PROVINCE OF BRITISH COLUMBIA

Department of Labour

ANNUAL REPORT

For the Year ended December 31st

1948

VICTORIA, B.C.:
Printed by DON MCDIARMID, Printer to the King's Most Excellent Majesty.
1949.

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 1948 is herewith respectfully submitted.

JOHN H. CATES,
Minister of Labour.

Office of the Minister of Labour,
August, 1949.

The Hounourable John H. Cates,
Minister of Labour.

SIR,—I have the honour to submit herewith the Thirty-first Annual Report on the work of the Department of Labour up to December 31st, 1948.

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

JAMES THOMSON,
Deputy Minister of Labour.

Department of Labour,
Victoria, B.C., August, 1949.

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REPORT OF THE DEPUTY MINISTER OF LABOUR FOR 1948.

This Annual Report for the year 1948, being the thirty-first issued by the Department, marks a period of industrial advancement and material prosperity unexceeded in the past history of our Province.

Successful emergence from the trying years of the post-war era brought freedom from the difficulties which had threatened to impede the process of reconstruction, and a high level of productive achievement was maintained throughout the year.

The Provincial estimated pay-roll continued to climb, totalling some $625,000,000 for 1948, an apparent increase of $67,924,492 over the final estimated total of $557,075,508 recorded for 1947.

Further development of the lumber industries to meet the growing demand for primary products and continued expansion in the construction industries to cope with the needs of a growing population proved strong factors in the march of progress recorded for the year.

The general level of earnings continued to advance, recording increases without exception in all twenty-five of the industrial classifications noted in this Report.

Exceeding all previous records, the average weekly industrial wage figure for all male wage-earners rose sharply to $47.30, an increase of $3.81 over the preceding year.

Twenty-three of the twenty-five tables relating to the industrial group showed increases in the pay-roll totals for 1948.

Greatest increase was again in the lumber industries (up $20,000,000). Building programmes continued to swell pay-roll totals in the construction industries, which again increased substantially (up over $9,500,000 from the previous year). Metal-trades industries gained by $5,000,000. For others in order of increase, *see* " Comparison of Pay-rolls " in Report data.

Constituting the only major decrease, the ship-building and boat-building industry dropped a further $1,022,000, following the decline in this industry noted since the war years. The public utilities group approached, but did not quite attain, the record high figure established in this section during the previous year.

Over-all employment totals continued to climb during 1948, exceeding the high levels recorded for the previous year. While in some instances minor fluctuating decreases were evident, most industrial employment totals increased, with additional employment especially noted in the lumber industry, construction industries, builders' materials, metal trades, pulp and paper manufacturing, and smelting and concentrating. The high monthly employment figure for wage-earners in 1948 was recorded at 160,002 in August of that year, compared with a high of 153,994 in the same month of 1947.

Further decreases in the average weekly hours of work were general in most industries during the year. Representing the average weekly working-hours for all wage-earners included in the survey, the figure of 42.24 established in 1947 declined fractionally to 42.21 for the year under review.

STATISTICS OF TRADES AND INDUSTRIES.

Reflecting in true perspective the distribution and effect of an increasing labour force at work throughout the entire industrial structure, the 1948 statistical section reveals an impressive record of achievement, surpassing in some instances even the rapid development shown in the previous year.

EMPLOYERS' RETURNS TOTAL 8,736

The total number of firms reporting in time for tabulation in the tables was 8,736, as compared with 8,410 in 1947, an increase of 326.

Continued increase in the number of reporting establishments was again largely due to additional coverage in the survey of new industries and business enterprises, and the co-operation of employers in reporting separate branches of their business as to industry and location.

Due to many firms filing reports in more than one industrial classification, the "number of firms reporting" should be properly considered as representing the actual number of reports tabulated.

PAY-ROLL.

Representing the total amount of salaries and wages reported by the 8,736 firms filing returns in time for classification in the tables, the total pay-roll for 1948 was $426,390,206. This total, however, being a summary of industrial pay-rolls only, should not be considered as the over-all Provincial pay-roll unless further augmented by additional totals which follow, to give an estimated accumulative total of $625,000,000, an apparent increase of $67,924,492 over final estimates for 1947.

Pay-rolls of 8,736 firms making returns to Department of Labour	$426,390,206
Returns received too late to be included in above summary	302,655
Transcontinental railways (ascertained pay-roll)	31,484,347
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)	166,822,792
Total	$625,000,000

PREVIOUS PROVINCIAL PAY-ROLLS.

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

1928	$183,097,781	1939	$165,683,460
1929	192,092,249	1940	188,325,766
1930	167,133,813	1941	239,525,459
1931	131,941,008	1942	321,981,489
1932	102,957,074	1943	394,953,031
1933	99,126,653	1944	388,100,000
1934	113,567,953	1945	383,700,000
1935	125,812,140	1946	432,919,727
1936	142,349,591	1947	557,075,508*
1937	162,654,234	1948	625,000,000†
1938	158,026,375		

* 1947 total revised since 1947 Report.

† 1948 preliminary total subject to revision.

In preparing estimates of the Provincial pay-roll total for the current year, due consideration is given to the increase in the numbers of firms reporting in the industrial section and allowance made for relative expansion and development in other pay-roll sections and additional services not included in the coverage of the tables.

Based on additional information not available at the time of publication, preliminary estimated totals are subject to revision from year to year.

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

	1944.	1945.	1946.	1947.	1948.
	Per Cent.	Per Cent.	Per Cent.	Per Cent.	Per Cent.
Officers, superintendents, and managers	7.26	7.95	9.07	8.75	8.95
Clerks, stenographers, and salesmen	10.72	11.62	12.14	11.37	11.85
Wage-earners	82.02	80.43	78.79	79.88	79.20
Totals	100.00	100.00	100.00	100.00	100.00

COMPARISON OF PAY-ROLLS.

Continued heavy demand for commodities and services together with the generally greater availability of labour and supplies were factors largely responsible for increased productive capacity in most industries. Pay-roll totals which had, with few exceptions, set record high levels during the previous year continued to climb during 1948, to again show increases in twenty-three of the twenty-five industrial classifications included in the survey.

The lumber industries continued in the lead, with pay-rolls increased by $20,406,182 over the previous year, followed by the construction industry, up $9,837,173, and metal trades, with an increase of $5,327,515; metal-mining increased by $3,577,955, followed by miscellaneous trades and industries, up $3,328,345, and food-products manufacturing with a gain of $3,267,776; wood-manufacturing (N.E.S.) increased by $2,779,148; smelting and concentrating, up $2,353,389; cartage, trucking, and warehousing, a gain of $2,269,826; pulp and paper manufacturing, an increase of $1,852,310; builders' materials, up $1,848,168; printing and publishing, up $1,114,664; oil refining and distribution, an increase of $773,455; coast shipping, up $765,483; laundries, cleaning and dyeing, $742,054; house furnishings, $355,309; explosives, fertilizers, and chemicals, $342,007; breweries, distilleries, and aerated-water manufacturers, $187,680; paint-manufacturing, $171,552; garment-manufacturing, $164,639; jewellery manufacturing and repair, $139,677; coal-mining, $94,254; and leather and fur goods manufacturing, up $43,403.

Only two industrial classifications recorded decreases. The ship-building and boat-building industry, which had declined steadily during the post-war period, showed a further decrease of $1,022,496, while the public utilities section was off slightly to show a drop of $526,416 from the record high established during the previous year.

COMPARISON OF PAY-ROLLS.

Industry.	1946.		1947.		1948.	
	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.	No. of Firms reporting.	Total Pay-roll.
Breweries, distilleries, and aerated-water manufacturers	32	$2,966,691.00	37	$3,422,059.00	34	$3,609,739.00
Builders' materials	92	3,764,574.00	120	5,059,252.00	132	6,907,420.00
Cartage, trucking, and warehousing*	276	1,838,992.00	351	2,818,491.00	435	5,088,317.00
Coal-mining	25	4,891,840.00	26	5,194,610.00	25	5,288,864.00
Coast shipping	112	12,995,233.00	131	16,235,547.00	127	17,001,030.00
Construction	1,732	32,175,198.00	1,978	49,585,762.00	2,078	59,422,935.00
Explosives, fertilizers, and chemicals	36	4,240,590.00	38	5,143,880.00	35	5,485,887.00
Food-products manufacturing	649	26,943,097.00	688	29,815,029.00	658	33,082,805.00
Garment-manufacturing	81	1,931,621.00	93	2,620,570.00	89	2,785,209.00
House furnishings	135	3,240,740.00	138	3,828,243.00	137	4,183,552.00
Jewellery manufacturing and repair	21	523,584.00	30	629,500.00	40	769,177.00
Laundries, cleaning and dyeing	130	3,546,564.00	156	4,232,696.00	195	4,974,750.00
Leather and fur goods manufacturing	91	1,402,221.00	96	1,553,950.00	106	1,597,353.00
Lumber industries	1,549	54,341,002.00	1,869	84,746,167.00	1,819	105,152,349.00
Metal trades	1,209	23,200,677.00	1,351	30,393,381.00	1,488	35,720,896.00
Metal-mining	142	10,173,958.00	167	14,924,098.00	152	18,502,053.00
Miscellaneous trades and industries†	418	11,959,601.00	501	15,341,644.00	559	18,669,989.00
Oil refining and distributing	73	4,313,349.00	75	5,556,201.00	67	6,329,656.00
Paint-manufacturing	10	592,730.00	12	786,731.00	13	958,283.00
Printing and publishing	130	6,106,790.00	159	8,182,551.00	153	9,297,215.00
Pulp and paper manufacturing	8	11,158,690.00	11	14,812,129.00	9	16,664,439.00
Ship-building and boat-building	79	14,750,103.00	73	13,338,436.00	82	12,315,940.00
Smelting and concentrating	4	7,978,041.00	5	9,723,200.00	5	12,076,589.00
Street-railways, gas, water, power, telephones, etc.	111	19,027,371.00	111	27,284,938.00	109	26,758,522.00
Wood-manufacturing (N.E.S.)	181	8,893,247.00	194	10,968,089.00	189	13,747,237.00
Totals	7,326	$272,956,504.00	8,410	$366,197,154.00	8,736	$426,390,206.00

* Included with miscellaneous trades and industries in previous Annual Reports.

† Totals adjusted to exclude cartage, trucking, and warehousing (now shown separately), but including cigar and tobacco manufacturing, previously shown above.

INDUSTRIAL DIVISIONS.

For purposes of comparative study the industrial development within the Province has been segregated into three main divisions, including Greater Vancouver, Rest of Mainland, and Vancouver Island. A yearly record is then maintained to show by relative percentages the proportion of the total pay-roll attributable to each division.

Some fluctuation in these percentages is noted from year to year, resulting from the degree of concentration of industrial activity in various sections of the Province. During 1948 the percentage of the total pay-roll attributable to the Greater Vancouver area increased to 42.09 per cent. from 40.17 per cent. recorded in the previous year. A relative decrease was noted in the Mainland percentage, which dropped by 1.31 per cent. from 39.48 previously shown to 38.17 per cent. in 1948. A fractional decrease was also evident in the Vancouver Island percentage, which showed at 19.74 per cent. of total, as against 20.35 per cent. recorded for 1947.

By the application of the above percentages to the 1948 total estimated pay-roll, a divisional breakdown is obtained, and the resultant figures are shown in the following table, together with comparative data covering previous years:—

	1944.	1945.	1946.	1947.*	1948.†
Greater Vancouver	$171,190,910.00	$189,662,910.00	$191,480,395.00	$223,777,232.00	$263,062,500.00
Rest of Mainland	148,758,730.00	121,210,830.00	158,015,700.00	219,933,410.00	238,562,500.00
Vancouver Island	68,150,360.00	72,826,260.00	83,423,632.00	113,364,866.00	123,375,000.00
Totals	$388,100,000.00	$383,700,000.00	$432,919,727.00	$557,075,508.00	$625,000,000.00

* 1947 total revised since publication of 1947 Report.
† 1948 preliminary total subject to revision.

Reported employment in the lower wage brackets continued to decline, with decreasing percentages of wage-earners in this section noted in twenty of the twenty-five industrial classifications covered.

Continued decrease in the numbers of workers remaining in the lower-paid classes is evidenced in the following table, which shows, in order of diminishing percentages, 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.
Printing and publishing	1,986	9.26
Laundries, cleaning and dyeing	734	8.58
Leather and fur goods manufacturing	526	7.79
Jewellery manufacturing and repair	158	6.96
Coast shipping	7,013	6.35
Miscellaneous trades and industries	7,539	6.34
Garment-manufacturing	334	5.39
Cartage, trucking, and warehousing	2,715	4.60
Food-products manufacturing	14,264	4.56
Breweries, distilleries, and aerated-water manufacturers	1,328	3.99
Metal trades	12,672	3.92
Pulp and paper manufacturing	4,784	3.70
Ship-building and boat-building	6,144	3.66
Street-railways, gas, water, power, telephones, etc.	6,842	3.51
Paint-manufacturing	202	3.47
Builders' materials	2,691	2.86
House furnishings	1,635	2.81
Construction	32,315	2.12
Wood-manufacturing (N.E.S.)	5,087	2.10
Explosives, fertilizers, and chemicals	1,690	1.83
Lumber industries	44,791	1.52
Oil refining and distribution	1,603	1.43
Smelting and concentrating	3,375	1.39
Metal-mining	6,716	1.38
Coal-mining	2,262	0.00

AVERAGE WEEKLY EARNINGS BY INDUSTRIES.

Increases in the average weekly earnings for male wage-earners were general throughout the twenty-five industrial classifications included in the survey, no decreases being recorded for the period under review.

A change in the tables which follow may be noted in the addition of the cartage, trucking, and warehousing business as a new industrial classification. While this industry had previously been included with the miscellaneous group, due to its rapid growth within the past few years, a segregation has now been made to record details of this classification in comparison with other industries.

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 1941 to 1948.

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

Industry.	1941.	1942.	1943.	1944.	1945.	1946.	1947.	1948.
Breweries, distilleries, and aerated-water manufacturers	$29.29	$31.85	$33.46	$34.72	$33.73	$37.09	$41.25	$42.67
Builders' materials	26.26	30.78	31.61	33.17	34.12	37.02	40.50	44.99
Cartage, trucking, and warehousing*	.....	.....	.....	.....	.....	.....	39.55	43.50
Coal-mining	31.84	34.56	39.00	42.38	42.11	43.53	45.54	54.40
Coast shipping	30.03	31.24	33.97	35.86	36.54	37.27	38.84	40.52
Construction	30.21	36.41	39.60	38.47	37.50	39.17	43.08	48.23
Explosives, fertilizers, and chemicals	33.39	36.45	37.54	36.50	40.43	38.87	44.30	48.78
Food-products manufacturing	25.65	30.52	32.66	35.06	35.62	38.00	40.09	44.75
Garment-manufacturing	26.51	27.72	32.03	34.42	36.11	36.50	37.03	41.40
House furnishings	25.74	27.76	28.13	31.28	31.39	33.27	35.02	39.07
Jewellery manufacturing and repair	38.72	38.59	41.14	44.64	41.38	43.00	40.90	45.04
Laundries, cleaning and dyeing	24.76	28.20	30.39	33.05	31.34	33.06	33.51	36.50
Leather and fur goods manufacturing	26.07	27.80	30.18	32.47	31.63	34.72	32.77	36.87
Lumber industries	31.01	33.94	37.09	41.28	41.24	43.20	47.28	49.92
Metal trades	29.90	34.00	36.37	39.07	38.41	37.83	39.90	43.65
Metal-mining	33.72	37.19	35.82	39.40	39.99	42.31	47.98	51.72
Miscellaneous trades and industries†	26.97	33.58	34.92	37.21	35.31	35.23	37.41	40.84
Oil refining and distributing	30.97	33.40	35.52	37.99	38.71	39.05	43.80	50.38
Paint-manufacturing	24.95	28.73	30.71	33.42	33.42	33.31	35.56	36.13
Printing and publishing	36.78	37.10	38.39	39.47	41.63	42.12	43.70	47.80
Pulp and paper manufacturing	32.13	33.92	36.41	37.71	37.88	43.43	48.10	51.25
Ship-building and boat-building	35.27	40.32	40.08	40.36	39.96	40.28	47.10	48.79
Smelting and concentrating	37.07	38.49	38.47	36.74	41.19	38.70	45.55	52.13
Street-railways, gas, water, power, telephones, etc.	30.93	32.28	35.01	37.29	37.21	39.45	45.04	47.67
Wood-manufacturing (N.E.S.)	27.01	30.24	33.34	34.75	34.70	37.88	39.32	44.27

* Previous yearly figures for cartage, trucking, and warehousing included with miscellaneous trades and industries.

† Miscellaneous trades and industries now inclusive of cigar and tobacco manufacturing, previously shown separately above.

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

Increase.

Breweries, distilleries, and aerated-water manufacturers	$1.42
Builders' materials	4.49
Cartage, trucking, and warehousing	3.95
Coal-mining	8.86
Coast shipping	1.68
Construction	5.15
Explosives, fertilizers, and chemicals	4.48
Food-products manufacturing	4.66
Garment-manufacturing	4.37
House furnishings	4.05
Jewellery manufacturing and repair	4.14
Laundries, cleaning and dyeing	2.99
Leather and fur goods manufacturing	4.10
Lumber industries	$2.64
Metal trades	3.75
Metal-mining	3.74
Miscellaneous trades and industries	3.43
Oil refining and distributing	6.58
Paint-manufacturing	0.57
Printing and publishing	4.10
Pulp and paper manufacturing	3.15
Ship-building and boat-building	1.69
Smelting and concentrating	6.58
Street-railways, gas, water, power, telephones, etc.	2.63
Wood-manufacturing (N.E.S.)	4.95

CLERICAL WORKERS' AVERAGE WEEKLY EARNINGS.

Increased earnings were not only common to the wage-earner group, but were also apparent with few exceptions throughout the clerical section. With the coverage of the survey extended to include details of the weekly earnings of clerks, stenographers, and salesmen, interesting note is made in the table following of the comparative earnings recorded for male and female workers in the various industries whose occupations come within this classification. Due to the inclusion of salesmen in this group, the average earnings are relatively higher in some industries employing considerable numbers of skilled sales personnel due to the greater earning-power of this section of the pay-roll.

It is significant, however, that the average figure representing the weekly earnings for clerical workers in all industries increased to $48.39 for male employees in 1948, as against $44.85 recorded for this group in 1947. Average weekly earnings recorded for female clerical workers in all industries rose to $30, also increased from the previous year's average of $27.83.

Figures representing average weekly earnings for clerks, stenographers, and salesworkers (male and female) in each industry, for the comparative years 1947 and 1948, are as follows:—

Industry.	1947.		1948.	
	Males.	Females.	Males.	Females.
Breweries, distilleries, and aerated-water manufacturers	$49.12	$28.91	$48.84	$31.34
Builders' materials	41.49	27.37	46.69	30.21
Cartage, trucking, and warehousing	32.12	21.24	39.04	24.84
Coal-mining	50.12	28.06	55.54	28.43
Coast shipping	42.17	28.00	46.87	32.47
Construction	43.90	27.10	47.03	30.02
Explosives, fertilizers, and chemicals	51.15	27.89	54.52	29.45
Food-products manufacturing	40.09	25.62	46.90	29.46
Garment-manufacturing	43.69	27.74	43.52	29.02
House furnishings	39.99	27.31	45.37	29.06
Jewellery manufacturing and repair	38.70	22.18	33.53	23.31
Laundries, cleaning and dyeing	44.79	23.13	46.75	25.43
Leather and fur goods manufacturing	41.63	24.64	43.27	27.64
Lumber industries	49.62	30.16	54.03	31.81
Metal trades	41.68	26.74	43.85	28.62
Metal-mining	53.85	31.59	59.26	33.93
Miscellaneous trades and industries	39.66	26.10	41.98	28.17
Oil refining and distributing	45.00	31.77	50.73	37.03
Paint-manufacturing	39.54	29.12	44.54	31.48
Printing and publishing	42.04	26.62	44.81	28.60
Pulp and paper manufacturing	51.89	32.27	54.98	34.48
Ship-building and boat-building	48.88	28.11	51.98	29.89
Smelting and concentrating	57.43	34.42	61.13	36.88
Street-railways, gas, water, power, telephones, etc.	48.19	30.81	51.45	31.61
Wood-manufacturing (N.E.S.)	51.39	29.73	54.84	35.21
All industries	$44.85	$27.83	$48.39	$30.00

INDUSTRIAL WAGE.

Higher earnings throughout the entire industrial structure resulted generally from wage increases, commensurate with the upward movement in the trend of price levels, and based in most instances on the over-all increase in living costs during the year.

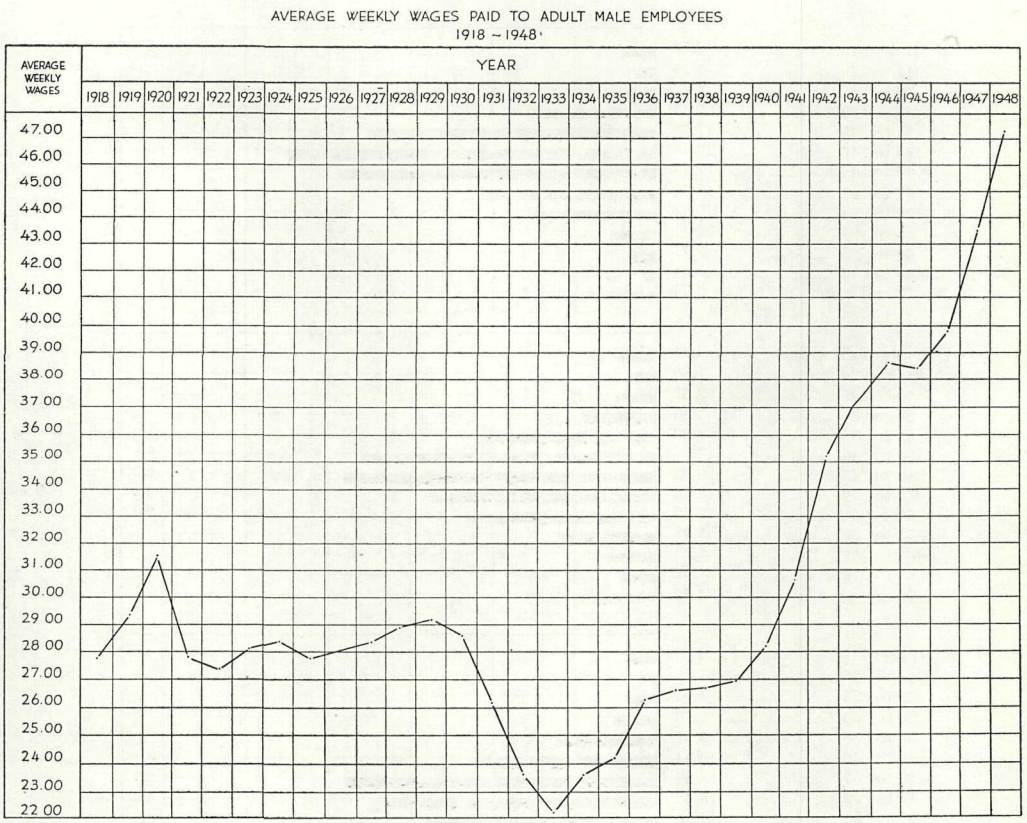
The recorded average earnings of the wage-earner group has for some years served to indicate the trend of wages paid to workers in all industrial occupations.

During 1948 the computed average figure representing weekly earnings for this group rose to $47.30, exceeding all previous records to establish an all-time high average for industrial workers within this Province.

Average industrial weekly earnings from 1918 to 1948 are as follows:—

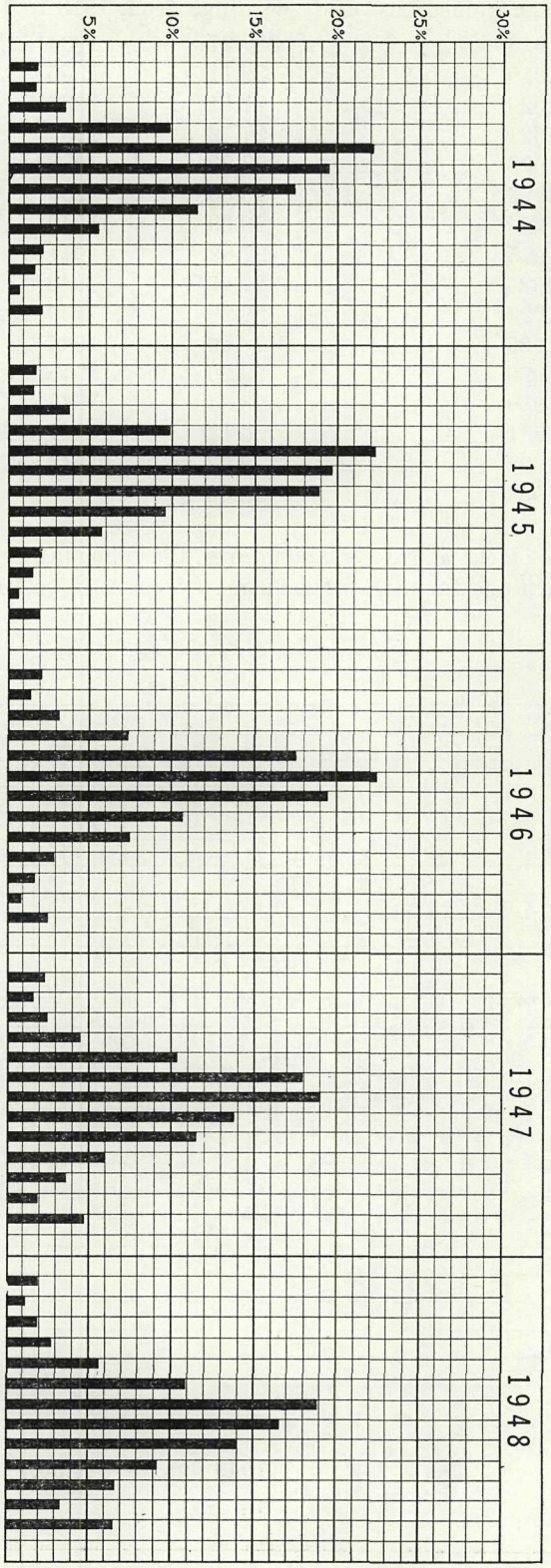
1918	$27.97	1934	$23.57
1919	29.11	1935	24.09
1920	31.51	1936	26.36
1921	27.62	1937	26.64
1922	27.29	1938	26.70
1923	28.05	1939	26.80
1924	28.39	1940	28.11
1925	27.82	1941	30.67
1926	27.99	1942	35.24
1927	28.29	1943	37.19
1928	28.96	1944	38.70
1929	29.20	1945	38.50
1930	28.64	1946	39.87
1931	26.17	1947	43.49
1932	23.62	1948	47.30
1933	22.30		

Based on the above average figures, the following chart shows the trend of average weekly earnings for male wage-earners from 1918 to 1948:—



(1948 figure—$47.30.)

Weekly Wages.	Percentage of Employees.
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 to 55	5.60
55 to 60	2.20
60 to 65	1.70
65 to 70	0.79
70 and over	2.14
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 to 55	5.74
55 to 60	2.08
60 to 65	1.62
65 to 70	0.77
70 and over	1.98
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 to 55	7.52
55 to 60	2.94
60 to 65	1.77
65 to 70	0.94
70 and over	2.53
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 to 55	11.56
55 to 60	5.98
60 to 65	3.63
65 to 70	1.92
70 and over	4.83
1948	
Under $15	1.97
$15 to 20	1.20
20 to 25	1.93
25 to 30	2.70
30 to 35	5.61
35 to 40	10.94
40 to 45	18.89
45 to 50	16.62
50 to 55	14.03
55 to 60	9.33
60 to 65	6.74
65 to 70	3.40
70 and over	6.64



The above bar diagrams show the relative percentages of male wage-earners in the various wage classifications from 1944 to 1948.

EMPLOYMENT.

Prior to 1947 the questionnaire dealing with industrial employment had not been extended to include clerical and sales staff, the totals referring to wage-earners only. With the inclusion of clerical employment in the 1947 totals and changes in the basic information requested in the questionnaire, strict comparability with previous years' figures was not feasible.

The year 1948, therefore, presents the first in the new series of annual totals comparable with 1947, and interesting note is made in the charts which follow, showing the relative increases in the current employment totals over the previous year's figures for clerical workers, wage-earners, and the total employment section.

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

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

Industry.	1947.				1948.			
	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, distilleries, and aerated-water manufacturers	Nov.	1,736	Feb.	1,434	Dec.	1,671	Mar.	1,338
Builders' materials	Sept.	2,440	Jan.	2,090	Sept. and Oct.	2,840	Apr.	2,679
Cartage, trucking, and warehousing†	Sept.	1,551	Jan.	1,211	Sept.	2,440	Feb.	1,888
Coal-mining	Jan.	2,347	Sept.	1,988	Dec.	2,251	Feb.	1,112
Coast shipping	Aug.	7,493	Feb.	6,630	Sept.	7,360	Feb.	6,803
Construction	July	26,151	Jan.	17,344	Aug.	27,970	Feb.	19,275
Explosives, fertilizers, and chemicals	July	2,180	Feb.	2,047	July	2,185	Sept.	2,025
Food-products manufacturing	Sept.	22,479	Feb.	11,326	Sept.	21,649	Mar.	11,602
Garment-manufacturing	Nov. and Dec.	1,781	July	1,396	Nov.	1,677	July	1,397
House furnishings	Dec.	2,294	Oct.	1,827	Nov.	2,150	June	1,939
Jewellery manufacturing and repair	Nov.	354	Mar. and Apr.	298	Nov.	445	Jan.	328
Laundries, cleaning and dyeing	July	3,200	Jan.	2,974	July	3,214	Dec.	2,900
Leather and fur goods manufacturing	May	925	Dec.	853	Nov.	902	June	778
Lumber industries	Oct.	37,981	Jan.	27,516	Aug.	39,888	Dec.	28,061
Metal trades	July	13,448	Jan.	12,091	July	14,227	Jan.	13,566
Metal-mining	Nov.	6,242	Jan.	4,856	July	6,478	Dec.	5,862
Miscellaneous trades and industries‡	Aug.	9,083	Jan.	6,629	Sept.	9,336	Feb.	7,537
Oil refining and distributing	Nov.	2,460	Apr.	2,076	Nov.	2,428	Apr.	2,062
Paint-manufacturing	Aug.	330	Jan.	307	July	396	Jan.	334
Printing and publishing	Dec.	3,635	Jan.	3,321	July	3,609	Apr.	3,416
Pulp and paper manufacturing	July	5,494	Feb.	5,041	July	5,754	Dec.	5,279
Ship-building and boat-building	May	6,213	Sept.	4,429	Jan.	5,890	Dec.	3,290
Smelting and concentrating	Dec.	4,042	Apr.	3,511	July	4,280	Jan.	3,996
Street-railways, gas, water, power, telephones, etc.	July	10,975	Nov.	9,312	Aug.	11,777	Jan.	10,507
Wood-manufacturing (N.E.S.)	Aug.	6,199	Jan.	5,125	Aug.	5,838	Dec.	5,488
All industries	Aug.	174,580	Jan.	141,456	Aug.	182,565	Dec.	149,067

* 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.

† Included with miscellaneous trades and industries in previous Annual Reports.

‡ Totals adjusted to exclude cartage, trucking, and warehousing (now shown separately), but including cigar and tobacco manufacturing, previously shown above.

FIRMS WITH LARGE PAY-ROLLS.

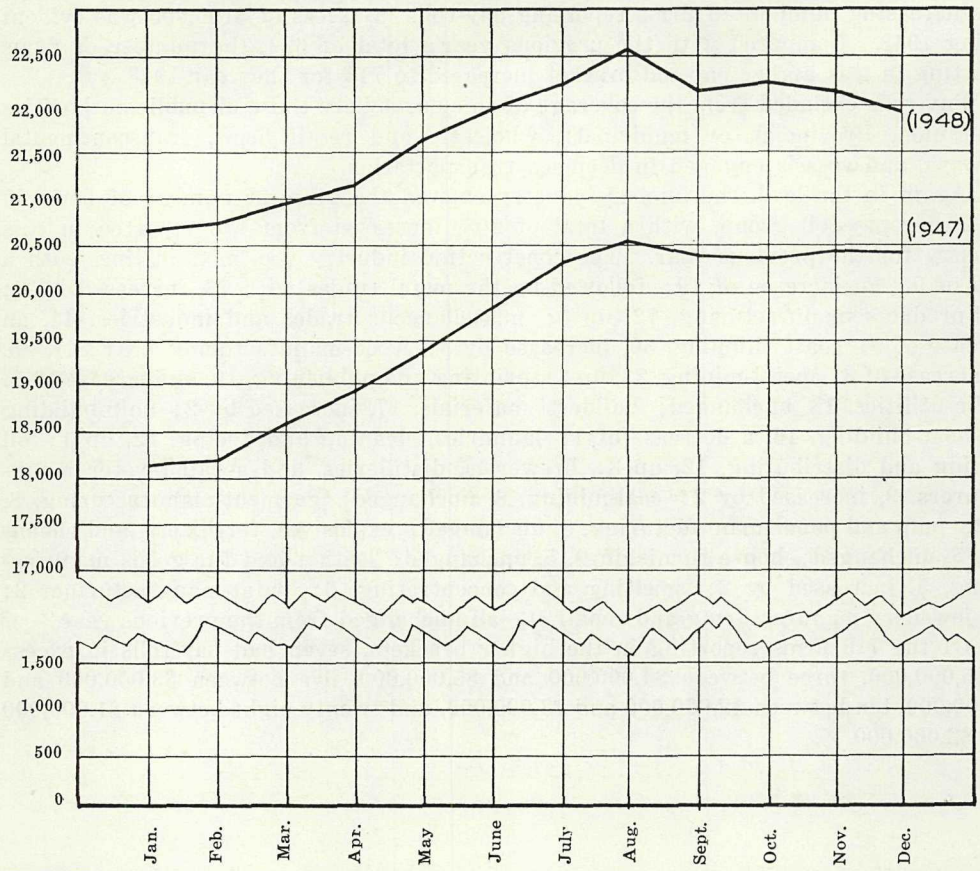
Increasing numbers of firms reporting pay-rolls in excess of $100,000 was evident during 1948. Compared with the previous year's total of 622, the number of firms reporting in this higher pay-roll bracket increased to 713 for the year 1948.

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.

