotherhood of, No. 208.—Secretary, R. H. Wyman, Box 521, Revelstoke.

Railroad Trainmen, Brotherhood of, No. 51.—President, H. A. Mulholland; Secretary, G. H. Patrick, Revelstoke.

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ROSSLAND.

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SMITHERS.

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SOUTH SLOCAN.

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SQUAMISH.

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STEVESTON.

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TERRACE.

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TRAIL.

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Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Letter Carriers, Federated Association of, No. 76.—President, John Barnes; Secretary-Treasurer, T. Spooner, 2017 Second Avenue, Trail.

Mackenzie, White & Dunsmuir Employees' Association, Trail.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

Maintenance-of-way Employees, Brotherhood of, No. 181.—Secretary, P. Shankaruk, 1932 Third Avenue, Trail.

Smelter Workers' Union, Independent, No. 38.—President, C. W. McLean; Secretary-Treasurer, J. A. Saunders, 53 Bingay Road, Trail.

Smelter Workers' Union, Trail and District, No. 480.—President, R. C. Billingsley; Secretary, W. J. Melvin, 1903 Columbia Avenue, Trail.

TRANQUILLE.

Government Employees' Association, B.C. Provincial.—President, George Grey; Secretary, Miss Hilda Slack, c/o Sanatorium (Staff), Tranquille.

TULSEQUAH.

Mine and Mill Workers' Union, No. 858.—President, J. Barrett; Financial Secretary, R. P. Moore, Tulsequah.

VANANDA.

Quarry and Mine Workers' Union, Texada Island, No. 816.—President, E. W. Olson; Financial Secretary, J. K. Johnson, Vananda.

VANCOUVER.

Acme Asbestos Cement, Ltd., Employees' Organization.—President, H. Parker; Secretary, Joseph Smith, 338 Thirty-ninth Avenue East, Vancouver.

Allianceware Employees' Association.—President, P. Grieve; Secretary-Treasurer, R. Battle, 2355½ Third Avenue West, Vancouver.

Auto Workers' Lodge, No. 1857.—President, F. Maltby; Secretary, R. Thompson, 423 Sixth Avenue West, Vancouver.

Bakery and Confectionery Workers' International Union of America, No. 468.—President, Wilmer A. Bell; Secretary, Melvin J. Kemmis, 2010 Burrard Street, Vancouver.

Bakery Salesmen's Union, No. 189.—President, T. J. Johnston; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Barber Association of British Columbia.—President, N. M. Comba; Secretary, T. McIntosh, 3355 Manor Street, New Westminster.

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

Battery and Chemical Workers' Union, No. 891.—President, Daniel Bratko; Secretary, Sam Chadderton, 3503 Commercial Drive, Vancouver.

B.C. Electric Office Employees' Association.—President, A. J. Sutton; Secretary, Miss E. Hill, 2946 St. Catherine Street, Vancouver.

Beverage Dispensers' Union, No. 676.—President, William Lindsay; Secretary, F. W. Mills, 4502 Williams Street, Vancouver.

Blacksmiths' and Helpers' Union of Canada, No. 1.—President, John Moffat; Secretary-Treasurer, Gilbert Cavill, 849 Churchill Crescent, North Vancouver.

Boilermakers, Iron-ship Builders, and Helpers of America, No. 359.—President, James Downie; Secretary, Charles McMillan, 1121 Twenty-seventh Avenue West, Vancouver.

Bookbinders, International Brotherhood of, No. 104.—President, Frank Roberts; Secretary-Treasurer, Francis J. Milne, 977 Broughton Street, Vancouver.

Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of United, No. 300.—President, A. LeNobel; Recording Secretary, H. G. Bennett, 4014 Seventeenth Avenue West, Vancouver.

Bricklayers' and Masons' International Union, No. 1.—President, J. Baker; Secretary-Treasurer, G. Padgett, 3393 Thirty-first Avenue West, Vancouver.

Bridge, Structural and Ornamental Iron Workers, International Association of, No. 97.—President, J. E. Fitzpatrick; Business Representative, E. G. Cook, Room 216, 193 Hastings Street East, Vancouver.

Bridge, Structural and Ornamental Iron Workers, International Association of, No. 712.—President, A. McD. Cameron; Secretary, Miss Vivian Steers, 559 Nineteenth Avenue West, Vancouver.

Building and Construction Workers of Canada, Industrial Amalgamated, No. 1.—President, Malcolm Bruce; Secretary-Treasurer, J. C. Barrett, 583 Seventeenth Avenue West, Vancouver.

Building Material, Construction, and Fuel Truck Drivers, No. 213.—President, John A. King; Secretary, H. I. Bonnell, 529 Beatty Street, Vancouver.

Building Service Employees' Union, International, No. 244.—President, Victor Galbraith; Secretary, A. J. Wybrew, 434 Pender Street West, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 452.—President, Robert E. Guthrie; Secretary, John M. Nicholson, 2356 Twelfth Avenue West, Vancouver.

Carpenters and Joiners of America, United Brotherhood of (Floorlayers), No. 1541.—President, Oscar Soderman; Secretary, Axel Johnson, 2454 Twenty-seventh Avenue East, Vancouver.

Carpenters and Joiners of America, United Brotherhood of (Shinglers and Roofers Union), No. 2346.—President, J. C. Atherton; Recording Secretary, J. A. Gildermeester, 1974 Seventh Avenue West, Vancouver.

Carpenters and Joiners of America, United Brotherhood of (Furniture Workers and Millworkers), No. 2533.—President, Thomas Harry Sillery; Secretary, Miss Hazel Hart, 1670 Beach Avenue, Vancouver.

Carpenters and Joiners of America, United Brotherhood of (Lumber and Sawmill Workers), No. 2968.—President, Alfred A. Taylor; Financial Secretary, H. Wood, 3255 Norfolk Street, via New Westminster.

Cemco Employees' Association, No. 72.—President, Alfred E. Cousins; Secretary, Erick W. Stallberg, P.O. Box 41, Vancouver.

Cement Finishers' Section, International Hod Carriers', Building and General Labourers' Union, No. 602.—President, William Whyte; Secretary, W. J. Baskerville, 2931 McGill Street, Vancouver.

Checkers' and Weighers' Association, The Marine, No. 506.—President, William Wright; Secretary, John F. Laurillard, 3841 Twenty-fourth Avenue West, Vancouver.

City Hall Employees' Association, Vancouver City, No. 15.—President, Robert Skinner; Secretary, Thomas H. Lewis, 5823 St. George Street, Vancouver.

Civic Employees' Association, North Vancouver, No. 3.—President, A. C. Dimock; Secretary, N.E. Woodard, 136 Seventeenth Street West, North Vancouver.

Civic Employees' Union, Vancouver, No. 28.—President, Edwin Larson; Secretary, Donald Guise, 1229 Franklin Street, Vancouver.

Civil Servants of Canada, Amalgamated.—President, R. J. Riley; Secretary, Harold Baker, 3680 Collingwood Street, Vancouver.

Clerks' Union, Retail, No. 279.—President, George A. Wilkinson; Secretary-Treasurer, A. S. Thompson, 406 Province Building, 198 Hastings Street West, Vancouver.

Clerks' and Warehousemen's Union, No. 10.—President, L. M. Congdon; Secretary-Treasurer, Douglas J. Davis, 3549 Eighth Avenue West, Vancouver.

Communications Association, Canadian, No. 4.—President, John A. Holmes; Secretary-Treasurer, John O. Livesey, 7, 712 Robson Street, Vancouver.

Distillery, Rectifying, and Wine Workers' International Union of America, No. 92.—President, William Shearer; Secretary, George Guy, 545 Forty-seventh Avenue East, Vancouver.

Divers' and Tenders' Union of Canada, Submarine (Western Division).—President, L. T. Shorter, 139 Sixth Street, North Vancouver.

Electrical Trades Union, No. 1.—President, J. H. Bushfield; Secretary, Robert Adair, 35, 163 Hastings Street West, Vancouver.

Electrical Workers, International Brotherhood of, No. 213.—President, T. B. Smith; Secretary, W. D. Daley, 2121 Charles Street, Vancouver.

Elevator Constructors, International Union of, No. 82.—President, R. Holmes; Recording Secretary, H. C. MacKichan, 2057 Seventh Avenue East, Vancouver.

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

Enamel Workers' Federal Union, Vancouver, No. 291.—President, P. Grieve; Secretary, A. Hannah, 4406 Ravine Street, Vancouver.

Engineers, Brotherhood of Locomotive, No. 320.—President, C. J. Greer; Secretary-Treasurer, E. J. Wise, 6438 Victoria Drive, Vancouver.

Engineers, Brotherhood of Locomotive, No. 907.—President, Charles Glibbery; Secretary-Treasurer, A. F. McGuire, 3533 Eighteenth Avenue West, Vancouver.

Engineers of Canada, Inc., National Association of Marine, No. 7.—President, J. G. Pearce; Secretary, R. W. Pyne, 828 Seventeenth Street, West Vancouver.

Engineers, International Union of Operating, No. 115.—President, F. L. Hunt; Secretary, A. W. Scott, Room 217, 193 Hastings Street East, Vancouver.

Engineers, International Union of Operating, No. 882.—President, James Holliday; Secretary, H. W. Whistler, 4117 Twelfth Avenue West, Vancouver.

Engineers, International Union of Operating, No. 963.—President, William Reid; Secretary, Leonard A. Roach, 2932 Sophia Street, Vancouver.

Express Employees, Brotherhood of, No. 15.—President, J. Henderson; Recording Secretary, J. E. Battye, 760 Sixty-third Avenue East, Vancouver.

Federal Union, Vancouver, No. 278.—President, E. H. Hudson; Secretary, J. K. Millar, 774 Nineteenth Avenue East, Vancouver.

Film Exchange Employees' Union, No. B 71.—President, M. G. Proudlock; Secretary-Treasurer, Charles W. Backus, 1928 Fourth Avenue East, Vancouver.

Film Exchange Employees' Union, No. F 71.—President W. Grant; Secretary-Treasurer, V. Yates 1435 Cypress Street Vancouver.

Fire-fighters' Union, Vancouver, No. 18.—President, Hugh S. Bird; Secretary-Treasurer, Harry G. Foster, 4469 Gladstone Street, Vancouver.

Fire-fighters' Union, No. 914.—President, W. G. Miller; Secretary, T. Cumming, 152 Twelfth Street East, North Vancouver.

Firemen and Enginemen, Brotherhood of Locomotive, No. 656.—President, W. R. O'Neill; Secretary, G. G. Toombs, 4831 Windsor Street, Vancouver.

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

Firemen and Oilers, International Brotherhood of, No. 289.—President, W. R. Chapman, 1165 Beach Avenue, Vancouver.

First-aid Attendants' Association of B.C., Industrial.—President, W. A. Cowley; Secretary, H. W. Mahler, Room 101, 603 Hastings Street West, Vancouver.

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

Fur Workers' Union, Vancouver, No. 197.—President, Mrs. Marjorie Dodd; Secretary, Mrs. Elizabeth Zlotnik, Suite 404, 504 Hastings Street East, Vancouver.

Garment Workers' of America, United, No. 190.—President, George Munro; Secretary, Walter W. Shaw, 3435 Sixth Avenue West, Vancouver.

Garment Workers' of America, United, No. 232.—President, Ada Hallonan; Recording Secretary, Mrs. Lydia Wier, 1496 Nanaimo Street, Vancouver.

Garment Workers' Union, International Ladies' (Cloakmakers' Union), No. 276.—President, George W. Manton; Secretary, Colin Carr, 119 Pender Street West, Vancouver.

Gas Workers' Federal Union, Vancouver and Victoria, No. 225.—President, W. A. Smith; Secretary-Treasurer, F. Russell, 8278 Fremlin Street, Vancouver.

Glaziers' and Glass Workers' Union, No. 1527.—President, William A. Brown; Recording Secretary, Arthur James Allen, 5215 Culloden Street, Vancouver.

Glove Workers' Union of America, International, No. 104.—President, Miss E. McKnight; Secretary, Mrs. P. Horn, 14 Second Avenue East, Vancouver.