Again in the lead, the lumber industry showed the greatest number of firms in the larger pay-roll group, with a total of 203, increased from 178 reported in this industry for the previous year. The construction industry was next in line, with a total of 93, an increase of 19; followed by the metal trades with 76, increased by 8; food-products manufacturing, 72, up 5; miscellaneous trades and industries, 44, an increase of 9; coast shipping, 30, increased by 3; wood-manufacturing (N.E.S.), 25, an increase of 3; metal-mining, 23, up 3; printing and publishing, 19, an increase of 5; public utilities, 18, unchanged; builders' materials, 17, increased by 2; ship-building and boat-building, 15, a decrease of 1; laundries, cleaning and dyeing, 12, up 1; oil refining and distributing, 12, up 3; breweries, distilleries, and aerated-water manufacturers, 9, increased by 2; coal-mining, 8, unchanged; garment-manufacturing, 8, up 2; pulp and paper manufacturing, 8, unchanged; explosives, fertilizers, and chemicals, 5, unchanged; house furnishings, 5, unchanged; leather and fur goods manufacturing, 5, increased by 2; smelting and concentrating, 3; paint-manufacturing, 2; and jewellery manufacturing and repair, 1—all unchanged from the previous year.

Of the 713 firms reporting in the higher brackets, seven had pay-rolls in excess of $5,000,000, three between $4,000,000 and $5,000,000, five between $3,000,000 and $4,000,000, ten between $2,000,000 and $3,000,000, and twenty-eight between $1,000,000 and $2,000,000.

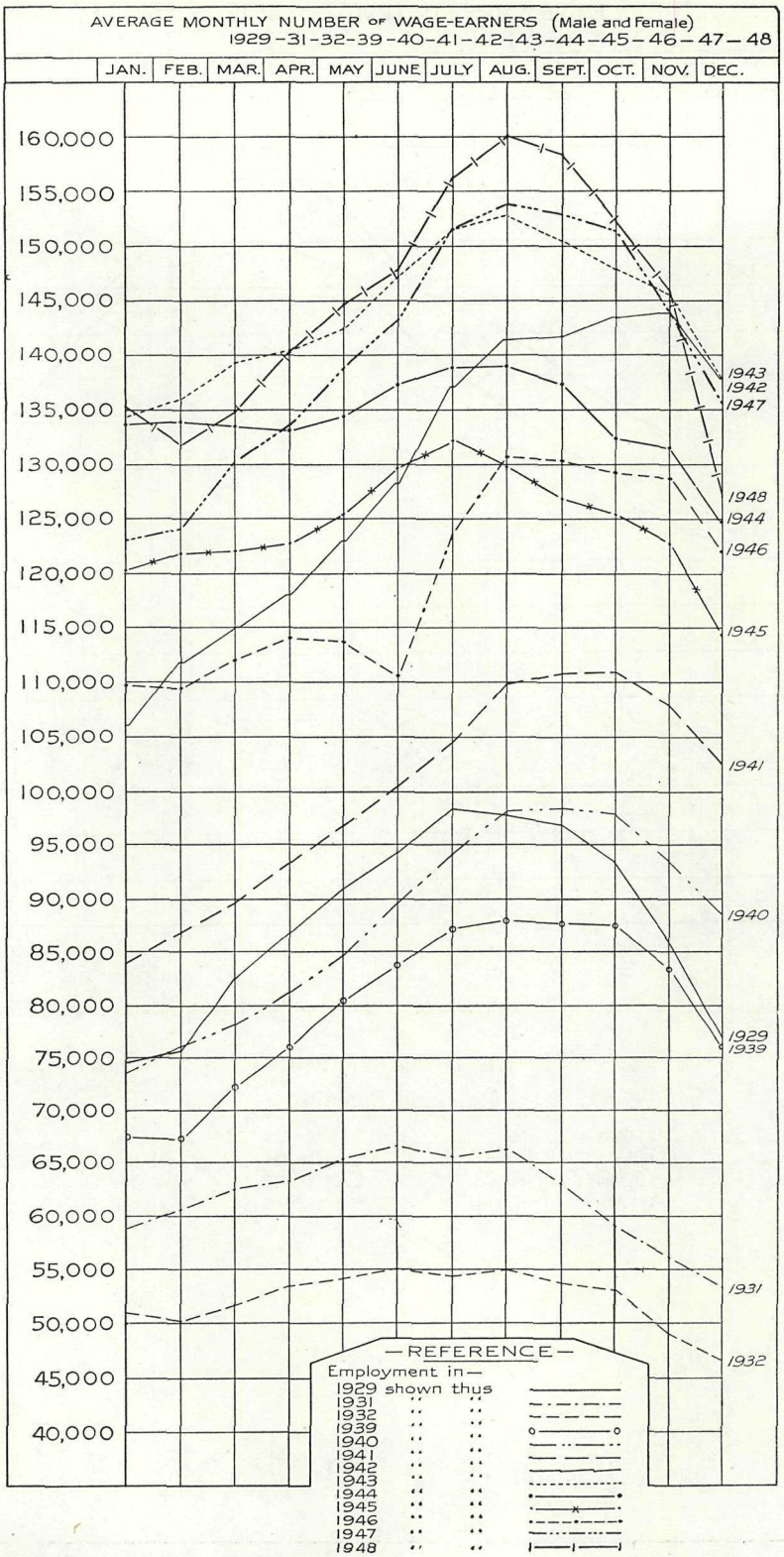
EMPLOYMENT OF CLERICAL WORKERS IN INDUSTRY, 1947 AND 1948.*



* 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, 1948.
(Male and Female.)

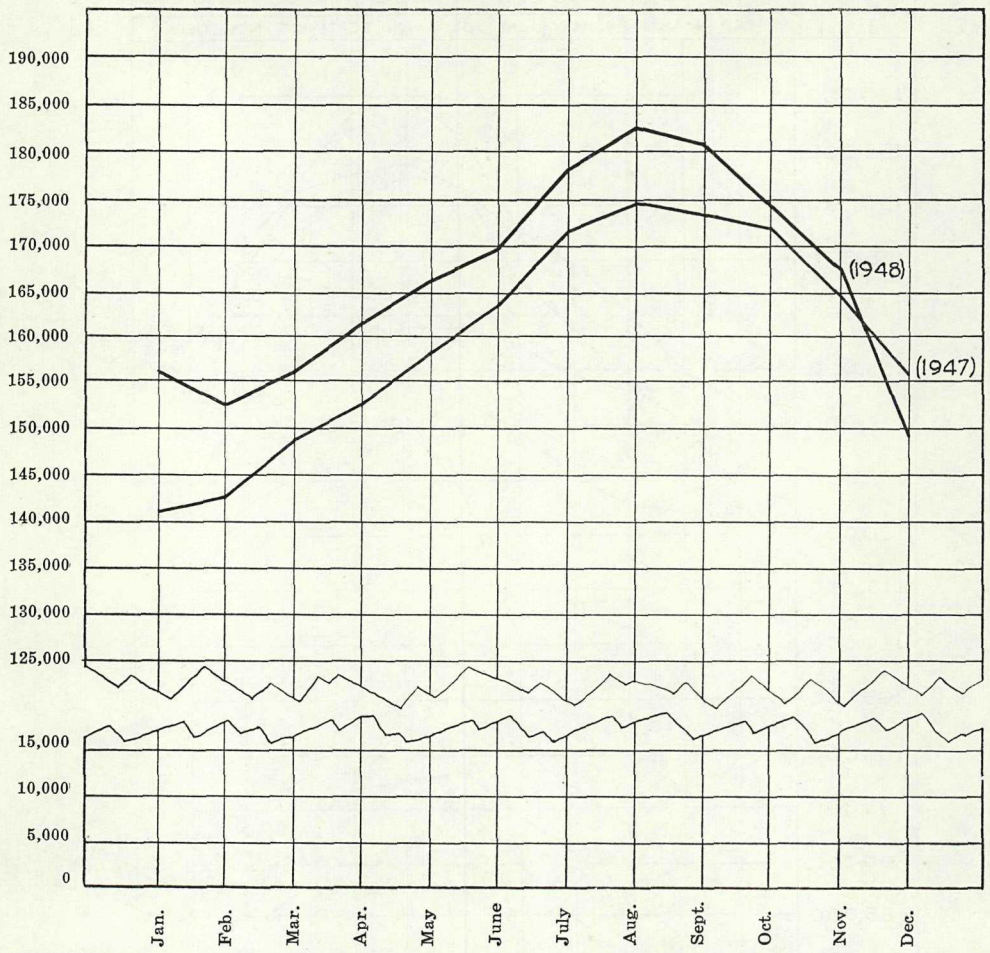
January	20,674	May	21,610	September	22,167
February	20,737	June	21,989	October	22,216
March	20,988	July	22,273	November	22,115
April	21,188	August	22,563	December	21,937



1948.

January	135,277	May	144,899	September	158,327
February	131,774	June	147,845	October	152,264
March	134,938	July	156,328	November	145,623
April	140,228	August	160,002	December	127,130

TOTAL EMPLOYMENT IN INDUSTRY, 1947 AND 1948.*



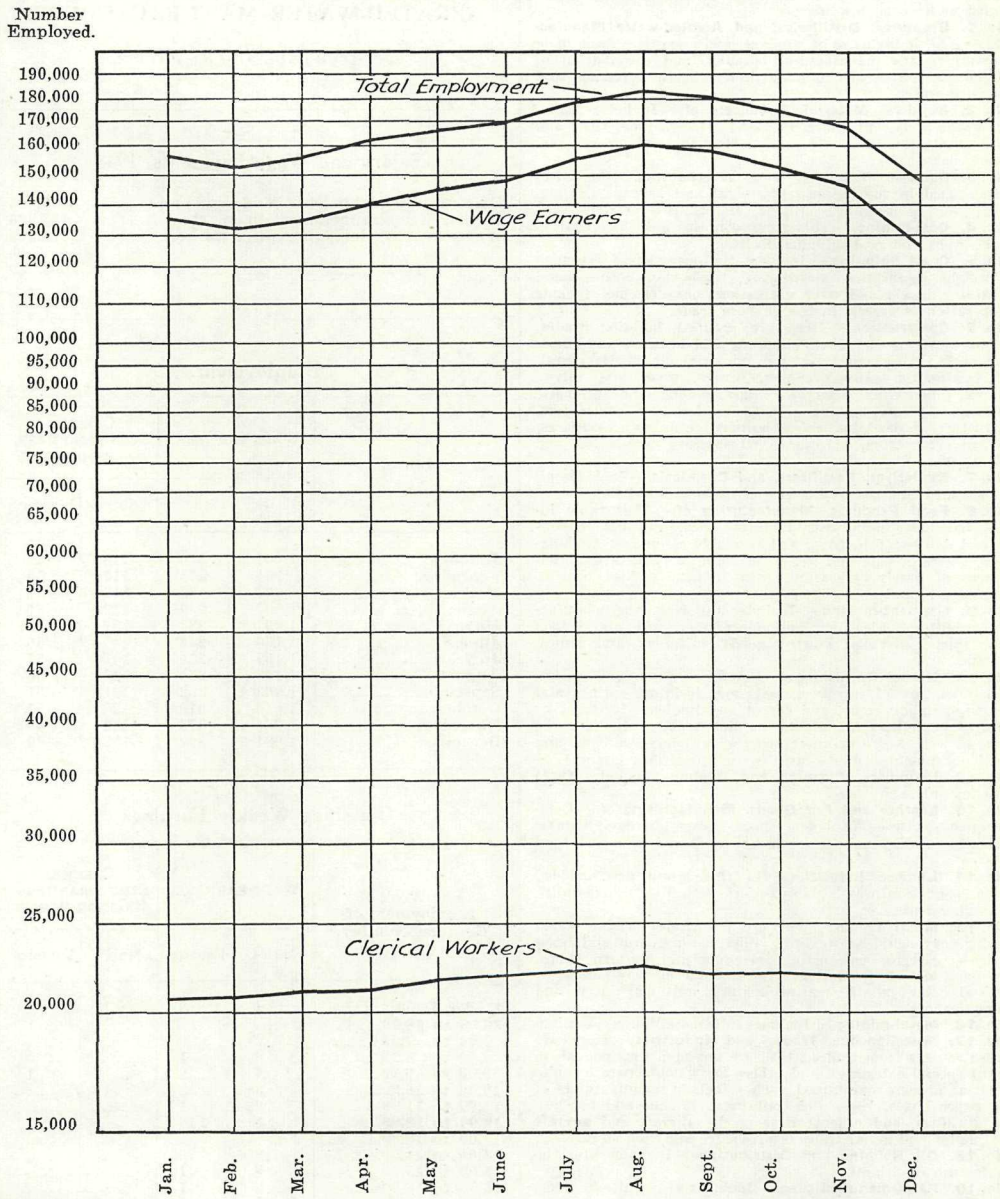
* Employment as at the last day of each month. Figures do not include salaried officials, executives, or managerial staff.

EMPLOYMENT, 1948.

(Male and Female.)

January	155,951	May	166,509	September	180,494
February	152,511	June	169,834	October	174,480
March	155,926	July	178,601	November	167,738
April	161,416	August	182,565	December	149,067

MONTHLY VARIATION IN THE NUMBER OF WAGE-EARNERS, CLERICAL WORKERS, AND TOTAL EMPLOYMENT IN INDUSTRY, 1948.*



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

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, Distilleries, and Aerated-water Manufacturers.—Also is inclusive of wineries, and comprises firms in or incidental to the manufacture, bottling, and distribution of malt liquors, spirits, alcoholic and non-alcoholic beverages, and carbonated water.

No. 2. Builders' Material, Producers of.—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. Cartage, Trucking, and Warehousing.—Comprises firms engaged in the business of freight and baggage hauling, moving, storage, packing, shipping, and transfer services.

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, Fertilizers, and Chemicals.—Includes all firms engaged in the manufacture of these commodities.

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' outfitting.

No. 10. House Furnishings.—Comprises firms engaged in the manufacture of furniture, beds and bedding, springs and mattresses, upholstering, and carpet and linoleum laying.

No. 11. Jewellery Manufacturing and Repair.—Includes the repair, as well as the manufacturing of jewellery, 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, 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 and Boat-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, Light, Power, Telephones, etc.—This group comprises generating and distribution of light and power, manufacture of domestic and industrial gases, operation of street-railways, waterworks, and telephones.

No. 25. Wood, Manufacture of (not elsewhere specified).—Here are grouped manufacturers of sash and doors, interior finish, water-proof plywood, 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 MANUFACTURERS.

Returns covering 34 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$413,454
Clerks, stenographers, salesmen, etc	423,925
Wage-earners (including piece-workers)	2,772,360
Total	$3,609,739

Employment.

Month.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
January	1,001	310	118	54
February	955	275	117	50
March	987	182	118	51
April	1,003	230	122	51
May	1,091	234	132	51
June	1,130	243	141	56
July	1,157	231	141	57
August	1,143	264	139	56
September	1,063	262	131	51
October	1,014	319	125	51
November	1,066	373	132	49
December	1,091	399	132	49

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
Under $6.00	4	3	1	.....
$6.00 to $6.99	.....	.....	.....	1
7.00 to 7.99	2	.....	.....	.....
8.00 to 8.99	2	1	.....	.....
9.00 to 9.99	1	.....	.....	1
10.00 to 10.99	3	.....	1	.....
11.00 to 11.99	2	1	.....	.....
12.00 to 12.99	1	.....	.....	1
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	18	8	.....	.....
15.00 to 15.99	8	1	.....	.....
16.00 to 16.99	2	1	.....	.....
17.00 to 17.99	2	9	.....	.....
18.00 to 18.99	8	.....	.....	1
19.00 to 19.99	2	.....	1	1
20.00 to 20.99	3	4	1	3
21.00 to 21.99	4	1	1	.....
22.00 to 22.99	7	.....	.....	3
23.00 to 23.99	4	.....	1	2
24.00 to 24.99	4	2	.....	.....
25.00 to 25.99	7	1	4	4
26.00 to 26.99	10	8	.....	.....
27.00 to 27.99	.....	1	1	2
28.00 to 28.99	7	112	3	1
29.00 to 29.99	3	10	4	.....
30.00 to 34.99	54	223	1	25
35.00 to 39.99	129	27	9	6
40.00 to 44.99	537	2	34	3
45.00 to 49.99	320	1	27	2
50.00 to 54.99	141	.....	22	.....
55.00 to 59.99	21	.....	12	.....
60.00 to 64.99	11	.....	9	1
65.00 to 69.99	7	.....	8	1
70.00 and over	4	.....	17	.....

TABLE No. 2.

BUILDERS' MATERIAL—PRODUCERS OF.

Returns covering 132 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$688,991
Clerks, stenographers, salesmen, etc.	1,000,421
Wage-earners (including piece-workers)	5,218,008
Total	$6,907,420

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	2,311	32	236	123
February	2,313	32	246	121
March	2,278	36	240	126
April	2,271	34	248	126
May	2,313	36	259	124
June	2,276	32	271	128
July	2,354	32	285	130
August	2,378	35	292	126
September	2,385	33	292	130
October	2,380	36	293	131
November	2,303	34	304	133
December	2,258	37	306	135

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	7	2	.....	.....
$6.00 to $6.99	8	1	.....	.....
7.00 to 7.99	7	.....	.....	.....
8.00 to 8.99	5	1	.....	.....
9.00 to 9.99	3	.....	.....	.....
10.00 to 10.99	8	.....	.....	1
11.00 to 11.99	5	.....	.....	.....
12.00 to 12.99	8	1	.....	.....
13.00 to 13.99	6	.....	.....	.....
14.00 to 14.99	7	.....	.....	.....
15.00 to 15.99	4	.....	1	1
16.00 to 16.99	6	.....	.....	1
17.00 to 17.99	.....	.....	.....	.....
18.00 to 18.99	3	.....	.....	1
19.00 to 19.99	3	.....	1	1
20.00 to 20.99	6	5	1	7
21.00 to 21.99	3	2	1	1
22.00 to 22.99	8	.....	.....	2
23.00 to 23.99	10	1	1	6
24.00 to 24.99	7	.....	.....	7
25.00 to 25.99	13	1	7	11
26.00 to 26.99	13	5	1	11
27.00 to 27.99	10	.....	5	7
28.00 to 28.99	13	6	4	9
29.00 to 29.99	12	12	1	8
30.00 to 34.99	255	9	31	31
35.00 to 39.99	305	10	29	15
40.00 to 44.99	665	1	60	8
45.00 to 49.99	524	2	38	3
50.00 to 54.99	313	2	42	2
55.00 to 59.99	197	.....	25	.....
60.00 to 64.99	106	1	15	.....
65.00 to 69.99	48	.....	14	.....
70.00 and over	103	.....	16	.....

TABLE No. 3.

CARTAGE, TRUCKING, AND WAREHOUSING.

Returns covering 435 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$624,296
Clerks, stenographers, salesmen, etc.	348,301
Wage-earners (including piece-workers)	4,115,720
Total	$5,088,317

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,699	12	124	95
February	1,662	9	126	91
March	1,702	8	124	92
April	1,769	9	128	97
May	1,850	9	132	100
June	2,042	22	136	104
July	2,146	33	136	106
August	2,142	16	139	110
September	2,172	22	137	109
October	2,136	22	135	103
November	2,042	10	135	106
December	1,941	10	132	105

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	24	.....	3	4
$6.00 to $6.99	5	3	.....	4
7.00 to 7.99	6	.....	1	.....
8.00 to 8.99	4	.....	1	1
9.00 to 9.99	9	.....	.....	.....
10.00 to 10.99	7	.....	.....	1
11.00 to 11.99	7	.....	1	1
12.00 to 12.99	8	.....	.....	3
13.00 to 13.99	5	.....	.....	.....
14.00 to 14.99	3	.....	.....	.....
15.00 to 15.99	12	.....	.....	.....
16.00 to 16.99	13	.....	.....	.....
17.00 to 17.99	4	.....	3	1
18.00 to 18.99	18	.....	1	3
19.00 to 19.99	13	1	1	7
20.00 to 20.99	20	2	3	7
21.00 to 21.99	16	.....	.....	2
22.00 to 22.99	9	.....	2	4
23.00 to 23.99	10	2	3	4
24.00 to 24.99	17	9	1	3
25.00 to 25.99	19	2	5	21
26.00 to 26.99	12	.....	1	.....
27.00 to 27.99	14	.....	.....	12
28.00 to 28.99	22	.....	3	3
29.00 to 29.99	15	1	.....	4
30.00 to 34.99	218	10	19	15
35.00 to 39.99	347	1	16	7
40.00 to 44.99	603	.....	28	1
45.00 to 49.99	518	.....	22	.....
50.00 to 54.99	407	.....	11	2
55.00 to 59.99	134	1	12	.....
60.00 to 64.99	63	.....	1	.....
65.00 to 69.99	59	.....	.....	.....
70.00 and over	74	.....	.....	.....

TABLE No. 4.

COAL-MINING.

Returns covering 25 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$505,678
Clerks, stenographers, salesmen, etc.	116,745
Wage-earners (including piece-workers)	4,666,441
Total	$5,288,864

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,202	2	54	14
February	1,057	2	46	7
March	1,116	1	46	7
April	2,096	1	55	15
May	2,102	.....	55	15
June	2,052	.....	54	15
July	2,119	1	54	15
August	2,115	1	54	15
September	2,120	1	54	15
October	2,142	1	53	15
November	2,179	1	53	15
December	2,182	1	53	15

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	.....	.....	.....	.....
16.00 to 16.99	.....	.....	1	.....
17.00 to 17.99	.....	.....	.....	1
18.00 to 18.99	.....	.....	.....	1
19.00 to 19.99	.....	.....	1	.....
20.00 to 20.99	.....	.....	.....	.....
21.00 to 21.99	.....	.....	.....	1
22.00 to 22.99	.....	.....	.....	.....
23.00 to 23.99	.....	.....	.....	1
24.00 to 24.99	.....	.....	.....	1
25.00 to 25.99	1	.....	.....	.....
26.00 to 26.99	.....	.....	.....	2
27.00 to 27.99	.....	.....	.....	.....
28.00 to 28.99	4	.....	.....	1
29.00 to 29.99	.....	.....	.....	1
30.00 to 34.99	16	.....	.....	3
35.00 to 39.99	3	.....	5	3
40.00 to 44.99	67	.....	4	.....
45.00 to 49.99	184	.....	7	.....
50.00 to 54.99	1,256	.....	7	.....
55.00 to 59.99	460	.....	4	.....
60.00 to 64.99	78	.....	6	.....
65.00 to 69.99	37	.....	6	.....
70.00 and over	156	.....	12	.....

TABLE No. 5.

COAST SHIPPING.

Returns covering 127 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$1,437,426
Clerks, stenographers, salesmen, etc.	1,392,612
Wage-earners (including piece-workers)	14,170,992
Total	$17,001,030

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	6,206	90	395	138
February	6,188	86	391	138
March	6,304	83	389	139
April	6,615	91	390	138
May	6,577	96	396	142
June	6,381	109	400	146
July	6,389	126	409	156
August	6,620	124	412	156
September	6,707	103	397	153
October	6,329	97	389	147
November	6,537	93	381	147
December	6,285	85	363	148

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	55	10	.....	.....
$6.00 to $6.99	25	.....	1	.....
7.00 to 7.99	35	.....	.....	.....
8.00 to 8.99	43	.....	.....	1
9.00 to 9.99	43	.....	.....	1
10.00 to 10.99	33	.....	.....	.....
11.00 to 11.99	30	1	.....	.....
12.00 to 12.99	20	.....	.....	2
13.00 to 13.99	24	.....	1	.....
14.00 to 14.99	23	.....	.....	.....
15.00 to 15.99	19	.....	.....	1
16.00 to 16.99	52	.....	1	.....
17.00 to 17.99	23	.....	.....	1
18.00 to 18.99	20	5	.....	2
19.00 to 19.99	43	.....	.....	1
20.00 to 20.99	57	7	1	2
21.00 to 21.99	52	.....	2	3
22.00 to 22.99	46	.....	2	1
23.00 to 23.99	47	1	1	9
24.00 to 24.99	64	.....	.....	.....
25.00 to 25.99	95	.....	4	1
26.00 to 26.99	74	1	4	10
27.00 to 27.99	171	.....	3	1
28.00 to 28.99	121	2	6	10
29.00 to 29.99	159	.....	.....	8
30.00 to 34.99	1,082	11	27	46
35.00 to 39.99	1,315	79	55	30
40.00 to 44.99	788	9	63	14
45.00 to 49.99	867	.....	72	4
50.00 to 54.99	511	.....	59	2
55.00 to 59.99	312	.....	24	2
60.00 to 64.99	223	.....	21	.....
65.00 to 69.99	232	.....	10	.....
70.00 and over	309	.....	26	.....

TABLE No. 6.

CONSTRUCTION.

Returns covering 2,078 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$4,921,128
Clerks, stenographers, salesmen, etc.	4,579,886
Wage-earners (including piece-workers)	49,921,921
Total	$59,422,935

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	17,423	49	1,247	674
February	17,297	42	1,261	675
March	18,284	47	1,288	689
April	19,753	49	1,291	704
May	21,378	95	1,342	718
June	23,006	103	1,378	728
July	24,805	116	1,400	744
August	25,709	126	1,377	758
September	24,825	74	1,389	754
October	23,901	60	1,390	755
November	22,894	46	1,395	753
December	18,829	47	1,382	745

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	72	3	7	11
$6.00 to $6.99	47	1	1	4
7.00 to 7.99	31	.....	.....	1
8.00 to 8.99	41	1	3	1
9.00 to 9.99	36	1	3	.....
10.00 to 10.99	51	.....	.....	7
11.00 to 11.99	27	2	3	2
12.00 to 12.99	44	2	3	6
13.00 to 13.99	41	2	2	3
14.00 to 14.99	53	1	2	4
15.00 to 15.99	55	1	5	8
16.00 to 16.99	75	.....	1	3
17.00 to 17.99	40	1	5	6
18.00 to 18.99	71	3	8	21
19.00 to 19.99	50	1	1	10
20.00 to 20.99	130	7	12	51
21.00 to 21.99	60	5	7	9
22.00 to 22.99	126	3	3	22
23.00 to 23.99	97	1	7	25
24.00 to 24.99	164	1	9	23
25.00 to 25.99	167	9	21	59
26.00 to 26.99	158	4	.....	23
27.00 to 27.99	118	2	13	42
28.00 to 28.99	173	1	23	35
29.00 to 29.99	113	2	10	9
30.00 to 34.99	1,943	10	102	187
35.00 to 39.99	3,474	2	161	120
40.00 to 44.99	7,543	9	243	60
45.00 to 49.99	3,586	8	199	24
50.00 to 54.99	2,983	2	147	5
55.00 to 59.99	3,469	1	137	2
60.00 to 64.99	4,017	1	89	3
65.00 to 69.99	1,438	.....	50	.....
70.00 and over	1,822	1	136	3

TABLE No. 7.

EXPLOSIVES, FERTILIZERS, AND CHEMICALS.

Returns covering 35 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$286,806
Clerks, stenographers, salesmen, etc.	1,066,768
Wage-earners (including piece-workers)	4,132,313
Total	$5,485,887

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,637	32	282	106
February	1,653	36	284	107
March	1,686	38	288	107
April	1,682	33	283	110
May	1,663	26	296	112
June	1,659	29	300	108
July	1,739	38	300	108
August	1,670	36	302	109
September	1,592	32	299	102
October	1,603	32	302	104
November	1,603	37	299	101
December	1,633	35	307	101

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	2	1	.....	1
$6.00 to $6.99	1	.....	.....	.....
7.00 to 7.99	3	1	.....	.....
8.00 to 8.99	.....	.....	.....	.....
9.00 to 9.99	2	.....	.....	.....
10.00 to 10.99	2	.....	.....	.....
11.00 to 11.99	1	.....	.....	1
12.00 to 12.99	.....	3	.....	1
13.00 to 13.99	1	.....	.....	.....
14.00 to 14.99	4	1	.....	1
15.00 to 15.99	4	.....	.....	.....
16.00 to 16.99	3	.....	.....	.....
17.00 to 17.99	2	5	.....	.....
18.00 to 18.99	6	2	1	.....
19.00 to 19.99	1	4	.....	3
20.00 to 20.99	5	2	.....	1
21.00 to 21.99	4	.....	2	8
22.00 to 22.99	10	2	.....	1
23.00 to 23.99	5	3	4	5
24.00 to 24.99	5	1	.....	6
25.00 to 25.99	8	1	.....	13
26.00 to 26.99	6	10	1	2
27.00 to 27.99	14	.....	3	9
28.00 to 28.99	8	1	6	10
29.00 to 29.99	6	.....	7	.....
30.00 to 34.99	88	2	17	26
35.00 to 39.99	108	.....	14	15
40.00 to 44.99	233	3	14	7
45.00 to 49.99	286	.....	53	2
50.00 to 54.99	375	.....	17	.....
55.00 to 59.99	292	.....	24	.....
60.00 to 64.99	125	.....	27	.....
65.00 to 69.99	35	.....	60	.....
70.00 and over	45	.....	51	.....

TABLE No. 8.

FOOD PRODUCTS—MANUFACTURE OF.

Returns covering 658 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$3,813,591
Clerks, stenographers, salesmen, etc.	4,992,881
Wage-earners (including piece-workers)	24,276,333
Total	$33,082,805

Employment.

Month.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
January	7,883	3,421	1,468	880
February	6,949	2,483	1,473	875
March	7,133	2,083	1,499	887
April	7,935	2,305	1,551	906
May	8,312	2,636	1,619	918
June	9,503	3,943	1,652	939
July	10,405	6,883	1,683	989
August	10,910	7,938	1,699	1,013
September	10,721	8,244	1,694	990
October	9,665	6,660	1,649	987
November	8,213	4,954	1,629	972
December	6,807	2,269	1,595	966

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females	Males.	Females.
Under $6.00	105	299	4	16
$6.00 to $6.99	57	101	1	7
7.00 to 7.99	47	99	1	2
8.00 to 8.99	33	87	2	7
9.00 to 9.99	32	92	.....	5
10.00 to 10.99	41	147	.....	8
11.00 to 11.99	20	103	.....	8
12.00 to 12.99	32	96	2	8
13.00 to 13.99	32	73	.....	10
14.00 to 14.99	38	149	.....	9
15.00 to 15.99	68	153	1	6
16.00 to 16.99	39	168	.....	10
17.00 to 17.99	41	218	1	16
18.00 to 18.99	66	309	1	42
19.00 to 19.99	52	255	1	27
20.00 to 20.99	73	355	13	53
21.00 to 21.99	80	251	3	60
22.00 to 22.99	76	475	5	52
23.00 to 23.99	52	269	15	49
24.00 to 24.99	52	333	4	30
25.00 to 25.99	114	404	22	93
26.00 to 26.99	76	486	5	49
27.00 to 27.99	67	319	12	69
28.00 to 28.99	115	373	11	44
29.00 to 29.99	107	307	5	35
30.00 to 34.99	1,068	2,394	135	239
35.00 to 39.99	2,156	1,463	193	399
40.00 to 44.99	2,473	720	261	60
45.00 to 49.99	2,112	447	465	17
50.00 to 54.99	2,311	185	183	1
55.00 to 59.99	946	96	150	1
60.00 to 64.99	588	90	80	.....
65.00 to 69.99	330	36	53	.....
70.00 and over	765	90	98	2

TABLE No. 9.

GARMENT-MAKING.

Returns covering 89 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$350,413
Clerks, stenographers, salesmen, etc.	521,155
Wage-earners (including piece-workers)	1,913,641
Total	$2,785,209

Employment.

Month.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
January	253	1,159	46	166
February	255	1,124	46	164
March	248	1,113	48	176
April	251	1,189	46	176
May	273	1,094	48	178
June	263	1,001	47	180
July	250	933	43	171
August	272	967	47	172
September	281	1,006	43	184
October	285	1,029	46	199
November	285	1,142	47	203
December	277	1,055	46	188

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females	Males.	Females.
Under $6.00	1	10	.....	.....
$6.00 to $6.99	.....	4	.....	.....
7.00 to 7.99	.....	2	.....	1
8.00 to 8.99	.....	5	.....	.....
9.00 to 9.99	.....	3	.....	1
10.00 to 10.99	.....	8	.....	2
11.00 to 11.99	.....	5	.....	1
12.00 to 12.99	1	12	.....	1
13.00 to 13.99	1	5	.....	.....
14.00 to 14.99	3	12	1	.....
15.00 to 15.99	.....	18	.....	.....
16.00 to 16.99	3	51	.....	2
17.00 to 17.99	.....	36	.....	.....
18.00 to 18.99	9	59	1	8
19.00 to 19.99	2	67	.....	2
20.00 to 20.99	6	77	2	14
21.00 to 21.99	2	69	.....	4
22.00 to 22.99	.....	103	.....	23
23.00 to 23.99	2	57	.....	8
24.00 to 24.99	5	81	1	10
25.00 to 25.99	14	65	2	33
26.00 to 26.99	6	68	.....	7
27.00 to 27.99	4	61	.....	18
28.00 to 28.99	7	39	.....	4
29.00 to 29.99	6	42	.....	4
30.00 to 34.99	45	130	5	32
35.00 to 39.99	51	90	6	16
40.00 to 44.99	46	44	12	12
45.00 to 49.99	35	22	2	4
50.00 to 54.99	23	9	10	5
55.00 to 59.99	20	5	5	.....
60.00 to 64.99	15	7	2	2
65.00 to 69.99	7	3	.....	.....
70.00 and over	20	6	2	3

TABLE No. 10.

HOUSE FURNISHINGS—MANUFACTURE OF.

Returns covering 137 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$457,307
Clerks, stenographers, salesmen, etc.	484,172
Wage-earners (including piece-workers)	3,242,073
Total	$4,183,552

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,371	540	109	91
February	1,363	529	111	90
March	1,346	520	113	90
April	1,268	493	109	92
May	1,285	513	107	95
June	1,248	486	107	98
July	1,263	488	107	101
August	1,309	508	110	102
September	1,331	548	109	97
October	1,355	547	110	100
November	1,377	565	107	101
December	1,381	545	108	101

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	2	1	1	.....
$6.00 to $6.99	3	1	.....	1
7.00 to 7.99	2	3	.....	.....
8.00 to 8.99	1	.....	.....	.....
9.00 to 9.99	2	2	.....	.....
10.00 to 10.99	1	1	1	.....
11.00 to 11.99	2	7	.....	.....
12.00 to 12.99	.....	4	.....	.....
13.00 to 13.99	3	2	.....	.....
14.00 to 14.99	6	4	.....	.....
15.00 to 15.99	3	3	.....	.....
16.00 to 16.99	13	9	.....	.....
17.00 to 17.99	2	8	1	2
18.00 to 18.99	6	18	.....	1
19.00 to 19.99	9	16	.....	2
20.00 to 20.99	19	48	1	11
21.00 to 21.99	4	30	.....	4
22.00 to 22.99	20	42	2	3
23.00 to 23.99	16	26	1	6
24.00 to 24.99	29	58	1	3
25.00 to 25.99	21	37	7	15
26.00 to 26.99	31	40	.....	3
27.00 to 27.99	17	43	2	7
28.00 to 28.99	35	38	1	.....
29.00 to 29.99	35	29	.....	4
30.00 to 34.99	223	132	16	24
35.00 to 39.99	352	45	12	9
40.00 to 44.99	412	14	18	8
45.00 to 49.99	152	2	9	.....
50.00 to 54.99	126	2	12	3
55.00 to 59.99	47	.....	6	.....
60.00 to 64.99	20	.....	6	.....
65.00 to 69.99	7	.....	5	.....
70.00 and over	14	.....	15	.....

TABLE No. 11.

JEWELLERY—MANUFACTURING AND REPAIR.

Returns covering 40 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$93,596
Clerks, stenographers, salesmen, etc.	340,795
Wage-earners (including piece-workers)	334,786
Total	$769,177

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	142	11	47	123
February	142	11	49	122
March	141	10	53	140
April	145	10	51	141
May	142	10	51	145
June	141	10	52	153
July	147	9	56	168
August	143	9	63	167
September	144	8	60	168
October	147	8	61	171
November	151	9	68	217
December	150	10	73	198

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females	Males.	Females.
Under $6.00	.....	.....	2	2
$6.00 to $6.99	.....	.....	.....	.....
7.00 to 7.99	.....	.....	.....	.....
8.00 to 8.99	.....	.....	.....	.....
9.00 to 9.99	.....	.....	.....	1
10.00 to 10.99	.....	.....	.....	1
11.00 to 11.99	.....	.....	2	1
12.00 to 12.99	2	.....	.....	2
13.00 to 13.99	1	.....	.....	.....
14.00 to 14.99	1	.....	.....	1
15.00 to 15.99	3	.....	1	.....
16.00 to 16.99	1	1	.....	2
17.00 to 17.99	.....	1	6	4
18.00 to 18.99	3	1	10	10
19.00 to 19.99	1	.....	2	8
20.00 to 20.99	3	1	.....	37
21.00 to 21.99	.....	2	4	39
22.00 to 22.99	.....	2	.....	7
23.00 to 23.99	2	.....	1	40
24.00 to 24.99	1	.....	1	12
25.00 to 25.99	4	.....	2	26
26.00 to 26.99	.....	.....	6	5
27.00 to 27.99	.....	1	4	12
28.00 to 28.99	2	.....	5	9
29.00 to 29.99	2	.....	1	1
30.00 to 34.99	8	1	11	16
35.00 to 39.99	10	2	6	2
40.00 to 44.99	35	1	9	.....
45.00 to 49.99	27	.....	3	.....
50.00 to 54.99	6	.....	5	1
55.00 to 59.99	17	.....	2	.....
60.00 to 64.99	19	.....	4	.....
65.00 to 69.99	4	.....	1	.....
70.00 and over	6	.....	4	.....

TABLE No. 12.

LAUNDRIES, CLEANING AND DYEING.

Returns covering 195 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$512,220
Clerks, stenographers, salesmen, etc.	850,760
Wage-earners (including piece-workers)	3,611,770
Total	$4,974,750

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	644	1,895	250	223
February	635	1,864	251	224
March	641	1,948	255	225
April	642	1,916	255	229
May	662	1,958	257	227
June	662	1,985	308	232
July	687	2,024	263	240
August	680	2,022	266	238
September	680	1,993	265	227
October	670	1,889	267	225
November	664	1,862	261	219
December	628	1,799	256	217

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	5	26	.....	2
$6.00 to $6.99	2	6	.....	.....
7.00 to 7.99	2	10	.....	.....
8.00 to 8.99	5	13	.....	.....
9.00 to 9.99	1	11	.....	.....
10.00 to 10.99	5	11	1	1
11.00 to 11.99	.....	22	.....	.....
12.00 to 12.99	4	21	.....	1
13.00 to 13.99	.....	16	.....	1
14.00 to 14.99	6	24	.....	.....
15.00 to 15.99	4	35	.....	.....
16.00 to 16.99	8	32	.....	1
17.00 to 17.99	12	91	1	1
18.00 to 18.99	9	71	.....	14
19.00 to 19.99	2	142	.....	4
20.00 to 20.99	4	105	.....	21
21.00 to 21.99	7	169	.....	25
22.00 to 22.99	10	211	1	25
23.00 to 23.99	7	81	1	4
24.00 to 24.99	2	231	.....	11
25.00 to 25.99	29	159	7	39
26.00 to 26.99	14	191	.....	13
27.00 to 27.99	14	80	2	13
28.00 to 28.99	17	92	1	13
29.00 to 29.99	4	47	2	6
30.00 to 34.99	125	228	22	20
35.00 to 39.99	146	44	38	9
40.00 to 44.99	168	29	49	1
45.00 to 49.99	58	8	33	1
50.00 to 54.99	28	2	37	1
55.00 to 59.99	17	1	30	.....
60.00 to 64.99	11	2	17	.....
65.00 to 69.99	3	.....	8	.....
70.00 and over	5	.....	10	2

TABLE No. 13.

LEATHER AND FUR GOODS—MANUFACTURE OF.

Returns covering 106 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$210,421
Clerks, stenographers, salesmen, etc.	295,436
Wage-earners (including piece-workers)	1,091,496
Total	$1,597,353

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	457	249	80	65
February	447	253	81	65
March	446	254	81	65
April	414	254	80	64
May	403	251	79	65
June	384	253	77	64
July	391	251	79	67
August	394	256	80	69
September	416	267	79	72
October	452	290	84	74
November	460	283	86	73
December	403	252	82	69

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	1	1	.....	.....
$6.00 to $6.99	.....	1	.....	1
7.00 to 7.99	1	2	.....	.....
8.00 to 8.99	2	1	.....	.....
9.00 to 9.99	1	1	.....	.....
10.00 to 10.99	1	3	.....	.....
11.00 to 11.99	3	3	.....	.....
12.00 to 12.99	3	4	.....	1
13.00 to 13.99	2	2	.....	.....
14.00 to 14.99	6	6	1	1
15.00 to 15.99	2	3	.....	1
16.00 to 16.99	5	10	.....	3
17.00 to 17.99	11	13	.....	1
18.00 to 18.99	3	13	.....	1
19.00 to 19.99	3	17	.....	1
20.00 to 20.99	13	23	3	6
21.00 to 21.99	3	6	.....	1
22.00 to 22.99	6	26	1	6
23.00 to 23.99	12	8	2	4
24.00 to 24.99	16	21	1	3
25.00 to 25.99	13	24	5	5
26.00 to 26.99	19	26	.....	5
27.00 to 27.99	4	16	1	5
28.00 to 28.99	13	9	3	5
29.00 to 29.99	4	6	1	.....
30.00 to 34.99	62	60	5	14
35.00 to 39.99	87	15	2	5
40.00 to 44.99	104	7	8	4
45.00 to 49.99	59	.....	9	2
50.00 to 54.99	51	1	16	1
55.00 to 59.99	7	.....	2	.....
60.00 to 64.99	5	.....	1	.....
65.00 to 69.99	2	.....	4	.....
70.00 and over	2	.....	3	.....

TABLE No. 14.

LUMBER INDUSTRIES.

Returns covering 1,819 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$6,849,611
Clerks, stenographers, salesmen, etc.	3,822,974
Wage-earners (including piece-workers)	94,479,764
Total	$105,152,349

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	32,021	386	780	421
February	31,549	405	782	426
March	33,716	426	793	444
April	34,635	443	819	438
May	36,127	425	853	446
June	34,970	436	869	449
July	37,039	471	901	456
August	37,967	467	992	462
September	37,754	453	968	461
October	36,896	489	991	449
November	34,539	401	872	440
December	26,460	316	859	426

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	73	8	3	5
$6.00 to $6.99	29	3	1	3
7.00 to 7.99	70	2	.....	1
8.00 to 8.99	72	4	.....	.....
9.00 to 9.99	37	3	.....	1
10.00 to 10.99	35	3	1	1
11.00 to 11.99	42	4	3	3
12.00 to 12.99	49	9	2	4
13.00 to 13.99	35	2	1	1
14.00 to 14.99	38	2	.....	2
15.00 to 15.99	59	7	.....	3
16.00 to 16.99	42	5	.....	2
17.00 to 17.99	50	8	4	5
18.00 to 18.99	52	8	3	5
19.00 to 19.99	38	9	1	6
20.00 to 20.99	56	10	1	12
21.00 to 21.99	83	3	4	9
22.00 to 22.99	63	14	2	6
23.00 to 23.99	61	16	4	12
24.00 to 24.99	83	18	5	9
25.00 to 25.99	102	24	4	39
26.00 to 26.99	106	28	2	15
27.00 to 27.99	83	7	2	22
28.00 to 28.99	113	17	10	28
29.00 to 29.99	109	15	1	17
30.00 to 34.99	1,007	75	30	116
35.00 to 39.99	4,057	110	68	73
40.00 to 44.99	8,866	76	86	40
45.00 to 49.99	10,412	69	100	26
50.00 to 54.99	5,532	55	112	10
55.00 to 59.99	3,858	10	88	5
60.00 to 64.99	2,974	13	77	2
65.00 to 69.99	1,755	2	72	1
70.00 and over	4,750	9	215	.....

TABLE No. 15.

METAL TRADES.

Returns covering 1,488 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$6,080,285
Clerks, stenographers, salesmen, etc.	7,117,659
Wage-earners (including piece-workers)	22,522,952
Total	$35,720,896

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	9,944	328	2,250	1,044
February	9,931	323	2,284	1,046
March	9,981	312	2,308	1,068
April	10,092	315	2,304	1,079
May	10,136	299	2,319	1,086
June	10,014	308	2,340	1,086
July	10,422	324	2,368	1,113
August	10,383	324	2,373	1,120
September	10,201	311	2,374	1,097
October	9,978	297	2,380	1,112
November	10,020	298	2,388	1,129
December	9,813	259	2,384	1,130

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	35	2	9	14
$6.00 to $6.99	11	1	1	2
7.00 to 7.99	21	.....	1	4
8.00 to 8.99	21	.....	3	3
9.00 to 9.99	15	2	.....	1
10.00 to 10.99	44	3	6	6
11.00 to 11.99	27	2	2	8
12.00 to 12.99	50	1	5	5
13.00 to 13.99	30	2	4	3
14.00 to 14.99	21	2	3	3
15.00 to 15.99	72	2	11	11
16.00 to 16.99	51	8	3	4
17.00 to 17.99	47	1	8	12
18.00 to 18.99	52	7	20	20
19.00 to 19.99	38	5	17	15
20.00 to 20.99	109	29	18	55
21.00 to 21.99	54	2	11	24
22.00 to 22.99	94	35	18	44
23.00 to 23.99	70	15	33	54
24.00 to 24.99	122	21	31	30
25.00 to 25.99	200	15	62	109
26.00 to 26.99	101	16	25	59
27.00 to 27.99	104	13	40	87
28.00 to 28.99	124	30	52	77
29.00 to 29.99	67	8	23	24
30.00 to 34.99	1,215	90	295	269
35.00 to 39.99	1,802	69	279	117
40.00 to 44.99	2,405	8	377	57
45.00 to 49.99	1,679	4	305	13
50.00 to 54.99	1,827	.....	235	8
55.00 to 59.99	1,027	2	149	4
60.00 to 64.99	475	.....	123	1
65.00 to 69.99	191	.....	89	.....
70.00 and over	471	.....	169	.....

TABLE No. 16.

METAL-MINING.

Returns covering 152 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$1,209,219
Clerks, stenographers, salesmen, etc.	2,149,450
Wage-earners (including piece-workers)	15,143,384
Total	$18,502,053

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	5,493	121	512	118
February	5,423	116	510	119
March	5,335	110	528	116
April	5,338	104	534	120
May	5,626	100	548	127
June	5,695	102	545	131
July	5,691	100	551	136
August	5,622	96	527	131
September	5,449	94	507	123
October	5,582	84	495	131
November	5,528	72	505	140
December	5,165	59	502	136

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	12	2	.....	.....
$6.00 to $6.99	4	3	.....	.....
7.00 to 7.99	1	4	1	1
8.00 to 8.99	12	1	.....	.....
9.00 to 9.99	10	.....	1	.....
10.00 to 10.99	4	1	.....	.....
11.00 to 11.99	3	.....	.....	2
12.00 to 12.99	3	1	.....	.....
13.00 to 13.99	6	1	.....	1
14.00 to 14.99	3	4	.....	1
15.00 to 15.99	7	1	.....	.....
16.00 to 16.99	8	.....	.....	.....
17.00 to 17.99	6	1	.....	.....
18.00 to 18.99	14	1	1	1
19.00 to 19.99	9	1	.....	.....
20.00 to 20.99	16	.....	.....	.....
21.00 to 21.99	9	.....	.....	.....
22.00 to 22.99	7	5	.....	.....
23.00 to 23.99	17	.....	2	12
24.00 to 24.99	13	1	.....	.....
25.00 to 25.99	16	1	1	5
26.00 to 26.99	25	4	3	2
27.00 to 27.99	13	1	1	12
28.00 to 28.99	22	5	1	3
29.00 to 29.99	18	.....	.....	5
30.00 to 34.99	108	13	8	35
35.00 to 39.99	247	15	6	32
40.00 to 44.99	985	10	18	17
45.00 to 49.99	1,271	13	58	4
50.00 to 54.99	1,499	7	86	4
55.00 to 59.99	928	.....	74	1
60.00 to 64.99	476	2	82	1
65.00 to 69.99	339	1	50	1
70.00 and over	605	.....	165	.....

TABLE No. 17.

MISCELLANEOUS TRADES AND INDUSTRIES.

Returns covering 559 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$2,593,437
Clerks, stenographers, salesmen, etc.	3,514,222
Wage-earners (including piece-workers)	12,562,330
Total	$18,669,989

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,877	1,131	884	681
February	4,831	1,130	897	679
March	4,894	1,091	916	684
April	4,938	1,138	934	688
May	5,082	1,193	932	707
June	5,336	1,224	968	731
July	5,577	1,206	977	733
August	5,769	1,262	1,124	737
September	5,613	2,051	952	720
October	5,202	1,235	970	711
November	5,105	1,202	993	715
December	4,992	1,057	973	697

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	122	54	2	5
$6.00 to $6.99	32	17	.....	1
7.00 to 7.99	18	9	.....	.....
8.00 to 8.99	26	15	.....	2
9.00 to 9.99	16	9	.....	.....
10.00 to 10.99	23	27	1	5
11.00 to 11.99	19	14	1	1
12.00 to 12.99	32	13	2	3
13.00 to 13.99	20	18	.....	2
14.00 to 14.99	32	23	3	6
15.00 to 15.99	34	10	4	7
16.00 to 16.99	30	21	2	9
17.00 to 17.99	36	30	6	9
18.00 to 18.99	38	48	8	26
19.00 to 19.99	26	40	4	17
20.00 to 20.99	205	213	16	42
21.00 to 21.99	42	28	4	11
22.00 to 22.99	53	84	6	32
23.00 to 23.99	40	46	21	40
24.00 to 24.99	77	90	9	35
25.00 to 25.99	80	76	26	81
26.00 to 26.99	56	146	22	28
27.00 to 27.99	65	54	22	43
28.00 to 28.99	102	93	21	34
29.00 to 29.99	79	121	10	28
30.00 to 34.99	857	1,183	198	167
35.00 to 39.99	1,556	126	171	75
40.00 to 44.99	1,196	67	158	29
45.00 to 49.99	863	21	126	10
50.00 to 54.99	634	9	80	4
55.00 to 59.99	454	6	55	3
60.00 to 64.99	247	5	48	.....
65.00 to 69.99	139	3	25	.....
70.00 and over	290	11	71	1

TABLE No. 18.

OIL REFINING AND DISTRIBUTING.

Returns covering 67 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$753,863
Clerks, stenographers, salesmen, etc.	2,558,569
Wage-earners (including piece-workers)	3,017,224
Total	$6,329,656

Employment.

Month.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
January	1,234	18	807	251
February	1,125	20	804	249
March	1,071	22	797	239
April	1,003	20	793	246
May	1,070	23	824	247
June	1,130	21	808	251
July	1,123	19	799	255
August	1,169	20	799	257
September	1,049	18	807	248
October	1,224	19	804	265
November	1,340	18	800	270
December	1,280	16	806	269

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
Under $6.00	4	1	.....	.....
$6.00 to $6.99	2	.....	.....	.....
7.00 to 7.99	3	.....	.....	.....
8.00 to 8.99	1	.....	.....	.....
9.00 to 9.99	1	.....	.....	.....
10.00 to 10.99	3	.....	1	.....
11.00 to 11.99	3	.....	.....	.....
12.00 to 12.99	1	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	2	.....	.....	.....
15.00 to 15.99	1	.....	.....	.....
16.00 to 16.99	1	.....	.....	.....
17.00 to 17.99	1	.....	.....	.....
18.00 to 18.99	.....	.....	.....	.....
19.00 to 19.99	.....	.....	1	.....
20.00 to 20.99	.....	.....	.....	.....
21.00 to 21.99	1	.....	1	.....
22.00 to 22.99	.....	.....	2	.....
23.00 to 23.99	2	.....	1	.....
24.00 to 24.99	1	.....	.....	1
25.00 to 25.99	1	.....	7	7
26.00 to 26.99	3	.....	.....	3
27.00 to 27.99	2	1	9	14
28.00 to 28.99	2	1	2	8
29.00 to 29.99	2	.....	6	8
30.00 to 34.99	39	3	42	90
35.00 to 39.99	173	5	80	77
40.00 to 44.99	290	2	126	18
45.00 to 49.99	280	1	140	44
50.00 to 54.99	279	2	131	7
55.00 to 59.99	189	.....	71	2
60.00 to 64.99	97	.....	53	2
65.00 to 69.99	49	.....	44	.....
70.00 and over	170	.....	103	.....

TABLE No. 19.

PAINT-MANUFACTURING.

Returns covering 13 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$218,080
Clerks, stenographers, salesmen, etc.	317,734
Wage-earners (including piece-workers)	422,469
Total	$958,283

Employment.

Month.	WAGE-EARNERS.		CLERKS, STENOGRAPHERS, SALESMEN, ETC.	
	Males.	Females.	Males.	Females.
January	174	34	85	41
February	178	35	91	40
March	184	38	91	40
April	188	40	93	42
May	190	44	97	45
June	194	43	98	49
July	196	49	102	49
August	196	44	98	50
September	184	37	100	52
October	177	36	99	49
November	174	37	97	50
December	173	36	97	52

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	1	.....	.....	.....
9.00 to 9.99	.....	.....	.....	.....
10.00 to 10.99	.....	.....	.....	.....
11.00 to 11.99	.....	.....	.....	.....
12.00 to 12.99	1	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	.....	.....	.....	.....
15.00 to 15.99	.....	.....	.....	.....
16.00 to 16.99	.....	1	.....	.....
17.00 to 17.99	1	5	.....	1
18.00 to 18.99	4	2	.....	.....
19.00 to 19.99	.....	4	.....	.....
20.00 to 20.99	3	1	.....	.....
21.00 to 21.99	1	11	.....	1
22.00 to 22.99	6	1	1	1
23.00 to 23.99	1	.....	.....	.....
24.00 to 24.99	5	5	2	6
25.00 to 25.99	2	1	2	9
26.00 to 26.99	10	5	1	5
27.00 to 27.99	.....	.....	2	.....
28.00 to 28.99	7	5	1	2
29.00 to 29.99	1	.....	1	.....
30.00 to 34.99	31	6	11	13
35.00 to 39.99	77	1	12	8
40.00 to 44.99	31	1	22	6
45.00 to 49.99	8	.....	20	2
50.00 to 54.99	7	.....	15	.....
55.00 to 59.99	1	.....	5	.....
60.00 to 64.99	2	.....	6	.....
65.00 to 69.99	2	.....	3	.....
70.00 and over	.....	.....	1	.....

TABLE No. 20.

PRINTING AND PUBLISHING.

Returns covering 153 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$1,209,597
Clerks, stenographers, salesmen, etc	2,919,273
Wage-earners (including piece-workers)	5,168,345
Total	$9,297,215

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	1,788	341	736	564
February	1,790	348	721	565
March	1,810	341	717	564
April	1,793	354	705	564
May	1,807	340	720	581
June	1,840	352	736	573
July	1,881	389	754	585
August	1,826	364	748	578
September	1,840	362	736	579
October	1,844	327	723	565
November	1,873	342	734	578
December	1,837	340	747	576

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	25	11	1	2
$6.00 to $6.99	2	7	1	1
7.00 to 7.99	5	2	.....	1
8.00 to 8.99	5	.....	.....	.....
9.00 to 9.99	1	4	.....	.....
10.00 to 10.99	4	5	1	1
11.00 to 11.99	17	2	.....	1
12.00 to 12.99	11	4	1	4
13.00 to 13.99	4	4	.....	4
14.00 to 14.99	14	4	4	2
15.00 to 15.99	15	6	8	6
16.00 to 16.99	31	12	3	9
17.00 to 17.99	22	20	10	7
18.00 to 18.99	28	19	4	20
19.00 to 19.99	25	19	3	11
20.00 to 20.99	33	50	17	48
21.00 to 21.99	11	9	1	12
22.00 to 22.99	10	20	10	38
23.00 to 23.99	22	10	4	15
24.00 to 24.99	19	18	8	24
25.00 to 25.99	33	15	19	59
26.00 to 26.99	19	16	9	29
27.00 to 27.99	13	8	13	44
28.00 to 28.99	17	19	2	46
29.00 to 29.99	15	6	5	14
30.00 to 34.99	110	119	65	111
35.00 to 39.99	77	21	92	43
40.00 to 44.99	127	21	80	16
45.00 to 49.99	166	5	80	13
50.00 to 54.99	156	7	83	12
55.00 to 59.99	357	3	52	5
60.00 to 64.99	320	.....	40	4
65.00 to 69.99	125	.....	36	1
70.00 and over	147	.....	57	3

TABLE No. 21.

PULP AND PAPER—MANUFACTURE OF.

Returns covering 9 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$1,203,413
Clerks, stenographers, salesmen, etc	1,301,624
Wage-earners (including piece-workers)	14,159,402
Total	$16,664,439

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,648	329	291	158
February	4,636	320	295	156
March	4,624	312	299	158
April	4,637	323	300	156
May	4,779	315	311	156
June	4,918	319	315	165
July	4,953	315	321	165
August	4,727	309	313	172
September	4,671	291	301	168
October	4,716	298	306	158
November	4,582	289	303	161
December	4,537	280	303	159

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	65	19	.....	.....
$6.00 to $6.99	9	1	.....	.....
7.00 to 7.99	6	2	.....	.....
8.00 to 8.99	28	3	.....	.....
9.00 to 9.99	18	.....	.....	.....
10.00 to 10.99	4	2	.....	.....
11.00 to 11.99	4	1	.....	.....
12.00 to 12.99	7	1	.....	.....
13.00 to 13.99	6	.....	.....	.....
14.00 to 14.99	5	.....	.....	.....
15.00 to 15.99	1	.....	.....	.....
16.00 to 16.99	9	.....	2	.....
17.00 to 17.99	7	1	.....	.....
18.00 to 18.99	8	1	.....	1
19.00 to 19.99	9	5	.....	.....
20.00 to 20.99	6	2	.....	1
21.00 to 21.99	8	6	.....	.....
22.00 to 22.99	5	3	.....	.....
23.00 to 23.99	5	.....	3	4
24.00 to 24.99	30	2	.....	.....
25.00 to 25.99	5	4	3	11
26.00 to 26.99	16	7	.....	5
27.00 to 27.99	17	5	1	10
28.00 to 28.99	16	8	.....	8
29.00 to 29.99	7	12	.....	1
30.00 to 34.99	133	138	8	51
35.00 to 39.99	281	70	8	38
40.00 to 44.99	513	26	23	17
45.00 to 49.99	880	5	46	11
50.00 to 54.99	829	.....	46	1
55.00 to 59.99	567	.....	65	1
60.00 to 64.99	390	1	43	.....
65.00 to 69.99	307	1	27	.....
70.00 and over	583	1	35	.....

TABLE No. 22.

SHIP-BUILDING AND BOAT-BUILDING.

Returns covering 82 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$633,344
Clerks, stenographers, salesmen, etc.	1,158,137
Wage-earners (including piece-workers)	10,524,459
Total	$12,315,940

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	5,372	16	367	135
February	4,929	16	361	136
March	4,733	16	361	132
April	4,899	16	357	124
May	4,444	12	345	119
June	4,096	13	339	115
July	3,675	12	337	114
August	3,342	12	326	112
September	3,296	12	319	103
October	3,264	12	303	105
November	3,068	13	303	104
December	2,898	8	285	99

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	16	.....	.....	1
$6.00 to $6.99	19	.....	.....	.....
7.00 to 7.99	52	.....	.....	.....
8.00 to 8.99	17	.....	.....	.....
9.00 to 9.99	7	.....	.....	.....
10.00 to 10.99	15	.....	.....	.....
11.00 to 11.99	7	.....	.....	.....
12.00 to 12.99	19	.....	1	.....
13.00 to 13.99	12	.....	.....	.....
14.00 to 14.99	8	.....	.....	.....
15.00 to 15.99	15	2	.....	1
16.00 to 16.99	11	1	.....	1
17.00 to 17.99	11	.....	1	.....
18.00 to 18.99	16	3	.....	2
19.00 to 19.99	20	2	2	.....
20.00 to 20.99	29	.....	1	2
21.00 to 21.99	16	3	.....	1
22.00 to 22.99	22	.....	1	1
23.00 to 23.99	7	1	4	7
24.00 to 24.99	24	1	.....	2
25.00 to 25.99	33	.....	3	5
26.00 to 26.99	17	.....	1	6
27.00 to 27.99	11	.....	.....	8
28.00 to 28.99	29	1	11	7
29.00 to 29.99	19	.....	.....	8
30.00 to 34.99	146	2	19	32
35.00 to 39.99	474	.....	21	8
40.00 to 44.99	933	.....	38	4
45.00 to 49.99	671	2	31	.....
50.00 to 54.99	1,772	.....	27	2
55.00 to 59.99	909	.....	21	.....
60.00 to 64.99	309	.....	38	.....
65.00 to 69.99	141	.....	12	.....
70.00 and over	337	.....	63	.....

TABLE No. 23.

SMELTING AND CONCENTRATING.

Returns covering 5 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$539,230
Clerks, stenographers, salesmen, etc.	2,551,344
Wage-earners (including piece-workers)	8,986,015
Total	$12,076,589

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	3,250	56	536	154
February	3,251	52	539	155
March	3,248	54	543	155
April	3,275	57	542	179
May	3,471	58	566	161
June	3,408	60	575	166
July	3,471	61	584	164
August	3,476	55	580	163
September	3,346	58	566	157
October	3,368	59	563	156
November	3,405	52	561	157
December	3,377	52	560	154

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	8	1	.....	.....
$6.00 to $6.99	1	.....	.....	.....
7.00 to 7.99	1	2	.....	.....
8.00 to 8.99	3	.....	.....	.....
9.00 to 9.99	5	.....	.....	.....
10.00 to 10.99	1	.....	.....	.....
11.00 to 11.99	5	2	.....	.....
12.00 to 12.99	2	.....	.....	.....
13.00 to 13.99	.....	.....	.....	.....
14.00 to 14.99	1	4	.....	.....
15.00 to 15.99	1	13	.....	.....
16.00 to 16.99	2	2	.....	1
17.00 to 17.99	6	7	.....	1
18.00 to 18.99	11	.....	.....	.....
19.00 to 19.99	4	.....	.....	.....
20.00 to 20.99	9	1	.....	1
21.00 to 21.99	2	1	.....	.....
22.00 to 22.99	8	3	.....	.....
23.00 to 23.99	4	1	3	3
24.00 to 24.99	10	1	.....	.....
25.00 to 25.99	9	.....	.....	1
26.00 to 26.99	8	3	.....	.....
27.00 to 27.99	8	1	.....	6
28.00 to 28.99	9	2	.....	.....
29.00 to 29.99	12	.....	.....	1
30.00 to 34.99	42	1	1	24
35.00 to 39.99	114	.....	1	106
40.00 to 44.99	267	3	8	6
45.00 to 49.99	658	7	6	2
50.00 to 54.99	919	1	167	10
55.00 to 59.99	598	.....	58	.....
60.00 to 64.99	342	.....	71	.....
65.00 to 69.99	138	.....	113	.....
70.00 and over	167	.....	139	.....

TABLE No. 24.

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

Returns covering 109 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$1,473,884
Clerks, stenographers, salesmen, etc.	5,837,617
Wage-earners (including piece-workers)	19,447,021
Total	$26,758,522

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	5,809	2,319	1,215	1,164
February	5,932	2,370	1,202	1,199
March	6,138	2,414	1,206	1,216
April	6,227	2,420	1,211	1,226
May	6,404	2,453	1,235	1,241
June	6,451	2,566	1,255	1,261
July	6,377	2,593	1,250	1,259
August	6,472	2,770	1,278	1,257
September	6,271	2,509	1,271	1,254
October	6,207	2,433	1,337	1,268
November	6,229	2,458	1,247	1,271
December	6,171	2,428	1,272	1,258

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	14	43	2	4
$6.00 to $6.99	14	10	.....	1
7.00 to 7.99	17	14	.....	.....
8.00 to 8.99	18	8	2	.....
9.00 to 9.99	19	10	2	2
10.00 to 10.99	8	14	1	2
11.00 to 11.99	27	41	2	1
12.00 to 12.99	18	30	.....	6
13.00 to 13.99	28	15	1	7
14.00 to 14.99	14	11	.....	4
15.00 to 15.99	15	10	.....	1
16.00 to 16.99	16	22	1	1
17.00 to 17.99	15	23	2	3
18.00 to 18.99	17	32	1	6
19.00 to 19.99	11	24	4	8
20.00 to 20.99	22	41	5	16
21.00 to 21.99	20	127	.....	41
22.00 to 22.99	35	143	1	27
23.00 to 23.99	19	124	4	37
24.00 to 24.99	14	169	1	19
25.00 to 25.99	37	182	11	75
26.00 to 26.99	54	220	6	83
27.00 to 27.99	40	207	7	56
28.00 to 28.99	28	124	8	90
29.00 to 29.99	23	134	9	121
30.00 to 34.99	406	457	128	305
35.00 to 39.99	597	266	138	203
40.00 to 44.99	1,020	48	139	68
45.00 to 49.99	1,165	9	117	35
50.00 to 54.99	1,326	36	124	26
55.00 to 59.99	754	2	133	7
60.00 to 64.99	395	.....	91	5
65.00 to 69.99	309	.....	66	1
70.00 and over	327	.....	272	1

TABLE No. 25.

WOOD-MANUFACTURING (N.E.S.).

Returns covering 189 Firms.

Salary and Wage Payments, 1948.

Officers, superintendents, and managers	$1,056,077
Clerks, stenographers, salesmen, etc.	880,561
Wage-earners (including piece-workers)	11,810,599
Total	$13,747,237

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	4,609	948	168	104
February	4,448	954	168	102
March	4,466	967	167	110
April	4,555	960	167	109
May	4,528	964	168	113
June	4,395	991	173	117
July	4,410	957	173	119
August	4,599	944	175	120
September	4,528	899	182	121
October	4,575	873	192	118
November	4,545	850	192	119
December	4,346	821	203	118

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
Under $6.00	6	.....	.....	1
$6.00 to $6.99	3	.....	.....	.....
7.00 to 7.99	3	.....	.....	1
8.00 to 8.99	24	.....	.....	.....
9.00 to 9.99	5	.....	.....	.....
10.00 to 10.99	1	2	1	.....
11.00 to 11.99	2	2	.....	.....
12.00 to 12.99	7	1	.....	1
13.00 to 13.99	5	1	2	.....
14.00 to 14.99	9	1	.....	.....
15.00 to 15.99	5	1	.....	.....
16.00 to 16.99	17	1	.....	.....
17.00 to 17.99	5	2	.....	.....
18.00 to 18.99	15	5	.....	1
19.00 to 19.99	8	1	.....	1
20.00 to 20.99	15	2	1	3
21.00 to 21.99	3	1	.....	.....
22.00 to 22.99	21	18	.....	1
23.00 to 23.99	12	5	1	1
24.00 to 24.99	17	17	.....	2
25.00 to 25.99	22	3	4	4
26.00 to 26.99	24	17	.....	1
27.00 to 27.99	20	9	1	1
28.00 to 28.99	29	5	.....	2
29.00 to 29.99	6	8	2	3
30.00 to 34.99	216	30	6	33
35.00 to 39.99	603	315	12	29
40.00 to 44.99	1,690	377	18	19
45.00 to 49.99	1,379	47	24	1
50.00 to 54.99	452	8	19	1
55.00 to 59.99	220	3	17	1
60.00 to 64.99	109	.....	13	2
65.00 to 69.99	56	.....	13	1
70.00 and over	78	.....	57	1

SUMMARY OF ALL TABLES.

Returns covering 8,736 Firms.

Total Salary and Wage Payments during Twelve Months ended December 31st, 1948.

Officers, superintendents, and managers	$38,135,367	
Clerks, stenographers, and salesmen, etc.	50,543,021	
Wage-earners (including piece-workers)	337,711,818	
		$426,390,206
Returns received too late to be included in above summary	$302,655	
Transcontinental railways (ascertained pay-roll)	31,484,347	
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)	166,822,792	
		198,609,794
Total		$625,000,000

Employment.

Month.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	Females.	Males.	Females.
January	121,448	13,829	13,087	7,587
February	118,939	12,835	13,136	7,601
March	122,512	12,426	13,268	7,720
April	127,424	12,804	13,368	7,820
May	131,715	13,184	13,691	7,919
June	133,194	14,651	13,944	8,045
July	138,667	17,661	14,073	8,200
August	141,033	18,969	14,313	8,250
September	138,639	19,688	14,032	8,135
October	135,112	17,152	14,067	8,149
November	130,182	15,441	13,892	8,223
December	114,914	12,216	13,826	8,111

Classified Weekly Earnings.

For Week of Employment of Greatest Number.	Wage-earners.		Clerks, Stenographers, Salesmen, etc.	
	Males.	*Females.*	*Males.*	*Females.*
Under $6.00	658	497	35	68
$6.00 to $6.99	274	160	6	26
7.00 to 7.99	333	152	4	12
8.00 to 8.99	364	140	11	15
9.00 to 9.99	264	138	6	13
10.00 to 10.99	294	227	15	36
11.00 to 11.99	253	212	14	30
12.00 to 12.99	323	203	16	49
13.00 to 13.99	262	143	11	32
14.00 to 14.99	315	256	14	34
15.00 to 15.99	407	266	31	46
16.00 to 16.99	438	345	14	49
17.00 to 17.99	344	480	48	71
18.00 to 18.99	477	607	59	187
19.00 to 19.99	369	613	40	125
20.00 to 20.99	842	985	96	393
21.00 to 21.99	485	726	41	256
22.00 to 22.99	642	1,190	57	299
23.00 to 23.99	524	667	117	348
24.00 to 24.99	781	1,080	74	237
25.00 to 25.99	1,045	1,024	228	725
26.00 to 26.99	858	1,301	87	366
27.00 to 27.99	809	829	144	500
28.00 to 28.99	1,035	983	174	449
29.00 to 29.99	824	760	88	310
30.00 to 34.99	9,497	5,327	1,202	1,924
35.00 to 39.99	18,541	2,776	1,434	1,445
40.00 to 44.99	31,997	1,478	1,896	475
45.00 to 49.99	28,160	673	1,992	220
50.00 to 54.99	23,763	328	1,693	108
55.00 to 59.99	15,801	130	1,221	34
60.00 to 64.99	11,417	122	963	23
65.00 to 69.99	5,760	46	769	6
70.00 and over	11,250	118	1,737	16
Totals	169,406	24,982	14,337	8,927

"HOURS OF WORK ACT."