Government Employees' Association, B.C. Provincial.—President, R. J. McCall; Secretary, Miss J. Alexena Bruce, Room 212, 825 Granville Street, Vancouver.

Granite Cutters' International Association of America.—President, Alex Simpson; Secretary-Treasurer, William S. Morrice, 4535 Rupert Street, Vancouver.

Grocery and Food Clerks' Union, Retail, No. 1518.—President, Jack Laffling; Secretary-Treasurer, Alton S. Thompson, 406 Province Building, 198 Hastings Street West, Vancouver.

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

Hod Carriers', Building and Common Labourers' Union, No. 602.—President, S. Burnley; Finan-Secretary, W. J. Baskerville, 2931 McGill Street, Vancouver.

Hospital Employees' Federal Union, Vancouver, No. 180.—President, C. Jenkinson; Secretary-Treasurer, Alex Paterson, 192 Eighteenth Avenue West, Vancouver.

Hotel and Retaurant Employees' Union, No. 28.—President, R. E. Williams; Secretary, Jack Price, 304, 413 Granville Street, Vancouver.

Jewelry Workers' Union, International, No. 42.—President, E. Roy Hawken; Recording Secretary, W. L. Routley, 2747 Eighteenth Avenue East, Vancouver.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Lathers' International Union, Wood, Wire, and Metal, No. 207.—President, A. M. Ross; Secretary, M. G. Finlayson, 4848 Dumfries Street, Vancouver.

Laucks Employees' Union.—President, L. H. McConnell; Secretary, D. E. Janzen, 2267 Twenty-seventh Avenue East, Vancouver.

Laundry Workers' International Union, No. 292.—President, Vincent Fahlman; Secretary, J. H. Irving, 2812 Eighteenth Avenue East, Vancouver.

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

Library Staff Association, Vancouver Public, No. 7.—President, Eric Thorpe; Secretary, Miss Aileen Tufts, 1975 Thirteenth Avenue West, Vancouver.

Lithographers of America, No. 44.—President, Frank Phipps; Secretary, George Tennant, 2539 Twenty-fourth Avenue East, Vancouver.

Longshoremen's Association, International, No. 38/163.—President, J. O. Donnell; Secretary-Treasurer, James Darwood, 2049 Kitchener Street, Vancouver.

Longshoremen's and Warehousemen's Union, International, No. 501.—President, J. Boyes; Secretary-Treasurer, R. H. Clewley, 660 Jackson Avenue, Vancouver.

Longshoremen's and Warehousemen's Union, International, No. 507.—President, William Foster; Secretary, D. C. Mackenzie, 101 Tenth Avenue West, Vancouver.

Lumber Inspectors' Union, British Columbia Division.—President, S. C. Dowling; Secretary-Treasurer, B. G. Lane, 5889 Ormidale Street, Vancouver.

Machinists, International Association of, No. 182.—President, H. A. Miller; Recording Secretary, J. Bygate, 1784 Seventh Avenue East, Vancouver.

Machinists, International Association of, No. 692.—President, H. D. Foster; Recording Secretary, H. Fishman, 2633 Fourth Avenue East, Vancouver.

Mailers' Union, Vancouver, No. 70.—President, William E. Campbell; 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, W. H., Co., Ltd., Warehousemen's and Truck Drivers' Association.—President, F. H. Calhoun; Secretary-Treasurer, James E. Fowler, 1923 Waterloo Road, Vancouver.

Marine Workers' and Boilermakers' Industrial Union, No. 1.—President, William L. White; Secretary-Treasurer, Malcolm MacLeod, 3518 Fraser Street, Vancouver.

Marshall-Wells Employees' Association.—Vice-President, B. B. Parker; Secretary, Miss I. Rudd, 3520 Fourteenth Avenue West, Vancouver.

Meat Employees' Federal Union, Retail, No. 222.—President, Frank Rutledge; Secretary-Treasurer, A. S. Thompson, 406 Province Building, 198 Hastings Street West, Vancouver.

Merchant Service Guild, Incorporated, Canadian.—President, Capt. W. A. Gosse; Secretary, G. F. Bullock, 675 Dunsmuir Street, Vancouver.

Metal and Chemical Workers' Union, No. 289.—President, J. L. Irvine; Secretary, C. G. Woods, 3995 Dundas Street, Burnaby.

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

Municipal Employees' Association, West Vancouver, No. 13.—President, F. H. Bonar; Secretary, H. T. Thomas, 1508 Duchess Avenue, Hollyburn P.O.

Musicians' Mutual Protective Union, No. 145.—President, William Pilling; Secretary, Edward A. Jamieson, Suite 51, 553 Granville Street, Vancouver.

Mackenzie, White & Dunsmuir Employees' Association, Vancouver.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

McLennan, McFeely & Prior, Ltd., Employees' Association.—President, K. H. Burnet; Secretary, Frank Taylor, 99 Cordova Street East, Vancouver.

*Native Brotherhood of British Columbia (Incorporated).—President, William D. Scow; Secretary, Herbert Cook, Alert Bay.

Nelson's Sales and Service Club.—President, Charles Arthur James; Secretary, H. V. Nisbett, 3594 Thirty-eighth Avenue West, Vancouver.

Newspaper Guild, Vancouver, No. 1.—President, Douglas H. Fell; Secretary, Miss Eva Tomich, 1656 Thirteenth Avenue East, Vancouver.

Newspaper Guild, Vancouver, No. 2.—President, Edward C. Martin; Secretary, Ronald C. Thornber, 2980 Waterloo Street, Vancouver.

Office Employees' International Union, No. 15.—President, Mrs. Ann Bengough; Secretary-Treasurer, Miss Bernadette Geuthro, 200, 529 Beatty Street, Vancouver.

Office and Professional Workers' Organizing Committee, No. 8.—President, Thomas Simington; Secretary, Mrs. Vera MacKenzie, 2323 Heather Street, Vancouver.

Office and Professional Workers of America, United, No. 173.—President, Bertram L. Deveson; Secretary, F. Stearn Bennett, 2433 Twenty-second Avenue East, Vancouver.

Office and Professional Workers of America, United, No. 229.—President, Kayla Culhane; Secretary-Treasurer, Mrs. Ellen Borden, 580 Sixteenth Avenue West, Vancouver.

Oil Workers' Union, United, No. 7.—President, A. A. McLeod; Secretary-Treasurer, S. McLeod, 247 Fourth Street West, North Vancouver.

Packinghouse Workers of America, United, No. 162.—President, R. Johnson; Recording Secretary, J. Longmuir, 3727 Douglas Road, New Westminster.

Packinghouse Workers of America, United, No. 249.—President, M. F. Dean; Recording Secretary, G. Krause, 34, 1368 Robson Street, Vancouver.

Packinghouse Workers of America, United, No. 283.—President, Thomas Marshall; Secretary, May Harvey, 4245 Beatrice Street, Vancouver.

Packinghouse Workers of America, United, No. 341.—President, R. Ferguson; Secretary, W. Cholowski, 2236 St. George Street, Vancouver.

Packinghouse Workers of America, United, No. 350.—President, Louis F. Shaw; Recording Secretary, June Grieve, 4303 Main Street, Vancouver.

Painters, Decorators, and Paperhangers of America, Brotherhood of, No. 138.—President, W. G. Williams; Secretary, W. E. Eaton, 39 Fortieth Avenue West, Vancouver.

Painters, Decorators, and Paperhangers of America, Brotherhood of, No. 1550.—President, Mrs. J. Mulligan; Recording Secretary, Miss A. Lenius, 1340 Howe Street, Vancouver.

Paper-makers, International Brotherhood of, No. 528.—President, R. H. Dalzell; Recording Secretary, Caroline Whitfield, 813 Hornby Street, Vancouver.

Photo-engravers' Union, Vancouver, No. 54.—President, J. Hinke; Secretary, Edwin Davis, 58 Lancaster Crescent, Sea Island, Vancouver.

Pile Drivers', Bridge, Wharf, and Dock Builders' Union, No. 2404.—President, C. Anderson; Secretary, S. C. Allan, P.O. Box 369, Vancouver.

Plasterers' and Cement Finishers' International Association, Operative, No. 779.—President, G. Harding; Secretary-Treasurer, Harry West, 3419 Twenty-third Avenue West, Vancouver.

Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 170.—President, Jack A. Dillabough; Secretary, F. Carlisle, 426 Fifty-fourth Avenue East, Vancouver.

Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 571.—President, Thomas H. Poulton; Financial Secretary, Lloyd Elrick, 302, 1877 Haro Street, Vancouver.

Policemen's Federal Labour Union, No. 12.—President, Fred Dougherty; Secretary-Treasurer, T. Collishaw, 236 Cordova Street East, Vancouver.

Printing Pressmen and Assistants' Union, Vancouver, No. 69.—President, Max Erenberg; Secretary-Treasurer, Thomas S. Ezart, 1807 Thirty-eighth Avenue East, Vancouver.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 443.—President, H. O'Hara; Secretary, F. F. McKinnon, 2486 Third Avenue West, Vancouver.

Railroad Trainmen, Brotherhood of, No. 144.—President, J. A. Montgomery; Secretary, Edwin S. West, 4197 Eleventh Avenue West, Vancouver.

Railroad Trainmen, Brotherhood of, No. 987.—President, E. F. Marsden; Secretary-Treasurer, J. B. A. Peladeau, 6129 St. Catherine Street, Vancouver.

Railroad Trainmen, Brotherhood of, No. 1040.—President, J. P. O'Brien; Secretary-Treasurer, R. E. Casey, 1541 Twelfth Avenue East, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, No. 46.—President, James Water; Secretary-Treasurer, Edward Bell, 2855 Twentieth Avenue East, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, No. 626.—President, G. H. Stubbs; Secretary, A. T. Padgham, 5013 Payne Street, Vancouver.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, No. 630.—President, A. Farrow; Recording Secretary, T. W. Kirby, 3566 Triumph Street, Vancouver.

Railway Carmen of America, Brotherhood of, No. 58.—President, John Alexander Jeal; Secretary, Samuel Smith Shearer, 2256 Twenty-second Avenue West, Vancouver.

* There are fifty-seven branches of the Native Brotherhood in British Columbia.

Railway Carmen of America, Brotherhood of, No. 773.—President, C. Masur; Recording Secretary, F. Wood, 434 Twentieth Avenue East, Vancouver.

Railway Conductors, Order of, No. 267.—President, A. S. Emms; Secretary, J. B. Physick, 4153 Twelfth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 59.—President, H. Strange; Secretary, C. M. Robertson, 4764 Moss Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 82.—President, F. Skinner; Secretary, A. P. Smith, 206 Fifteenth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 162.—President, E. H. Vance; Secretary, B. Cavanaugh, Suite 6, 2466 Ninth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 220.—Secretary, A. E. Fraser, 625 Nineteenth Avenue East, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 221.—President, Percival Jones; Secretary, Arthur Pearce, 1275 Ninth Avenue West, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 223.—President, K. Duck; Secretary, Simon Cowieson, 4348 St. Catherine Street, Vancouver.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 275.—President, William Wilde; Secretary, Miss A. Cyr, 1827 Twelfth Avenue West, Vancouver.

Railway Mail Clerks' Association.—President, C. W. Sabourin; Secretary-Treasurer, J. G. H. Pound, 3750 Twenty-sixth Avenue West, Vancouver.

Railwaymen, Canadian Association of, No. 74.—President, Charles Beattie; General Secretary, D. B. Roberts, 216 Avenue Building, Winnipeg, Man.

Refrigeration Workers' Union, No. 516.—President, D. D. Forrister; Secretary-Treasurer, L. R. Wintle, 137 Fortieth Avenue West, Vancouver.

Retail, Wholesale, and Department Store Union, No. 535.—President, A. W. Parrish; Secretary, Robert Hannah, 2817 Euclid Street, Vancouver.

St. Paul's Hospital Employees' Organization.—President, J. S. Johnston; Secretary, Miss M. Falasconi, 3045 Grant Street, Vancouver.

Seafarers' Association, Canadian, No. 1.—President, H. H. Taylor; Secretary, G. Smillie, 139 Dunlevy Avenue, Vancouver.

Seafarers' International Union of North America, Canadian District.—President, Harry Lundeberg; Secretary-Treasurer, David Joyce, 95 Nineteenth Avenue East, Vancouver.

Seamen's Union, Canadian (Pacific Coast District), No. 7.—President, James S. Thompson; Secretary, J. M. Smith, 53 Powell Street, Vancouver.

Sewerage and Drainage Board Employees' Union, Greater Vancouver Water District and Joint, No. 2.—President, P. D. Stewart; Secretary, J. M. Morrison, 4573 First Avenue West, Vancouver.

Sheet-metal Workers' International Association, No. 280.—President, Fred Cocker; Financial Secretary, James Walker, 529 Beatty Street, Vancouver.

Shingle Weavers' Union, No. 2802.—President, Louis Cummings; Secretary, Alex Low, 1184 Seventy-third Avenue West, Vancouver.

Shoe, Leather, and Tannery Workers' Union, No. 505.—President, George Wood; Secretary, James A. Plumridge, 2439 Trinity Street, Vancouver.

Shoe Workers' Union of Vancouver, No. 510.—President, J. Turner; Secretary-Treasurer, G. Clerihew, 2918 Thirty-fourth Avenue West, Vancouver.

Sign and Pictorial Painters' Union, No. 726.—President, J. B. Collin; Recording Secretary, J. A. Middleton, 5881 Dundas Street, Vancouver.

Slade, A. P. & Co., Ltd., and Associated Companies Employees' Association.—President, Robert Frank McLure; Secretary, William N. Scott, 3206 Commercial Drive, 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, E. C. Cockriell; Secretary, P. Baskin, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2765.—President, C. Kemp; Secretary, N. Harford, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 2821.—President, Joe Blownski; Secretary, G. Emary, 434 Glen Drive, Vancouver.

Steelworkers of America, United, No. 2952.—President, B. Christie; Secretary, J. Stephenson, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3229.—President, F. Rowland; Secretary, Glen Murray, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3253.—President, F. Douglas; Secretary, George Curly, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3302.—President, C. Campbell; Secretary, F. Horton, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3376.—President, Guy Cosh; Secretary, D. Reid, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3452.—President, J. Kilby; Secretary, R. Symonds, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3495.—President, A. Nordenmark; Secretary, J. Bosak, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3546.—President, E. M. Orr; Secretary, W. Elder, 905 Dominion Bank Building, Vancouver.

Steelworkers of America, United, No. 3910.—President, J. Kinnear; Secretary, F. Carroll, 905 Dominion Bank Building, Vancouver.

Stereotypers and Electrotypers Union, International, No. 88.—President, Robert N. Myles; Secretary-Treasurer, Raymond Bayley, 4520 Burke Street, Burnaby.

Street, Electric Railway and Motor Coach Employees of America, Amalgamated Association of, No. 101.—President, Lloyd Easler; Recording Secretary, A. Jennings, 4274 Sophia Street, Vancouver.

Sugar Workers, Industrial Union of, No. 517.—President, H. M. Webster; Financial Secretary, C. H. Burke, 3925 Pandora Street, Vancouver.

Switchmen's Union of North America, No. 111.—President, A. B. Kerr; Secretary, A. S. Crosson, 3925 Fourteenth Avenue West, Vancouver.

Tailors of America, Journeymen, No. 178.—President, H. Clausner; Secretary, Mrs. MacDonald, 2549 York, Vancouver.

Taxicab, Stage, and Bus Drivers' Union, No. 151.—President, Albert Blais; Secretary-Treasurer, Charles A. Gower, 529 Beatty Street, Vancouver.

*Teachers' Federation, British Columbia.—President, F. P. Lightbody; General Secretary, C. D. Ovans, 1300 Robson Street, Vancouver.

Telegraphers' Union, Commercial, Canadian Pacific Division No. 1.—President, A. Dettman; Secretary-Treasurer, Miss Phyllis M. Cline, Box 432, Vancouver.

Telephone Workers of B.C., Federation of (Plant Division), No. 1.—President, D. B. McLennan; Secretary, F. L. Leiper, 3475 Ash Street, Vancouver.

Telephone Workers of B.C., Federation of (Plant Division), No. 1-30.—President, A. Pollard; Secretary, C. Card, 1569 Graveley Street, Vancouver.

Telephone Workers of B.C., Federation of (Traffic Division), No. 10.—President, Miss Elvine Benson; Secretary, Helen Johnston, 1835 Fifth Avenue East, Vancouver.

Telephone Workers of B.C., Federation of (Traffic Division), No. 14.—President, Mrs. M. Beattie; Secretary, Lorena Asher, 326 Fifty-sixth Avenue East, Vancouver.

Telephone Workers of B.C., Federation of (Clerical Division), No. 20.—President, W. Docharty; Secretary, Miss Margaret Blair, 3794 Thirtieth Avenue West, Vancouver.

Textile Workers, Federal, No. 12.—President, Mrs. Betty Hayman; Secretary, Miss Betty Mellis, 3228 Vanness Avenue, Vancouver.

Theatre Employees' Union, No. B 72.—President, J. R. Foster, 1075 Fifty-fourth Avenue West, Vancouver.

Theatrical Stage Employees of the United States and Canada, International Alliance of, No. 118.—President, Sydney A. Summers; Secretary, Walter Blake, P.O. Box 711, Vancouver.

Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of, No. 348.—President, D. Calladine; Secretary, J. H. Leslie, 271, Twentieth Street, Hollyburn, West Vancouver.

Tile and Marble Setters' Helpers and Terraza Helpers, Marble, Stone, and Slate Polishers, Rubbers, and Sawyers, International Association of, No. 78.—President, F. Stroud; Recording Secretary, W. Newbury, 1347 Seventy-first Avenue West, Vancouver.

Tile Setters' Union, B.C. No. 3.—President, T. Anderson; Secretary, W. Richards, Pleasantside P.O.

Truck Drivers and Helpers, General, No. 31.—President, William M. Brown; Secretary, R. D. Atkinson, 4313 Perry Street, Vancouver.

* There are seventy-eight branches of the Federation in British Columbia.

Trunk and Bag Industrial Workers' Union, No. 1.—President, Phil Balden; Secretary-Treasurer, R. Petrie, 749 Sixteenth Avenue East, Vancouver.

Typographical Union, Vancouver, No. 226.—President, A. Bevis; Secretary-Treasurer, R. H. Neelands, 529 Beatty Street, Vancouver.

University of British Columbia Employees' Federal Union, No. 116.—President, H. G. Smith; Recording Secretary, W. B. Wilsher, 2260 Tenth Avenue, Vancouver.

Upholsterers' Industrial Union, Vancouver, No. 1.—President, Thomas Scott Paterson; Secretary-Treasurer, Earl Alexander McCuaig, 726 Fifty-ninth Avenue East, Vancouver.

Woodworkers' Union, British Columbia, No. 2.—President, L. A. MacIntosh; Secretary-Treasurer, Charles E. Roughsedge, 501, 736 Granville Street, Vancouver.

Woodworkers of America, International, No. 1–71.—President, Niels C. Madsen; Secretary, John McCuish, 204 Holden Building, Vancouver.

Woodworkers of America, International, No. 1–217.—President, Vern Carlyle; Financial Secretary, Gladys Hilland, 408, 16 Hastings Street East, Vancouver.

VANDERHOOF.

Maintenance-of-way Employees, Brotherhood of, No. 1870.—President, F. Galati; Secretary, J. Wall, McCall, via Vanderhoof.

VERNON.

Carpenters and Joiners of America, United Brotherhood of, No. 1346.—President, B. Sauder; Recording Secretary, W. J. Forsyth, P.O. Box 1095, Vernon.

Civic Employees' Union, Vernon, No. 1.—President, John R. Stroud; Secretary, H. W. Picken, 3309 Thirty-fifth Avenue, Vernon.

Electrical Workers, International Brotherhood of, No. 821.—President, A. W. Smith; Secretary, John East, 114 Langille Street East, Vernon.

Fire-fighters, B.C. Provincial Association of, No. 953.—President, W. W. Gray; Secretary, N. J. Redman, Box 842, Vernon.

Fruit and Vegetable Workers' Union, Federation of, No. 6.—President, J. E. Gray; Recording Secretary, M. M. Atwood, Box 1231, Vernon.

Government Employees' Association, B.C. Provincial.—President, Thomas J. Marrion; Secretary, Miss Nancy L. Bowen, Vernon.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Lumber and Sawmill Workers' Union, No. 2861.—President, L. F. Gallichan; Secretary, Michael Sherba, P.O. Box 2013, Vernon.

Mackenzie, White & Dunsmuir Employees' Association.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

Mechanics' and Associated Workers' Union, Interior General, No. 1.—

VICTORIA.

Automotive Workers' Federal Union, No. 151.—President, Thomas F. Pickell; Secretary-Treasurer, W. J. Frampton, 1 Maddock Avenue, Victoria.

Bakery and Confectionery Workers' International Union of America, No. 267.—President, John F. Litster; Secretary-Treasurer, Sven V. Jensen, 1006 Wollaston Street, Victoria.

Bakery Salesmen's Union, No. 189.—President, T. J. Johnston; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Barbers', Hairdressers', and Cosmetologists' International Union of America, Journeymen, No. 372.—President, George Turner; Secretary-Treasurer, B. G. Frankling, 1217 Broad Street, Victoria.

Barbers' Union, Canadian, No. 2.—President, S. Temple; Secretary, J. C. Macrimmon, 2006 Oak Bay Avenue, Victoria.

B.C. Electric Office Employees' Association (Victoria and Island Branch).—President, J. W. Casey; Secretary, Miss M. Cavin, 241 Montreal Street, Victoria.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of, No. 520.—President, Thomas Hammond; Recording Secretary, Percy J. Haime, 732 Canterbury Road, Victoria.

Bookbinders, International Brotherhood of, No. 147.—President, A. R. Barnes; Secretary-Treasurer, R. Foster, 1431 Richardson Street, Victoria.

Brewery, Flour, Cereal, Soft Drink, and Distillery Workers of America, International Union of United, No. 280.—President, G. Wilson; Corresponding Secretary, H. J. Nowotniak, 628 Manchester Road, Victoria.

Bricklayers', Masons', and Plasterers' International Union, No. 2.—President, W. E. Mertton; Secretary-Treasurer, J. Beckerley, 3965 Saanich Road, Victoria.

Carpenters and Joiners of America, United Brotherhood of, No. 1598.—President, R. E. Hill; Financial Secretary, Alex Sims, 1158 May Street, Victoria.

Carpenters and Joiners of America, United Brotherhood of, No. 2415.—President, S. Berrow; Secretary, E. Hovey, 2511 Empire Street, Victoria.

Chemical and Explosive Workers' Industrial Federal Union, Canadian, No. 128.—President, Robert Barrie; Secretary-Treasurer, William J. Sanders, 1131 Reynolds Road, Victoria.

City Hall Employees' Association, No. 4.—President, C. M. Parrott; Secretary-Treasurer, Miss Katherine Rowe, 2323 Wark Street, Victoria.

Civic Employees' Protective Association, No. 50.—President, F. Bourke; Secretary, G. A. Fletcher, 1035 Hillside Avenue, Victoria.

Civil Servants of Canada, Amalgamated.—President, A. E. Pendray; Secretary-Treasurer, G. K. Beeston, 314 Post-office Building, Victoria.

Construction and General Labourers' Union, No. 1093.—President, Frank Williams; Secretary, Harry Church, 822 Lampson Street, Victoria.

Cooperage Workers' Union (Lumber and Sawmill Division), No. 3003.—President, W. A. James Wadden; Recording Secretary, Miss Phyllis Marwick, 2520 Rock Bay Avenue, Victoria.

Defence Civilian Workers' Union, National, No. 129.—President, Joseph D. Marshall; Secretary-Treasurer, George S. Portingale, 810 Hereward Road, Victoria.