Since the "Hours of Work Act" became effective, the Board has shown the average weekly working-hours of all wage-earners in industry as computed for each successive year.

With the exception of some upward movement during the war years, a gradual decline is noted in the weekly hours reported since 1930. The average weekly working-hours for all employees in the wage-earner section from 1930 to 1948 are as follows:—

1930	48.62	1940	46.91
1931	47.37	1941	46.90
1932	47.69	1942	48.12
1933	47.35	1943	47.19
1934	47.32	1944	46.02
1935	47.17	1945	45.59
1936	47.63	1946	43.63
1937	47.25	1947	42.24
1938	46.84	1948	42.21
1939	47.80		

Becoming effective during 1946, an Act to amend the "Hours of Work Act" reduced the legal working-hours of employees in industry from 48 to 44 hours per week, subject to certain exceptions.

In the table following, comparative figures are set out for the years 1947 and 1948, showing the percentage of total wage-earners covered in the survey who were reported as working up to and including the weekly limit of 44 hours, and the percentage of those in excess of the legal limit.

COMPARATIVE FIGURES, 1947 AND 1948 (WAGE-EARNERS).

Year.	Firms reporting.	Wage-earners reported.	44 Hours or less per Week.	In excess of 44 Hours.
			Per Cent.	Per Cent.
1947	8,410	159,300	80.63	19.37
1948	8,736	165,411	81.59	18.41

The 8,736 firms reporting to the Department of Labour submitted information regarding hours worked by some 165,411 male and female wage-earners for the year 1948. Of the total workers reported, 81.59 per cent. were shown as working 44 hours or less per week, while 18.41 per cent. of total were reported working in excess of 44.

AVERAGE WEEKLY HOURS OF WORK, BY INDUSTRIES.

As in the previous year the coverage of the questionnaire dealing with hours of work was extended to include clerical workers in addition to wage-earners. In the section relating to clerical workers, the firms replying to the questionnaire submitted information covering some 24,155 male and female employees in clerical occupations for 1948, this total being comprised of clerks, stenographers, and salesmen, etc., but not including officials, executive or managerial staff.

The table following under heading of "Wage-earners" shows by industry the 1948 average weekly hours worked in comparison with previous yearly averages for this group, while for the clerical workers the table is based on averages recorded in this section for the comparative years 1947 and 1948:—

AVERAGE WEEKLY HOURS OF WORK.

Wage-earners.

Industry.	1944.	1945.	1946.	1947.	1948.
Breweries, distilleries, and aerated-water manufacturers	45.37	44.64	43.19	41.23	40.23
Builders' materials	46.20	45.12	43.87	42.65	43.08
Cartage, trucking, and warehousing*	.....	.....	.....	44.76	43.67
Coal-mining	47.96	47.91	40.09	40.11	40.08
Coast shipping	51.48	51.13	50.05	47.38	48.19
Construction	44.09	42.79	41.58	41.36	41.15
Explosives, fertilizers, and chemicals	45.31	44.18	42.20	42.59	39.82
Food-products manufacturing	47.72	47.36	45.90	44.33	45.02
Garment-manufacturing	42.72	41.45	41.13	39.43	38.46
House furnishings	43.55	43.40	42.32	39.94	39.59
Jewellery manufacturing and repair	43.47	43.09	42.83	41.93	41.30
Laundries, cleaning and dyeing	43.37	44.09	42.77	41.60	41.29
Leather and fur goods manufacturing	43.25	43.03	41.89	40.85	40.72
Lumber industries—					
Logging	48.46	48.13	43.21	41.55	41.96
Logging-railways	52.50	51.69	45.88	47.55	44.62
Lumber-dealers	44.79	44.39	43.72	42.38	42.48
Planing-mills	47.83	47.72	44.63	41.24	41.29
Sawmills	47.98	47.46	44.02	41.25	41.23
Shingle-mills	46.28	45.90	43.83	40.40	39.69
Metal trades	45.18	43.26	42.47	42.01	42.42
Metal-mining	48.82	48.57	45.31	45.19	44.72
Miscellaneous trades and industries†	47.36	46.30	44.46	43.10	43.04
Oil refining and distributing	46.57	43.93	43.63	44.06	44.17
Paint-manufacturing	43.75	43.63	43.51	41.59	41.69
Printing and publishing	41.45	41.46	40.74	39.42	38.78
Pulp and paper manufacturing	48.04	47.97	44.17	44.73	44.68
Ship-building and boat-building	43.07	43.10	42.02	39.46	39.64
Smelting and concentrating	47.73	48.02	42.28	42.30	39.99
Street-railways, gas, water, power, telephones, etc.	45.40	45.18	44.50	43.36	42.75
Wood-manufacturing (N.E.S.)	45.61	45.61	43.32	39.78	39.72

* Previous yearly figures for cartage, trucking, and warehousing included with miscellaneous trades and industries.

† Miscellaneous trades and industries now inclusive of cigar and tobacco manufacturing, previously shown separately above.

AVERAGE WEEKLY HOURS OF WORK—*Continued.*

Clerical Workers.

Industry.	1947.	1948.
Breweries, distilleries, and aerated-water manufacturers	39.33	38.92
Builders' materials	40.25	40.09
Cartage, trucking, and warehousing	39.58	41.38
Coal-mining	39.61	39.77
Coast shipping	41.06	40.84
Construction	39.69	38.86
Explosives, fertilizers, and chemicals	40.48	40.02
Food-products manufacturing	42.60	42.53
Garment-manufacturing	39.62	37.30
House furnishings	39.83	39.65
Jewellery manufacturing and repair	36.71	37.36
Laundries, cleaning and dyeing	43.44	43.23
Leather and fur goods manufacturing	40.49	39.76
Lumber industries—		
Logging	42.89	41.94
Logging-railways	.....	.....
Lumber-dealers	40.55	38.85
Planing-mills	42.07	41.46
Sawmills	40.66	40.42
Shingle-mills	38.31	39.04
Metal trades	41.23	40.97
Metal-mining	42.96	43.34
Miscellaneous trades and industries	40.59	40.60
Oil refining and distributing	39.20	38.46
Paint-manufacturing	38.40	37.75
Printing and publishing	37.35	37.74
Pulp and paper manufacturing	38.80	39.67
Ship-building and boat-building	39.98	40.23
Smelting and concentrating	42.36	41.38
Street-railways, gas, water, power, telephones, etc.	39.80	39.21
Wood-manufacturing (N.E.S.)	38.96	38.80

STATISTICS OF CIVIC AND MUNICIPAL WORKERS.

The statistical tables which follow under this heading have been compiled on the basis of information 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 1948.

Inasmuch as the totals in this section are already incorporated in other tables as part of the total industrial pay-roll, they should not be considered as in addition to totals quoted elsewhere in this Report, but rather as having been further segregated and here set aside for separate study.

Included in the coverage of the tables are workers engaged in public works, the construction 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.

The total reported pay-roll for 1948, based on 122 returns submitted by civic and municipal administrations, was $11,248,371, an increase of $2,065,958 over the reported total for 1947.

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 1946, 1947, and 1948:—

	1946.	1947.	1948.
Officers, superintendents, and managers	$706,418	$986,080	$1,074,817
Clerks, stenographers, etc.	1,050,627	900,120	1,254,191
Wage-earners	5,807,929	7,296,213	8,919,363
Totals	$7,564,974	$9,182,413	$11,248,371

A marked increase in municipal employment was again noted in 1948, the increases occurring in both the wage-earner and clerical sections. While for 1946 the employment figures were reported as monthly averages, the figures reported for 1947 and 1948 represent the numbers on municipal pay-rolls as of the last day of each month or nearest working-day.

In the table following the 1947 and 1948 municipal employment totals are set out by sex and occupational group, together with comparative average monthly employment figures for the preceding year 1946:—

Month.	1946.		1947.*				1948.*			
	Monthly Average Employment.		Wage-earners.		Clerks, Stenographers, etc.		Wage-earners.		Clerks, Stenographers, etc.	
	Male.	Female.	Males.	Females.	Males.	Females.	Males.	Females.	Males.	Females.
January	3,020	47	3,518	16	271	120	4,066	16	411	149
February	3,065	55	3,618	16	270	120	4,059	16	409	148
March	3,317	74	3,938	16	282	121	4,243	16	419	150
April	3,502	99	4,097	16	280	124	4,353	17	414	155
May	3,826	193	4,457	41	281	131	4,632	52	426	161
June	3,845	252	4,529	60	285	135	4,843	54	441	165
July	3,856	278	4,790	64	285	136	4,861	64	443	167
August	3,831	254	4,691	59	283	137	4,912	65	442	166
September	3,470	127	4,337	18	287	133	4,482	21	444	164
October	3,368	85	4,267	16	291	131	4,443	18	435	160
November	3,387	79	4,235	16	288	131	4,264	16	440	159
December	3,291	64	4,121	16	295	131	4,149	17	438	163

* 1947 and 1948 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.

In relation to earnings the distribution of employment in civic and municipal occupations is indicated in the following table, which shows the percentages of male wage-earners in the various wage classifications as noted, for the comparative years 1946, 1947, and 1948:—

Weekly Earnings.	Percentage of Employees.		
	1946.	1947.	1948.
Under $15	2.58	2.38	1.57
$15 to 20	1.23	1.20	0.57
20 to 25	5.28	2.40	1.15
25 to 30	12.99	9.27	1.48
30 to 35	54.88	39.49	14.63
35 to 40	14.32	30.24	19.15
40 to 45	4.74	7.85	41.77
45 to 50	2.53	3.71	12.49
50 and over	1.45	3.46	7.19

The average weekly earnings for male wage-earners on civic and municipal payrolls increased to $40.59 in 1948, as compared with $34.89 recorded for the previous year.

In the section dealing with civic workers in clerical occupations, average weekly earnings increased to $42.16 for males and $30.09 for female workers, compared respectively with $37.45 and $25.26 recorded in these classifications for 1947. Included in the clerical group were clerks, stenographers, and general office employees, exclusive of salaried officials, executives, and managerial staff.

A fractional increase was noted in the average weekly hours worked by municipal and civic employees during 1948, the average weekly figure for wage-earners rising to 41.57 from 41.28 previously reported, while in the clerical section the average weekly hours were 38.90, as against 38.49 recorded in 1947.

SUMMARY OF NEW LAWS AFFECTING LABOUR.

(Passed by the Legislature of British Columbia, Session 1949.)

"APPRENTICESHIP ACT AMENDMENT ACT, 1949."

The "Apprenticeship Act" was amended to provide a more general authority on the part of the Minister in exempting minors working in designated trades from the requirement of entering into a contract of apprenticeship when the work available in a shop does not enable the employee to get the necessary training to become proficient at the trade. Prior to this amendment the authority of the Minister was restricted to exempting those employed exclusively on specialized or repetitive work within a designated trade.

A further amendment permits the Minister to allow a minor to work at his trade if fully skilled without requiring the minor to enter into a contract of apprenticeship pursuant to the provisions of section 8 (1) of the Act.

"BOILER INSPECTION ACT AMENDMENT ACT, 1949."

Amendments were made to this Act to transfer the administration of the Act from the Workmen's Compensation Board to the Minister of Public Works.

"ELECTRICAL ENERGY INSPECTION ACT AMENDMENT ACT, 1949."

Amendments were made to this Act to transfer the administration of the Act from the Workmen's Compensation Board to the Minister of Public Works.

"MECHANICS' LIEN ACT AMENDMENT ACT, 1949."

An amendment was made to this Act to correct an error occurring in the revision of the Statutes.

"MUNICIPAL ACT AMENDMENT ACT, 1949."

Of the several amendments made to this Act, two are of particular interest to labour. New sections have been added to the Act providing that when any arbitration proceedings are taken respecting salaries, wages, or working conditions, and any award is made in consequence whereof the municipality is required to expend or provide any money, such arbitration proceedings shall be concluded and the award made and published on or before the 15th day of April of the calendar year in which the award is to come into effect, and where a Conciliation Board has been appointed under the "Industrial Conciliation and Arbitration Act" to deal with a dispute between a municipality or Board of Police Commissioners and the firemen or policemen employed by the municipality or Board of Police Commissioners, the recommendation of the Conciliation Board shall be binding in every respect upon the municipality or Board of Police Commissioners.

"MUNICIPAL SUPERANNUATION ACT AMENDMENT ACT, 1949."

This legislation excludes from the definition of "employee" a person who has not completed at least ten years' service before reaching the compulsory retirement age. Except with respect to the Greater Victoria Water District and its permanent employees, this provision applies only to employees of employers who adopt the Act on or after January 1st, 1949.

With the approval of the Provincial Secretary an employer may enter into an agreement with the Commissioner of Municipal Superannuation providing for increased benefits for the employees. The agreement may make larger benefits conditional on increased contributions from employees but not from the Consolidated Revenue Fund.

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.

C. R. Margison.....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 Third Avenue, Kamloops.
Department of Labour, Prince George.
Department of Labour, Smithers.

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

SIR,—We have the honour to present the fifteenth annual report of the Board of Industrial Relations for the year ended December 31st, 1948.

As the Annual Report for 1947, page 46, gave a historical outline of the institution of the Board and its development from the first Minimum Wage Board which had been established in July, 1918, the reader is referred to that Report for such information.

This is the fifteenth annual report of the Board and the thirty-first annual record of the Department with respect to female employees.

MEETINGS AND DELEGATIONS.

During the year 1948 the Board held ninety-five sessions on fifty-one different days. It held sixty-five sessions in Victoria and thirty sessions in Vancouver.

During the year numerous delegations representing employers and employees appeared before the Board for the purpose of making representations to that body with respect to problems or difficulties confronting the respective industries, trades, or occupations in connection with hours of work and minimum wages.

Public hearings were held in connection with the occupation of first-aid attendant and the plumbing and pipe-fitting industry. Following these hearings the Board made Male and Female Minimum Wage Order No. 39 (1948), which was a complete revision of the previous Order applying to first-aid attendants that had been in effect for almost eight years. The matter of making a minimum wage order with respect to plumbers and pipe-fitters is still pending.

So much of the Board's time has been taken up by consideration of applications for overtime permits, learners' permits, approvals of arrangements of hours of work under section 11 (3) of the "Hours of Work Act," and other matters that the Board has been unable in the time at its disposal to completely revise all of the Orders to which the General Interim Minimum Wage Order (1946) of the Board applied; however, considerable progress has been made in connection with the revision of these Orders, and it is anticipated that all of these Orders will have been revised in the immediate future.

ORDERS MADE DURING 1948.

During the year 1948 the Board revised five of its Orders, resulting in the promulgation of the following:—

Order No. 9 (1948) with respect to drivers and swampers or helpers in the transportation industry.
Order No. 25 (1948) with respect to the manufacturing industry.
Order No. 34 (1948) with respect to the office occupation.
Order No. 39 (1948) with respect to first-aid attendants.
Order No. 67 (1948) with respect to public places of amusement, etc.

In addition to the above, entirely new Orders were made with respect to the following:—

Order No. 6 (1948)—automotive repair and gasoline service-station industry.
Order No. 7 (1948)—radio technicians.
Order No. 8 (1948)—radio-broadcast technicians.
Order No. 10 (1948)—sheet-metal trade.

With the exceptions of Order No. 34 (1948), which applies only to female employees, and Order No. 10 (1948), which applies only to male employees, all of the Orders referred to above apply to both male and female employees.

Order No. 1D (1948)—Logging Industry.—The Board amended Order No. 1 (1947) by removing from the overtime provisions of the Order "persons engaged in operating light plants in logging camps."

Order No. 9A (1948)—Drivers and Swampers or Helpers.—This Order amended Order No. 9 (1948) by clarifying the exemptions from the said Order.

Order No. 26C (1948)—Transportation Industry.—This Order of the Board amended Order No. 26 (1940) by deleting from its application those employees in the transportation industry to whom Order No. 9 (1948) of the Board applied.

Order No. 52B (1948)—Hotel and Catering Industry.—This Order amended Order No. 52 (1946) and provided the Board with the necessary authority to vary the daily guarantee provisions of the said Order.

Order No. 74A (1948)—Laundry, Cleaning and Dyeing Industry.—This Order of the Board amended Order No. 74 (1946) and provided the Board with the authority to vary the daily guarantee provisions of the said Order.

Orders Nos. 59 and 24—Mercantile Supplementary, 1948.—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 1948.

Regulation No. 4A—Engineers, Operators, Firemen, and Oilers or Greasers.—This regulation superseded Regulation No. 4 and added to the classifications of employees that were permitted to work nine hours per day in addition to the maximum hours of work provided in section 3 of the Act, to perform preparatory or complementary work.

Regulation No. 17C—Baking Industry.—This regulation permitted the deliverymen in the baking industry to work in excess of eight hours per day, provided the weekly hours of work did not exceed forty-eight.

Regulation No. 32C—Construction Industry.—This regulation permitted persons employed on the construction of the Pine Pass Highway to work nine hours per day and fifty-four hours per week for the period June 16th, 1948, to and including December 31st, 1948.

Regulation No. 32D—Construction Industry.—This regulation permitted persons employed on the Hope–Princeton Highway and the Keremeos–Kaleden Highway to work nine hours per day and forty-eight hours per week for the period June 10th, 1948, to and including November 15th, 1948.

Regulation No. 34A—Bartenders, Waiters, and Utility Men.—This regulation permitted bartenders, waiters, and utility men employed within premises covered by beer licences issued pursuant to the provisions of the "Government Liquor Act" to work a split shift within thirteen hours instead of within twelve for the period ending January 31st, 1949. (This regulation was subsequently extended for the period ending July 31st, 1949.)

Mercantile Industry, Christmas, 1948 (Temporary).—This regulation of the Board authorized certain employees in the 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.

Presenting the 1948 statistical summary of women workers in business and industry, the following section is devoted to a comparative study of the employment, earnings, and hours of work of female workers in those occupations and industries covered by Orders of the Board.

For the year under review, returns were received in time for tabulation from some 7,984 employers of women and girls, who reported a total of 61,528 female employees. With an increase in the number of establishments reporting over the previous year, this figure represents the highest total employment of women workers yet recorded in the history of the Department.

The tables following show for the past five years the comparative employment, earnings, and hours of work as recorded for those occupations and industries in which legal minimum wage rates for females have been set by the Board.

MERCANTILE INDUSTRY (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	1,753	1,747	1,696	1,650	1,515
Total number of employees	12,054	11,493	10,808	11,039	10,618
Total weekly earnings	$275,928.00	$228,446.00	$197,691.08	$184,838.18	$173,346.41
Average weekly earnings	$22.89	$19.88	$18.29	$16.74	$16.33
Average hours worked per week	37.27	36.48	38.46	38.02	37.99

With an increase again noted in the number of firms reporting in the mercantile industry, over-all employment in this section rose to 12,054 during 1948, as compared with a total of 11,493 shown for the previous year.

The total amount of salaries and wages paid to the 12,054 female employees for the week under review was $275,928, representing an average *per capita* weekly earnings of $22.89 for this industry, as against a previous average figure of $19.88 computed for 1947.

Average weekly hours of work in the mercantile industry was recorded at 37.27 for 1948, increased slightly from a low of 36.48 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 are sometimes less than normal, periodic fluctuation in the figure is not uncommon in this industry.

LAUNDRY, CLEANING AND DYEING INDUSTRIES (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	211	206	176	181	161
Total number of employees	2,652	2,881	2,285	2,332	2,151
Total weekly earnings	$58,367.00	$57,784.00	$40,417.75	$37,965.94	$33,228.64
Average weekly earnings	$22.01	$20.06	$17.69	$16.28	$15.45
Average hours worked per week	38.67	38.23	39.01	39.88	38.90

A total of 211 firms completed returns in this section for 1948, reporting a total of 2,652 female employees engaged in laundry, cleaning and dyeing occupations.

While employment in this industry did not reach the high mark set in 1947, earnings continued to increase, the total pay-roll amounting to $58,367 for the week reviewed, as against $57,784 for the weekly period in the previous year. Compared with a 1947 average weekly figure of $20.06, average weekly earnings increased to $22.01 for employees in this industry during 1948.

A fractional increase was noted, however, in the average number of hours worked per week, which increased from 38.23 to 38.67 for the year under review.

HOTEL AND CATERING INDUSTRY (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	1,266	1,222	1,174	1,271	1,137
Total number of employees	10,865	10,879	9,492	9,553	9,078
Total weekly earnings	$236,981.00	$216,965.00	$175,484.81	$162,384.74	$151,575.26
Average weekly earnings	$21.81	$19.94	$18.49	$17.00	$16.70
Average hours worked per week	38.50	38.54	38.93	40.56	41.01

Firms reporting in the hotel and catering group numbered 1,266 for 1948, as compared with 1,222 filing returns in the previous year. Little change was noted in employment, which remained just short of the 1947 level, with 10,865 employees recorded for 1948, as against a previous total of 10,879.

Earnings for the weekly period reviewed increased from $216,965 to $236,981 for 1948, to give an average *per capita* weekly earnings figure of $21.81 for employees shown in this classification, as compared with $19.94 noted for the previous year.

Average weekly working-hours for employees in hotel and catering occupations continued to decrease fractionally, showing at 38.50 in 1948, as against 38.54 hours recorded for 1947.

OFFICE OCCUPATION (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	3,405	3,349	3,261	3,274	2,984
Total number of employees	15,721	15,368	14,296	13,790	13,251
Total weekly earnings	$461,189.00	$423,571.00	$346,234.83	$318,788.40	$301,981.54
Average weekly earnings	$29.34	$27.56	$24.22	$23.12	$22.79
Average hours worked per week	38.47	39.09	39.46	40.43	40.82

The office occupation continues to lead with the highest employment figures for female workers.

With clerical occupations noticeably on the increase, employment in this classification climbed to 15,721 during 1948, as compared with 15,368 previously reported. The number of firms reporting in this section rose from 3,349 to 3,405 for the year under review.

With a total of $461,189 paid in salaries and wages for the weekly period reported, average weekly earnings for female office-workers rose to $29.34 to set a new high for earnings in this occupation. The previous weekly average noted in 1947 was $27.56.

During the year a fractional decrease was evident in the working-hours of office employees, the 1948 average weekly figure showing at 38.47 hours, down slightly from 39.09 previously reported.

PERSONAL SERVICE OCCUPATION (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	147	152	144	149	134
Total number of employees	446	524	542	535	476
Total weekly earnings	$10,942.00	$11,830.00	$11,435.30	$10,350.57	$9,054.25
Average weekly earnings	$24.53	$22.58	$21.10	$19.35	$19.02
Average hours worked per week	38.49	39.48	40.16	39.88	40.50

Included in the above table are females employed as beauty-parlour operators, chiropodists, and those engaged in similar occupations. Many firms in this business are owner-operated without outside help, and have consequently been omitted from the survey for this reason. The coverage of the above table has been restricted to include only those firms employing staff.

With fewer firms reporting for the period reviewed, employment dropped in this section from 524 to 446 for 1948.

Substantial increase was noted, however, in the average weekly earnings for employees in these occupations, the average *per capita* weekly earnings increasing to $24.53 in 1948, as against $22.58 recorded for 1947.

The average weekly hours worked in personal service occupations continued to decrease, down to 38.49 hours for the week reported, from 39.48 for a similar period in 1947.

FISHING INDUSTRY (FEMALE).

	1948.*	1947.*	1946.	1945.	1944.
Number of firms reporting	26	22	20	17	19
Total number of employees	1,650	2,129	774	441	656
Total weekly earnings	$49,987.00	$58,775.00	$18,194.97	$9,307.73	$12,214.60
Average weekly earnings	$30.30	$27.61	$23.51	$21.11	$18.62
Average hours worked per week	36.20	37.84	37.49	35.22	36.28

* 1947 and 1948 figures inclusive of all cannery occupations not previously included in the tabulations.

As noted in the previous year's Report, totals subsequent to the 1946 figures were inclusive of all cannery occupations, some of which had not previously been included. Due to changes in the questionnaire, the segregation of piece-workers and employees engaged in heading and filling occupations is not possible from the totals submitted by the firms reporting. Inasmuch as these occupations have previously been omitted from the tables, being outside the governing Order of the Board, no direct comparison should be made in the above table between recent totals and those of earlier years without this consideration. The 1947 and 1948 figures, however, serve to give an over-all picture of female workers in this industry.

No doubt due to fluctuations in the seasonal activity common to this industry, the employment reported for the weekly period was somewhat less than in the previous year, a total of 1,650 employees being reported, as compared with 2,129 shown for 1947.

With a total of $49,987, however, paid in salaries and wages for the week reported, the average *per capita* weekly earnings in this industry rose to $30.30, from $27.61

noted in 1947, representing the highest recorded figure of average earnings for female workers in any of the industries or occupations included in the survey.

A further decrease was evident in the average weekly hours worked in this industry, the 1948 figure decreasing to 36.20, as against 37.84 hours shown for a similar weekly period in 1947.

TELEPHONE AND TELEGRAPH OCCUPATION (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	179	154	230	221	194
Total number of employees	2,956	2,679	2,720	2,096	2,353
Total weekly earnings	$84,007.00	$68,205.00	$61,895.57	$44,409.74	$54,232.36
Average weekly earnings	$28.42	$25.46	$22.76	$21.19	$23.05
Average hours worked per week	40.58	40.08	40.61	37.78	40.52

In recording the number of firms employing females in occupations relating to the telephone and telegraph section, it is necessary to include all types of establishments wherein the operation of a switchboard automatically places the firm in this category. Inasmuch as some firms in completing the questionnaire apparently include the switchboard operators with other office employees, fluctuation in the number of reporting firms occurs periodically in the above table.

With 179 firms reporting in this section for 1948, an increase was noted in the total reported employment, which climbed to 2,956 from 2,679 shown in 1947 to set an all-time record high for employment in this occupation.

Pay-roll for the week reported amounted to $84,007, compared with total salaries and wages of $68,205 paid for a similar weekly period during 1947.

Average weekly earnings for females employed in telephone and telegraph occupations also reached a new high of $28.42 in 1948, increased from $25.46 recorded for the previous year.

In line with increases generally noted in this section, the average weekly working-hours for employees in these occupations moved up fractionally to 40.58, as compared with 40.08 noted for 1947.

MANUFACTURING INDUSTRY (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	772	794	948	1,036	849
Total number of employees	8,567	8,983	8,757	14,016	16,221
Total weekly earnings	$234,410.00	$216,668.00	$189,535.49	$321,983.90	$415,945.94
Average weekly earnings	$27.36	$24.12	$21.64	$22.97	$25.64
Average hours worked per week	37.89	38.19	39.32	40.33	42.35

With fewer firms reporting in the manufacturing group for the period under review, reported employment in this section dropped to 8,567 for 1948, as against 8,983 employees reported in the previous year.

The total amount of salaries and wages paid for the weekly period was, however, substantially higher than for the similar period in 1947, resulting in a sharp increase in the *per capita* average weekly earnings in this industry.

Average weekly earnings, based on the employment reported, rose to $27.36, increased from $24.12 set in 1947, and representing a new high mark for this section.

The average weekly hours of work further declined to 37.89 in 1948, down from 38.19 in 1947, and decreasing generally in line with the lower trend in weekly working-hours noted for manufacturing industries since the early post-war years.

FRUIT AND VEGETABLE INDUSTRY (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	71	85	72	69	72
Total number of employees	5,950	5,940	5,245	4,836	4,941
Total weekly earnings	$175,673.00	$154,875.00	$119,587.20	$100,909.15	$106,997.85
Average weekly earnings	$29.52	$26.07	$22.80	$20.87	$21.66
Average hours worked per week	43.59	40.20	42.97	43.01	44.64

Some fluctuation in the number of firms reporting in the fruit and vegetable industry may be noted in the above table, although employment in the sample obtained remained high at 5,950 reported for 1948, exceeding slightly the previous year's figure of 5,940.

Earnings for the week under review were substantially up from the previous year, showing total salaries and wages of $175,673 for the weekly period, as compared with $154,875 for a similar pay-roll in 1947.

With longer working-hours evident in this seasonal industry during 1948 than in the previous year, the average weekly earnings for female workers climbed to $29.52, increased considerably from the 1947 figure of $26.07, and recording a new high level for earnings in the fruit and vegetable industry.

Average weekly working-hours for employees in this section were higher in 1948, increasing to 43.59 from a low of 40.20 hours noted for the previous year.

TRANSPORTATION INDUSTRY (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	49	27	76	102	138
Total number of employees	124	66	130	227	235
Total weekly earnings	$3,003.00	$1,272.00	$2,065.96	$3,785.70	$4,397.05
Average weekly earnings	$24.22	$19.27	$15.89	$16.68	$18.71
Average hours worked per week	41.99	40.74	36.96	37.79	42.29

The above table is inclusive of female workers engaged in delivery, truck-driving, messenger-work, etc.

Average earnings and hours worked were computed on the basis of returns from some 49 firms reporting a total of 124 female employees in occupations of this nature.

With longer hours noted as a contributing factor, the average weekly earnings in this section increased to $24.22 for 1948, up from $19.27 shown for the previous year.

Average working-time for the weekly period under review was 41.99 hours in 1948, as compared with 40.74 recorded for 1947.

PUBLIC PLACES OF AMUSEMENT (FEMALE).

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	105	92	85	91	86
Total number of employees	543	500	283	311	430
Total weekly earnings	$8,129.00	$6,788.00	$2,960.63	$3,164.58	$4,728.41
Average weekly earnings	$14.97	$13.58	$10.46	$10.18	$11.00
Average hours worked per week	26.69	25.47	24.76	26.12	25.16

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

The number of firms reporting female employees in this type of occupation again increased in 1948, some 105 establishments reporting, as against 92 for 1947.

Employment totals also continued to increase, with the 1947 figure of 500 employees rising to 543 for the year under review. Due to the nature of the occupation, workers in this classification are necessarily on a part-time basis. Hours of work and earnings are therefore relatively lower than those in other occupations, and should not be considered as representative of a full week's work.

On the basis of the actual part-time hours worked, the average weekly earnings for female employees in this section was $14.97 for 1948, increased from a 1947 figure of $13.58 for a similar weekly period.

Average weekly hours worked by employees in this classification were recorded at 26.69 for 1948, compared with 25.47 noted for the previous year.

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

	1948.	1947.	1946.	1945.	1944.
Number of firms reporting	7,984	7,850	7,882	8,061	7,289
Total number of employees	61,528	61,442	55,332	59,176	60,410
Total weekly earnings	$1,598,616.00	$1,445,179.00	$1,165,503.65	$1,197,888.63	$1,267,702.31
Average weekly earnings	$25.98	$23.52	$21.06	$20.24	$20.98
Average hours worked per week	38.61	38.33	39.42	39.94	40.84

The above table summarizes returns from some 7,984 firms reporting actual figures concerning 61,528 women and girl employees for the year 1948.

For the one week of 1948 under review, total aggregate salaries and wages of female employees amounted to $1,598,616, representing an increase of $153,437 over the reported total for a similar weekly period in 1947.

Average weekly earnings for all occupations covered by the survey is shown in the summary table at $25.98, the highest average yet recorded for all females included in the tabulations, and an increase of $2.46 over the 1947 figure of $23.52.

During the period reported, the legal minimum rates as fixed for female workers by Orders of the Board ranged from $17, the lowest, as set for the mercantile industry, to $20.16 for a 48-hour week in the telephone and telegraph occupation. From the above summary table it is therefore evident that the average weekly earnings of female workers continues at a level well above the highest minimum set by law.

The average weekly hours of work for all occupations, which had continued to decline in 1947, showed a fractional increase in 1948, the average figure covering the 61,528 female employees reported rising to 38.61 from the low mark of 38.33 established for the previous year.

Included in the total 61,528 females reported are only those workers engaged in industries or occupations for which Minimum Wage Orders have been set by the Board. 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." Federal workers and bank employees are also excluded from the coverage of the Provincial legislation.

TABLE SHOWING COMPARATIVE RELATION OF 1948 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 1948 Average Earnings exceed Legal Minimum.
						Per Cent.
Mercantile	1,753	12,054	$275,928	$17.00*	$22.89	34.65
Laundry	211	2,652	58,367	17.60†	22.01	25.06
Hotel and catering	1,266	10,865	236,981	18.00‡	21.81	21.17
Office	3,405	15,721	461,189	18.00§	29.34	63.00
Personal service	147	446	10,942	20.00‡	24.53	22.65
Fishing	26	1,650	49,987	19.20‖	30.30	57.81
Telephone and telegraph	179	2,956	84,007	20.16‖	28.42	40.97
Manufacturing	772	8,567	234,410	17.60†	27.36	55.45
Fruit and vegetable	71	5,950	175,673	17.60†	29.52	67.73
Transportation	49	124	3,003	¶	24.22	¶
Public places of amusement	105	543	8,129	18.00‡	14.97**	**
All occupations	7,984	61,528	$1,598,616	.....	$25.98	52.82

* 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.

** Earnings represent partial week only.

The various occupational classifications covered in the annual survey of female workers are listed in the above table, which sets out comparative data showing the number of firms reporting in each classification, together with the employment represented, and the average weekly earnings. The legal minimum weekly wage set in each instance is shown in relation to the actual average weekly earnings recorded for 1948, the actual earnings being also expressed as percentages in excess of the legal minimum which applies in each occupation. It is significant that the average weekly earnings for females in all occupations covered ($25.98) was 52.82 per cent. in excess of the lowest legal minimum shown in the table.

STATISTICS FOR MALE EMPLOYEES.

In order to show the trend of wages and employment in some of the more important occupations covered by the Male Minimum Wage Orders, a segregation has been made from industrial classifications dealt with elsewhere in this Report to isolate male employees in various occupations within the coverage of the "Male Minimum Wage Act." Relevant data resulting from this segregation is presented in 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 indicate the general trend of employment and earnings in some of the more important occupations covered.

The tables are based on returns from industrial firms, the totals being representative of wage-earners only, as reported for the week of employment of the greatest number.

Baking Industry (Male).

	1948.	1947.	1946.	1945.
Number of firms reporting	197	203	189	182
Total number of male wage-earners	1,302	1,443	1,478	1,469
Total weekly earnings	$54,987.50	$54,730.50	$54,214.00	$51,174.50
Average weekly earnings	$42.23	$37.93	$36.68	$34.84
Average hours worked per week	40.56	40.91	41.53	45.04

Construction (Male).

Number of firms reporting	2,078	1,978	1,732	1,116
Total number of male wage-earners	32,315	29,077	22,040	16,712
Total weekly earnings	$1,558,468.50	$1,252,717.00	$852,297.50	$617,345.50
Average weekly earnings	$48.23	$43.08	$38.67	$36.94
Average hours worked per week	41.15	41.36	41.58	42.79

Fruit and Vegetable Industry (Male).

Number of firms reporting	97	97	94	94
Total number of male wage-earners	2,744	3,528	3,223	2,758
Total weekly earnings	$113,192.00	$133,229.50	$111,684.50	$84,880.00
Average weekly earnings	$41.25	$37.76	$34.65	$30.78
Average hours worked per week	47.21	46.41	48.34	49.96

House Furnishings (Male).

Number of firms reporting	137	138	135	99
Total number of male wage-earners	1,635	1,721	1,569	1,198
Total weekly earnings	$63,878.50	$60,269.50	$49,274.50	$34,177.00
Average weekly earnings	$39.07	$35.02	$31.41	$28.53
Average hours worked per week	39.59	39.94	42.32	43.40

Logging (Male).

Number of firms reporting	893	952	816	639
Total number of male wage-earners	18,838	19,712	15,273	13,249
Total weekly earnings	$1,026,033.00	$1,029,238.00	$708,840.50	$608,209.50
Average weekly earnings	$54.47	$52.21	$46.41	$45.91
Average hours worked per week	41.96	41.55	43.21	48.13

Painting and Paper-hanging (Male).

Number of firms reporting	192	190	185	125
Total number of male wage-earners	1,151	1,297	1,083	800
Total weekly earnings	$53,051.50	$55,232.50	$40,262.00	$28,130.00
Average weekly earnings	$46.09	$42.58	$37.18	$35.16
Average hours worked per week	40.30	40.27	41.01	42.15

Sawmills (Male).

Number of firms reporting	726	744	585	412
Total number of male wage-earners	20,360	18,690	15,421	13,394
Total weekly earnings	$932,133.00	$794,594.50	$610,169.50	$491,406.50
Average weekly earnings	$45.78	$42.51	$39.57	$36.69
Average hours worked per week	41.23	41.25	44.02	47.46

SHINGLE-MILLS (MALE).

	1948.	1947.	1946.	1945.
Number of firms reporting	62	58	45	44
Total number of male wage-earners	3,455	2,198	1,956	1,742
Total weekly earnings	$180,001.00	$105,050.50	$86,380.00	$68,859.00
Average weekly earnings	$52.10	$47.79	$44.16	$39.53
Average hours worked per week	39.69	40.40	43.83	45.90

SHIP-BUILDING AND BOAT-BUILDING (MALE).

Number of firms reporting	82	73	79	56
Total number of male wage-earners	6,144	6,715	9,217	21,668
Total weekly earnings	$299,772.50	$316,254.00	$369,262.00	$858,836.00
Average weekly earnings	$48.79	$47.10	$40.06	$39.64
Average hours worked per week	39.64	39.46	42.02	43.10

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

Number of firms reporting	189	194	181	147
Total number of male wage-earners	5,087	5,497	4,552	3,818
Total weekly earnings	$225,204.50	$216,164.50	$167,409.00	$127,076.50
Average weekly earnings	$44.27	$39.32	$36.78	$33.28
Average hours worked per week	39.72	39.78	43.32	45.61

INSPECTIONS AND WAGE ADJUSTMENTS.

Several new Inspectors were added to the staff of the Department in 1948, and it was therefore possible for the inspection staff to devote more time to individual inspections than previously. With employment continuing at an all-time high, it was reasonable to expect that during the year 1948 the work of the Inspectors would be considerably increased, and this is exemplified in the following comparison of inspections and wage adjustments for 1947 and 1948. In 1948 total collections were considerably in excess of those made in 1947 and were approximately ten times greater than those made in 1946. It should be emphasized that these collections would not have been possible had it not been for the efforts of the Inspectors of the Department and the co-operation of the employers.

COMPARISON OF INSPECTIONS AND WAGE ADJUSTMENTS, 1947 AND 1948.

1947.		*1948.*	
Number of investigations	13,912	Number of investigations	18,699
Number of Inspectors	17*	Number of Inspectors	20*
Collections.		*Collections.*	
"Male Minimum Wage Act," 240 firms paid 477 employees	$34,334.31	"Male Minimum Wage Act," 354 firms paid 871 employees	$45,658.00
"Female Minimum Wage Act," 294 firms paid 538 employees	10,923.81	"Female Minimum Wage Act," 175 firms paid 491 employees	7,579.01
"Annual Holidays Act," 949 firms paid 5,362 employees	39,649.24	"Annual Holidays Act," 1,293 firms paid 7,162 employees	56,152.54
Total collections	$84,907.36	Total collections	$109,389.55

* 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 1948 follows.

"ANNUAL HOLIDAYS WITH PAY ACT."

Name of Employer.	Charge.	Sentence and Remarks.
1. Burnaby Lath & Band (L. H. Hamulas), 1942 Buller Avenue, Burnaby	Failure to pay holiday pay to an employee	Fined $25; arrears ordered, $13.60.
2. David Neon, Ltd., 1025 Main Street, Vancouver	Failure to comply with section 5 (1) of "Annual Holidays Act"	Fined $25.

"FEMALE MINIMUM WAGE ACT."

1. F. W. E. Burnham, Halcyon	Failure to pay semi-monthly	Fined $25; arrears ordered, $33.33.
2. F. W. E. Burnham, Halcyon	Failure to pay semi-monthly	Found guilty; similarity in nature of offences, and fined on only one charge.
3. F. W. E. Burnham, Halcyon	Failure to pay minimum wage	Fined $25; arrears ordered, $51.
4. Log Cabin Inn (T. C. Peters), Deep Cove, North Vancouver	Failure to produce records	Fined $25 and costs.
5. Olympia Café (P. Rapanos), 752 Yates Street, Victoria	Failure to post Order No. 52 (1946) and Schedule of Hours	Fined $10 or three days.
6. T-Bone Inn (Henry Rohl), Creston	Failure to pay minimum wage	Found guilty; arrears ordered, $105; remanded for ninety days.
7. T-Bone Inn (Henry Rohl), Creston	Failure to pay minimum wage	Found guilty; arrears ordered, $96.
8. T-Bone Inn (Henry Rohl), Creston	Failure to pay minimum wage	Found guilty; arrears ordered, $100.
9. Top Notch Café (J. D. Logan and G. N. Stanbrook), Victoria	Failure to post Order No. 52 (1946) and Schedule of Hours	Fined $10 (each partner).

"HOURS OF WORK ACT."

1. Fred Hunt & Son, Ltd. (Trucking), 895 Otter Road, Langley	Failure to post schedule of employees' hours of work	Guilty; suspended sentence.
2. Fred Hunt & Son, Ltd. (Trucking), 895 Otter Road, Langley	Failure to keep records	Guilty; suspended sentence.
3. Fred Hunt & Son, Ltd. (Trucking), 895 Otter Road, Langley	Failure to report overtime	Fined $25 and $2.50 costs.
4. Millars Jewellers, 47 Hastings Street West, Vancouver	Working an employee outside scheduled hours	Fined $25 and $5.75 costs.
5. National Tire Service (M. Chinoski and B. Kwiatoski), 2820 Kingsway, Burnaby	Employing employee outside hours shown on schedule	Fined $25 and $2.25 costs.
6. Plaza Hotel (William S. White), 806 Richards Street, Vancouver	Failure to keep true and correct record of wages paid and hours worked each day	Fined $20 and costs.
7. Silver Fox Café (Norman Sum), 424 Pender Street West, Vancouver	Failure to notify employees *re* schedule of hours	Fined $25 and costs.
8. Silver Fox Café (Norman Sum), 424 Pender Street West, Vancouver	Failure to notify employees *re* rest periods	Withdrawn.
9. Sproat Lake Resorts, Ltd., Sproat Lake	Failure to notify employees *re* schedule of hours of work	Fined $25 and $3 costs.

"Male Minimum Wage Act."

Name of Employer.	Charge.	Sentence and Remarks.
1. W. J. Gawne, 1120 Cook Street, Victoria	Failure to pay minimum wage to one employee	Dismissed.
2. J. A. Hall, 3313 Laurel Street, Burnaby	Failure to pay semi-monthly.....	Fined $10 and $2.50 costs.
3. Harrison Mills, Ltd., 91 Duncan Street, New Westminster	Failure to submit records under oath as required	Fined $10; in default, distress.
4. Fred Hossel, 379 Broadway East, Vancouver	Failure to pay semi-monthly.....	Sentence suspended for six months; arrears ordered, $613.89.
5. Keystone Shingles & Lumber, Ltd., 91 Duncan Street, New Westminster	Failure to submit records under oath as required	Fined $10; in default, distress.
6. Merritt Café, Merritt	Failure to pay minimum wage.....	Dismissed.
7. George Northdrop, 251 Eighteenth Avenue East, Vancouver	Failure to pay semi-monthly under Order No. 12	Fined $75 and costs; arrears ordered, $169.22.
8. Paulson's Dairy (Foster Malcolm), 590 Rayside Street, Burnaby	Failure to pay minimum wage.....	Fined $50 and $2.25 costs; arrears ordered, $64; in default, two months' imprisonment.
9. Shue Yuen Co. (Buck Sing Chung and Buck Sang Chung), 381 Railway Avenue, Vancouver	Failure to keep true and correct records	Fined $20.
10. T-Bone Inn (Henry Rohl), Creston.....	Failure to pay minimum wage.....	Found guilty; remanded for ninety days; arrears ordered, $335.
11. J. D. Trouton, 603 Manchester Road, Victoria	Failure to pay all wages semi-monthly in contravention of Order No. 50	Fined $25 and $2.50 costs.
12. Zacks, Ltd., 2085 Main Street, Vancouver	Failure to keep a true and correct record of hours	Fined $25 and $3.75 costs.

"Semi-monthly Payment of Wages Act."

1. Acme Logging Co., Ltd., Cranberry Lake	Failure to pay wages semi-monthly	Fined $50 and $2.50 costs; arrears ordered, $432; in default, distress.
2. Coast Roofing Co., Vancouver.....	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $22.17; in default, fifteen days in gaol.
3. Dumac Mines, Ltd., 507 Royal Trust Building, 626 Pender Street West, Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $23.76; in default, distress with alternative of thirty days in gaol.
4. Dumac Mines, Ltd., 507 Royal Trust Building, 626 Pender Street West, Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $23.76; in default, distress with alternative of thirty days in gaol.
5. Dumac Mines, Ltd., 507 Royal Trust Building, 626 Pender Street West, Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $290.47; in default, distress with alternative of thirty days in gaol.
6. Dumac Mines, Ltd., 507 Royal Trust Building, 626 Pender Street West, Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $93.16; in default, distress with alternative of thirty days in gaol.
7. H.K.F. Machines, Ltd., 336 First Avenue East, Vancouver	Failure to pay wages semi-monthly	Fined $25 and $3.50 costs; in default, twenty days in gaol.
8. Joncas Upholstering (A. A. Joncas), 2210 Cambie Street, Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered to be paid within forty-five days.
9. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $304.70.
10. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $152.77; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
11. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $175.89; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
12. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $344.27; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.

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

Name of Employer.	Charge.	Sentence and Remarks.
13. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $145.69; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
14. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $275.59; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
15. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $149.18; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
16. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $150; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
17. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $150; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
18. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $181.10; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
19. Lloyd Jordan, Edgewood	Failure to pay wages semi-monthly	Fine waived; arrears ordered, $151.50; in lieu of non-payment Magistrate ordered goods and chattels seized to the value of arrears.
20. Fred Konkin, Crescent Valley	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $144.50.
21. Kitsilano Machine & Tool Co. and Argo Pins, Ltd. (W. C. Whitherly and W. J. Mesco), 1867 First Avenue West, Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $545.17; given thirty day to pay; in default, distress, three months.
22. Kitsilano Machine & Tool Co. and Argo Pins, Ltd. (W. C. Whitherly and W. J. Mesco), 1867 First Avenue West, Vancouver	Failure to pay wages semi-monthly	Found guilty; arrears ordered, $78.92; in default, fifteen days in gaol.
23. J. R. Morrison (Superior Refrigeration), 135 First Street West, North Vancouver	Failure to pay wages semi-monthly	Convicted; suspended sentence for one year on defendant's own recognizance; to post $100; bond forfeited if wages not paid by May 17th, 1948; arrears ordered, $30.
24. Eric Oldaker, 416 Vancouver Street, Victoria	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $140.
25. Ray Storey (Logging), Willow Point	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $85.
26. Ray Storey (Logging), Willow Point	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $58.
27. Worlcombe Island Co., Ltd., Vancouver	Failure to pay wages semi-monthly	Fined $25; arrears ordered, $200; in default, one month.
28. Worlcombe Island Co., Ltd., Vancouver	Failure to pay wages semi-monthly	Joint charge; case dismissed.
29. Worlcombe Island Co., Ltd., Vancouver	Failure to pay wages semi-monthly	Fined $25 and $3.75 costs; arrears ordered, $275.63; in default, forty days in gaol.
30. Worlcombe Island Co., Ltd., Vancouver	Failure to pay wages semi-monthly	Suspended sentence; arrears ordered, $275; in default, forty days in gaol.

"FACTORIES ACT."

Name of Employer.	Charge.	Sentence and Remarks.
1. Zacks, Ltd., 2085 Main Street, Vancouver	Operated factory before the hour of 7 o'clock in the forenoon	Fined $50 and $3.75 costs; in default, duress.
2. Zacks, Ltd., 2085 Main Street, Vancouver	Operated factory after the hour of 7 o'clock in the afternoon	Fined $50 and $3.75 costs; in default, duress.

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 1948 there was a considerable decrease in the number of special licences issued by the Department, compared with those issued during 1946 and 1947. The following table shows the number of licences issued in the various lines of work in 1948, 1947, 1946, and 1945:—

	1948.	1947.	1946.	1945.
Telephone and telegraph	.....	.....	.....	.....
Personal service	.....	.....	.....	1
Hairdressing	10	6	.....	.....
Laundry	17	34	218	6
Mercantile	81	245	272	16
Office	66	173	270	26
Hotel and catering	61	231	345	43
Manufacturing	190	357	153	125
Household furniture	2	21	.....	.....
Totals	427	1,067	1,258	217

CONCLUSION.

Before concluding this report, the Board would like to express its appreciation to all those persons who have assisted the Board in its work during the year and extend to the officials of the Department and the employers and employees of the Province its thanks for their co-operation during the year 1948.

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, 1949.)

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 (7) *re* Daily Guarantee.)	44
Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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:

(*b*) 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.

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

(3) Copy of this Order to be posted.

(4) Schedule setting out the 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 the names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) 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.

(8) Under certain conditions, the Board may vary the overtime and daily guarantee provisions.
(9) *See* Order No. 3 *re* uniforms.
(10) *See* Order No. 2 (1946) *re* apprentices.
(11) *See* Order No. 11 (1949) *re* rest periods.
(12) "Annual Holidays Act" to be observed.

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

BAKING INDUSTRY.*

MALE MINIMUM WAGE 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.—(1) *See* Order No. 2 (1946) *re* apprentices.
(2) Delivery salesmen (*see* Transportation Order).
(3) *See* Order No. 3 *re* uniforms.
(4) "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 (*See* note (2) *re* daily guarantee.)	Less than 40 per week.
Employees classified under section 7 of "Male Minimum Wage Act" working under permit	As prescribed in the permit	Not more than 44 per week.

NOTE.—(1) Wages to be paid at least as often as semi-monthly.
(2) 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.
(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) *See* Order No. 3 *re* uniforms.
(8) "Annual Holidays Act" to be observed.

The "Male Minimum Wage Act" section number referred to in this Order is as it appears in the "Revised Statutes of British Columbia, 1948."

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 7 of the "Male Minimum Wage Act" and section 6 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.	

Note.—(1) Overtime rate of pay shall not apply to:—

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

(*b*) 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.

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

(3) 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.

(4) 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.

(5) Records to be produced to authorized officials.

(6) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

BUS-DRIVERS.*

Male Minimum Wage 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.—(1) *See* Order No. 3 *re* uniforms.

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

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

BUS-DRIVERS.

MALE MINIMUM WAGE 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 MINIMUM WAGE 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. 66c.	40 to 48. Less than 40.

NOTE.—(1) *See* Order No. 3 *re* uniforms.

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

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

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

(5) *See* Order No. 11 (1949) *re* rest periods.

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

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

CARPENTRY TRADE.

MALE MINIMUM WAGE 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.—(1) *See* Order No. 2 (1946) *re* apprentices.

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

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

(4) 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.

(5) Copy of Order to be posted.

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

(7) 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.

(8) Records to be produced to authorized officials.

(9) "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

NOTE.—(1) This Order shall not apply to:—

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

(*b*) Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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."

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

(3) Copy of this Order to be posted.

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

(5) 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.

(6) Records to be produced to authorized officials.

(7) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

CONSTRUCTION INDUSTRY.*

MALE MINIMUM WAGE 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.—(1) *See* Order No. 2 (1946) *re* apprentices.

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

(3) "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 7 of "Male Minimum Wage Act" or section 6 of "Female Minimum Wage Act," wage prescribed by permit.

Hours: Unlimited.

NOTE.—(1) Wages to be paid at least as often as 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.

(7) 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.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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:—

(*a*) Designed, constructed, and used primarily for transportation therein of passengers; and

(*b*) Employed in the laundry, cleaning, and dyeing industries; the delivery of milk, bread, non-alcoholic bottled beverages, and 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 at least as often as semi-monthly.

(2) Copy of this Order to be posted.

(3) Record of wages and daily hours of employees to be kept, together with 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) *See* Order No. 11 (1949) *re* rest periods.

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

* As amended by Male and Female Minimum Wage Order No. 9A (1948).

ELEVATOR OPERATORS AND STARTERS.

MALE AND FEMALE MINIMUM WAGE ORDER No. 53 (1949).

Effective January 31st, 1949, superseding Orders Nos. 53 and 54.

Includes every male and female operator and starter.

37½ to 44 Hours per Week.	Less than 37½ Hours per Week.
$18.00 per week.	50c. per hour. (*See* note (5) *re* daily guarantee.)

NOTE.—(1) Full week's board of 21 meals, $4 per week.

(2) Individual meals, 20c. each.

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

(4) Full week's lodging of 7 days, $2 per week.

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

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

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

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

(9) Employees must be given 32 consecutive hours' rest in each calendar week.

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

(11) *See* Order No. 11 (1949) *re* rest periods.

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

ENGINEERS, STATIONARY STEAM.*

MALE MINIMUM WAGE 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.—(1) 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.

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

(3) Engineers employed in a plant which does not require a certificate of competency shall be paid 48 cents per hour.

(4) "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 (7) *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.	

Note.—(1) Overtime rates of pay shall not apply to:—

(*a*) 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:

(*b*) 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:

(*c*) 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.

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

(3) Copy of this Order to be posted.

(4) Schedule setting out the 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 the names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) 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.

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

(9) 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.

(10) 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.

(11) *See* Order No. 11 (1949) *re* rest periods.

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

FISHING INDUSTRY.*

Female Minimum Wage 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 at least as often as semi-monthly.

(6) *See* Order No. 11 (1949) *re* rest periods.

(7) "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)	
Rate payable to balance of female employees	35c. (Daily minimum, $1.05)	
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 (permits required to work overtime during this period)	Time and one-half regular rate	In excess of 8 daily and 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 at least as often as semi-monthly.

(3) Copy of Order to be posted.

(4) Schedule of daily shifts and intervals free from duty to be posted during period December 1st to May 31st.

(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)	
Rate payable to balance of male employees	38c. (Daily minimum, $1.14)	
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)	8
Rate payable to balance of male employees	38c. (Daily minimum, $1.14)	8
Overtime (permits required to work overtime during this period)	Time and one-half regular rate	In excess of 8 daily and 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) Order does not apply to employees covered by another Order of the Board specifically defining their work or to persons holding positions of supervision or management as defined by section 4 of the "Hours of Work Act."

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

(4) Copy of Order to be posted.

(5) Schedule of daily shifts and intervals free from duty to be posted during period December 1st to May 31st.

(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.

* As amended by Male Minimum Wage Order No. 47A (1946).

GRASS-DEHYDRATION INDUSTRY.

MALE AND FEMALE MINIMUM WAGE ORDER NO. 14 (1949).

Effective June 2nd, 1949.

"Grass-dehydration industry" means all operations in establishments operated for the purpose of dehydrating or processing grasses, clovers, and alfalfa.

	Rate.
All employees, except those classified under section 7 of the "Male Minimum Wage Act" and section 6 of the "Female Minimum Wage Act"	60c. per hour. (*See* note (1) *re* daily guarantee.)
Employees classified under section 7 of the "Male Minimum Wage Act" and section 6 of the "Female Minimum Wage Act"	The wage or rate of pay prescribed in the permit.
Overtime (permits required to work overtime during this period)—	
(*a*) April 1st to September 30th, inclusive	Time and one-half the employee's regular rate of pay for hours worked in excess of 8 in the day and 48 in the week.
(*b*) October 1st in each year to March 31st, inclusive, in the following year	Time and one-half the employee's regular rate of pay for hours worked in excess of 8 in the day and 44 in the week.

NOTE.—(1) Employees reporting for work on the call of the employer to be paid for the entire period spent at the place of work, with a guarantee of 2 hours' pay at the employee's regular rate if the employee does not commence work and 4 hours' pay at the employee's regular rate if the employee commences work.

(2) Order does not apply to employees covered by another Order of the Board specifically defining their work.

(3) 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 section 11 (3) or section 11 (4) of the "Hours of Work Act" until the employee has completed the hours so established.

(4) Copy of this Order to be posted.

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

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

(7) Records to be produced to authorized officials.

(8) *See* Order No. 11 (1949) *re* rest periods.

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

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 (*See* note (1) *re* daily guarantee.)	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 7 of the "Male Minimum Wage Act" or section 6 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 at least as often as 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 the names, ages, occupations, and residential addresses of all employees.

(7) Records to be produced to authorized officials.

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

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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 (*See* note (6) *re* daily guarantee.)	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. (*See* note (6) *re* daily guarantee.)

(Permits required for learners working at above rates.)

	Rate.	Hours.
Employees classified under section 7 of "Male Minimum Wage Act" or section 6 of "Female Minimum Wage Act" working under permit	Wage set in permit	Not more than 44 per week.

NOTE.—(1) *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.

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

(3) *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.

(4) *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.

(5) *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.

(6) *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).

(7) *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.

(8) *Breakages.*—No charge or deduction to be made by employer for accidental breakages.

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

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

(11) 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.

(12) Copy of Order to be posted.

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

(14) 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.

(15) Records to be produced to authorized officials.

(16) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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 6 of "Female Minimum Wage Act" or section 7 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 6 of "Female Minimum Wage Act" *and section 7 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.	

NOTE.—(1) 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.

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

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

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

(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) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

JANITORS.*

MALE MINIMUM WAGE 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 MINIMUM WAGE 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;	29 residential suites, $114.84 per month;
6 residential suites, $36.00 per month;	30 residential suites, $117.48 per month;
7 residential suites, $39.60 per month;	31 residential suites, $120.12 per month;
8 residential suites, $43.20 per month;	32 residential suites, $122.76 per month;
9 residential suites, $46.80 per month;	33 residential suites, $125.40 per month;
10 residential suites, $50.40 per month;	34 residential suites, $128.04 per month;
11 residential suites, $54.00 per month;	35 residential suites, $130.68 per month;
12 residential suites, $57.60 per month;	36 residential suites, $133.32 per month;
13 residential suites, $61.20 per month;	37 residential suites, $135.96 per month;
14 residential suites, $64.80 per month;	38 residential suites, $138.60 per month;
15 residential suites, $68.64 per month;	39 residential suites, $141.24 per month;
16 residential suites, $72.60 per month;	40 residential suites, $143.88 per month;
17 residential suites, $76.56 per month;	41 residential suites, $146.52 per month;
18 residential suites, $80.52 per month;	42 residential suites, $149.16 per month;
19 residential suites, $84.48 per month;	43 residential suites, $151.80 per month;
20 residential suites, $88.44 per month;	44 residential suites, $154.44 per month;
21 residential suites, $92.40 per month;	45 residential suites, $157.08 per month;
22 residential suites, $96.36 per month;	46 residential suites, $159.72 per month;
23 residential suites, $99.00 per month;	47 residential suites, $162.36 per month;
24 residential suites, $101.64 per month;	48 residential suites, $165.00 per month;
25 residential suites, $104.28 per month;	49 residential suites, $165.00 per month;
26 residential suites, $106.92 per month;	50 residential suites, $165.00 per month;
27 residential suites, $109.56 per month;	over 50 residential suites, $165.00 per month.
28 residential suites, $112.20 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) *See* Order No. 11 (1949) *re* rest periods.

(4) "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.
	(*See* note (4) *re* daily guarantee.)	
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 7 of "Male Minimum Wage Act" or section 6 of "Female Minimum Wage Act" working under permit	Wage set in permit	Not more than 44 per week.

NOTE.—(1) *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."

(2) *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.

(3) *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. *See also* Order No. 11 (1949).

(4) *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. Daily guarantee may be varied by written permission of the Board.

(5) *Breakages.*—No charge or deduction to be made by employer for accidental breakages.

(6) Copy of Order to be posted.

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

(8) 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.

(9) Records to be produced to authorized officials.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

* As amended by Male and Female Minimum Wage Order No. 74A (1948).

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 7 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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)).

(*b*) 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.

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

(3) Copy of Order to be posted.

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

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

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

The "Male Minimum Wage Act" section number referred to in this Order is as it appears in the "Revised Statutes of British Columbia, 1948."

* 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. (*See* note (7) *re* Daily Guarantee.)	44
(Permits required for learners working at above rates.)		
Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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.	

NOTE.—(1) 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.

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

(3) Copy of this Order to be posted.

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

(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) 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.

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

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

(10) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

MERCANTILE INDUSTRY.*

MALE MINIMUM WAGE 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 7 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 7 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.—(1) 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.

(2) Employees must be paid at least as often as semi-monthly.

(3) Employees shall be given rest period of 24 consecutive hours in every 7 days.

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

The "Male Minimum Wage Act" section number referred to in this Order is as it appears in the "Revised Statutes of British Columbia, 1948."

* 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 (*See* note (3) *re* daily guarantee.)	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.
	(*See* note (3) *re* daily guarantee.)

(Permits required for learners working at above rates.)

NOTE.—(1) *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."

(2) *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.

(3) *Payment of Wages.*—At least as often as semi-monthly. 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.

(4) *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. *See also* Order No. 11 (1949).

(5) *See* Order No. 3 (1946) *re* uniforms.

(6) "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 (*See* note (4) *re* daily guarantee.)	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. (*See* note (4) *re* daily guarantee.)

(Permits required for learners working at above rates.)

NOTE.—(1) 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.

(2) *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."

(3) *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.

(4) *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.

(5) *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. *See also* Order No. 11 (1949).

(6) *Uniforms.*—*See* Order No. 3 (1946).

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

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

PAINTING, DECORATING, AND PAPER-HANGING.*

MALE MINIMUM WAGE 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.—(1) *See* Order No. 2 (1946) *re* apprentices.

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

(3) All wages shall be paid at least as often as semi-monthly.

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

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

PAINTING, DECORATING, AND PAPER-HANGING.*

MALE MINIMUM WAGE 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.—(1) *See* Order No. 2 (1946) *re* apprentices.

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

(3) All wages shall be paid at least as often as semi-monthly.

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

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

PATROLMEN.*

MALE MINIMUM WAGE 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.—(1) Wages shall be paid at least as often as semi-monthly.

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

(3) Where uniforms are required, these are to be furnished without cost to the employee, except by arrangement approved by the Board of Industrial Relations. *See also* Order No. 3.

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

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

PERSONAL SERVICE OCCUPATION.

MALE AND FEMALE MINIMUM WAGE 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	40–44
Class B employees	50c. per hour (*See* note (1) *re* daily guarantee.)	Less than 40 hours per week.
Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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.—(1) 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, and if put to work, for not less than 4 hours at employee's regular rate.

(2) 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.

(3) This Order does not apply to:—

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

(*b*) 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:

(*c*) 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.

(4) Copy of Order to be posted.

(5) Schedule of daily shifts and intervals free from duty 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) Regarding uniforms, *see* Order No. 3 (1946).

(9) *See* Order No. 11 (1949), *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

PLUMBING AND PIPE-FITTING TRADE.

MALE MINIMUM WAGE ORDER No. 13 (1949).

Effective July 25th, 1949.

"Plumbing and pipe-fitting trade" means and includes all work usually done by plumbers and pipe-fitters.

	Rate.	Hours.
Plumbers and pipe-fitters	$1.00 per hour (*See* note (4) *re* daily guarantee.)	8 per day. 44 per week.
Employees classified under section 7 of the "Male Minimum Wage Act"	Rate of pay prescribed in the permit	8 per day. 44 per week.

NOTE.—(1) Order does not apply to:—

(*a*) Employees who are permanently employed on maintenance-work, etc.; and

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

(2) *Overtime.*—Time and one-half the employee's regular rate of pay for all hours worked in excess of 8 in the day and 44 in the week. (Permits shall be obtained from the Board to work such overtime.)

(3) Overtime rate of pay does not apply to:—

(*a*) 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:

(*b*) 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.

(4) An employee reporting for work on the call of an employer shall be paid his regular rate of pay for the entire period spent at the place of work in response to the call, with a minimum of 2 hours' pay at the employee's regular rate.

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

(6) Copy of Order and schedule setting out the daily shifts and intervals free from duty to be posted.

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

(8) Records to be produced to authorized officials.

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

(10) "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	40–44
Class B employees	45c. per hour (*See* note (7) *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 (7) *re* daily guarantee.)

	Hourly Rate.
Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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.

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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:

(*b*) 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.

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

(3) Copy of this Order to be posted.

(4) Schedule setting out the 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 the names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) 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.

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

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

(10) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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 (7) *re* daily guarantee.)	44
Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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:

(*b*) 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.

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

(3) Copy of this Order to be posted.

(4) Schedule setting out the 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 the names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) 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.

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

(9) *See* Order No. 2 *re* apprentices indentured under "Apprenticeship Act."

(10) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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 (7) *re* daily guarantee.)	44
Employees classified under section 7 of the "Male Minimum Wage Act" or section 6 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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:

(*b*) 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.

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

(3) Copy of this Order to be posted.

(4) Schedule setting out the 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 the names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) 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.

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

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

(10) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

REST PERIODS.

FEMALE MINIMUM WAGE ORDER No. 11 (1949).

Effective March 28th, 1949.

This Order applies to every employer and to every female employee in every industry, business, trade, and occupation to which the "Female Minimum Wage Act" applies.

Every employer shall allow every female employee at least one-half hour period free from duty after not more than five (5) consecutive hours' employment, provided that if an employee is given a rest period of not less than ten (10) minutes within the five (5) consecutive hours' employment, the time within which the one-half hour period free from duty shall be given may be exceeded by not more than one (1) hour.

Copy of Order to be posted.

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 7 of "Male Minimum Wage Act") not less than	40c.	44
Employees classified under section 7 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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.

(*b*) 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.

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

(3) Copy of this Order to be posted.

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

(5) 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.

(6) Records to be produced to authorized officials.

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

The "Male Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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 (7) *re* daily guarantee.)	44
Employees classified under section 7 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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:

(*b*) 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.

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

(3) Copy of this Order to be posted.

(4) Schedule setting out the 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 the names, ages, occupations, and residential addresses of all employees.

(6) Records to be produced to authorized officials.

(7) 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.

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

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

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

The "Male Minimum Wage Act" section number referred to in this Order is as it appears in the "Revised Statutes of British Columbia, 1948."

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 7 of the "Male Minimum Wage Act" or section 6 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

(*a*) 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.

(*b*) 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.

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

(3) Copy of this Order to be posted.

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

(5) Record of wages and daily hours 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) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

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 shipwrights, joiners, boat-builders, caulkers, painters, fitters, electricians, machinists, boilermakers, plumbers and steam-fitters, blacksmiths, 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.

NOTE.—(1) *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."

(2) *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.

(3) *Payment of Wages.*—At least as often as semi-monthly.

(4) Copy of Order to be posted.

(5) Schedule of daily shifts and intervals free from duty 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) *See* Order No. 2 (1946) *re* apprentices.

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

TAXICAB-DRIVERS.*

MALE MINIMUM WAGE 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. 50 per week.

NOTE.—(1) Wages shall be paid at least as often as semi-monthly.

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

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

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

TAXICAB-DRIVERS.*

MALE MINIMUM WAGE 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	9 per day. 50 per week.

NOTE.—(1) Permits shall be obtained from the Board before drivers whose days consist of less than 10 hours can be paid 42c. per hour.

(2) Every hour in excess of 10 in any one day shall be at the rate of 54c. per hour.

(3) Drivers shall be paid at least as often as semi-monthly.

(4) Drivers shall be given rest period of 24 consecutive hours in every 7 days.

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

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

TELEPHONE AND TELEGRAPH OCCUPATION.*

FEMALE MINIMUM WAGE 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.—(1) Part-time employees' wages shall be prorated.

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

(3) 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.

(4) 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.

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

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

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

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

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

(10) *See* Order No. 11 (1949) *re* rest periods.

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

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

TRANSPORTATION INDUSTRY.*

MALE MINIMUM WAGE ORDER NO. 26 (1940), EFFECTIVE OCTOBER 10TH, 1940, AND MALE MINIMUM WAGE 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.—(1) This Order does not apply to drivers, swampers or helpers covered by Order No. 9 (1948) of the Board (*see* Order No. 26C (1948).

(2) 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.

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

(4) 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.

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

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

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

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

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

TRANSPORTATION INDUSTRY.*

FEMALE MINIMUM WAGE 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.—(1) This Order does not apply to drivers, swampers or helpers covered by Order No. 9 (1948) of the Board (*see* Order No. 26C (1948).

(2) 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.

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

(4) 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.

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

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

(7) *See* Order No. 11 (1949) *re* rest periods.

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

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

TRANSPORTATION INDUSTRY.

MALE AND FEMALE MINIMUM WAGE 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 7 of "Male Minimum Wage Act" or section 6 of "Female Minimum Wage Act") not less than	40c.	44
Employees classified under section 7 of "Male Minimum Wage Act" and section 6 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.	

NOTE.—(1) Overtime rate of pay shall not apply to:—

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

(*b*) 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.

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

(3) Copy of this Order to be posted.

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

(5) Record of wages and daily hours 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) *See* Order No. 3 *re* uniforms.

(8) *See* Order No. 11 (1949) *re* rest periods.

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

The "Male Minimum Wage Act" and "Female Minimum Wage Act" section numbers referred to in this Order are as they appear in the "Revised Statutes of British Columbia, 1948."

NOTE.—The minimum wage-rates provided in the Summary of Orders include the 20-per-cent. increase provided in General Interim Minimum Wage Order (1946) wherever it applies.

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).

BOARD OF INDUSTRIAL RELATIONS MINIMUM WAGE ORDERS.