Electrical Workers, International Brotherhood of, No. B 230.—President, C. A. Peck; Secretary, A. S. Bailey, 3601 Saanich Road, Victoria.

Engineers, International Union of Operating, No. 918.—President Martin W. Dawson; Secretary, L. E. Nelson, 1015 Empress Avenue, Victoria.

Engineers of Canada, Inc., National Association of Marine, No. 6.—President, P. A. Trowsdale; Secretary-Treasurer, G. W. Brown, Room 402, 612 View Street, Victoria.

Express Employees, Brotherhood of, No. 20.—President, Frank E. Whale; Financial Secretary, Donald E. Gillis, 705 Cook Street, Victoria.

Fire-fighters, International Association of, Greater Victoria, No. 730.—President, John A. Easton; Secretary, Robert J. Coates, 2609 Avebury Avenue, Victoria.

Firemen and Enginemen, Brotherhood of Locomotive, No. 690.—President, E. O. Sommerville; Secretary, A. T. Thompsett, 1161 Burdett Avenue, Victoria.

Fishermen and Allied Workers' Union, United.—President, Elgin Neish; Secretary, Thomas A. Carrington, 451 Chester Street, Victoria.

Garage Employees' Association, Vancouver Island Coach Lines.—President, Henry Woodford; Secretary, W. McAdams, 413 Obed Avenue, Victoria.

Government Employees' Association, B.C. Provincial.—President, W. S. Oliver; Secretary, Hiram A. Carney, Parliament Buildings, Victoria.

Government Employees, American Federation of, No. 59.—President, Thomas F. Monaghan, 205 Campbell Building, Victoria.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 459.—President, Mrs. M. Burgoyne; Secretary-Treasurer, Emily M. Aitken, 331 Huntingdon Place, Victoria.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, No. 513.—President, G. John N. Flinn; Secretary-Treasurer, James Thirlwall, 1044 Burdett Avenue, Victoria.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, W. R. Thompson; Secretary, R. R. Kinnison, 2277 Kings Avenue, West Vancouver.

Lathers' International Union, Wood, Wire, and Metal, No. 332.—President, E. C. Day; Secretary, A. J. Ferguson, 2751 Roseberry Avenue, Victoria.

Laundry Workers' Union, No. 1.—President, D. Newell; Recording Secretary, W. G. Edwards, 1409 Taunton 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.—President, Mrs. Isobel Robinson; Secretary, Miss Catherine Firth, 22 Howe Street, Victoria.

Longshoremen's Association, International, No. 38/162.—President, G. C. Richards; Secretary, W. N. Scott, 121 Government Street, Victoria.

Machinists, International Association of, No. 456.—President, H. E. Thayer; Recording Secretary, C. H. Lester, 1286 Pandora Avenue, Victoria.

Mackenzie, White & Dunsmuir Employees' Association.—President, Gordon A. Cahill; Secretary, James P. Watts, 4100 Grandview Highway, New Westminster.

Mailers' Union, No. 121.—President, James A. McCague; Secretary-Treasurer, Christopher H. Miller, 577 Michigan Street, Victoria.

Marine Workers', Machinists', and Boilermakers' Industrial Union, No. 3.—President, S. W. Daly; Secretary-Treasurer, W. A. S. Ashworth, 1389 Vista Heights, Victoria.

Moulders' and Foundry Workers' Union, International, No. 144.—President, William Bohne; Secretary, S. Emery, 864 Old Esquimalt Road, Victoria.

Municipal Employees' Association, Saanich, No. 5.—President, Roy H. Wootten; Secretary, Miss Myra Hodgson, Colquitz P.O.

Municipal Employees' Association, Oak Bay, No. 17.—President, R. Gordon; Secretary, T. Johnstone, 2707 Foul Bay Road, Oak Bay, Victoria.

Musicians' Mutual Protective Union, No. 247.—President, Charles W. Hunt; Secretary, William F. Tickle, 628 Harbinger Avenue, Victoria.

Newspaper Guild Federal Union, No. 219.—President, L. M. Salaway; Recording Secretary, David Driver, c/o Victoria Daily Times, Victoria.

Painters, Decorators, and Paperhangers, Brotherhood of, No. 1163.—President, F. Dewhurst; Recording Secretary, W. B. Brigden, 213 Helmcken Road, Victoria.

Pantorium Employees' Association. — President, Lawrence Arthur Wooster; Secretary, Hugo Braden, 809 Linden Avenue, Victoria.

Paper-makers, International Brotherhood of, No. 367.—President, Ernest W. Parsons; Recording Secretary, B. L. Baldwin, 2651 Forbes Street, Victoria.

Plasterers' and Cement Finishers' Union, Operative, No. 450.—President, L. H. Calvert; Secretary, M. Gwynne, 1315 Vining Street, Victoria.

Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 324.—President, J. C. Woodend; Secretary, George Pyper, 1139 Balmoral Road, Victoria.

Police Federal Union, City of Victoria, No. 251.—President, Walter Andrews; Recording Secretary, William Andrews, 705 Pandora Avenue, Victoria.

Police Mutual Benefit Association.—President, Stanley T. Holmes; Secretary, David P. Donaldson, 2537 Vancouver Street, Victoria.

Postal Employees, Canadian.—President, S. R. Webb; Secretary-Treasurer, John H. Hedley, 1166 Chapman Street, Victoria.

Printing Pressmen and Assistants' Union of North America, No. 79.—President, F. Humphries; Secretary, F. H. Larsen, 1236 McKenzie Street, Victoria.

Railroad Trainmen, Brotherhood of, No. 613.—President, H. C. Horner; Secretary, J. A. Stone, 1320 Burleith Drive, Victoria.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, No. 526.—President, A. R. Davie; Secretary-Treasurer, H. S. Hughes, 1022 Chamberlain Street, Victoria.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, No. 1137.—President, James A. Miller; Secretary-Treasurer, Charles H. Ormiston, 1883 Taylor Street, Victoria.

Railway Carmen of America, Brotherhood of, No. 50.—President, H. Willey; Financial Secretary, H. Greaves, 638 Victoria Avenue, Victoria.

Railway Conductors, Order of, No. 289.—President, James W. Thomson; Secretary, James N. Forde, 707 Wilson Street, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 222.—President, Roy E. Tebo; Secretary, C. A. Erwin, 336 Catherine Street, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of (Drivers' Division), No. 234.—President, Richard Jones; Secretary-Treasurer, J. S. Ready, 1512 Jubilee Avenue, Victoria.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 276.—President, Oliver Day; Secretary, Mrs. D. Bean, 541 Dupplin Road, Victoria.

School Board Employees' Association, Greater Victoria, No. 11.—President, Leonard Clarks; Secretary-Treasurer, Shirley J. Ross, 1036 Burdett Avenue, Victoria.

Sheet Metal Workers' International Association, No. 276. — President, Lorne W. Creighton; Recording Secretary, J. W. Quissy, 744 Hill Street, Victoria.

Shipwrights', Joiners', and Wood Caulkers' Industrial Union, No. 9.—President, R. Thordarson; Secretary-Treasurer, Donald Douglas, 710 Cormorant Street, Victoria.

Shipyard Riggers, Benchmen, and Helpers, No. 643.—President, A. G. Sainsbury; Secretary-Treasurer, H. L. Ritchie, 2620 Quadra Street, Victoria.

Shipyard Workers' Federal Union, No. 238.—President, R. D. Patterson; Secretary-Treasurer, P. Ross, Craigflower P.O., Victoria.

Street, Electric Railway, and Motor Coach Employees of America, Amalgamated Association of, No. 109.—President, F. P. French; Recording Secretary, W. Turner, 3060 Carrol Street, Victoria.

Telephone Workers of B.C., Federation of (Plant Division), No. 2.—President, F. Pomeroy; Secretary, A. H. Barry, 1048 Topaz Avenue, Victoria.

Telephone Workers of B.C., Federation of (Plant Division), No. 2-31.—President, G. T. Noble; Secretary, Miss M. Dickson, 202 Raynor Street, Victoria.

Telephone Workers of B.C., Federation of (Traffic Division), No. 11.—President, K. Goodall; Secretary, Doris Brownhill, c/o 611 Toronto Building, Victoria.

Telephone Workers of B.C., Federation of (Clerical Division), No. 36.—President, D. Howell; Secretary, Miss R. Rodger, 1331 Arm Street, Victoria.

Theatrical Stage Employees and Moving Picture Machine Operators, No. 168.—President, S. V. Henn; Corresponding Secretary, R. E. Baiss, 1989 Crescent Road, Victoria.

Typographical Union, No. 201.—President, V. J. Baines; Secretary-Treasurer, H. Warren, 2218 Beach Drive, Victoria.

Woodworkers of America, International, No. 1-118.—President, R. Simmons; Financial Secretary, J. M. Wainscott, 24, 1116 Broad Street, Victoria.

WARDNER.

Maintenance-of-way Employees, Brotherhood of, No. 229.—Secretary-Treasurer, G. Marra, Wardner.

WELLS.

Mine, Mill, and Smelter Workers, International Union of, No. 685.—President, J. Teleske; Financial Secretary, W. Schneider, Wells.

WEST SUMMERLAND.

Carpenters and Joiners of America, United Brotherhood of (Lumber and Sawmill Workers' Union), No. 2742.—President, Charles R. Morgan; Secretary, Claude D. Haddrell, General Delivery, West Summerland.

WHITE ROCK.

Fibre Flax Workers' Union, No. 1.—President, Harry Maxfield; Secretary, Dan Lawson, White Rock.

WILLIAMS LAKE.

Government Employees' Association, B.C. Provincial.—President, H. G. Windt; Secretary, J. V. Gaspard, Williams Lake.

WOODFIBRE.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of, No. 494.—President, Stanley G. Green; Recording Secretary, Andrew S. Knowles, Jr., Woodfibre.

WRIGHT.

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

ZEBALLOS.

Mine and Mill Workers' Union, No. 851.—President, Bruce Agnew; Financial Secretary, Harry Clement, Zeballos.

ORGANIZATIONS OF EMPLOYERS.

CALGARY.

Bituminous Coal Operators' Association, The Western Canada.—President, J. J. McIntyre; Secretary, W. C. Whittaker, 520 Lougheed Building, Calgary, Alta.

KELOWNA.

Shippers, Association, Inc., Okanagan Federated.—President, F. L. Fitzpatrick; Secretary, L. R. Stephens, 1485 Water Street, Kelowna.

PENTICTON.

Co-operative Growers, Penticton.—President, John Coe; Secretary, D. G. Penny, Suite 2, Erickson Block, 249 Main Street, Penticton.

PRINCE RUPERT.

Fishing Vessel Owners' Association of B.C., Canadian Halibut.—President, Barny Roald; Secretary, Ole Stegavig, P.O. Box 1025, Station B, Prince Rupert.

VANCOUVER.

Automotive Transport Association of B.C.—President, G. C. Parrott; Secretary, G. L. Buckman, 810 Dominion Building, Vancouver.

Bakers' Association, B.C.—President, B.M. Colwell; Secretary, F. A. Wilson, 199 Eighth Avenue East, Vancouver.

Bakers' Association, Master.—President, B. M. Colwell; Secretary, F. A. Wilson, 199 Eighth Avenue East, Vancouver.

Box Manufacturers' Section, Interior (C.M.A.).—Chairman, J. G. Strother; Secretary, Hugh Dalton, 608 Marine Building, 355 Burrard Street, Vancouver.

Building and Construction Industries Exchange of British Columbia.—President, F. W. Welsh; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Contractors' Association, General.—President, R. C. Pybus; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Fishing Vessel Owners' Association of B.C.—President, W. J. Pitre; Secretary, L. T. Wylie, 995 Cordova Street East, Vancouver.

Hotels' Association, British Columbia.—President, Adam Paterson; Secretary, Eric Ely, 5910 Willingdon Place, Vancouver.

Industrial Association of British Columbia.—President, W. L. Macken; Secretary, Miss Margaret M. Riley, 1024 Marine Building, Vancouver.