The following is a complete list of all Orders in effect at August 31st, 1949:—

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.
9A (1948)	Drivers, Swampers, or Helpers in Transportation Industry as defined	Dec. 3/48	Dec. 9/48	Dec. 9/48	Male and Female.
53 (1949)	Elevator Operators	Jan. 10/49	Jan. 20/49	Jan. 31/49	Male and Female.
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.
14 (1949)	Grass Dehydration	May 26/49	June 2/49	June 2/49	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	July 15 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.
74A (1948)	Laundry, Cleaning, and Dyeing	Nov. 25/48	Dec. 2/48	Dec. 2/48	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 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 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.
13 (1949)	Plumbing and Pipe-fitting	June 16/49	June 23/49	July 25/49	Male.
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.
11 (1949)	Rest Periods	Feb. 16/49	Feb. 24/49	Mar. 28/49	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.
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.

4B. 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, or established pursuant to section 5, 11 (3), or 11 (4) of the Act, with effect from the 13th day of January, 1949.

Made and given at Vancouver, B.C., this 11th day of January, 1949.

(Published in B.C. Gazette, January 13th, 1949.)

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.)

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. 17C.

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. 17B of the Board, dated the 13th day of November, 1947, such cancellation being effective as and from the 29th day of December, 1948, and (2) hereby makes the following regulation, to be known as Regulation No. 17C:—

With effect from the 30th day of December, 1948, the working-hours of persons employed in the baking industry as deliverymen may exceed eight (8) in the day and forty-four (44) in the week, but, subject to the exceptions provided by or under the said Act, in no case shall the weekly limit of hours of work prescribed by section 3 of the said Act be exceeded by more than four (4) hours.

Made and given at Victoria, B.C., this 15th day of December, 1948.

(Published in B.C. Gazette, December 16th, 1948.)

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.

(Published in B.C. Gazette, June 27th, 1946. Effective July 1st, 1946.)

REGULATION No. 22.

Transportation Industry.

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

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

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

REGULATION No. 23.

Transportation Industry.

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

2. That employees in the transportation industry, other than those employed as (*a*) operators of motor-cycles, (*b*) bicycle-riders and foot-messengers employed exclusively on delivery or messenger work, and (*c*) drivers of vehicles employed in the retail delivery of milk, are hereby permitted to work 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. 29A.

Mercantile Industry.

With effect from the 28th day of February, 1949, 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, the 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, the Municipality of the District of Saanich, and the City of New Westminster, 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 16th day of February, 1949.

(Published in B.C. Gazette, February 24th, 1949.)

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.)

REGULATION No. 34D.

OCCUPATION OF BARTENDER, WAITER, AND UTILITY MAN, WITHIN PREMISES COVERED BY BEER LICENCES ISSUED PURSUANT TO THE PROVISIONS OF THE "GOVERNMENT LIQUOR ACT."

For the period up to and including June 30th, 1950, the working-hours of persons employed as bartenders, waiters, and utility men working on a split shift, within premises covered by beer licences issued pursuant to the provisions of the "Government Liquor Act," shall be confined within thirteen hours immediately following commencement of work.

Made and given at Vancouver, B.C., this 29th day of July, 1949.

(Published in B.C. Gazette, August 11th, 1949.)

REGULATION No. 35.

GRASS-DEHYDRATION INDUSTRY.

Persons other than office employees employed in the grass-dehydration industry, which means all operations in establishments operated for the purpose of dehydrating or processing grasses, clovers, and alfalfa, are hereby exempt from the operation of the "Hours of Work Act" from April 1st to September 30th, inclusive, in each year.

Made and given at Vancouver, B.C., this 26th day of May, 1949.

(Published in B.C. Gazette, June 2nd, 1949.)

REGULATION No. 36.

LOGGING INDUSTRY—HOSTLERS.

That effective from the 21st day of July, 1949, the working-hours of persons employed as hostlers, working on a split shift, in the logging industry shall be confined within sixteen hours immediately following commencement of work.

Made and given at Vancouver, B.C., this 18th day of July, 1949.

(Published in B.C. Gazette, July 21st, 1949.)

"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.)

CONTROL OF EMPLOYMENT OF CHILDREN.

For a commentary in connection with the "Control of Employment of Children Act," the reader is referred to the report of the Factory Inspection Department under the heading "Child Employment."

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, 1948, inclusive.

SUMMARY OF PERMITS ISSUED AND CANCELLED FOR YEAR ENDED DECEMBER, 31ST, 1948.

District.	Boys.	Girls.	Total.	Manufacturing.	Shipbuilding.	Logging.	Construction.	Catering.	Amusement.	Mercantile.	Shoeshine.	Service-station.	Transportation.	Total cancelled.	Total issued.
Permits in effect, January 1st, 1948	234	34	268	36	.....	1	3	9	21	185	2	.....	11	.....	268
Victoria	88	35	123	16	.....	.....	2	16	7	78	.....	4	.....	.....	123
Cancellations	72	31	103	15	.....	1	1	16	6	61	.....	.....	3	103	.....
Vancouver	310	33	343	42	.....	2	2	30	6	243	1	5	12	.....	343
Cancellations	263	44	307	46	.....	2	2	26	4	204	3	3	17	307	.....
Nelson	2	.....	2	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	2
Cancellations	6	.....	6	.....	.....	.....	.....	1	3	2	.....	.....	.....	6	.....
Kelowna	13	1	14	1	.....	.....	3	1	7	2	.....	.....	.....	.....	14
Cancellations	8	.....	8	1	.....	.....	3	.....	4	.....	.....	.....	.....	8	.....
Kamloops	5	4	9	2	.....	.....	.....	3	.....	4	.....	.....	.....	.....	9
Cancellations	1	4	5	2	.....	.....	.....	2	.....	1	.....	.....	.....	5	.....
Prince George	8	1	9	6	.....	.....	.....	.....	.....	2	.....	.....	1	.....	9
Cancellations	9	2	11	4	.....	.....	3	.....	.....	3	.....	.....	1	11	.....
Totals	660	108	768	103	.....	3	10	59	43	514	3	9	24	.....	768
	359	81	440	68	.....	3	9	45	17	271	3	3	21	440	.....
Grand totals, permits in effect	301	27	328	35	.....	.....	1	14	26	243	.....	6	3	.....	328

REPORT OF LABOUR RELATIONS BOARD (BRITISH COLUMBIA).

Head Office.....Parliament Buildings, Victoria.
Branch Office.....570 Seymour Street, Vancouver.

Members of the Board.

J. Pitcairn Hogg, K.C., Chairman.....Parliament Buildings, Victoria.
Lieut.-Col. Macgregor F. Macintosh.....Parliament Buildings, Victoria.
F. W. Smelts, M.B.E.....570 Seymour Street, Vancouver.
George A. Wilkinson.....Parliament Buildings, Victoria.
Harry Strange.....570 Seymour Street, Vancouver.

Secretary.

H. W. Maisey (to November 30th, 1948).....Parliament Buildings, Victoria.
Edward A. Jamieson (December 1st, 1948).....570 Seymour Street, Vancouver.

Chief Executive Officer.

B. H. E. Goult.....Parliament Buildings, Victoria.

Registrar.

N. deW. Lyons.....Parliament Buildings, Victoria.

Senior Conciliation Officer.

W. Fraser.....570 Seymour Street, Vancouver.

Assistant Registrar.

R. G. Clements.....570 Seymour Street, Vancouver.

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

SIR,—We have the honour to present the first annual report of the Labour Relations Board (British Columbia) for the year ended December 31st, 1948.

Pursuant to the provisions of section 55 of the "Industrial Conciliation and Arbitration Act" (1947, chapter 44; 1948, chapter 31), the Board was appointed by the Lieutenant-Governor in Council January 13th, 1948.

The Board held its first meeting at Victoria on January 19th, 1948, and during the year ended December 31st, 1948, has held forty-seven full Board meetings (twenty at Victoria, twenty-seven at Vancouver) lasting one day and, in many cases, two days. Members of the Board are in attendance at their offices in Victoria or Vancouver each business day of the year.

In addition to full Board meetings and in order to further expedite the work of the Board, it was arranged that there shall be a Vancouver Committee of the Board (two members) and a Victoria Committee (two members and the chairman). These committees have held 167 meetings. Six of these meetings were held in Kelowna and Penticton by the Victoria Committee, while an additional meeting was held by that committee at Youbou. The Board and committees of the Board have, therefore, held a total of 214 meetings covering 248 days during the year.

The chairman and members of the Board addressed meetings of the following organizations: Provincial Convention of the Trades and Labour Congress of Canada (A.F.L.); British Columbia Federation of Labour (C.I.O.); Victoria and District Trades and Labour Council (A.F.L.); Vancouver Labour Council (C.I.O.); Vancouver, New Westminster and District Trades and Labour Council (A.F.L.); Okanagan Trades and Labour Council (A.F.L.); Canadian Chemical and Explosive Workers' Industrial Union, Local No. 128, Victoria; Bakery and Confectionery Workers' International Union of America, Local No. 267; Automotive Maintenance Workers' Federal Union, Local No. 151, Victoria; Retail Clerks' Union, No. 279, Victoria; Newspaper Guild

Federal Union, Local 219, Victoria; Saanich Municipal Employees' Association, Local No. 5; British Columbia Cement Workers' Union (United Cement, Lime and Gypsum Workers' International Union, Local No. 277), Victoria; Federation of Fruit and Vegetable Workers' Unions, Kelowna and Penticton; Penticton Civic Employees' Union; Kelowna Fire-fighters' Union (British Columbia Provincial Association of Fire-fighters); Provincial Conference of the United Brotherhood of Carpenters and Joiners of America; Executive Board of the Bakery and Confectionery Workers' Union, also regular union meeting of that organization; Sheet Metal Workers' International Association, Local No. 276; City Council, Kelowna; City Council, Penticton; Gyro Club, Victoria; Free Enterprise Committee of the Vancouver Board of Trade; Executive Council of the Canadian Manufacturers Association, Vancouver; fourth-year class in Commerce at University of British Columbia.

Individual members of the Board have held numerous informal meetings with representatives of both labour and industry where immediate attention appeared a matter of urgency.

The Board has always kept in mind the objects of the Act, which are the promotion and maintenance of industrial peace. It has given interested parties every opportunity to appear before the full Board or its committees. As a result of this policy, it is interesting to note that 639 delegations were heard during the period under review. These delegations were, for the most part, separately representative of both management and employees. Spokesmen for all interested parties were given every opportunity of making representations to the Board.

Because of conferences of this nature, on many occasions arranged by the Board, numerous strikes have been averted. Friction and misunderstandings which had developed were dissipated, and eventually, by mutual consent of the parties, amicable settlements of the differences were negotiated.

The Board is therefore happy to report that during 1948 there were only eight strikes in the whole of the Province. This is a record unequalled in the past seven years.

The greatest time-loss was caused by a dispute in the coal-mining industry. This dispute not only affected British Columbia, but the neighbouring Province of Alberta. Settlement of this dispute depended in the main upon the findings of an arbitration board which sat in Alberta.

In one instance intervention of the Board saved the Okanagan fruit-packing industry from a strike at the time when crops were ready for harvest. Thousands of dollars daily were saved to the producers and the wage-earners as the result of the Board's mediation.

The Board's efforts along similar lines in the lumber industry in the Interior of the Province met with the same signal success and prevented immense potential loss. Additionally, the intervention of the Board at times when conciliation proceedings had been exhausted averted strikes in the boat-yard, biscuit and confectionery, welding, and in the wire-fabricating industries.

It is apparent to the Board that there must be reasonable elasticity in dealing with the many and diverse problems of labour and management. Cases cannot be disposed of by hard and fast rules. It is the Board's policy that each case be dealt with upon its individual merits, that full consideration be given to all the circumstances surrounding that particular case, and that the decision of the Board be rendered accordingly.

During the year the Board dealt with a total of 1,266 cases. There were 864 applications for certification, of which 670 were granted, 126 rejected, and 68 withdrawn; 109 others were being dealt with at the year's end.

Additionally, there were 33 representative votes conducted, 212 notices of instruction given Conciliation Officers, 90 Conciliation Boards established, 24 prosecutions instituted, 34 strike votes supervised, 4 grievance procedures instituted, 2 Industrial Inquiry Commissions established, and 3 referees appointed.

The 212 notices of instructions given Conciliation Officers represent 175 conciliation cases. Sixty-five of these cases were settled by the Conciliation Officers and 81 were referred to Conciliation Boards. Nine cases were terminated at the request of the parties and 20 cases were outstanding at December 31st.

It will be noted that ninety Boards of Conciliation were established. The discrepancy between this figure and the eighty-one cases referred to Conciliation Boards is explained by the fact that in two cases (in which more than one employer was involved) five Conciliation Boards were constituted. In another instance two references to a Conciliation Officer resulted in the appointment of but one Conciliation Board.

In three instances where Conciliation Boards had been recommended, these Boards had not been constituted at the year's end. Additionally, the proceedings of nine Boards were unterminated on December 31st.

Of eighty-one reports submitted, thirty-seven were unanimous. In six instances it was reported by the chairman on behalf of the Board that a collective agreement had been signed, while in seven other cases the Boards were made arbitral tribunals by the mutual consent of the parties* and the awards thus made were conclusive and binding. An analysis of disputes before Conciliation Boards by predominant causes will be found following Table III.

Summaries of (I) Cases dealt with, (II) Conciliation, (III) Boards of Conciliation, (IV) Industrial Disputes, (V) Comparison of Time lost yearly by Industrial Disputes, (VI) Time-loss by Industry, and Prosecutions follow.

TABLE I.—SUMMARY OF CASES DEALT WITH.

Number of applications dealt with		864
Certifications granted	670	
Applications—		
Rejected	126	
Withdrawn	68	
Representative votes conducted		33
Conciliation Officers appointed		212
Conciliation Boards established		90
Prosecutions instituted by Department		24
Grievance procedures provided		4
Strike votes supervised		34
Industrial Inquiry Commissions		2
Referee appointments		3
		1,266

* *See* section 25 (1) of the "Industrial Conciliation and Arbitration Act," 1947, as amended.

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	Truck-drivers	Victoria	January 3	16	1	Parties unable to agree on question of wages, hours of work, union shop	Settled.
2	Electricians	Port Alberni	January 22	6	1	Employer objected to signing an agreement differing from that negotiated with other unions represent-in employees in this operation	Referred to Board of Conciliation.
3	Feed and grain workers	Vancouver	January 22	150	1	Employer reluctant to enter into a collective agreement	Settled.
4	Metal-workers	Vancouver	January 22	28	1	Parties unable to agree on question of wage increases and union security	Negotiations discontinued.
5	Electricians	Cumberland	February 2	9	1	Employer objected to union request for 40-hour week and wage increases	Referred to Board of Conciliation.
6	Taxi-drivers	Vancouver	February 2	10	1	Employer would not accept union proposals for union security and wage increases	Referred to Board of Conciliation.
7	Building service employees	Vancouver	February 6	4	1	Parties unable to agree upon terms of collective agreement	Settled.
8	School Board employees	Victoria	February 6	103	1	Inability of parties to agree upon satisfactory wage increase	Referred to Board of Conciliation.
9	Auto-workers	Vancouver	February 9	756	(14) 1	Parties unable to agree on terms of agreement relating to wages and union security	Referred to Board of Conciliation.
10	Taxi-drivers	Port Alberni	February 12	36	(6) 1	Employers objected to union proposals for union security, seniority, and wage increases	Commission revoked.
11	Restaurant employees	Vancouver	February 16	25	2	Inability of parties to conclude a collective agreement	Settled.
12	Restaurant employees	Vancouver	February 16	10	1	Inability of parties to conclude a collective agreement	Commission revoked.
13	Beverage dispensers	Prince George	February 19	10	(5) 1	Inability of parties to agree upon terms of collective agreement	Settled.
14	Fire-fighters	Vancouver	February 20	540	1	Employer objected to wage demands of union	Referred to Board of Conciliation.
15	Restaurant employees	Vancouver	February 23	14	1	Employer reluctant to sign a collective agreement	Settled.
16	Retail food clerks	Vancouver	February 24	80	1	Parties unable to agree upon terms of collective agreement	Referred to Board of Conciliation.
17	Envelope factory employees	Vancouver	February 24	20	1	Parties unable to agree upon terms of collective agreement	Settled.
18	Food-produces factory workers	Vancouver	February 24	12	1	Parties unable to agree upon terms of collective agreement	Settled.
19	Building-material workers	North Vancouver	February 28	22	1	Deadlock of negotiations for a collective agreement	Negotiations discontinued.
20	Restaurant employees	Victoria	March 1	35	1	Union objected to prolongation of negotiations by employer	Referred to Board of Conciliation.

21	Laundry-workers	Victoria	March 1	50	1	Inability of parties to agree on terms of agreement relating to maintenance of membership, vacations, seniority, wage-rates	Referred to Board of Conciliation.
22	Restaurant employees	Victoria	March 2	27	1	Union objected to prolongation of negotiations by employer	Referred to Board of Conciliation.
23	Civic employees	Vancouver	March 2	1,122	1	Parties unable to agree upon mutually satisfactory wage schedule	Referred to Board of Conciliation.
24	Fire-fighters	Nelson	March 3	13	1	Employer objected to union proposals for wage increases	Referred to Board of Conciliation.
25	Building service employees	Vancouver	March 3	16	1	Employer objected to union's wage proposals	Referred to Board of Conciliation.
26	Gold-miners	Premier	March 9	125	1	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.
27	Bus-drivers	Victoria	March 9	8	1	Employer claimed inability to meet wage demands of union	Settled.
28	Civic employees	Nanaimo	March 10	54	1	Inability of parties to agree on terms of agreement relating to holidays and wages	Referred to Board of Conciliation.
29	Beverage dispensers	Port Alberni	March 15	44	(4) 1	Employers objected to wage increase proposals of union	Settled.
30	Upholsterers	Vancouver	March 18	15	2	Employers reluctant to sign agreement although willing to abide by its terms	Settled.
31	Warehouse employees	Vancouver	March 20	130	1	Inability of parties to agree on terms of collective agreement	Referred to Board of Conciliation.
32	Gold-miners	Wells	March 22	100	1	Employer objected to union proposals for wage increases, payment for statutory holidays, and union shop	Referred to Board of Conciliation.
33	Gold-miners	Wells	March 22	110	1	Employer objected to union proposals for wage increases, payment for statutory holidays, and union shop	Referred to Board of Conciliation.
34	Lumber-yard employees	Victoria	March 25	20	1	Employer objected to union proposals for union security, hours of work, and wage-rates	Settled.
35	Policemen	Victoria	March 31	70	1	Employer objected to union proposals relating to wage increases, hours of work, and other conditions of employment	Referred to Board of Conciliation.
36	Painters, decorators, and paper-hangers	Vancouver	April 1	99	(6) 1	Inability of parties to agree upon the question of wage increases	Settled.
37	Gold-miners	Hedley	April 2	150	1	Employer unwilling to grant wage-increase demands of union	Referred to Board of Conciliation.
38	Fire-fighters	Rossland	April 2	4	1	Inability of parties to agree on question of wage increases	Settled.
39	Fire-fighters	Kelowna	April 2	5	1	Parties unable to agree on salary schedule for proposed agreement	Referred to Board of Conciliation.
40	Retail food clerks	Vancouver	April 3	65	1	Parties unable to agree upon the questions of wage increases and hours of work	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.
41	Electrical workers	Nelson	April 3	20	1	Inability of parties to agree upon wage schedule	Referred to Board of Conciliation.
42	Retail clerks	Victoria	April 6	35	1	Parties unable to agree on union-security clause and wage scale	Referred to Board of Conciliation.
43	Gold-miners	Zeballos	April 9	80	1	Employer objected to union proposals for wage increases	Referred to Board of Conciliation.
44	Painters, decorators, and paper-hangers	Vancouver	April 13	116	(8) 1	Inability of parties to agree on question of wage increases	Unterminated.
45	Gold-miners	Hedley	April 14	75	1	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.
46	Gold-miners	Tulsequah	April 17	160	1	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.
47	Fire-fighters	Burnaby	April 17	30	1	Inability of parties to agree on adjustments to salary schedule and introduction of M.S.A. and Blue Cross insurance plans	Referred to Board of Conciliation.
48	Bakery-workers	Vancouver	April 17	350	(7) 1	Parties unable to agree on amendments to wage clause in master agreement	Settled.
49	Civic employees	Burnaby	April 17	274	1	Employer objected to wage-increase proposals made by union	Referred to Board of Conciliation.
50	Fruit and vegetable workers	Okanagan Valley	April 20	4,000	(26) 1	Parties unable to agree on clauses in agreement relating to seniority, holidays with pay, hours of work and overtime, and wage increases	Referred to Board of Conciliation.
51	Restaurant employees	Prince Rupert	April 26	15	3	Employers reluctant to enter into a collective agreement	Referred to Board of Conciliation.
52	Restaurant employees	Prince Rupert	April 26	5	1	Employer reluctant to enter into a collective agreement	Referred to Board of Conciliation.
53	Civic employees	Langley	April 26	40	1	Employer objected to union request for increases in wages and reduction in hours of work	Conciliation proceedings terminated.
54	Civic employees	Prince Rupert	April 26	43	1	Negotiations deadlocked on questions of wages and statutory holidays	Settled.
55	Laundry-workers	Prince Rupert	April 28	48	2	Negotiations deadlocked on questions of wages and union security	Settled.
56	Fire-fighters	New Westminster	April 29	56	1	Deadlock of negotiations for salary increases	Settled.
57	Bakery-workers	Vancouver	April 29	15	1	Parties unable to agree on proposed amendments to agreement	Referred to Board of Conciliation.
58	Bakery-workers	Vancouver	April 30	10	1	Employer reluctant to enter into collective agreement	Conciliation proceedings terminated.
59	Plumbers	Vancouver	April 30	500	(29) 1	Failure of parties to agree on questions of wage increases and holidays with pay	Settled.

60	Gold-miners	Pioneer	May 5	150	1	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.
61	Civic employees	Oak Bay	May 10	70	1	Employer unwilling to accept wage-increase proposals of association	Settled.
62	Typographical employees	Courtenay, Duncan, and Port Alberni	May 12	15	4	Employers objected to wage demands of union	Settled.
63	Police officers	Oak Bay	May 12	9	1	Employer unwilling to accept wage-increase proposals of association	Settled.
64	Hod-carriers	Vancouver	May 14	80	(17) 1	Employers unwilling to accept union wage proposals	Settled.
65	Taxi-drivers	New Westminster	May 15	30	2	Employers unwilling to accept union wage proposals	Referred to Board of Conciliation.
66	Auto-workers	Vancouver	May 15	9	1	Parties unable to agree upon terms of agreement relating to wages	Settled.
67	Gold-miners	Bralorne	May 18	160	1	Employer unwilling to grant wage-increase demands of union	Referred to Board of Conciliation.
68	Gold-miners	Sheep Creek	May 19	60	1	Failure of parties to agree on questions of wage increases	Unterminated.
69	Operating engineers	Vancouver	May 20	4	1	Parties unable to agree on wage increases and payment of overtime for statutory holidays	Settled.
70	Taxi-drivers	Victoria	May 25	12	1	Employer unwilling to grant wage increase requested by union	Referred to Board of Conciliation.
71	Building service employees	Vancouver	May 29	110	(10) 1	Deadlock of negotiations for renewal of collective agreement	Settled.
72	Retail clerks	Vancouver	June 1	15	1	Employer objected to union proposals for wage increases and union shop	Referred to Board of Conciliation.
73	Fire-fighters	Oak Bay	June 4	15	1	Employer unwilling to grant wage-increase proposals of association	Settled.
74	Hotel employees	Vancouver	June 4	100	(8) 1	Deadlock of negotiations for a collective agreement	Settled.
75	Building service employees	Vancouver	June 23	26	1	Parties unable to agree upon terms of agreement relating to overtime, statutory holidays, and wage-rates	Settled.
76	Truck-drivers	Vancouver	June 24	6	1	Parties unable to agree upon terms of collective agreement	Settled.
77	Electricians	Victoria	June 24	45	(5) 1	Employers unwilling to accept amendments to existing agreement as proposed by the union	Referred to Board of Conciliation.
78	Auto-workers	Vancouver	June 26	15	1	Parties unable to agree upon wage increases and cost-of-living bonus	Settled.
79	Beverage dispensers	Prince Rupert	June 28	30	(7) 1	Employers unwilling to grant wage increases asked by union	Settled.
80	Plasterers	Vancouver	June 30	150	(12) 1	Employers unwilling to grant wage increases asked by union	Settled.
81	Typographers	Kamloops	June 30	7	1	Parties unable to agree upon terms of a collective agreement	Unterminated.
82	Typographers	Chilliwack	June 30	5	1	Parties unable to agree upon terms of a collective agreement	Referred to Board of Conciliation.

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.
83	Furniture-workers	Vancouver	July 3	35	1	Employer reluctant to enter into agreement with this union	Commission revoked.
84	Electricians	Victoria	July 7	3	1	Parties unable to agree upon amendments to existing agreement	Referred to Board of Conciliation.*
85	Shipyard-workers	North Vancouver	July 9	1,600	1	Parties unable to agree upon amendments to existing agreement relating to wage increases and other changes	Settled.
86	Shipyard-workers	North Vancouver	July 9	1,400	1	Parties unable to agree upon amendments to existing agreement relating to wage increases and other changes	Settled.
87	Cemetery-workers	Vancouver	July 12	20	1	Employer unwilling to grant wage increases requested by union	Unterminated.
88	Scrap-metal handlers	Vancouver	July 12	20	1	Employer unwilling to accept amendments to existing agreement as proposed by union	Referred to Board of Conciliation.
89	Laundry-workers	Vancouver	July 14	141	8	Employers requested six months' extension of existing agreement. Unwilling to negotiate any change to it	Referred to Board of Conciliation.
90	Retail clerks	Victoria	July 16	450	1	Parties unable to reach agreement on wage increase and other changes to agreement	Referred to Board of Conciliation.
91	Truck-drivers	Vancouver	July 19	6	1	Parties unable to agree upon terms of collective agreement	Referred to Board of Conciliation.
92	Truck-drivers	Vancouver	July 19	18	1	Parties unable to agree upon terms of collective agreement	Settled.
93	Wood-workers	Coastal area of B.C.	July 21	40,000	(165) 1	Deadlock of negotiations for renewal of master agreement	Referred to Board of Conciliation.
94	Toy-makers	Vancouver	July 21	22	1	Parties unable to agree upon union-security clause and wages	Referred to Board of Conciliation.
95	Shipyard-workers	Victoria	July 21	1,200	2	Parties unable to agree upon amendments to present agreement relating to wage increases, annual holidays, and payment for statutory holidays	Settled.
96	Film Exchange employees	Vancouver	July 21	33	(9) 1	Parties unable to agree upon terms of collective agreement	Referred to Board of Conciliation.
97	Wood-workers	Interior area of B.C.	July 26	3,200	(54) 1	Deadlock of negotiations for renewal of master agreement	Referred to Boards of Conciliation.†
98	Hospital employees	Kelowna	July 28	30	1	Deadlock of negotiations for a collective agreement	Settled.
99	Paper-mill workers	Vancouver	July 28	230	2	Parties unable to agree upon wage increases and hours of work	Referred to Board of Conciliation.
100	Packing-house workers	Kelowna	July 28	125	1	Failure of parties to agree upon union security, hours of work, statutory holidays, and wages	Referred to Board of Conciliation.

101	Bakery and confectionery workers	Vancouver	July 30	150		1	Parties unable to agree upon wage increases, hours of work, and shift differentials	Referred to Board of Conciliation.
102	Bakery and confectionery workers	Vancouver	August 2	25		1	Employer unwilling to sign agreement until similar establishments had agreed to the same wage-rates	Settled.
103	Laundry-workers	Nanaimo	August 2	14		1	Parties were unable to agree upon terms of a collective agreement	Settled.
104	Boat-builders	Vancouver and Nanaimo	August 2	700	(14)	1	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.
105	Bakery-workers	Victoria	August 9	12		1	Employer objected to union-security provision asked by union	Referred to Board of Conciliation.
106	Steel-fabricators	Vancouver	August 9	400		1	Negotiations deadlocked on questions of wage increases, overtime, payment for statutory holidays, and annual holidays	Settled.
107	Beverage dispensers	Cranbrook	August 10	7	(4)	1	Deadlock of negotiations for a collective agreement	Settled.
108	Shipyard-workers	Victoria	August 11	227	(2)	1	Employers did not wish to enter into an agreement with this union until a revised wage-scale had been established with the other unions in their yards	Referred to Board of Conciliation.
109	Furniture-workers	Vancouver and Victoria	August 12	346		3	Deadlock of negotiations for a collective agreement	Referred to Board of Conciliation.‡
110	Steel-workers	Vancouver	August 13	14		1	Parties unable to agree upon the question of wage increases	Settled.
111	Steel-workers	Vancouver	August 13	22		1	Parties unable to agree upon the question of wage increases	Settled.
112	Truck-drivers	Vancouver	August 17	31		1	Employer reluctant to enter into a collective agreement	Settled.
113	Carpenters	Penticton	August 17	100		7	Parties unable to agree upon wage-scale and union-security provisions	Settled.
114	Welders	Vancouver	August 20	100	(5)	1	Matters in dispute included wages, vacations, statutory holidays with pay, shift differential	Referred to Board of Conciliation.
115	Packing-house workers	Vancouver	August 21	125		1	Deadlock of negotiations for revision of collective agreement	Settled.
116	Cement-workers	Bamberton	August 21	140		1	Parties failed to agree on question of wages and hours of work	Settled.
117	Miners	Salmo	September 2	105		1	Parties were unable to agree upon a wage-scale	Referred to Board of Conciliation.
118	Steel-workers	Vancouver	September 2	15		1	Parties were unable to agree upon the questions of wages and hours of work	Referred to Board of Conciliation.
119	Bakery-workers	New Westminster	September 2	18		1	Employer objected to wage proposals of union	Terminated.
120	Shoe-workers	Vancouver	September 8	85		1	Employer unwilling to grant wage increases and payment for statutory holidays	Referred to Board of Conciliation.
121	Carpenters	Vernon and Kelowna	September 13	70		1	Parties were unable to agree on wage-scale, hours of work, union security, and overtime	Referred to Board of Conciliation.

* This dispute was referred to the same Board as that indicated in No. 77.
† Three Boards were established as a result of this reference.
‡ Two Boards were established as a result of this reference.

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.
122	Steel-workers	Vancouver	September 16..	400	1	Parties were unable to agree upon wages and union security	Settled.
123	Feed and grain workers.	Victoria	September 20..	75	1	Parties were unable to agree upon wage increases, vacations with pay, and sick-leave with pay	Settled.
124	Trunk and bag makers...	Vancouver	September 22..	60	1	Failure of parties to agree on wage-rates	Referred to Board of Conciliation.
125	Cannery-workers	Vancouver	September 22..	450	1	Deadlock of negotiations to amend collective agreement	Referred to Board of Conciliation.
126	Roofers and insulators...	Nanaimo	September 22..	20	1	Difficulties were encountered in the formulation of a collective agreement	Unterminated.
127	Machinists	Vancouver	September 22..	400	(11) 1	Failure of parties to agree on effective date of adjustments, wages and cost-of-living adjustments, payment for statutory holidays, and union security	Referred to Board of Conciliation.
128	Labourers	Vancouver	September 23..	500	(5) 1	Parties failed to agree upon a wage-scale	Settled.
129	Sugar-workers	Vancouver	September 23..	400	1	Matters in dispute included wages, hours of work, and union security	Settled.
130	Labourers	Kelowna	September 23..	50	1	Parties were unable to agree upon a wage-scale	Referred to Board of Conciliation.
131	Laundry-workers	Nanaimo	September 24..	50	1	Negotiations deadlocked on wage increases and union-security provisions	Referred to Board of Conciliation.
132	Foundry-workers	Vancouver	September 25..	214	12	Parties failed to agree upon revision of existing agreement	Settled.
133	Steel-workers	Vancouver	September 30..	70	1	Parties were unable to conclude a collective agreement	Referred to Board of Conciliation.
134	Feed and grain workers	Victoria	October 5	12	1	Difficulties encountered by parties in negotiating a collective agreement included union security, seniority, hours of work, wages, and pay for statutory holidays	Unterminated.
135	Packing-house workers..	Vancouver	October 5	40	(2) 1	Parties were unable to agree upon terms of a collective agreement	Referred to Board of Conciliation.
136	Metal and chemical workers	Vancouver	October 5	228	(6) 1	Parties failed to reach agreement on vacations with pay, paid statutory holidays, seniority, union security, and wage increases	Referred to Board of Conciliation.
137	Paper-mill workers	Vancouver	October 7	93	1	Parties could not agree on the matter of wages	Settled.
138	Metal and chemical workers	Vancouver	October 8	60	1	Matters in dispute included wages, vacations with pay, paid statutory holidays, seniority, and union security	Terminated.
139	Chemical workers	Barnet	October 8	23	1	Matters in dispute included wages, vacations with pay, statutory holidays, seniority, and union security	Settled.