Jewellers' Association, Canadian (B.C. Section).—President, Bruce Allan; Secretary, R. B. Deacon, 510, 119 Pender Street West, Vancouver.

Laundry, Dry Cleaning, and Linen Supply Club, Vancouver.—President, Andrew Bernard; Secretary-Treasurer, John R. Taylor, 600 Hall Building, 789 Pender Street West, Vancouver.

Loggers' Association, Inc., British Columbia.—Chairman, R. J. Fillberg; Secretary, John N. Burke, 1518, 510 Hastings Street West, Vancouver.

Lumber Manufacturers' Association, Interior (C.M.A.).—Chairman, C. G. McMynn; Secretary, Hugh Dalton, 608 Marine Building, 355 Burrard Street, Vancouver.

Lumbermen's Association, Northern Interior (Prince George) (C.M.A.).—Chairman, C. T. Claire; Secretary, J. Ruddock, 608 Marine Building, Vancouver.

Lumber and Shingle Manufacturers' Association, B.C.—President, B. L. Pendleton; Secretary, L. R. Andrews, 718, 837 Hastings Street West, Vancouver.

Metal Trades' Section (C.M.A.).—Chairman, M. M. Frazer; Secretary, R. V. Robinson, 608 Marine Building, 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, J. J. Brown, Surrey Centre.

Morticians, B.C. Society of.—President, John T. Edwards; Secretary, F. J. Harding, 2216 Fifteenth Avenue West, Vancouver.

Pacific Coast Fishermen's Mutual Marine Insurance Co.—President, S. W. Brown; Secretary, L. T. Wylie, 995 Cordova Street East, Vancouver.

Plastering and Lathing Contractor's Association, Greater Vancouver.—President, George Whillans; Secretary-Treasurer, George A. Skinner, 4865 Fairmont Street, Vancouver.

Printers' and Stationers' Guild of British Columbia.—Chairman, James M. Forsyth; Secretary, Audrey Parkinson, 608, 355 Burrard Street, Vancouver.

Red Cedar Shingle Association of B.C., Consolidated.—President, J. Earl McNair; Secretary, Gordon S. Raphael, 509 Metropolitan Building, 837 Hastings Street West, Vancouver.

Restaurant Association, Canadian.—President, Earl R. Nichols; Secretary, C. H. Millbourn, Room 609, 156 Yonge Street, Toronto, Ont.

Retail Merchants' Association of Canada, Inc., B.C. Division.—President, W. S. Charlton; Secretary-Manager, George R. Matthews, 218 Pacific Building, Vancouver.

Shipping Federation of British Columbia.—President, P. V. O. Evans; Secretary, A. Scott, c/o Terminal Dock & Warehouse Co., Ltd., P.O. 40, Vancouver.

Respectfully submitted.

Truck Loggers' Association.—President, Clair C. Smith; Secretary-Treasurer, F. H. Adames, 410 Dominion Building, Vancouver.

Upholstered Furniture Manufacturing Association, B.C.—President, Henry Ernest Tynan; Secretary, John M. Richardson, 626 Pender Street West, Vancouver.

VICTORIA.

Bakers' Association, Victoria Master.—President, J. P. Land; Secretary, T. P. McConnell, 123 Pemberton Building, Victoria.

Beer Licensees Employers' Association.—President, A. Mawer; Secretary, R. S. Yates, 613 Central Building, Victoria.

Builders' Exchange, Ltd., Victoria.—President, George H. Wheaton; Secretary, Roy T. Lougheed, 1119 Government Street, P.O. Box 608, Victoria.

Electrical Association, Victoria (B.C.).—President, Archie Whiteman; Secretary, A. R. Colby, 645 Pandora Avenue, Victoria.

Taxi Operators' Association of Greater Victoria.—President, A. E. McMullen; Secretary, Darhl K. Errett, c/o Island Taxi, 1306 Broad Street, Victoria.

B. H. E. GOULT,
Chief Executive Officer.

INSPECTION OF FACTORIES.

VANCOUVER, B.C., June 14th, 1948.

Mr. James Thomson,
Deputy Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I herewith submit the annual report of the Factories Inspection Branch for the year 1947.

The decline in heavy production, from record heights established during the war years, while still in effect in some degree, was rapidly being overcome by increasing industrial activity, stimulated by the demand of a peace-time economy.

The many large expansion programmes designed by large industrial concerns, to overcome the demands created by war-time shortages, brought added employment in the construction, food-products manufacturing, and lumber industries.

While these production demands had necessitated an unprecedented volume of employment in many essential industries during 1947, a gradual decrease in both male and female employment was evident, particularly in the heavy construction industries, ship-building, metal trades, and industries of a like nature.

Aside from these temporary adjustments, the outlook was promising for 1948, and optimism was reported to prevail amongst business-men in general, who did not foresee any recession in 1948 according to the most recent survey, although a general shortage of labour and skilled mechanics at least as great as that during 1947 was expected to prevail.

The department of factory inspection is charged with the inspection of all factories as defined in Schedule A of the "Factories Act," all passenger and freight elevators wherever located, and all laundries operated for profit regardless of whether anyone is employed or not.

When we visit a plant, it is not usually by appointment, as we desire to observe the average working conditions. Whether our visits will prove beneficial to both employer and employees will depend largely on the amount of interest shown in the adoption of our recommendations.

The knowledge acquired through interviews with the employees and executives respecting the causes leading to an accident enables us to explain to the management of a plant of a like nature just how an injury was received by a workman in another plant, in order that corrective measures may be taken to prevent a similar accident.

It should be remembered that the workmen in industrial occupations have no voice in the location of a plant, the sort of machinery to be used, the tools they are supplied with, the form of lighting, etc. These matters are controlled by the management. It is only reasonable then to expect the management to discharge its responsibilities to its employees by seeing that the equipment installed is properly protected before being placed in operation.

INSPECTIONS.

During the year 1947, 1,481 inspections and reinspections of factories were made.

ACCIDENT-PREVENTION.

The increase in industrial activity has led to corresponding increase in the interest taken in industrial accident-prevention.

Adjustments of the labour market to a peace-time basis continued during the year, as married women in large number withdrew from the labour force, and many single women, upon the completion of demobilization, finding themselves being replaced by ex-service men, married and turned to the establishment of homes.

Confidence prevails, but lack of equipment has been the major delaying factor in launching many additional expansions which had been contemplated in the field of industrial activity. As this equipment becomes available, much of the out-of-date or worn-out equipment, including buildings, will be replaced, which will mean additional employment in factories, mills, and workshops.

The prevention of factory accidents has very properly focused attention on their principal causes — ignorance, carelessness, unsuitable clothing, insufficient lighting, defective machinery and structure, absence of safeguards, etc.

Ignorance can never be entirely overcome, and this applies with equal force to carelessness, which, of course, can never be wholly eradicated from human behaviour.

At the same time the ill results of both ignorance and carelessness can be largely diminished by means suggested if they are consistently and persistently applied. The old saying that " familiarity breeds contempt " nowhere finds greater proof than in the carelessness arising from daily proximity to machines, or conditions involving risk. A man working in a factory day after day places himself unconsciously in numerous situations involving chances of accident, which he would take pains to avoid except that he has become so used to his environment that he hardly gives it a thought. The evil effects of this condition of mind can be held to the lowest limits, largely through the action of the employer, in furnishing rules and caution signs, and also in supplying, in many instances, simple protective arrangements, which may serve chiefly to call attention to the existence of danger. Such an arrangement may not prevent the careless workman from ever going to the danger spot, but its presence there is apt to reawaken his mind to the danger every time he approaches, with the result that he is more careful than he otherwise would be to avoid an accident.

Although there are parts of working machinery that cannot be safeguarded by any known appliance and though the employees engaged in operating machinery know of these unguarded parts, some of them will nevertheless perform their labours in a way that borders on criminal negligence. To place a ladder upon a revolving shaft and mount thereon to adjust a belt, to crawl under machinery in motion, to reach across dangerous parts of machinery in motion, to work in baggy sleeves or with flying tresses of hair about dangerous gearing and shafting, to adjust belts upon rapidly revolving wheels, to carelessly hook up or bend weighty objects about to be lifted, to speed overhead cranes, giving no danger signal to their fellow workmen, are fair samples of oft-repeated acts of negligence upon the part of employees.

Rings, bracelets, and wrist-watches also worn by workers are a source of danger and should be discouraged, particularly around electric or mechanical equipment, as many minor accidents have resulted in severe injury when these adornments have prevented a quick release of the hands.

The wearing of unsuitable clothing is a matter which is largely within the control of the employer, and to which he should give his serious attention. This is particularly essential in the case of female employees. Regulations *re* female factory employees became law in this Province on the 11th day of May, 1945; with the great increase in the number of women employed in manufacturing plants during the war, the real need for appropriate female apparel became apparent. Although basically similar in materials to the protective clothing for men, full safety and comfort for women in industry demanded that clothes be designed for their physical characteristics and requirements.

The end of the abnormal war-time conditions has resulted in an exodus of the feminine contingent from war-credited jobs. However, there still remains in industry the great number of women who have traditionally formed a part of manufacturing personnel, and those who have demonstrated during the war years their special aptitudes for certain types of work. For these working-women the war-borne

awareness of their needs remains, and with it the readily available equipment which can better protect them from injury, discomfort, and fatigue.

One of the most significant developments is protective head-gear. Women's hair, because of its length and the fullness of hair-do styles, is especially susceptible to becoming entangled in rotating machinery or moving belts and to being ignited by stray sparks or flames. Women's caps consequently should be designed to enclose the hair completely and hold it compact. The head-gear should not interfere with the wearing of shields, goggles, respirators, or other safety equipment, and should be tightly woven to exclude dust and dirt. In cases other than handling of explosive materials, a wider mesh net may be satisfactory if the air is not contaminated by particular matter.

Other equipment which has been devised for the protection of women, or specially adopted from men's styles of clothing, include breast-protectors, hard hats, gloves and mittens, foot-guards, safety-clothing, and safety-shoes.

Accidents due to defects of machinery and structure cannot be entirely prevented, for things will wear out or give way unexpectedly, but they can be reduced very much by frequent inspection and prompt repairs whenever such are necessary.

Insufficient lighting, insufficient room, and uncleanly conditions or bad housekeeping are all important essentials for a well-regulated factory, as accidents are far more frequent in crowded factories than those which are roomy; especially should there be plenty of room around machinery notoriously dangerous, and around vats, pans, etc., containing dangerous material such as is used in chemical and many other works. The practice of allowing waste material or tools to litter the floor where there is danger of employees tripping over them or being injured by a fall or being thereby precipitated into dangerous spots, which otherwise he could have avoided, when floors must necessarily be slippery, firm footing should be secured to employees by means of sand or suitable mats.

It is perhaps needless to lay stress on the advisability of an abundant supply of good air in an industrial plant; not only is this necessary from the standpoint of the employee's health, but it is essential to the prevention of accidents. Workmen who labour in an unhealthful atmosphere cannot help thereby suffering a loss of the alertness, both mental and physical, which would be an invaluable aid to them in avoiding accidents or lessening its ill results.

The loss is similar, and in only less degree, to that caused by the fatigue due to overwork, which statistics have proved to be a cause of accidents; every effort should be made by systems of ventilation as well as by methods of construction to ensure the presence of plenty of pure air in all places where industrial operations are carried on.

We now come to perhaps the most important thing which an employer can do to make his workmen as safe as possible—the providing of adequate safeguards for specific operations and conditions which are dangerous. As all machinery is to a greater or less degree dangerous, so long as machinery is used, which will be to the end of time, accidents will occur in connection with it. The employer is the custodian of the person of his employ during such time as the latter is engaged in his service, and it is the employer's duty to protect his employees from injury as far as possible and by all reasonable means. It must be taken for granted that the employee will become careless at times. No one is infallible. But the number of accidents due to carelessness can be very materially diminished if the machinery and surroundings are made safe.

The best time to provide safeguards for a machine is while the machine is being manufactured or built, and in this regard, we are pleased to note, with the increasing appreciation of the need for safeguarding operators, many machine-builders have incorporated safety devices as integral parts of their products. There is an ever-

increasing trend in this direction. Where machinery is not so guarded, it falls upon the user to make it safe by patented devices or by home-made safeguards; the case is rare where some home-made guard cannot be devised which will be thoroughly effective. The important thing is, does the protector protect? If it does, the requirement is filled.

For these reasons there can be no relaxation of safety precautions. Instead, there should be an increase in safety measures—better education of all workers on this important subject and an increase in the use of adequate safeguards on machines. The furnishing of safeguards will not assure the prevention of accidents unless the employees co-operate fully, willingly, or otherwise in the effort to protect them. Employees should feel that whatever is done in the way of providing safeguards is designed for their benefit, and they should not be permitted to remove or wilfully destroy them, nor should they consider that the provision of safeguards for machines which they have been accustomed to operate unguarded is a reflection on their ability or skill, or is an interference with their work.

A great number of safeguards must necessarily be removed for the purposes of adjusting, cleaning, or oiling, and it should be insisted that they be replaced immediately after the completion of such work. If a safeguard is provided for a dangerous machine and work is then done without the safeguard in place, there might just as well be no safeguard. It is not sufficient to provide guards. Their proper use must be enforced, and all workers should be educated in matters relating to industrial safety.

New workmen should be taught how to do this work efficiently and safely, and all workmen should be kept constantly aware of the accident-prevention regulations applicable to their particular work. Instructing workmen how to do their work safely is part of the work of the superintendent, supervisor, foreman, or other person in charge of each group of workmen; by virtue of their knowledge, their position as leaders, and their close contact with their workmen, they can give each workman direct instruction and supervision in everyday safety practice that apply to individual tools, machines, and processes, and should be responsible by the employer for the enforcement of the regulations and the elimination of dangerous practice.

The person in charge of work should be chosen with regard to his ability to organize, supervise, and educate his workmen in the principles of safety, and individual workmen should be assigned to jobs to which they are physically and mentally suited. By following a policy of rigid adherence to safety rules and safe practices, you will reduce the number of accidents, which means a reduction in cost of compensation, medical aid, material, and damaged equipment.

The development of a safety consciousness amongst workmen is one of the most important factors in accident-prevention in employment, in which an accident-prevention committee is required, and the members of that committee should be given every encouragement to foster safety in industry.

As few accidents result from faulty equipment, greater stress should be placed on safe working methods and the inculcation of safe working practices. Successful accident-prevention work in industry depends on the interest created in safety by the supervising personnel.

Information on safety matters can be imparted effectively to workmen, and this is important if maximum effectiveness is to be secured, by safety-signs, inserts in pay-roll envelopes, articles in plant publications, short addresses, and greater use of the bulletin-board, and by using visual aid in promoting safety education by the use of moving pictures and slide films.

"Seeing is believing": to see something makes a much more direct impression than to hear about it or to read about it; if the two senses "seeing" and "hearing" are used to supplement each other, greater attention and understanding are secured.

The use of moving pictures and sound slide films for the imparting of knowledge and instructing is to show safe and proper methods of procedure in various industries and occupations, adequate measures for safeguarding machinery, and in general to impart knowledge of the principles governing safe methods of work.

Facts and figures, including information as to the causes of the accidents in any plant, are useful in bringing home to workmen how accidents occur, and how they can be avoided.

An interested management, co-operating with a live accident-prevention committee or with the persons charged with accident-prevention matters in the plant, can do much to stimulate constant vigilance on the part of every workman.

The Inspectors of the Factories Inspection Branch, Department of Labour, who inspect plants from time to time, should be regarded as friendly advisers, endeavouring to assist employers and workmen in curtailing the needless human suffering and waste resulting from industrial accidents.

LIGHTING FOR SAFETY.

Industrial operations are now performed at closer tolerance than ever before, imposing a greater visual task upon the eyes, with the result that much more illumination is necessary for a job if good quality and quantity is to be safely achieved.

Blindfold even the most skilled mechanic and he is practically helpless. Any piece of work he attempts to do will doubtless be spoiled, and furthermore he may injure himself or some other worker.

Workers in poorly lighted factories are, in effect, practically blindfolded. Many manufacturers who supply their employees with the best of tools and equipment fail to consider the importance of the worker's eyes and the handicap of poor lighting.

The efficiency of the worker determines the efficiency of the machine, and adequate illumination is an essential factor both in high operating efficiency and preventing accidents.

Eye-strain, ease and speed of vision are important, and poor illumination influences production more than illness.

Good lighting not only increases production efficiency and decreases the hazard of accidents, but also has a great deal to do with the worker's health, comfort, and happiness.

There are definite factors of health to be considered in the problem of illumination. Too little light or too much light both lead to eye-strain and fatigue. Many chronic headaches may be due to working under poor lighting conditions. The relation of poor illumination to fatigue and ill-health is best appreciated by analysing strain and initiative caused by work under glare or insufficient light.

The cost of poor lighting is significant too. It appears in the form of slowed production, excessive spoilage, poor and uncertain inspections, and an increased accident-frequency. Adequate daylight illumination properly applied is the ideal light. Diagonal light from above is generally better than from side windows only. Skylights and monitor windows should be provided whenever possible. Saw-tooth roofs with window areas facing the north are usually less glaring than flat sklights if processes are arranged so the workers do not face window area. Large window areas equipped, where necessary, with awnings, window shades or blinds, and diffusive or reflective glass, when not in direct line of vision, together with light-coloured interiors, are desirable in every work-place.

Artificial light is required in factories and shops about 20 to 50 per cent. of the total working-hours, not including overtime or night-work. When night-work is carried on, the artificial lighting problem must receive added consideration, and with the many new improvements and developments in illumination, it is now possible to

obtain satisfactory lighting in any industry with equipment that is economical, reliable, and safe.

The basic requirements are adequate illumination for every man in the shop, with lighting equipment selected and installed to avoid eye-strain, with lights placed to avoid sharp shadows on important parts of work, and lamps equipped with reflecting and diffusing devices to soften shadows and avoid glare. An installation giving a general distribution of illumination throughout the area wherever possible thereby avoids the use of individual lights, except where the severity of the visual task dictates their use.

Industrial lights must fit the particular job; fixtures installed here and there by maintenance-men without knowledge of illumination factors may defeat their own purpose by producing glare or sharp contrasting zones. The evenness of illumination from an overhead system is governed almost entirely by the relation of the spacing between units to their height above the floor. The location of outlets determines how uniformly the light will be distributed over an area. Laying out of outlets should be governed by the arrangements of columns, beams, and other construction details, always keeping within the limits of spacing as dictated by the ceiling-height or height at which the lamps may be mounted.

Since the walls and ceilings receive a great amount of light from reflectors, it is important that these surfaces be finished in a light flat colour, so that the illumination is diffused and reflected where it will reach the working area in the shop.

Dark colours, such as dark green, reds, or oak shades, absorb a large percentage of light. Where such finishes exist, faulty designing of lighting system is frequently and unjustly blamed for insufficient illumination. To get most of the useful light from a system, the surface above eye-level should be covered with a good flat white paint. One should avoid the use of high glosses or enamels, as they produce glare and eye-strain.

To renew the painted surface, the walls should be washed with a sponge, using plenty of cold water and soft soap; starting at the top and working downward, the surface should be washed evenly and thoroughly to avoid streaking. This also applies to windows and skylights in factories and shops, as these in time become covered with dirt and dust, and the natural light is often decreased below the level needed for safety and efficiency. Thus regular window-cleaning should be a part of the routine of every establishment.

FACTORY CONDITIONS.

Outstanding progress has been made during the past year in providing many fine factory buildings to house some of the industries of this Province. The modern trend developed in these new factories is a credit to management, from not only a production standpoint, but a milestone has been reached in providing excellent working conditions for the employees.

Some of the features that constitute definite improvement in modern factory design are worth noting. You find a flood of natural light, and sunshine at times, pouring through ample, well-placed windows. Between this and improved ventilation, which is also receiving scientific attention in modern factories' architecture, an outside atmosphere is being introduced into the working area of factories.

It is to be noted that the washing facilities for workmen are also showing marked improvement in design. Household wash-basins are being replaced with modern industrial spray trough-basins. Consequently employees need not wait in line for a wash before lunch and before leaving the plant in the afternoon. Where large crews are employed, necessary speed-up has long last been made possible by practical designing of the factory. Time will no doubt see these and many other new features that could be mentioned introduced into our factories. But in the meantime if continued progress

is made in introducing the methods already available for ventilation, sanitation, heating, and catering in more plants, better working conditions will abound for the benefit of all concerned.

EMPLOYEES' WELFARE.

As industries are very often located a considerable distance from the homes of workmen, and as shorter lunch-hour periods are becoming more prevalent, the lunch-carrying container is much in evidence. Not long ago it was not unusual to see the workmen eating their lunch beside the machines they operated and in an environment anything but appealing. The progressive employer of to-day has, at considerable expense, constructed dining-rooms for both male and female employees, where hot meals are served at a nominal charge for those who desire them. The worker who brings his or her lunch is privileged to use the dining-room and consume the home-made lunch to the accompaniment of music or news broadcasts.

Morning and afternoon rest periods throughout many industries have now become the general practice.

The Factories Inspection Branch of the Department of Labour has, over the years, been instrumental in securing improved conditions for the employees, and we note with pleasure, between inspection visits, each succeeding year has witnessed voluntary (employer) improvement in connection with their welfare activities, as it is now generally recognized that good working conditions increase efficiency and do much to improve employer and employee relations.

PERSONAL HYGIENE AND SANITATION.

WASH-ROOM SANITATION.

Adequate sanitary facilities are a primary requisite for all industrial establishments and also for all types of buildings where people work or live for any length of time. These facilities help maintain high health standards and may counteract to a large degree the unhealthful or hazardous working conditions to which personnel may be exposed.

Equally important is the lift to morale produced by this demonstrated awareness of management responsibility for the welfare of the employees. This Department is vitally concerned with those facilities which should be provided for the workers during their non-productive time spent at the place of employment; it includes not only those items necessary for biological or sanitary reasons, such as toilets and lavatory devices, but also those facilities which add to the comfort and convenience of workers which are deemed essential by the nature of the occupation, such as lockers and shower-room equipment. It should be noted that persons exposed to toxic, caustic, or explosive materials should be supplied with double lockers, and that in addition to the above group, persons exposed to heat should have adequate shower facilities. If, however, wash-, locker-, and shower-room facilities are not maintained in a clean attractive manner, employees will be discouraged from taking advantage of them, and the very purpose of the installation will have been defeated. Equipment and supplies for the maintenance of these areas should also attract the attention of progressive management.

PLANT AND BUILDING MAINTENANCE.

Unclean and insanitary conditions in any part of a building are much more serious than being simply disagreeable. Wash and toilet rooms offer an excellent opportunity for the spread of infectious diseases among personnel. Ordinary dust also contains an abundance of germs and can aggravate pulmonary diseases.

Health and morale maintenance are not the only considerations which demand good building maintenance. Dust and grime constitute a serious fire-hazard, especially in the presence of electrical machinery. In hazardous locations the mere presence of a

dangerous atmosphere may be the cause of an explosion. Plant-maintenance materials are not adequate measures alone for the control of explosive dusts, but neither should the necessity for using these materials be overlooked in providing safe protection. Aside from the deteriorating effects of dust in machinery, the psychological factor involved in plant cleanliness must not be disregarded. Clean surroundings encourage similar good housekeeping in the use of tools and equipment and care in the actual working operation.

On the negative side, neglect of thorough cleaning may lead to the employees also disregarding their responsibilities, resulting in a loss of production and increase in the accident-rate.

Floor-maintenance materials and equipment are used for the preservation of sound, clean, and safe underfoot conditions.

The advantages of scientific and thorough maintenance are reflected in increased efficiency, economy, production, and serviceableness of the plant or building. No less important factors are those concerned with personal and general safety.