140	Theatre employees	Vancouver	October 25	5	1	Parties failed to agree on union-shop clause and two weeks' holiday with pay after one year's service	Referred to Board of Conciliation.
141	Confectionery-workers	Victoria	October 25	10	1	Matters in dispute included wages, hours of work, sick-leave, and payment for statutory holidays	Referred to Board of Conciliation.
142	Furniture-workers	Vancouver	October 28	25	1	Employer objected to union contention that wages should be reclassified and adjusted to conform with similar operations in the industry	Settled.
143	Civic employees	Victoria	October 28	240	1	Failure of parties to agree on the question of wages	Unterminated.
144	Neon installation employees	Vancouver	October 28	50	1	Employer unwilling to accept scale of wages paid by electrical contractors	Referred to Board of Conciliation.
145	Cooperage employees	Vancouver	November 1	75	1	Parties were unable to agree upon a satisfactory wage increase	Referred to Board of Conciliation.
146	Café employees	Victoria	November 3	9	1	No agreement could be reached on terms of collective agreement	Unterminated.
147	Glaziers and glass-workers	Vancouver	November 3	200	(5) 1	Parties were unable to agree upon the matter of wages	Referred to Board of Conciliation.
148	Machinists	Vancouver	November 5	30	1	Parties unable to conclude a collective agreement	Settled.
149	Hotel employees	Kimberley	November 6	4	1	The parties failed to agree upon a wage-scale	Settled.
150	Lathers	Vancouver	November 8	89	(10) 1	Parties unable to agree upon a satisfactory increase in wages	Referred to Board of Conciliation.
151	Packing-house workers	Vancouver	November 10	170	1	Parties unable to reach agreement on union security, statutory holidays, wages, and night shift differential	Referred to Board of Conciliation.
152	Taxi-drivers	Vancouver	November 10	42	1	Parties unable to agree on the matter of wage increases	Unterminated.
153	Jewellery-workers	Vancouver	November 12	15	1	The employer found unacceptable the union's request for reduced hours of work and wage increases	Unterminated.
154	Pattern-makers	Vancouver	November 15	30	(6) 1	Parties failed to agree on the matter of wage-rates	Unterminated.
155	Lithographers	Vancouver	November 16	150	(5) 1	Difficulties encountered included wage increases, holidays with pay, overtime regulation, and apprenticeship ratio	Referred to Board of Conciliation.
156	Machinists and foundry-workers	Nanaimo	November 17	27	1	Parties unable to agree upon annual holidays and wages	Referred to Board of Conciliation.
157	Typographers	Vancouver	November 17	60	(2) 1	Parties were unable to reach agreement on wages, hours of work, overtime rates, paid statutory holidays, and annual vacations	Settled.
158	Operating engineers	Vancouver	November 19	4	1	Employer was unwilling to grant wage increases asked by union	Referred to Board of Conciliation.
159	Furniture-workers	Vancouver	November 19	97	(5) 1	Parties failed to agree on the question of wages	Unterminated.
160	Vegetable-oil factory workers	Vancouver	November 24	22	1	Employer declined to entertain the union's request for wage increases, double time for two extra statutory holidays, and payment by the company of a hospital and medical scheme	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.
161	Junk-yard workers	Vancouver	November 25	10	1	Employer reluctant to enter into an agreement similar to that signed by other comparable establishments	Settled.
162	Truck-drivers	Victoria	November 25	55	(3) 1	No agreement could be reached on wage increases, annual holidays, payment for carrying explosives, payment for meals, and hours of work	Referred to Board of Conciliation.
163	Moulders and foundry-workers	Victoria	November 29	9	1	Difficulties encountered included wages, annual holidays, and paid statutory holidays	Unterminated.
164	Chemical workers	New Westminster	November 30	21	1	Parties failed to agree on union security, wages, annual vacations, dual classifications	Settled.
165	Auto-workers	Vernon, Kelowna, Penticton, and Rutland	November 30	150	(11) 1	Parties failed to agree upon wage schedule, overtime, vacations, and weekly guarantee	Referred to Board of Conciliation.
166	Auto-workers	Vancouver	December 1	900	(14) 1	Parties failed to agree on union security and wages	Unterminated.
167	Stereotypers and electrotypers	Vancouver	December 3	12	(2) 1	Matters in dispute included wages, hours of work, holidays, and annual vacations	Settled.
168	Retail meat employees	Vancouver	December 7	55	1	Wage-rates were the point at issue between the parties	Referred to Board of Conciliation.
169	Sawmill-workers	North Vancouver	December 18	29	1	Employer unwilling to grant retroactive pay to date asked by the union	Unterminated.
170	Furniture-workers	Vancouver	December 20	14	1	Employer was reluctant to grant wage demands of the union	Unterminated.
171	Lumber-workers	Mission	December 20	35	1	Parties failed to reach agreement on union security and wages	Settled.
172	Oil-workers	New Westminster	December 20	170	1	Parties failed to agree on union security, wages, and adjustments to certain classifications	Unterminated.
173	Boiler-makers	Vancouver	December 22	15	1	Parties failed to agree upon union security, medical health plan, and a field scale of wages	Unterminated.
174	Peat-workers	Ladner	December 30	30	1	Employer reluctant to enter into negotiations for a collective agreement	Unterminated.
175	Sawmill-workers	Chilliwack	December 30	16	1	Reluctance of employer to enter into negotiations	Unterminated.
	Totals			68,367	212		

In reading Table II 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 is 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 III.—BOARDS OF CONCILIATION, 1948.

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
1	Vancouver Engineering Works, Ltd., Vancouver, and International Association of Machinists, Lodge 692	G. Bell (C.)* R. K. Gervin (L.)* Wm. Nodwell (E.)*	January 3	Wages	January 31	Unanimous report. The Board recommended wage increase of 2½ cents per hour.
2	Montreal Bakery, Vancouver, and Bakery and Confectionery Workers' Union, Local No. 468	A. J. Cowan (C.) R. K. Gervin (L.) J. D. Ross (E.)	January 13	Wages	January 30	Unanimous report. The Board recommended that the Master Bakers' agreement be adopted by the parties to this dispute, effective January 3, 1948.
3	General Construction Co., Ltd., Vancouver, and Amalgamated Building and Construction Workers of Canada, Local No. 1	E. S. H. Winn (C.) M. Bruce (L.) J. Keen (E.)	January 14	Wages	February 20	Unanimous report. The Board recommended a wage-scale to be incorporated in an agreement to be signed by the parties.
4	B.C. Electric Railway Co., Ltd., Vancouver and Victoria, and International Brotherhood of Electrical Workers, Locals 213 and 230	E. S. H. Winn (C.) A. Gordon (L.) S. Farr (E.)	January 28	Wages	February 27	Unanimous report. The Board recommended wage increases and adjustments to become part of existing agreement, and a grievance procedure to be included therein.
5	Mount Pleasant Undertaking Co., Vancouver, and Embalmers and Undertakers Assistants' Union, Local No. 23374	H. P. Wyness (C.) R. K. Gervin (L.) C. I. Cameron (E.)	February 17	(1) Wages (2) Union security	July 19	Majority report of the Board, employer's nominee dissenting. The Board recommended wage increases for certain classifications and a union shop.
6	Nanaimo Hospital, Nanaimo, and Registered Nurses' Association of B.C.	F. M. Clement (C.) C. I. Cameron (L.) A. Leighton (E.)	February 17	(1) Wages (2) Annual holidays	March 5	Agreement reached between the parties before meetings of the Board.
7	Pemberton Realty Corporation, Ltd., for Granville Estates No. 3, Ltd., Pacific Building, Vancouver, and Building Service Employees Union, No. 244	J. E. Eades (C.) M. S. Kennedy (L.) G. S. Miller (E.)	February 25	Retroactive date of an agreed wage increase	March 5	Unanimous report of the Board recommending retroactive wage increase to and including January 1, 1948.
8	Vancouver Motor Dealers' Association Labour Relations Committee and Vancouver Auto Workers' Lodge, No. 1857	E. S. H. Winn (C.) Alex Gordon (L.) S. G. Collier (E.)	March 15	(1) Union security (2) Weekly guarantee (3) Wage schedule (4) Job classifications	April 3	Unanimous report. The Board made recommendations with respect to union security, weekly guarantee, wage schedule, and job classifications.
9	Bloedel, Stewart & Welch, Ltd., Port Alberni, and International Brotherhood of Electrical Workers, Local No. 230	H. A. Beckwith (C.) C. Cameron (L.) J. Macdonald (E.)	March 15	All terms of collective agreement	April 10	Majority report of the Board, employees' nominee dissenting. The Board recommended that the International Brotherhood of Electrical Workers accept the same agreement as negotiated by the Pulp, Sulphite and Paper Mill Workers, but that they be allowed to participate in future negotiations between the Pulp, Sulphite and Paper Mill Workers' Union and this employer.

* C.=chairman; L.=labour representative; E.=employer's representative.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
10	Greater Victoria Board of School Trustees and the Greater Victoria School Board Employees' Association	J. Clearihue (C.) R. Noble (L.) A. B. Paterson (E.)	March 23	Wages	April 12	This was an arbitral tribunal pursuant to section 25 (1) of the Act. Unanimous award. The Board granted 10 cents per hour for hourly paid employees and $15 per month for those paid on a monthly basis.
11	Richmond Transportation Co., Ltd., Vancouver, and Taxicab, Stage and Bus Drivers' Union, Local No. 151	J. E. Eades (C.) R. K. Gervin (L.) F. Slingerland (E.)	March 25	Wages and working conditions	June 6	Majority report of the Board, employees' nominee dissenting. The Board recommended adoption of the agreement submitted by the employer, subject to certain amendments relating to a guaranteed minimum wage and other working conditions.
12	City of Vancouver and Vancouver Firefighters' Union, Local No. 18	E. S. H. Winn (C.) J. N. Ross (L.) J. H. DeGraves (E.)	March 25	Wages	April 14	This was an arbitral tribunal pursuant to section 25 (1) of the Act. Unanimous award of the Board prescribing a wage schedule to be included in the agreement between the parties.
13	City of Vancouver and Vancouver Civic Employees' Union, Local No. 28	J. E. Eades (C.) H. Murphy (L.) C. Brackenridge (E.)	March 25	Wages	May 15	Unanimous report of the Board to the effect that the parties had been brought into agreement.
14	George Hayhoe, Hotel Douglas Restaurant, Victoria, and Hotel and Restaurant Employees' Union, Local No. 28	G. F. Gregory (C.) A. P. Rayment (L.) J. Ruttan (E.)	April 7	All terms of proposed agreement	May 25	Majority report of the Board recommending terms of agreement to which both parties should subscribe. The employees' nominee dissenting only on the question of union security.
15	Canadian Window Bakeries (Division of Picardy, Ltd.), Vancouver, and Retail Grocery and Food Clerks' Union, Local 1518	A. J. Cowan (C.) H. I. Bird (L.) A. S. Gregory (E.)	April 10	All terms of proposed agreement	May 8	Majority report of the Board recommending term of agreement to which parties should subscribe. Employer's nominee dissented on two classifications in the wage schedule.
16	Canadian Collieries (Dunsmuir), Ltd., Nanaimo, and International Brotherhood of Electrical Workers, Local No. 230	J. H. Harman (C.) H. Gargrave (L.) J. W. Southin (E.)	April 12	(1) 40-hour week (2) Wage increases	May 19	Majority report of the Board recommending a form of agreement which included a wage-scale and provision for forty-two-hour week. Employees' nominee dissented to the wage-scale.
17	Melody Lane Restaurants, Ltd., Victoria, and Hotel and Restaurant Employees' Union, Local No. 459	K. L. Sandercock (C.) A. P. Rayment (L.) R. P. Baldwin (E.)	April 15	All terms of proposed agreement	May 10	Unanimous report. The Board recommended a form of agreement which both parties should accept.

18	Corporation of the City of Nelson and International Association of Firefighters, Local No. 945	R. R. Burns (C.) S. J. Newell (L.) D. St. Denis (E.)	April 20	Wages	May 12	This was an arbitral tribunal pursuant to section 25 (1) of the Act. Majority award of the Board, employees' nominee dissenting. Board awarded wage increase of $22.50 per month for firemen and $10 per month for junior or probationary firemen.
19	Silbak Premier Mines, Ltd., Premier, and Silbak Premier Mine, Mill and Tramway Workers' Union, Local No. 694	J. N. Finlayson (C.) C. Cameron (L.) C. B. North (E.)	April 20	Wages	May 14	Majority report of the Board, employees' nominee dissenting. Board recommended a wage increase of $1 per day.
20	Dominion Building, Ltd., Vancouver, and Building Service Employees, Local 244	J. E. Eades (C.) D. Guise (L.) G. S. Miller (E.)	April 26	All terms of proposed agreement	June 15	The Board reported that the parties had resolved their differences and signed a collective agreement.
21	Corporation of the City of Nanaimo and Nanaimo Civic Employees' Association, No. 14	F. M. Clement (C.) W. J. Scribbens (L.) I. Bearce (E.)	April 26	(1) Holidays (2) Wage increases	May 18	Report from chairman on behalf of the Board to the effect that a collective agreement had been executed between the parties.
22	Island Mountain Mining Co., Ltd., Wells, and Wells Miners' Union, Local No. 685	H. P. Wyness (C.) S. Guthrie (L.) S. T. Fraser (E.)	April 27	(1) Wages (2) Union shop (3) Payment for statutory holidays	July 27	Majority report of the Board, employees' nominee dissenting. Board recommended 10 cents per hour wage increase and payment for two statutory holidays.
23	Marshall-Wells B.C., Ltd., Vancouver, and Retail, Wholesale and Department Store Union, Local No. 535	E. S. H. Winn (C.) H. Gargrave (L.) C. I. Cameron (E.)	May 6	All terms of proposed agreement	July 2	The chairman reported that a collective agreement had been entered into between the parties.
24	Standard Steam Laundry, Ltd., Victoria, and Laundry Workers' Union, Local No. 1	A. I. Thomas (C.) C. Pullen (L.) K. Genn (E.)	May 7	(1) Maintenance of membership (2) Vacations (3) Wages	July 7	Unanimous report. The Board recommended an open shop, two weeks' vacation after three years' service, and 6 cents per hour increase to laundry-workers and 2 cents per hour to dry-cleaners.
25	Kelowna Exploration Co., Ltd., Hedley, and Hedley Nickel Plate Mine and Mill Workers' Union, Local No. 656	F. M. Clement (C.) T. Uphill (L.) C. B. North (E.)	May 13	Wages	May 23	Unanimous report. The Board recommended $1 per day increase across the board and continuance of the bonus system then in effect.
26	Board of Police Commissioners, City of Victoria, and Victoria City Police Federal Union, Local No. 251	B. Murdock (C.) A. P. Rayment (L.) W. H. M. Haldane (E.)	May 19	Wages	August 5	This was an arbitral tribunal pursuant to section 25 (1) of the Act. The Board was unanimous in its award of wage increases to certain classifications.
27	Hedley Mascot Gold Mines, Ltd., Hedley, and Hedley Mascot Mine and Mill Workers' Union, No. 655	F. M. Clement (C.) T. Uphill (L.) C. B. North (E.)	May 20	Wages	May 25	Unanimous report of the Board. The Board recommended that all classifications granted an 80-cent per day increase in December, 1947, should receive an additional 20 cents per day, and that those classifications granted $1 per day at that time should retain that scale.
28	Corporation of the City of Kelowna and International Association of Firefighters, Local No. 953	J. R. Archibald (C.) W. H. Sands (E.) J. Galbraith (E.)	May 21	Wages	May 28	Unanimous report. The Board recommended a wage schedule to become part of an agreement between the parties.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
29	Corporation of the District of Burnaby and Burnaby Fire-fighters' Association, Local No. 323	E. S. H. Winn (C.) W. J. Scribbens (L.) A. S. Duncan (E.)	May 22	Wages	June 7	This was an arbitral tribunal pursuant to section 25 (1) of the Act. The Board awarded 15 cents per hour increase across the board retroactive to January 1, 1948, and prescribed a grievance procedure to be included in the agreement.
30	The Corporation of the District of Burnaby and Burnaby Civic Employees' Union, Local No. 23	E. S. H. Winn (C.) W. J. Scribbens (L.) A. S. Duncan (E.)	May 22	Wages	June 7	This was an arbitral tribunal pursuant to section 25 (1) of the Act. The Board awarded 15 cents per hour across-the-board increase to outside employees and a proportionate increase to inside employees paid on a weekly basis, both retroactive until January 1, 1948.
31	F. W. Woolworth Co., Ltd., Victoria, and Retail Clerks' Union, Local No. 279	E. S. H. Winn (C.) Mrs. Burgoyne (L.) J. A. Clarke (E.)	May 26	(1) Union security (2) Wages	July 3	Majority report of the Board, employer's nominee dissenting. The Board recommended a union shop and a scale of minimum wages to be retroactive until March 6, 1948.
32	Disher Specialties, Vancouver, and Bakery and Confectionery Workers' International Union, Local No. 468	A. M. Harper (C.) G. Johnston (L.) F. Hunter (E.)	May 27	All terms of proposed agreement	July 24	The chairman of the Board reported that a collective agreement had been entered into between the parties, dated July 24, 1948.
33	Industry Labour Negotiating Committee, representing twenty-six packing-houses in the Okanagan Valley, and Federation of Fruit and Vegetable Workers' Unions	E. S. Farr (C.) F. V. Valair (L.) W. E. Adams (E.)	June 1	Wages	June 24	Majority report of the Board, employer's nominee dissenting. The Board recommended continuance of the 1947 form of agreement with a 12½-per-cent. increase in wages across the board to all classifications.
34	Cariboo Gold Quartz Mining Co., Ltd., Wells, and Wells Miners' Union, No. 685	J. Archibald (C.) S. Guthrie (L.) R. M. Blair (E.)	June 1	(1) Wages (2) Union security	July 8	Majority report of the Board, employer's nominee dissenting. The Board recommended 10 cents per hour increase for all employees and that the local union be granted a union shop.
35	Privateer Mines, Ltd., Zeballos, and Zeballos District Mine and Mill Workers' Union, No. 851	F. M. Clement (C.) H. Pritchett (L.) E. M. Thomson (E.)	June 5	Wages	June 24	Unanimous report of the Board recommending equal division of the Government subsidy between the company and the employees up to the amount of their requested wage increase. The Board also recommended adoption of an incentive bonus system as soon as production warranted it.

36	Polaris-Taku Mining Co., Ltd., Tulsequah, and Taku District Mine and Mill Workers' Union, Local No. 858	E. S. Farr (C.) D. Guise (L.) J. A. Clarke (E.)	June 10	Wages and other conditions of employment	August 13	Majority report, employees' nominee dissenting. The Board recommended that all wage increases and other demands of the union which would place a financial burden on the company be refused.
37	Corporation of the City of Nelson and the International Brotherhood of Electrical Workers, Local No. 1003	L. McKenzie (C.) T. Uphill (L.) B. C. Affleck (E.)	June 10	Wages	June 19	Unanimous report. The Board recommended a 35-per-cent. increase across the board to all classifications covered by the agreement under negotiation.
38	Broadway Café (Peter Wong), Rex Café (Chan Lin Gong), Hollywood Café (Alfie Chow), all of Prince Rupert, and Hotel and Restaurant Employees' Union, No. 331	A. S. Nickerson (C.) H. Montesano (L.) T. W. Brown (E.)	June 22	All terms of proposed collective agreement	October 18	Unanimous report. The Board reported that it considered the agreement submitted by the union a fair one, and one to which both parties should subscribe.
39	Tram Taxi, Ltd., and Royal City Taxi, Ltd., both of New Westminster, and Taxicab, Stage and Bus Drivers' Union, Local No. 151	A. Harper (C.) R. Cormack (L.) L. McQuarrie (E.)	June 29	Wages	August 11	The chairman of the Board reported that the parties had concluded a collective agreement.
40	F. W. Woolworth Co., Ltd., Vancouver, and Retail Clerks' Union, Local No. 279	D. Buchanan (C.) Mrs. Burgoyne (L.) C. J. White (E.)	July 7	(1) Wages (2) Union security	October 20	Majority report of the Board, employers' nominee dissenting. The Board recommended a union shop and a wage schedule to be included in an agreement between the parties.
41	Bralorne Mines, Ltd., Bralorne, and Bralorne Miners' Union, Local No. 271	W. B. Monteith (C.) T. Uphill (L.) J. McKenzie (E.)	July 17	Wages	August 11	Majority report of the Board, employees' nominee dissenting. The Board recommended that the offer of the company to negotiate a new agreement similar to that of January 17, 1947, but embodying the increase of $1 per day already granted, be acted upon by the management and employees.
42	Pioneer Gold Mines, Pioneer, and Pioneer Miners' Union, Local No. 693	W. B. Monteith (C.) T. Uphill (L.) J. McKenzie (E.)	July 17	(1) Wages (2) Hours of work (3) Union security	August 10	Majority report of the Board, employees' nominee dissenting. The Board recommended that no wage increase or union security be granted, but that a forty-four-hour week be instituted.
43	Active Trading Co., Ltd., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	G. Street (C.) W. L. White (L.) H. Freeman (E.)	July 26	(1) Wages (2) Payment for statutory holidays (3) Term of agreement	September 10	Unanimous report. The Board recommended: (1) A 13-cent per hour increase to all classifications; (2) the wage-scale to be adjusted to the cost-of-living index; (3) payment for five statutory holidays; (4) term of agreement to be fourteen months.
44	The Chilliwack Progress, Ltd., Chilliwack, and New Westminster Typographical Union, No. 632	K. L. Sandercock (C.) J. Davidson (L.) W. L. Macken (E.)	August 9	Wages	August 11	Unanimous report. The Board recommended a scale of wages which should be acceptable to both parties.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
45	Roy Stevens Tri Cleaning; Union Cleaners & Dyers; Sanitary Dry Cleaning & Dye Works, Ltd.; Campbell Brothers Cleaning; Four Star Cleaners; Swan Brothers, Ltd; Shaughnessy Heights French Dry Cleaners; Guarantee Cleaners & Dyers, Ltd., all of Vancouver, and Laundry Workers' International Union, No. 292	C. Darling (C.) R. K. Gervin (L.) C. Von Harten (E.)	August 12	(1) Union security (2) Hours of work (3) Weekly guarantee (4) Wages	October 5	The Board, in a unanimous report, made recommendations which should be acceptable or form a basis for agreement between the union and all employees concerned in this dispute. The Board recommended: (1) Union shop; (2) continuance of the forty-four-hour week; (3) guarantee of thirty-two hours' work per week for regular employees; (4) wage increase of 7 cents per hour.
46	Stuart Research Service, Ltd., representing 165 coastal lumbering operators, and the International Woodworkers of America (C.I.O.)	H. I. Bird (C.) H. Murphy (L.) J. A. Macdonald (E.)	August 16	(1) Wages (2) Shift differential (3) Retroactive date of wage increase (4) Rate increase to contract workers	September 19	Unanimous report. The Board recommended: (1) Over-all wage increase of 11 per cent. or 13 cents per hour, whichever should be the greater; (2) additional wage increase to be granted train crews; (3) increase from 5 cents to 6 cents per hour shift differential for shifts other than day shift; (4) wage increase to be retroactive to a date seventy-five days prior to acceptance by the union of the recommendations of the Board; (5) increases to be granted contract workers.
47	The Steelmaster Co., Ltd., Vancouver, and Toymakers' Industrial Union, Local No. 1	J. E. Eades (C.) J. Bury (L.) J. H. Ruddock (E.)	August 16	(1) Union security (2) Wages		Unterminated as at December 31.
48	Orange Crush Co. (B.C.), Ltd., Vancouver, and General Truck Drivers' and Helpers' Union, Local No. 31	H. P. Wyness (C.) R. K. Gervin (L.) F. J. R. Whitchelo (E.)	August 19	Union security	September 7	Majority report of the Board, employers' nominee dissenting. The Board recommended a union-shop clause to be inserted in the agreement between the parties.
49	Murphy Electric; C. Fensham; E. Graham; H. J. Langdon & Sons; Victoria Marine Electrical Engineering Co., Ltd.; Ascroft Electrical Machinery Co., Ltd., all of Victoria, and International Brotherhood of Electrical Workers, Local No. 230	R. B. Longridge (C.) W. B. Caird (L.) W. H. M. Haldane (E.)	August 24	(1) Holidays with pay (2) Use of employees' cars on employer's business (3) Wage increases	September 14	Majority report of the Board, employees' nominee dissenting. The Board made recommendations with respect to holidays with pay, use of employees' cars on employer's business, and wage increases.
50	Quarter Cab Co., Ltd., Victoria, and Taxicab, Stage and Bus Drivers' Union, No. 151	L. G. McKenzie (C.) P. Rayment (L.) K. MacDonald (E.)	August 25	(1) Wages (2) Retroactive date of wage increases (3) Employment of spare drivers	September 9	Unanimous report. The Board recommended a wage clause, a rate of retroactive pay effective from March 6, 1948, and a clause relating to the employment of spare drivers.

51	Interior Lumber Manufacturers' Association, Kootenay District, and International Woodworkers of America	W. T. Moodie (C.) J. R. McFarlane (L.) R. E. Horton (E.)	August 27	(1) Wages (2) Shift differential (3) Hours of work (4) Union security	October 9	Majority report of the Board, employees' nominee dissenting. The Board recommended: (1) 9-per-cent. over-all wage increase; (2) 5 cents per hour differential for other than day shifts; (3) a definition of the limits of the forty-four-hour week; (4) that no union shop be granted; (5) that these recommendations be effective from September 1, 1948.
52	Interior Lumber Manufacturers' Association, Okanagan District, and International Woodworkers of America	W. T. Moodie (C.) D. O'Brien (L.) R. S. Warr (E.)	August 27	(1) Wages (2) Shift differential (3) Hours of work (4) Union security	October 9	Majority report of the Board, employees' nominee dissenting. The Board recommended: (1) 9-per-cent. over-all wage increase; (2) 5 cents per hour differential for other than day shifts; (3) a definition of the limits of the forty-four-hour week; (4) that no union shop be granted; (5) that these recommendations be effective from September 1, 1948.
53	Northern Interior Lumbermen's Association and International Woodworkers of America	W. T. Moodie (C.) Birt Marcuse (L.) J. C. Munro (E.)	August 27	(1) Wages (2) Shift differential (3) Hours of work (4) Union security	October 9	Majority report of the Board, employees' nominee dissenting. The Board recommended: (1) 9-per-cent. over-all wage increase; (2) 5 cents per hour differential for other than day shifts; (3) a definition of the limits of the forty-four-hour week; (4) that no union shop be granted; (5) that these recommendations be effective from September 1, 1948.
54	Canadian Canners (Western), Ltd., Kelowna, and United Packinghouse Workers of America, Local 339	J. E. Eades (C.) H. Gargrave (L.) L. R. Stephens (E.)	August 31	(1) Wages (2) Night shifts (3) Union security (4) Statutory holidays	September 16	Majority report of the Board, employees' nominee dissenting. The Board recommended a 9-per-cent. wage increase, 5-per-cent. night-shift differential, a union-security clause, and payment for three statutory holidays.
55	National Biscuit & Confection Co., Ltd., Vancouver, and Bakery and Confectionery Workers' International Union, Local No. 468	A. M. Harper (C.) H. Gargrave (L.) Ian Cameron (E.)	August 31	Wages, union security, and other changes	October 4	Majority report of the Board, employees' nominee dissenting. The Board recommended a union-security provision, wage increases of 10 per cent. or 10 cents per hour, whichever is the greater, and certain other changes.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
56	McKenzie Barge & Derrick Co., Ltd.; Nelson Brothers Fisheries, Ltd; Dawe Marine, Ltd.; Harbour Boatyards, Ltd.; Vancouver Shipyards, Ltd.; A. C. Benson Shipyards, Ltd.; Star Shipyards (Mercer's), Ltd.; West Coast Salvage & Construction Co., Ltd.; Sterling Shipyards, Ltd; Burrard Shipyard & Engineering Co., Ltd.; A. Linton & Co., Ltd.; Beach Avenue Shipyards, Ltd.; Harbour Marine Service, Ltd.; Newcastle Shipbuilding Co., Ltd., Vancouver and Nanaimo, and Marine Workers' and Boilermakers' Industrial Union, Locals Nos. 1 and 4	A. J. Cowan (C.) W. L. White (L.) M. M. McFarlane (E.)	September 2....	Union security and wage increases	October 19.....	Majority report of the Board, employers' nominee dissenting. The Board recommended adoption of the 1947 agreement between the parties, with amendments to the union-security clause, and an increase of 12½ per cent. or 13 cents per hour, whichever is the greater.
57	Pacific Mills, Ltd., and Canadian Boxes, Ltd., Vancouver, and International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Local No. 433	P. Gomery (C.) A. Bevis (L.) W. H. Heffernan (E.)	September 10..	(1) Wages (2) Statutory holidays (3) Retroactive date	October 18.....	Majority report of the Board, employees' nominee dissenting. The Board recommended a 10-per-cent. increase across the board, with a minimum of 10 cents per hour, and payment for four statutory holidays, all retroactive to May 1, 1948.
58	United Artists Corporation, Ltd.; International Film Distributors, Ltd.; Columbia Pictures of Canada, Ltd.; Eagle-Lion Films of Canada, Ltd.; Empire Universal Films, Ltd.; Metro-Goldwyn-Mayer Pictures of Canada, Ltd.; R.K.O. Distributing Corporation of Canada, Ltd.; Twentieth Century Fox, Ltd.; Warner Brothers Picture Distributing Corporation, Ltd., Vancouver, and Film Exchange Employees, Local No. F71	P. Gomery (C.) B. Showler (L.) J. G. A. Hutcheson (E.)	September 14..	All terms of proposed agreement	October 29.....	Majority report of the Board, employers' nominee dissenting. The Board recommended a form of agreement which it considered should be acceptable to all parties to this dispute.

59	Hammond Furniture Co., Ltd., Vancouver; Pacific Furniture Manufacturing Co., Victoria, and International Woodworkers of America, Locals Nos. 1-217 and 1-118	P. B. Paine (C.) S. Guthrie (L.) G. F. Gregory (E.)	September 16..	(1) Wages (2) Shift differential (3) Union shop (4) Differentials	October 12.....	Majority report of the Board, employees' nominee dissenting. The Board recommended: 6 per cent. or 5 cents per hour increase in wages; 1 cent per hour increase in shift differentials; that no union shop be granted; and that no change be made in the differential between male and female employees.
60	Weldco Co.; Patterson Boiler Works, Ltd.; Steelweld, Ltd.; Welding Shop & Engineering Co., Ltd.; W. A. Thom Sheet Metal Works, Ltd., all of Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	A. M. Harper (C.) W. L. White (L.) W. W. Deptford (E.)	September 17..	(1) Wages (2) Vacations (3) Statutory holidays (4) Employer contribution to M.S.A. and hospital insurance (5) Union security	November 5.....	Majority report of the Board, employees' nominee dissenting. The Board recommended: (1) 10 cents per hour wage increase; (2) no alteration to be made in present system of computing vacations with pay; (3) no increase in number of paid statutory holidays; (4) that employees should contribute on behalf of their employees half of cost of M.S.A. and Government hospitalization scheme; (5) no change in union-security clause (in this respect the employers' nominee submitted a minority report and employees' nominee concurred with the chairman).
61	Restmore Manufacturing Co., Ltd., Vancouver, and International Woodworkers of America, Local No. 1-217	G. E. Street (C.) H. Gargrave (L.) W. R. Watson (E.)	September 23..	(1) Wages (2) Grievance procedure	December 8.....	Unanimous report. The Board recommended an over-all wage increase of 5 cents per hour or 6 per cent., whichever is the greater, to all classifications and adoption of clause in the agreement for the settlement of certain grievances.
62	Dominion Bridge Co., Ltd., Vancouver, and United Steelworkers of America, Local No. 2655	A. M. Harper (C.) H. Gargrave (L.) Sherwood Lett (E.)	September 29..	Wages	October 29.....	Unanimous report. The Board recommended a 12½ cents per hour wage increase for all classifications at the False Creek plant.
63	Victoria Builders' Exchange, Ltd., representing twelve contractors in Victoria, and United Brotherhood of Carpenters and Joiners of America, Local No. 1598	L. G. McKenzie (C.) J. W. L. Price (L.) J. L. Clay (E.)	October 7.....	Wages and union security	November 6.....	Majority report of the Board, employees' nominee dissenting. The Board recommended that wages be increased to $1.47½ per hour, with an upward adjustment of 5 cents per hour for every five points the cost-of-living index rises above 170; also that the union request for a union shop be rejected.
64	J. Lecky Co., Ltd., Vancouver, and International Fur and Leather Workers' Union, Local No. 510	A. M. Harper (C.) E. E. Leary (L.) E. H. Grossman (E.)	October 9.....	Wages and statutory holidays	.....	Unterminated as at December 31.
65	Yarrows, Ltd., and Victoria Machinery Depot Co., Ltd., Victoria, and Victoria Shipyard Workers' Federal Union, Local No. 238	A. I. Thomas (C.) A. Clyde (L.) J. W. Thompson (E.)	October 15.....	All terms of proposed agreement	November 10...	Majority report of the Board, employees' nominee dissenting. The Board recommended a form of agreement which it considered all parties to the dispute should accept.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
66	Canadian Exploration, Ltd., and Emerald Tungsten Project, Salmo, and International Union of Mine, Mill and Smelter Workers, Local No. 480	E. P. Dawson (C.) J. R. McFarlane (L.) G. E. Housser (E.)	October 19	Wages	November 4	Unanimous report. The Board recommended that a cost-of-living bonus of $1 a day be given all employees, retroactive to September 1, 1948.
67	Vancouver Trunk & Bag, Ltd., Vancouver, and Vancouver Trunk and Bag Industrial Workers' Union, Local No. 1	J. D. Ross (C.) W. Mahoney (L.) J. H. Ruddock (E.)	October 21	Wages and hours of work	November 16	Unanimous report. The Board recommended the adoption of the form of agreement submitted by the union, after substituting the wage schedule in its report, and providing for a forty-four-hour week; also the establishment of a labour-management production committee.
68	Smith Bros. & Wilson, Kelowna, and International Hod Carriers', Building and Common Labourers' Union, Local No. 1057	A. J. Cowan (C.) J. H. Irving (L.) J. P. McKenzie (E.)	October 21	Classification of labour and the scale of wages	October 28	This was an arbitral tribunal pursuant to section 25 (1) of the Act. Unanimous award. The Board awarded as follows: (1) That there should be one classification of labour; (2) that the rate of pay should be 92 cents per hour for labour.
69	Morrison Steel & Wire Co., Ltd., Vancouver, and Marine Workers' and Boilermakers' Industrial Union, Local No. 1	G. Bell (C.) S. Jenkins (L.) F. J. R. Whitchelo (E.)	October 21	(1) Shift differential (2) Statutory holidays (3) Annual vacations (4) Wage increases (5) Wage classifications (6) Union security	November 15	Majority report of the Board, employees' nominee dissenting. The Board recommended: (1) Nine hours' pay for eight hours' work on second and third shifts; (2) payment for three statutory holidays; (3) ten days' vacation after two and one-half years and two weeks' vacation after four years' employment; (4) alternative of 12 cents per hour across-the-board increase or 10 cents per hour plus a cost-of-living bonus adjusted to the cost-of-living index; (5) a schedule of wage classifications; (6) that the union proposals for a union shop and irrevocable check-off be rejected.