Most maintenance equipment, such as brooms, brushes, mop, sweeping or maintenance machine, cleaner, resurfacer, sealer, etc., is intended as a means of keeping floor surfaces clean. They thereby contribute to the physical well-being of personnel by eliminating breeding-places for germs and vermin by removing unhealthful or nuisance dusts, by providing a lighter working area, and by removing harmful materials. Of still greater importance is the reduction in accidents, which the use of these materials promotes. Floor maintenance prevents the falls caused by broken, worn, slippery, wet, or oily surfaces. It eliminates the possibility of bodily injury from contact with sharp or caustic materials hidden in dust, dirt, or litter, and it reduces the hazard of truck-loaded materials being jarred loose by uneven flooring surfaces. The general maintenance equipment, and also the specialized materials like oil absorbents and conductive coatings, contributes to the reduction of fire-hazards by removing unnecessary inflammable substances or the means of igniting necessary inflammable materials. Finally, lane-marking machines promote safety by clearly defining the working, storage, and traffic areas.

CHILD EMPLOYMENT.

War-time conditions that may have shown a trend toward the development of child employment have now subsided, it would appear, to a negligible number of authorized children working during the year. Before a child's employment in a factory is authorized, the conditions of employment are investigated in order that the child's safety and health will not be endangered. In the cases investigated during 1947, it has been gratifying to note the genuine interest taken by employers to ensure that young applicants are well placed, and their safety has, in all cases dealt with, been given primary importance by this Department. It is not a matter of the actual job being safe, but ensuring that the operation as a whole does not present any hazards that may affect the child's safety or health.

As our " Public Schools Act " requires boys and girls to remain at school until they become 15 years of age, we work in close co-operation with the educational authorities in checking applications for employment of children, especially when they are seeking jobs while school is in session. Some are usually for a few hours after school and on Saturday, although the odd request is received for full-time work. It is in the latter case that a most searching inquiry is made. In some very few instances, where it is deemed by the school officials that the child would be better off at work than at school, employment permits have been issued. When parents and children are interviewed, every effort is made to induce them to have the boy or girl carry on with his or her education to, or beyond, the compulsory school age. Fortunately, most parents realize the advantage of giving their children this important start in life.

Employers appear in no way prone to take advantage of child labour, but take considerable pains to fully acquaint the applicant with his or her assignment by personal interest and instruction. This, to a good degree, ensures not only the likelihood of building up the requisites of good workmanship, but also goes a long way in providing the child with the prospects of longer service, thereby decreasing the possibility of becoming an industrial casualty at a young age.

We desire to record our appreciation of the generous co-operation extended by industry in general, parents and children, the school authorities, the Unemployment Insurance Commission, the interested public, and all those who have assisted in the enforcement of an Act to control the employment of children.

INDUSTRIAL HOME-WORK.

Since legislation was drawn up covering home-work pertaining to industry, generally employer and home-worker make application to our Department for authorization before engaging in this. In addition to making yearly reinspections in connection with renewal applications (employer and home-work permits expire each calendar year), we also make additional inspections and investigations as requests are received.

In most cases when making a home investigation and inspection, we are questioned as to the necessity of our regulations. We explain that if this work were permitted without approval and permission, there would be no control over hours, wages, conditions, etc. In this way the home-worker could easily be exploited, unfair business competition would result, and the public would not have the same protection as if an article were made in our modern up-to-date factories where healthy working conditions are known to prevail. When the hourly factory wage was recently increased, the home-workers received the benefit accordingly. In order to be sure, we contacted each employer and received definite assurance of this.

During the year 1947, as materials became more plentiful for drapery and loose-cover work, it became increasingly difficult for employers to procure skilled operators, and we then received several requests to employ home-workers. In view of this shortage, which was general, a number of permits were issued, after thorough investigation, to women who had previously done this work in factories, and who for some special reason could not leave their homes. One woman who could not leave her home, and to whom we issued a permit, had learned this work when well along in years and was able to augment the small income of the family in this manner.

We sometimes receive a request for permission to have work performed in a home which cannot very well be done in the factory, such as some types of hand-sewing, painting, etc. In this connection we have issued several permits, and a young artist to whom we issued a permit to paint on china, glassware, etc., managed to further her musical career through her earnings.

One woman who could not leave the home for a special reason was issued a permit to carry on until such time as arrangements could be made whereby she might return to work. We understand that she has now returned to the factory, and, strange to say, it is the factory which was developed by reason of our refusal several years ago to issue an employer's permit together with our suggestion that the work be performed in a factory. This is now one of the largest and most up-to-date of its kind in the Province, and the brand name has become famous all over America.

In practically every instance during the past year, investigation revealed the home to be clean, bright, and airy, and the worker a healthy person. There is usually a particular room in the home set aside for this work, fitted up with the necessary equipment, etc.

The fullest co-operation is always extended by employer and home-worker, and the necessary information gladly given.

During the year 1947 seven employer and twenty-two home-worker permits were issued.

ELEVATORS.

Inspection of Freight and Passenger Elevators.

There is probably no vehicle of conveyance so indispensable as the elevator. In high public buildings and large mercantile and manufacturing establishments it may be considered an absolute necessity for the transportation of both passengers and freight. An elevator, briefly defined, is a hoisting and lowering mechanism, equipped with a car or platform which moves in guides in a substantially vertical direction.

The "Factories Act" being entitled "An Act for the Protection of Persons employed in Factories," the titular expression would indicate that its provisions extend only to persons employed in and around factories. I do not think the public, generally, realize that certain sections are embodied therein delegating to the Department of Labour, through the Factories Inspection Branch, the responsibility of subjecting all passenger- and freight-elevator equipment to a very rigid inspection in order to safeguard the many thousands of persons using this form of conveyance daily, and the enormous amount of freight which must be moved from one level to another.

As the rapid skyward growth continues, the importance of the elevator in comparison with other features of the building equipment will become even more marked. Many thousands of persons use elevators every day, and they have a right to assume that all necessary provisions have been made for ensuring safety.

Under proper conditions an elevator is safe and reliable for the transfer of freight and passengers, and it does its work with dispatch and smoothness. Serious accidents are frequent, however; some of these result from breakage of defective parts, some from poor or inadequate equipment, some from negligence in the supervision and operation, and some from carelessness on the part of those who ride or who handle the material that is transported. The majority of these accidents may be avoided by the exercising of a reasonable amount of care by the builder, the owner, and the public, as many of those who own and operate elevators, as well as the persons who use them, show a noticeable lack of attention to the things that tend to ensure safety.

Once installed, an elevator becomes a fixed feature of the building, and remains in service for a long term of years, usually until the building itself is removed. When a poorly arranged installation has to be considered, much can be accomplished by eliminating its hazardous features and improving the existing appliances before approval is granted, as before new freight elevators, passenger elevators, escalators, or dumbwaiters are installed, or extensive alterations are made to present installations, plans and detailed information shall be submitted to the Chief Inspector of Factories. The plan shall show the following:—

(1) Street address of building where elevator is to be installed.
(2) Type of elevator.
(3) Speed, both "rated" and "maximum."
(4) Capacity.
(5) Size of car platform.
(6) Distance between edge of car platform and landing threshold.
(7) Type and manufacture of car-holding safety device.
(8) Type and manufacture of governor.
(9) Rise of elevator in feet and number of landings or floors.
(10) Distance from top landing to under-side of overhead structure.
(11) Size and height of pent-house.
(12) Size and weight per foot of overhead beams.
(13) Distance between supports of overhead beams.

(14) Diameter of sheaves and drums.
(15) Number, size, and material of cables.
(16) Method of roping.
(17) Depth of pit.
(18) Type of bumper.

From this information, specifications are made and placed on file for further reference pending final inspection when installation is complete, if approved. When contemplating the erection of a new building, the elevator problem should be considered at the very outset, even before the first plans are drawn, as it is obviously far more satisfactory and economical to provide suitable standard parts when new equipment is being arranged for. We would strongly urge that owners and architects give careful attention to the subject of security and safety before installing the elevator.

The number of persons that will probably have to be served should be estimated on a liberal basis, and the elevator capacity determined with a view of taking care of the full traffic, without undue crowding, and without having to run the elevator at a higher speed than good practice would suggest. The possibility of increasing the height of the building at some future time should also be considered, and provisions should be made in advance for any reasonable change of this kind. It is not easy, as a rule, to put additional elevators in a building that was not designed or constructed with reference to such additions; experience has shown that elevators of moderate speed, sufficient in number to take care of the traffic without crowding, afford the best solution of the problem, and that accidents are more likely to occur when elevators are run too fast.

It is only by avoiding errors and defects (that have proved disastrous in the past) that the elevator equipment of the future can be ultimately perfected, and in this connection we wish to state that the adoption of high-grade machinery and shaft-way construction is advisable from every point of view. It is, of course, safer, and it will also result in a saving ultimately, because of the reduced cost of maintenance and repairs.

While passenger-elevators are operated by licensed operators, required to first pass a written examination as to their competency, the manner of performing certain operations in connection with the elevator depends to a large extent upon the human element, such as to closing the hoist-way doors and car-gates. Before the licence is issued, we endeavour to make the candidate realize the responsibility of the position and the hazards in connection with the operation of elevators. In order to prevent accidents attributable to many of the unsafe practices which in past years proved a prolific cause of persons receiving major and fatal injuries, mechanical devices in the form of interlocking equipment have now been installed on all hoist-way doors and car-gates of passenger-cars and the hoist-way door or gates of freight-elevators, in compliance with rules and regulations issued under Order in Council, February, 1935.

This mechanical device has eliminated at least 80 per cent. of the causes of elevator accidents, and will continue to function as an effective accident-preventive device, as it prevents the operator from moving the car unless the hoist-way doors or gates are closed and in the locked position; if properly maintained and not purposely rendered inoperative, this device has contributed largely to making vertical transportation one of the safest forms of travel.

Each succeeding year, additional modern passenger- and freight-elevator equipment is being installed throughout the Province. This is almost exclusively of the traction type, which has safety features not possessed by the drum-type machine which they replace.

All elevator installations are required to comply with the standards as specified in the regulations governing installation, operation, and maintenance of freight and

passenger elevators in this Province. It is one of the responsibilities of this Department to periodically inspect this equipment in the interest of the safety of the large number of persons using this form of conveyance. While mechanical safety devices are provided in connection with the installation of any elevator, they are effective only if properly maintained. Inspections reveal at times that very important safety devices have been deliberately rendered ineffective by persons with limited knowledge as to the importance of this safety equipment. However, freedom from accidents in connection with both old and new equipment depends largely on proper maintenance and operation after installation. Inspections at regular intervals have long been recognized as essential to safe operation, and this service is valuable, not only in connection with accident-prevention, but also in providing economy of operation.

During the year under review we have, because of the installation of additional passenger-elevator safety provisions, willingly installed by the agent or owners of the building, been able to assist disabled veterans in obtaining employment as licensed elevator operators.

We are pleased to report that no fatal or serious injuries were received by any person while being transported on passenger or freight elevators during the year.

Elevator Operators' Licences.

During the year 1,136 renewal operators' licences were issued and 680 temporary and 539 permanent licences.

New Elevator Installations.

During the year forty-six plans and specifications relating to the installation of modern elevator equipment were approved.

Elevator Inspections.

During the year 1,406 inspections and reinspections of freight and passenger elevators were made.

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.

R. D. LEMMAX,
Chief Inspector of Factories.

ANNUAL REPORT OF THE APPRENTICESHIP BRANCH, 1947.

Provincial Apprenticeship Committee, 789 Pender Street West, Vancouver, B.C.

J. A. Ward Bell, Chairman. J. F. Keen.
James Thomson. H. Douglas.

Administrative Officials of the Branch.

Hamilton Crisford.....Director of Apprenticeship.
Arthur H. Dugdale.....Assistant Director.

Mr. James Thomson,
Deputy Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I herewith submit annual report on the development of apprenticeship in British Columbia for the calendar year 1947.

On December 31st, 1947, the standing and distribution of apprentices in the various trades and occupations was as follows:—

Trade or Occupation.	Year of Apprenticeship being served.					Total Number of Apprentices.
	First.	Second.	Third.	Fourth.	Fifth.	
Automotive maintenance	69	105	35	16	.....	225
Barbering	60	11	.....	.....	.....	71
Boiler and tank making	6	9	5	11	.....	31
Boat-building	10	30	8	4	.....	52
Brick and tile laying	2	7	.....	.....	.....	9
Carpentry	113	132	25	14	.....	284
Catering, cooking, and baking	.....	1	.....	.....	.....	1
Dress and apparel making	2	9	5	.....	.....	16
Electrical work	27	41	41	13	16	138
Glassworking and glazing	2	14	.....	1	.....	17
Hairdressing and beauticians	30	27	.....	.....	.....	57
Horticulture and florists	2	.....	.....	.....	.....	2
Jewellery and watch manufacturing	13	17	12	4	3	49
Lead-burning	1	2	.....	4	.....	7
Machinists, fitters, etc.	52	73	56	35	88	304
Mechanical dentistry	1	1	.....	.....	.....	2
Moulding	4	5	12	15	.....	36
Office-machine mechanic	3	2	2	6	.....	13
Painting and decorating	6	25	1	1	2	35
Pattern-making	2	8	3	2	8	23
Pharmaceutical chemistry	88	9	8	9	.....	114
Plastering	11	18	4	.....	.....	33
Printing and lithography	18	24	10	7	1	60
Plumbing and steamfitting	20	49	28	5	12	114
Reinforcing-iron work	.....	17	.....	.....	.....	17
Sheet metal and tinsmithing	26	46	26	13	13	124
Ship-building (steel and iron)	.....	3	2	3	.....	8
Sign and pictorial painting	1	6	1	.....	.....	8
Upholstering	4	4	4	2	.....	14
Miscellaneous trades	4	8	1	.....	.....	13
Total apprenticeships	577	703	289	165	143	1,877

The occupational distribution of those who have successfully completed their apprenticeship under our present form of regulation stood at the end of the year approximately as follows:—

Occupation covered.	Number fully trained to Date.
Automobile maintenance	192
Boiler-makers	49
Barbers	143
Carpenters	164
Electricians	132
Hairdressers	169
Machinists and fitters	373
Moulders	89
Pharmacists	127
Plumbers	86
Sheet-metal workers	85
Miscellaneous trades	329
	1,938

Now that the training of ex-service men under apprenticeship contract is coming to an end and a new system of vocational schools has been approved under which selected lads will obtain pre-apprenticeship training, it will be possible to pay a great deal more attention to trade standards and tests, and it is hoped by this method, with the co-operation of all parties concerned, to raise the standard of competency at the end of a completed period of apprenticeship. It is also hoped that a more careful selection can be maintained of those entering the trades, as considerable difficulty has been encountered in the past in trade training owing to a lack of sufficient basic education.

It is anticipated that a number of vocational schools will be in operation in the Province in the year 1949 and that these will be adequately equipped to co-operate in the apprenticeship programme. In this regard and in the general apprenticeship training programme we are receiving strong support from the various industries concerned and from organized labour, and it is fully recognized that the shortage in most trades is the skilled craftsman and that the only way in which these can be produced in sufficient numbers is in the industries themselves under adequate apprenticeship training programme.

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. James Thomson,
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 1947.

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, Ont.: Business training.

Canadian Institute of Science and Technology, Ltd., 219 Bay Street, Toronto, Ont.: Civil, architectural, and mining engineering; hydraulics, hydraulic machinery, sanitary engineering, municipal and county engineers' 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 Sixteenth Street N.W., Washington, D.C.: Radio engineering.

Chicago Vocational Training Corporation, Ltd., 12520—102nd Avenue, Edmonton, Alta.: Diesel, auto, aero mechanics; refrigeration, air-conditioning, welding.

International Correspondence Schools Canadian, Limited, 1517 Mountain Street, Montreal, Que.: 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, Ill.: Accountancy.

La Salle Extension University, 417 South Dearborn Street, Chicago 5, Ill.: Higher accountancy, business management, traffic 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, Man.: Dominion Civil Service, home kindergarten.

National Radio Institute, Inc., Sixteenth and U Streets N.W., Washington, D.C.: Practical radio and television.

National Schools, 4000 South Figueroa Street, Los Angeles 37, Calif.: Radio and television, diesel and other combustion engines, air-conditioning and refriger-

ation, applied electrical engineering, modern machine-shop instruction, advanced radio engineering.

Northern Institute of Technology, 54 Bloor Street West, Toronto, Ont.: Commercial radio operating, radio technology, applied radio and electronics, advanced engineering, electrical technology.

Plastics Industries Technical Institute, 1601 South Western Avenue, Los Angeles 6, Calif.: Plastics.

The School of Accountancy, Limited, 507 Great West Permanent Building, Winnipeg, Man.: Accountancy.

Shaw Schools, Limited, 1130 Bay Street, Toronto, Ont.: Commercial course, short-story writing, stationary engineering.

Sprott-Shaw Radio School, 812 Robson Street, Vancouver, B.C.: Wireless telegraphy combined with radio engineering.

Academy of Useful Arts, 615 Seymour Street, Vancouver, B.C.: Dressmaking, designing, and kindred arts.

Academy of Useful Arts, 853 Fort Street, Victoria, B.C.: Dressmaking, designing, and kindred arts.

B.C. Tree Fruits, Ltd., 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.)

Brisbane Aviation Company, Limited, Vancouver Civic Airport, Vancouver, B.C.: Aircraft engineering.

Central Business College, McIntosh Building, Chilliwack, B.C.: Office occupations (commercial and governmental).

Comptometer School, 342 Pender Street West, Vancouver, B.C.: Comptometer operation.

Cowichan Business College, Duncan, B.C.: Office occupations (commercial and governmental).

Dobell School of Business, Island Highway and Duncan Avenue, Courtenay, B.C.: Office occupations (commercial and governmental).

Mrs. A. M. Downs, 4550 Osler Street, Vancouver, B.C.: Shorthand writing.

Duffus School of Commerce, 522 Pender Street West, Vancouver, B.C.: Office occupations (commercial and governmental).

El-Mar Handcraft School, 3057 Granville Street, Vancouver, B.C.: Dressmaking, designing, and kindred arts; millinery, leathercraft, drafting, and cutting.

Eyrl's Civil Service Business College, 413 Granville Street, Vancouver, B.C.: Office occupations (commercial and governmental).

Fashion-Aisle Dressmaking School, 2151 Fourth Avenue West, Vancouver, B.C.: Dressmaking, designing, and kindred arts.

Fenton Commercial School, 2001–3 Forty-first Avenue West, Vancouver, B.C.: Office occupations (commercial and governmental).

Goodman's School of Fashion, 445 Granville Street, Vancouver, B.C.: Costume-designing, fashion-sketching, pattern-making, dressmaking, and tailoring.

Harradine Commercial College, 5665 Granville Street, Vancouver, B.C.: Office occupations (commercial and governmental).

Herbert 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, 615 Pender Street West, Vancouver, B.C.: Office occupations (shorthand, typewriting, and elementary bookkeeping).

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 Schools, 303 Hastings Street West and 422 Richards Street, 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).

Royal Business College, 1006 Government Street, Victoria, B.C.: Office occupations (commercial and governmental).

H. Faulkner Smith School of Applied and Fine Art, 355 Burrard Street, Vancouver, B.C.: Commercial art.

St. Ann's Academy, Commercial Department, 835 Humboldt Street, Victoria, B.C.: Office occupations (commercial and governmental).

St. Ann's Convent, Commercial Department, Nanaimo, B.C.: Office occupations (commercial and governmental).

Sprott-Shaw Schools, 812 Robson Street, Vancouver, B.C.: Office occupations (commercial and governmental), journalism, wireless telegraphy combined with radio engineering.

Sprott-Shaw Victoria Business Institute, Ltd., 1012 Douglas Street, Victoria, B.C.: Office occupations (commercial and governmental), radio-telegraphy.

Success Business College, 1768 William Street, Vancouver, B.C.: Office occupations (commercial and governmental).

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.

Victoria Hairdressing School, No. 7, 738 Fort Street, Victoria, B.C.: Hairdressing.

Voice Production and Radio Broadcasting School, 812 Robson Street, Vancouver, B.C.: Radio announcing.

Welding Construction School, 148 First Avenue East, Vancouver, B.C.: Electric welding, acetylene cutting.

Western School of Commerce, Ltd., 712 Robson Street, Vancouver, B.C.: Office occupations (commercial and governmental).

Willis College of Business, 850 Hastings Street West, Vancouver, B.C.: Office occupations (commercial and governmental).

The Act continues to have whole-hearted support.

HAMILTON CRISFORD,
Secretary.

SAFETY BRANCH.

Mr. James Thomson,
Deputy Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I submit herewith the annual report of the Safety Branch for the year 1947.

Dealing with the routine work of the Branch, I beg to advise that we attended 46 inquests, formed 19 safety committees, investigated 51 serious accidents, and made 268 safety inspections. We also attended 116 safety meetings during the year.

There was an increase in the number of fatal accidents during the year, and I regret to report that the increase was thirty-two for the year; sixty-six accidental deaths occurred in 1946, compared with ninety-eight in 1947.

It is encouraging to note that personal injuries decreased during the year in comparison to the production for the lumber industry; in other words, the accident-rate per billion feet of production shows a decrease.

Serious consideration is always given to truck accidents, especially when such accidents result in the death of an employee. The Safety Branch is of the opinion that some consideration should be given toward establishing a system of certification covering the truck-drivers and operators of other power-machinery.

It has been found difficult to obtain satisfactory applicants for consideration for appointment to our Safety Branch, with the result that since May there has only been one Safety Adviser in the field.

Our quarterly accident survey, which has received very strong support from the lumber industry, has been turned over to the Workmen's Compensation Board. At the time of the transfer, our survey was covering the accident experience of 30,877 workmen each quarter. Having established the value of this survey, we are pleased that the Workmen's Compensation Board realized the value of it to such a degree that they were willing to absorb it into their regular work. No accident-prevention programme can, in our opinion, be effective without such an accident survey.

We have continued our past policy of investigating all fatal accidents possible because valuable ideas are obtained at inquests which tend to prevent the repetition of similar accidents.

A very satisfactory relationship exists between this Branch and the workers' unions, and we have strong support from the employers. We feel that the work of our Branch could not have been so effective without the support of the unions, as they have assisted us in carrying our message direct to the individual employee.

We have continued our assistance in job-safety training in the industry, and it is interesting to note that those companies who have adopted the policy of such training have continued to improve their accident records. It would be beneficial if all employers were able to train their employees in this job-safety training.

We have continued to work in close co-operation with the subsidiary companies of H. R. McMillan Export Company, Limited, and are pleased to report to you that the Alberni Plywoods, Limited, having established an international record for accident-prevention last year, this year again improved their own record and have been honoured with a second citation from the National Safety Council at Chicago. The MacMillan Industries, Limited, at Vancouver have this year received recognition and have joined the select few companies on this continent who have been recognized for outstanding leadership in accident-prevention by the National Safety Council. The Canadian Box Company at Vancouver was another one of our British Columbia companies to receive a National Safety Council award for 1947, when they completed a thirteen-month period with only one slight accident to their 150 employees. The Alaska Pine Company has continued to show favourable results, due to their long-term planning for accident-

prevention, and the B.C. Forest Products, Limited, have set out the basis of a very efficient organization.

We have continued throughout the year to co-operate with those companies who were willing to test accident-prevention theories, and the results have been satisfactory. We are satisfied to report that we still feel that accident-prevention is possible wherever management, labour, and Government officials co-operate in a common policy to eliminate accidents. While our Branch is very small, we feel that it is serving a valuable purpose, in so far as it has experience in new ideas that are applicable to the entire industry. Our work may be taken as a sample of what can be done, and we trust that industry in general will find it possible to adopt our proven policies, with the result of a decrease in the accident-rate for the industry.

The encouragement given by the Honourable the Minister of Labour to us in our work is deeply appreciated, and your own co-operation is invaluable in the gradual development of our programme.

Respectfully submitted.

CHARLES WHISKER,
Safety Supervisor.

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