70	Canadian Canners (Western), Ltd., Vancouver, and United Packing-house Workers of America, Local No. 350	J. A. Crumb (C.) H. Gargrave (L.) L. R. Stephens (E.)	October 22	(1) Union security (2) Statutory holidays (3) Piece-work rates (4) Night-shift premium (5) Hours of work (6) Wages	November 1	Majority report of the Board, employer's nominee dissenting. The Board recommended: (1) That no change be made in the union-security clause; (2) that no additional statutory holidays be paid for; (3) that employees should have a voice in determining piece-work rates; (4) a night-shift premium of 5 cents per hour; (5) that no change be made in the hours of work; (6) a 12½-per-cent. increase in the existing wage structure.
71	Dominion Construction Co., Ltd., Vernon and Kelowna, and United Brotherhood of Carpenters and Joiners of America, Locals Nos. 1370 and 1346	J. R. Archibald (C.) W. H. Sands (L.) D. K. Gordon (E.)	October 26	(1) Wages (2) Hours of work (3) Union security	November 4	Unanimous report. The Board recommended: (1) Carpenters to be paid $1.40 per hour; (2) forty-hour week; (3) adoption of the union-shop clause proposed by the union.
72	Progressive Engineering Works, Ltd.; Tyee Machinery Co., Ltd.; Vancouver Engineering Works, Ltd.; Letson & Burpee, Ltd.; Reliance Motor & Machine Works, Ltd.; Murray-Latta Machine Co., Ltd.; Western Bridge and Steel Fabricators, Ltd.; Canadian Sumner Iron Works, Ltd.; Galbraith & Sulley, Ltd.; B.C. Marine Engineers & Shipbuilders, Ltd.; Burrard Iron Works, Ltd., all of Vancouver, and International Association of Machinists, Lodge No. 692	W. T. Moodie (C.) R. K. Gervin (L.) F. J. R. Whitchelo (E.)	October 27	(1) Wages (2) Statutory holidays (3) Union security (4) Retroactive date	November 9	Majority report of the Board, employees' nominee dissenting. The Board recommended: (1) 10½ cents per hour increase across the board with cost-of-living adjustments to be made throughout the term of agreement; (2) that the request for payment for statutory holidays be not acceded to; (3) that the union request for implementation of the Rand formula be not acceded to; (4) that all adjustments should be retroactive to September 15, 1948.
73	Hudson's Bay Co., Victoria, and Retail Clerks' Union, Local No. 279	P. Gomery (C.) L. Easler (L.) A. B. Paterson (E.)	October 30	(1) Wages (2) Union security (3) Effective date	November 17	The chairman submitted a report and a form of agreement which embodied the Board's recommendations pertaining to the matters in dispute. The other members of the Board were in accord with this report except in two particulars. The employer's nominee disagreed with the union-security recommendations and the employees' nominee dissented from the recommended effective date of the agreement.
74	Imperial Laundry & City Cleaners & Dyers, Nanaimo, and Nanaimo Dry Cleaning and Laundry Workers' Union, Local No. 1	F. M. Clement (C.) D. Radford (L.) K. D. Alexander (E.)	November 2	Wages and union security	November 23	Unanimous report. The Board recommended an agreement which included a union-shop clause and provision for 5 cents per hour wage increase in the high bracket only, to become effective January 1, 1949.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
75	Mawson-Gage, Ltd.; Van Isle Electric Service, Ltd.; H. D. Mainwaring & Co.; Winter Electric Co., Ltd.; Esquimalt Electrical Contracting Co.; E. H. Emery; Richards Electric; Hume & Rumble, Ltd., all of Victoria, and International Brotherhood of Electrical Workers, Local No. 230	P. Birley (C.) W. B. Caird (L.) J. D. D. Campbell (E.)	November 8	(1) Hours of work (2) Union security (3) Wages (4) Retroactive date	November 18	Majority report of the Board, employees' nominee dissenting. The Board recommended that the hours and union-security clauses presently in effect remain unchanged; also a wage-scale for journeymen and apprentices which should be retroactive until September 15, 1948.
76	Arnold's, Ltd., Victoria, and Bakery and Confectionery Workers' International Union, Local No. 267	K. L. Sandercock (C.) A. P. Rayment (L.) G. A. Cameron (E.)	November 16	Union security		Unterminated as at December 31.
77	A1 Pattern Shop & Brass Foundry, Ltd.; A1 Steel & Iron Foundry, Ltd.; Mainland Foundry Co., Ltd.; Ross & Howard Iron Works Co., Ltd.; Terminal City Iron Works, Ltd.; Vancouver Engineering Works, Ltd., all of Vancouver, and Vancouver District Metal and Chemical Workers, Local 289	J. A. Crumb (C.) H. Murphy (L.) R. C. Samson (E.)	November 17	(1) Holidays with pay (2) Show-up guarantee (3) Annual vacations (4) Tool insurance (pattern-makers) (5) Union security (6) Wages (7) Cost-of-living bonus	December 16	Unanimous report. The Board recommended: (1) That any changes in holiday policy be worked out between employers and union; (2) that provision be made for a four-hour guarantee; (3) continuance of one week annual holiday provision; (4) that employer provide lockup, but not insurance, for pattern-makers' tools; (5) preferential hiring of union men and comparable union security to that held by other unions in these establishments; (6) a 12½ cents per hour wage increase to all classifications but moulders and pattern-makers (for pattern-makers and moulders the rates shall be $1.565 and $1.38 per hour respectively); (7) that a cost-of-living adjustment be included on the basis of 25 cents per week for each whole point by which the cost of living exceeds 160.
78	Victoria Builders' Exchange, representing twenty-seven contractors in Victoria, and United Brotherhood of Carpenters and Joiners of America, Local No. 1598	C. E. Moore (C.) C. Chivers (L.) J. L. Clay (E.)	November 26	Wages	November 29	Majority report of the Board, employer's nominee dissenting. The Board recommended a wage-scale of $1.55 per hour, to be adjusted to the cost-of-living index as at November 30, 1948, on the basis of 5 cents for each five points fluctuation in the index.
79	Nalleys, Ltd., and Vancouver Pickle Co., Ltd., both of Vancouver, and United Packinghouse Workers of America, Local No. 350	G. E. Street (C.) H. Gargrave (L.) L. Jestley (E.)	November 29	All terms of proposed collective agreement		Unterminated as at December 31.

80	Sweeney Cooperage, Ltd., Vancouver, and International Union of Operating Engineers, Local No. 882, and United Brotherhood of Carpenters and Joiners of America, Local No. 2968	P. Gomery (C.) R. P. Pettipiece (L.) J. H. Ruddock (E.)	December 1	Wages	December 13	Majority report of the Board, employer's nominee dissenting. The Board recommended that an increase of 6 cents per hour across the board be granted as from December 1 last.
81	Bay Theatre (B. Chechik), Vancouver, and Theatre Employees' Union, Local B-72	P. Gomery (C.) B. Showler (L.) G. S. Miller (E.)	December 1	(1) Union security (2) Holidays with pay	December 23	Unanimous report. The Board recommended an open-shop clause and a provision wherein, if an employee is retained in employment for more than thirty days, the employer should become responsible for monthly collection on behalf of the union in respect of each such employee of the sum of $1 per month. The question of holidays with pay was settled between the parties.
82	Neon Products of Western Canada, Ltd., Vancouver, and International Brotherhood of Electrical Workers, Local No. 213	G. E. Street (C.) Alex Gordon (L.) J. W. Southin (E.)	December 1	Wages	December 17	Unanimous report. The Board recommended an increase of 15 cents per hour to December 31, 1948, and 18 cents per hour increase from January 1, 1949, to August 31, 1949, be paid to all journeymen involved in the agreement.
83	H. J. Sayer & Co., Ltd., Vancouver, and International Brotherhood of Electrical Workers, Local No. 230	P. Birley (C.) W. B. Caird (L.) J. D. D. Campbell (E.)	December 7	Wages	December 13	It was determined by the Board that this employer was willing to accept any new agreement signed by this union and Victoria electrical contractors. The Board in a majority report, to which the employees' nominee did not concur, recommended that immediate steps be taken to arrive at a new agreement between the union and the Victoria contractors.
84	Hobbs Glass, Ltd.; W. Holt & Sons; Western Glass Co., Ltd.; Bogardus Wickens, Ltd.; Pilkington Bros. (Canada), Ltd., all of Vancouver, and Glaziers' and Glass Workers' Local Union, No. 1527	J. E. Eades (C.) H. Gargrave (L.) E. B. McMaster (E.)	December 8	Wages and other changes	December 22	Unanimous report. The Board recommended that the wages of the employees of these companies should be increased by 12½ per cent. or 10 cents per hour, whichever is the greater, and that such increases be retroactive to the first day of December, 1948. All other difficulties were resolved between the parties.
85	W. T. Harrison; G. Skinner; W. R. Corrigan; J. Parker; F. Ramer; Kelly & Steffins; A. Dann; C. Fulljames; H. Harrison; R. Kirkham, all of Vancouver, and Wood, Wire and Metal Lathers' International Union, Local No. 207	P. Gomery (C.) W. Fontaine (L.) Wm. Smith (E.)	December 15	Wages	December 23	Unanimous report. The Board submitted a form of agreement which it considered a fair and equitable settlement of the matters in dispute. Among other things it embodied an increase of 7½ cents per hour for each class of lather.

TABLE III.—BOARDS OF CONCILIATION, 1948—*Continued.*

No.	Disputant Parties.	Members of Board.	Date of Appointment of Board.	Matters in Dispute.	Board reported.	Details of Recommendations of Board.
86	Brackman-Ker Milling Co., Ltd., Vancouver, and United Packinghouse Workers of America, Local No. 412	G. E. Street (C.) H. Gargrave (L.) J. H. Ruddock (E.)	December 17	(1) Wages (2) Statutory holidays (3) Union security (4) Shift differential		Unterminated as at December 31.
87	Hammond Furniture Co., Ltd., Vancouver, and International Union of Operating Engineers, Local No. 882	H.P. Wyness (C.) R. P. Pettipiece (L.) J. C. Campbell (E.)	December 22	Wages		Unterminated as at December 31.
88	Superior Food Stores, Ltd., Vancouver, and Retail Meat Employees' Federal Union, Local No. 222	J. A. Crumb (C.) G. R. Bengough (L.) J. A. Grimmett (E.)	December 30	Wages		Unterminated as at December 31.
89	Ormond's, Ltd., Victoria, and Bakery and Confectionery Workers' Union, Local No. 267	K. L. Sandercock (C.) A. P. Rayment (L.) E. Jamieson (E.)	December 31	All terms of proposed collective agreement		Unterminated as at December 31.
90	Island Freight Service, Ltd., and its subsidiaries, the Mill Carriers, Ltd., and Cowichan Freight Service, Ltd., Victoria, and Vancouver Island Drivers' Division No. 234 of the C.B. of R.E. and O.T.W.	K. L. Sandercock (C.) R. Noble (L.) W. H. Haldane (E.)	December 31	(1) Wages (2) Annual holidays (3) Premium rates (4) Payment for meals		Unterminated as at December 31.

Analysis of Disputes before Conciliation Boards by Predominant Cause.

Wages	74
Union security	31
Statutory holidays with pay	13
All terms of agreement	12
Hours of work	10
Shift differentials	9
Retroactive date of wage increases	7
Annual holidays	7
Job classifications, terms of agreement, rate increase to contract workers, use of employees' cars, employment of spare drivers, differentials, M.S.A. and hospital insurance, grievance procedure, piece-work rates, show-up guarantee, tool insurance, cost-of-living bonus, premium rates, payment for meals	1

TABLE IV.—SUMMARY OF DISPUTES.

Industry or Occupation.	Particulars.	Number of Employers affected.	Number of Employees affected.	Time-loss in Man-days.
	Summary of Disputes in Progress prior to January 1st, 1948.			
Iron and steel workers, Vancouver	Commenced August 21st, 1947; for a new agreement providing for increased wages, additional union security, and other changes; terminated February 2nd, 1948; negotiations; compromise	1	183	3,843*
Bakery-workers, Vancouver	Commenced December 8th, 1947; for implementation of award of Conciliation Board providing for increased wages and other changes in new agreement under negotiation; terminated January 10th; return of workers pending further negotiations	1	20	120*
	Summary of Disputes commencing in 1948.			
Coal-miners, Fernie, Michel, Princeton, Nanaimo, and Cumberland	Commenced January 13th; for a new agreement providing for increased wages and other changes; work resumed at Fernie and Michel February 19th, at Princeton February 26th; at Nanaimo and Cumberland April 6th; following a compromise settlement	3	2,087	90,128
Loggers, Carter Bay	Commenced February 17th; protesting increase in rates for board from $1.50 per day to $2; terminated March 29th; return of workers pending reference to arbitration; indefinite	1	70	2,200
Loggers, Port Hardy	Commenced March 15th; protesting increase in rates for board from $1.50 per day to $2; terminated March 29th; return of workers pending reference to arbitration; indefinite	1	160	800
Gold-miners, Tulsequah	Commenced May 1st; protesting increased board rates; terminated May 2nd; return of workers pending conciliation; indefinite	1	170	340
Electricians, Victoria	Commenced October 25th, involving six contractors; extended to eight additional contractors on November 25th; for increased wages; unterminated as of December 31st	14	65	2,459
Loggers, Iron River	Commenced November 15th; protesting dismissal of three fallers for incompetency; terminated December 9th; return of workers pending arbitration	1	55	1,045
Carpenters, Victoria	Commenced December 6th; for increased wages; return of workers December 23rd; mediation; in favour of workers	39	389	5,057
Cleaners and dyers, Vancouver	Commenced December 6th; for increased wages as recommended by Conciliation Board; unterminated as of December 31st	1	17	238
Totals		63	3,216	106,230

* Indicates time-loss in man-days during 1948.

A lockout, or an industrial condition that is undeniably a lockout, is rarely encountered, and strikes and lockouts are therefore recorded together in these statistical tables. The term "dispute" refers to either a strike or a 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.

TABLE V.—NUMBER OF DISPUTES, NUMBER OF EMPLOYEES AFFECTED, AND TIME LOST IN WORKING-DAYS, 1938-48.

Year.	Number of Disputes.	Employees affected.	Time-loss in Working-days.
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
1948	10	3,216	106,230

TABLE VI.—ANALYSIS OF DISPUTES BY INDUSTRIES IN BRITISH COLUMBIA, 1948.

Industry.	Number of Employers affected.	Number of Employees affected.	Time-loss in Man-days.
Construction	53	454	52,516
Lumber	3	285	4,045
Manufacturing	1	183	3,843
Mining (coal)	3	2,087	90,128
Mining (metal)	1	170	340
Services	2	37	358
Totals	63	3,216	106,230

SUMMARY OF PROSECUTIONS, 1948.

During the year twenty-four charges were laid by the Labour Relations Board (British Columbia) for offences contrary to the "Industrial Conciliation and Arbitration Act," 1947, as amended. Of these, four resulted in convictions, two of which were subsequently appealed and dismissed in County Court. One other charge was dismissed in Police Court. Outcome of the remaining charges is undetermined.

Additionally, the Labour Relations Board (British Columbia) gave consent to the laying of fourteen charges. Four of these charges were not proceeded with. Five charges were dismissed in Police Court. Five charges have been remanded.

Respectfully submitted.

J. PITCAIRN HOGG,
Chairman.
M. F. MACINTOSH.
F. W. SMELTS.
G. A. WILKINSON.
H. STRANGE.

EMPLOYERS' AND EMPLOYEES' (LABOUR) ORGANIZATIONS.

Certain information is required annually from 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 December 31st, 1948. 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." Such a determination lies to the Labour Relations Board (British Columbia).

Every care is taken to ensure accuracy in all returns which are compiled by the Labour Division of the Bureau of Economics and Statistics working in conjunction with the staff of the Labour Relations Board. Revisions may be made, however, in the light of later information.

Table VII shows a further gain in organized labour membership during 1948. This increase is true, both in absolute numbers and in relation to the larger labour force in the Province. Expressed as a percentage increase, membership has grown by 5.7 per cent. in the last year. This compares to an increase of 13.5 per cent. in 1947 over the 1946 membership. There has been a gain of over 300 per cent. in the reported membership since December 31st, 1939, with a membership at that date of 44,867, compared to 142,989 at the end of 1948.

Chart I is an attempt to portray the distribution of trade-unionists by major industrial groupings. The various locals have been classified into the categories in which the majority of their members are employed. It indicates what industrial fields have the greatest number of union members. However, since figures were not available on the total employment in each category, it does not show which groups are most highly organized.

The "wood and wood products" group, containing 21.54 per cent. of the total membership is the largest category. It is composed of unions such as the International Brotherhood of Paper Makers, International Brotherhood of Pulp, Sulphite and Paper-mill Workers, the International Woodworkers of America, and the Woodworkers Industrial Union of Canada.

The "services" group contains 20.99 per cent. of the total number of trade-unionists. It includes municipal and Provincial employees, such as policemen, firemen, and letter-carriers. Two of the largest organizations in this group are the British Columbia Provincial Government Employees' Associations and the British Columbia Teachers' Federation. Another large body included in the "services" group is the Hotel and Restaurant Employees' and Bartenders' International Union.

The "mining and quarrying" group is composed largely of the United Mine Workers of America and the International Union of Mine, Mill and Smelter Workers.

The "steam-railway transportation" group includes the four large independent railway unions, as well as the large membership of the Canadian Brotherhood of Railway Employees and Other Transport Workers.

The largest body in the "construction" group is the United Brotherhood of Carpenters and Joiners of America. Other unions represented include the International Brotherhood of Electrical Workers; the Brotherhood of Painters, Decorators and Paperhangers of America; the International Hod Carriers, Building and Common Labourers' Union of America.

The "metals" group contains such unions as the Sheet Metal Workers' International Association and the Shipyard General Workers Federation of the Province.

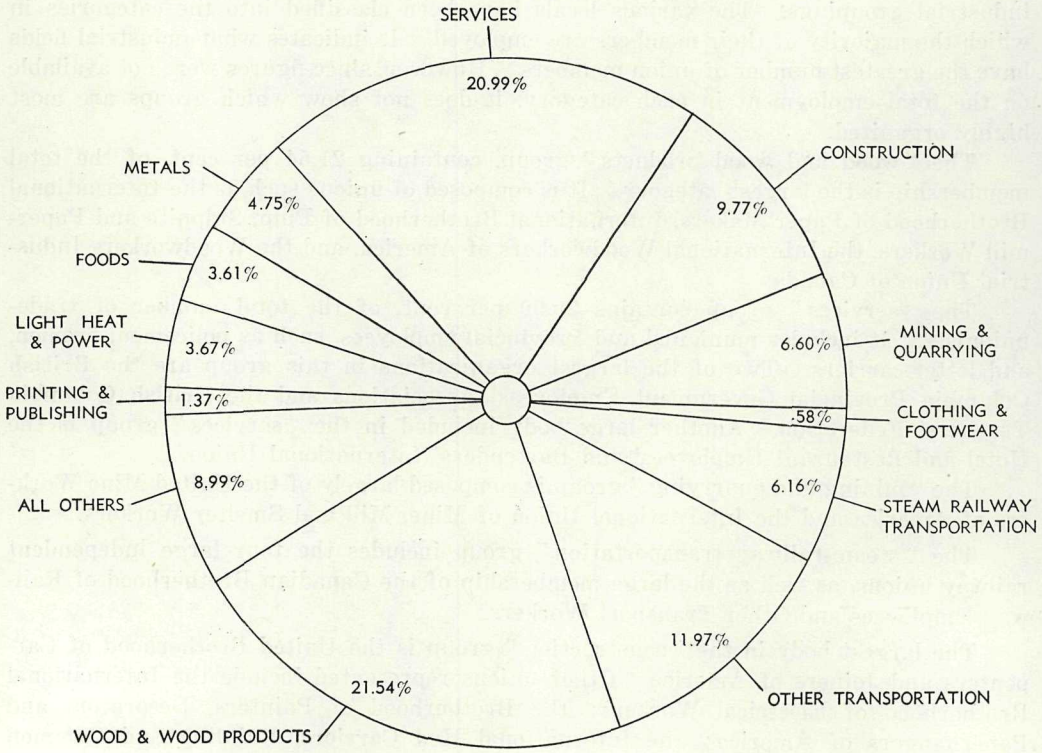
The following table shows the number of employees' (labour) organizations making returns and the membership thereof from 1939 to 1948, inclusive. In addition, the

estimated employment as at December 1st each year is shown, and the membership of the employees' (labour) organizations as a percentage of the total employment.

TABLE VII.—NUMBER OF LABOUR ORGANIZATIONS MAKING RETURNS AND MEMBERSHIP THEREOF, ETC., 1939–48.

Year.	Employment as at Dec. 1 (Est.).	Number of Organizations.	Total Membership.	Labour Organization Membership as Percentage of Total Employment.
1939	238,920	380	44,867	18.78
1940	268,459	404	50,360	18.75
1941	313,854	402	61,292	19.52
1942	407,032	415	91,618	22.51
1943	420,716	473	107,402	24.52
1944	396,390	617	110,045	27.76
1945	372,498	636	108,125	29.02
1946	400,951	642	119,258	29.74
1947	440,047	715	135,320	30.75
1948	448,952	745	142,989	31.85

CHART I.—DISTRIBUTION OF TRADE-UNION MEMBERSHIP BY INDUSTRIAL CLASSIFICATIONS, 1948.



Organizations of Employees (Labour Organizations).

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 offices are the same as the heading under which they appear, unless otherwise stated.

The list of employers' organizations follows that of the labour organizations. Returns in the former category numbered 25 in 1939 and 1940, 27 in 1941, 32 in 1942, 34 in 1943, 36 in 1944, and 37 in 1945 to 1948, inclusive.

The listings have been compiled by George Bishop, Senior Research Assistant, Bureau of Economics and Statistics, in co-operation with this Branch of the Department.

Abbotsford.

Brick and Clay Workers' Federal Union, No. 136.—President, H. D. Smith; Recording Secretary, Vernon Cape, 1128 Campbell Avenue, Abbotsford.

Alberni.

Government Employees' Association, B.C. Provincial.—President, H. Stevenson; Secretary, W. Reith, B.C. Forest Service, Alberni.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Ashcroft.

Railwaymen, Canadian Association of.—General Secretary, D. B. Roberts, 216 Avenue Building, Winnipeg, Man.

Bamberton.

Cement, Lime and Gypsum Workers, International United, No. 277.—President, R. Dale; Recording Secretary, D. Duncan, Bamberton, Tod Inlet P.O., V.I.

Birken.

Maintenance-of-way Employees, Brotherhood of, No. 215.—President, J. K. Purdy; Secretary-Treasurer, G. Tinker, Birken.

Blubber Bay.

Quarry Workers' Union, No. 882.—President J. C. Billingsley; Recording Secretary, R. S. Barr, Blubber Bay.

Blue River.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 143.—President, T. Barron; Secretary, E. Kirk, Blue River.

Bralorne.

Miners' Union, No. 271.—President, Rod R. Black; Recording Secretary, J. Allan, Bralorne.

Britannia Beach.

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

Burnaby.

Automobile, Aircraft, Agriculture, Implement Workers of America, United, No. 432.—President, J. W. Skelton; Recording Secretary, P. T. Stanley, 5976 Ormidale Street, Vancouver.

Civic Employees' Federal Union, No. 23.—President, J. O. Murton; Secretary, John P. Simpson, 910 London Street, New Westminster.

Fire Fighters' Association, No. 323—President, Ernest A. Moss; Secretary-Treasurer, B. J. Pontifex, 4006 Douglas Road, New Westminster.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

School Janitors' Union, No. 224.—President, George Thornhill; Recording Secretary, J. M. Don, 3119 Spruce Street, New Westminster.

Campbell River.

Carpenters and Joiners of America, United Brotherhood of, No. 1882.—President, Kenneth Creelman; Recording Secretary, A. W. Davidson, Campbell River.

Chemainus.

Longshoremen's and Warehousemen's Union, International, No. 508.—President, Duncan Davidson; Secretary-Treasurer, H. E. Irving, Chemainus.

Chilliwack.

Carpenters and Joiners of America, United Brotherhood of, No. 1843.—President, James A. Sewell; Recording Secretary, J. E. Toews, 224 Lewis Avenue West, Chilliwack.

Clearwater.

Maintenance-of-way Employees, Brotherhood of, No. 15.—President, C. A. Emery; Secretary, J. Pawson, Clearwater.

Cloverdale.

Municipal Employees' Association, Surrey, No. 6.—President, E. Clegg; Secretary, G. Patterson, Siddons Road, R.R. 2, Cloverdale.

Colquitz.

Government Employees' Association, B.C. Provincial.—President, J. Arnold; Secretary, H. Durham, c/o Provincial Mental Home, Colquitz.

Copper Mountain.

Miners' Union, No. 649.—President, A. J. Irish; Recording Secretary, Lorne Salmon, Copper Mountain.

COURTENAY.

Carpenters and Joiners of America, United Brotherhood of, No. 1638.—President, Leslie H. Clayton; Recording Secretary, George W. Couper, Box 158, Courtenay.

Civic Employees' Federal Union, No. 156.—President, W. B. Fairclough; Recording Secretary, H. K. Bennett, Box 71, Courtenay.

Government Employees' Association, B.C. Provincial.—President, G. Hunden; Secretary, A. H. Turner, 325 Menzies Avenue, Courtenay.

Woodworkers of America, International, No. 1-363.—President, Sigfrid Wessberg; Financial Secretary, Edwin Lidberg, Box 83, Courtenay.

Woodworkers, Industrial Union of Canada, No. 363.—President, E. Anderson; Recording Secretary, H. Vogt, Box 458, Courtenay.

CRANBROOK.

Engineers, Brotherhood of Locomotive, No. 563.—President, E. C. Hawkins; Secretary-Treasurer, F. R. McDaniel, Box 878, Cranbrook.

Firemen and Enginemen, Brotherhood of Locomotive, No. 559.—President, R. Bartholomew; Recording Secretary, M. H. John, P.O. Box 264, Cranbrook.

Government Employees' Association, B.C. Provincial.—President, F. Mackinder; Secretary, Miss M. A. Fyfe, office of Government Agent, Courthouse, Cranbrook.

Hotel and Restaurant Workers' Union.—President, Frank Romano; Secretary-Treasurer, Dennis Quinn, Queens Hotel, Cranbrook.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Machinists, International Association of, Crowsnest Lodge No. 588.—President, A. A. Bouchard; Secretary, R. J. Laurie, Box 544, Cranbrook.

Railroad Trainmen, Brotherhood of, Buckley Lodge No. 585.—President, H. A. Bradley; Secretary-Treasurer, H. J. Conway, P.O. Box 817, Cranbrook.

Railway Carmen of America, Brotherhood of, Kootenay Lodge No. 173.—President, F. W. Molander; Recording Secretary, N. L. Smith, Box 1, Cranbrook.

Railway Conductors, Order of, Elk River Division 407.—President, Charles LaFleur; Secretary, H. J. Huxtable, Box 262, Cranbrook.

Railway and Steamship Clerks, Freight-handlers, Express and Station Employees, Brotherhood of, Baker Mountain Lodge 1292.—President, B. A. Cameron; Secretary-Treasurer, H. Andrews, Box 17, Cranbrook.

Woodworkers of America, International, No. 1-405.—International Representative, J. Niyazawa, 426 Main Street, Vancouver.

Woodworkers' Industrial Union of Canada, No. 405.—President, M. B. Kennedy; Recording Secretary, Roy C. Kretlow, Box 468, Cranbrook.

CRESTON.

Government Employees' Association, B.C. Provincial.—President, R. M. Chandler; Secretary, James Ryley, Box 178, Creston.

CUMBERLAND.

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

Mine Workers of America, United, No. 7293.—President, J. H. Cameron; Recording Secretary, George Martyn, Cumberland.

DUNCAN.

Government Employees' Association, B.C. Provincial.—President, J. W. Chaster; Secretary, William R. Chester, Koksilah P.O.

Maintenance-of-way Employees, Brotherhood of, No. 533.—Secretary, F. W. Coster, Box 460, Duncan.

Maintenance-of-way Employees, Brotherhood of, Lodge No. 2824.—President, G. Warenko; Secretary-Treasurer, C. S. Archer, R.R. 3, Duncan.

Woodworkers of America, International, No. 1-80.—President, Joseph Morris; Recording Secretary, Sid Holt, Youbou.

ESSONDALE.

Government Employees' Association, B.C. Provincial.—President, R. Butcher; Secretary, T. Weeks, Box 74, Port Coquitlam.

FERNIE.

Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union of, No. 308.—President, Jack Brown; Secretary, Joe Wasnock, Box 1071, Fernie.

Electrical Workers, International Brotherhood of, No. 921.—President, Harold F. Uphill; Recording Secretary, R. L. Davis, Elko.

Government Employees' Association, B.C. Provincial.—President, James Clarke; Secretary, R. A. Damstrom, Box 697, Fernie.

Mine Workers of America, United, No. 7310.—President, Mike Nee; Secretary, W. Martin, Box 212, Fernie.

FIELD.

Miners' Union, Field and District, No. 807.—President, Thomas J. Alton; Recording Secretary, C. Linney, Field.

Railway Carmen of America, Brotherhood of, Kicking Horse Lodge 1454.—President, James Cookson; Secretary, William M. Brown, Field.

FRASER VALLEY.

Government Employees' Association, B.C. Provincial.—President, M. Christianson; Secretary, J. M. Oliver, Stayte Road, R.R. 2, White Rock.

GOLDEN.

Government Employees' Association, B.C. Provincial.—President, D. Piggot; Secretary, H. B. Sutton, Golden.

GRAND FORKS.

Government Employees' Association, B.C. Provincial.—President, J. Raylance; Secretary, L. J. Price, Box 620, Grand Forks.

Maintenance-of-way Employees, Brotherhood of, No. 181.—Secretary, C. Holm, Box 503, Grand Forks.

HANEY.

Woodworkers of America, International, No. 1-367.—President, E. Rayner; Recording Secretary, L. M. Van Kleek, General Delivery, Haney.

HAZELTON.

Mine, Mill and Smelter Workers, International Union of, No. 898.—President, Sidney Alfred Tims; Recording Secretary, John McGee, Hazelton.

HEDLEY.

Mine and Mill Workers' Union, No. 655.—President, George Mackus; Recording Secretary, William A. Lore, Hedley.

Mine, Mill and Smelter Workers' Union, No. 656.—President, D. Hesketh; Recording Secretary, R. S. Williams, Nickel Plate Mine, Hedley.

IOCO.

Oil Workers of Canada, United, No. 11.—President, A. D. Fieshfield; Recording Secretary, H. M. Bedingfield, 2606 St. John's Street, Port Moody.

KALEDEN.

Fruit and Vegetable Workers' Union, No. 4.—President, Roy Wall; Secretary, Roy R. Van, Kaleden.

KAMLOOPS.

Carpenters and Joiners of America, United Brotherhood of, No. 1540.—President, Roy Morkell; Recording Secretary, Les Edgar, 919 Pine Street, Kamloops.

Electrical Workers, International Brotherhood of, No. 993.—President, D. Sorley; Recording Secretary, F. H. Lanchester, 1285 Battle Street, Kamloops.

Engineers, Brotherhood of Locomotive, No. 821.—Recording Secretary, C. H. Faulkner, 112 St. Paul Street West, Kamloops.

Engineers, Brotherhood of Locomotive, No. 855.—President, F. C. Fuller; Secretary-Treasurer, A. J. Millward, 753 Dominion Street, Kamloops.

Fire Fighters, International Association of, No. 913.—President, E. Murray; Secretary-Treasurer, M. L. Murphy, 125 Fourth Avenue, Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, Interior Lodge No. 258.—President, J. O. Richmond; Recording Secretary, R. J. Perry, Perry Road, North Kamloops.

Firemen and Enginemen, Brotherhood of Locomotive, No. 930.—President, T. E. Tipping; Recording Secretary, J. H. Worsley, 806 Battle Street, Kamloops.

Government Employees' Association, B.C. Provincial.—President, W. J. Stewart; Secretary, Miss E. C. Mackay, c/o Forestry Department, 515 Columbia Street, Kamloops.

Hotel and Restaurant Employees' and Bartenders' International Union, No. 685.—President, P. B. Ashton; Recording Secretary, M. Kyte, Central Hotel, Kamloops.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Letter Carriers, Canadian Postal Employees, Federated Association of, No. 80.—President, A. Bembridge; Secretary, H. A. Fooks, R.R. 1, Kamloops.

Machinists, International Association of, No. 748.—President, J. Parkin; Secretary, L. E. Crowder, 359 Seymour Street, Kamloops.

Mackenzie, White & Dunsmuir Employees' Association.—President, G. A. Cahill; Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.

Maintenance-of-way Employees, Brotherhood of, Fraser Valley Lodge No. 31.—President, E. G. Flann; Secretary-Treasurer, G. R. Mills, Foster, c/o Red Pass Junction.

Municipal Employees' Association, No. 310.—President, H. A. Roberge; Recording Secretary, R. C. Vauhear, 636 Fourth Avenue, Kamloops.

Railroad Trainmen, Brotherhood of, A. E. Elliott Lodge No. 519.—President, G. A. Neil; Recording Secretary, V. H. Mott, 521 Seymour Street, Kamloops.

Railway Carmen of America, Brotherhood of, Thompson Lodge No. 148.—President, J. Kitson; Recording Secretary, R. Emery, General Delivery, North Kamloops.

Railway Conductors of America, Order of, No. 611.—President, A. R. Field; 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, J. Peart, 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 (Traffic Division), No. 15.—President, Miss H. Wrenko; Secretary, Miss Evelyn Alexander, 783 Columbia Street, Kamloops.

Woodworkers of America, International, No. 1-417.—President, H. C. Hickling; Recording Secretary, J. Miyazawa, Box 217, Kamloops.

KASLO.

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

KELOWNA.

Carpenters and Joiners of America, United Brotherhood of, No. 1370.—President, William F. Mahoney; Recording Secretary, E. Burley, Box 254, Kelowna.

Civic Employees' Union.—President, Alec Ruddick; Secretary-Treasurer, Rupert Brown, 901 Bernard Avenue, Kelowna.

Electrical Workers, International Brotherhood of, No. 1409.—President, G. Arcuvi; Recording Secretary, E. Stirgaard, 631 Cawsten Avenue, Kelowna.

Fruit and Vegetable Workers' Union, No. 5.—President, W. E. Darroch; Secretary, G. Boyer, 558 Roanoke Avenue, Kelowna.

Government Employees' Association, B.C. Provincial.—President, A. E. Knooihuizen; Secretary, C. Gourlie, 526 Doyle Avenue, Kamloops.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Packinghouse Workers of America, United, No. 339.—President, Edward Kielbiski; Recording Secretary, Mrs. Agnes Harrison, 580 Coronation Avenue, Kelowna.

Telephone Workers of B.C., Federation of, No. 16.—President, Miss R. Cassils; Recording Secretary, Miss L. Giovanni, 557 Van Horne Street, Penticton.

Woodworkers of America, International, No. 1-423.—President, George Walker; Financial Secretary, H. J. Bruch, Box 663, Kelowna.

KEREMEOS.

Fruit and Vegetable Workers' Union, No. 9.—President, Mrs. M. McDonald; Secretary, Mrs. A. Miller, Box 85, Keremeos.

KIMBERLEY.

Carpenters and Joiners, United Brotherhood of, No. 1719.—President, David Harvey; Recording Secretary, Homer A. Elmore, Kimberley.

Hotel and Restaurant Workers' Union, No. 2.—President, L. Mackenzie; Recording Secretary, Miss V. Worthington, Kimberley.

Mine and Mill Workers' Union, No. 651.—President, James A. Byrne; Recording Secretary, Douglas A. Gold, General Delivery, Kimberley.

Municipal Employees' Association.—President, G. A. Sigalet; Recording Secretary, Miss A. Sims, Kimberley.

LADYSMITH.

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

LAKE COWICHAN.

Carpenters and Joiners of America, United Brotherhood of, No. 1812.—President, Art Lovett; Recording Secretary, Paul Ross, Lake Cowichan.

Woodworkers' Industrial Union of Canada, No. 80.—President, Owen G. Brown; Recording Secretary, Nels Olson, Lake Cowichan.

LANGFORD.

Government Employees' Association, B.C. Provincial.—President, T. Kershaw; Secretary, W. H. Sluggett, 3477 Saanich Road, Victoria.

LANGLEY PRAIRIE.

Municipal Employees' Association, No. 10.—President, E. Koehler; Secretary, R. W. Terichow, 919 Hunter Road, Langley Prairie.

MARGUERITE.

Maintenance-of-way Employees, Brotherhood of, No. 221.—President, J. S. Miller; Secretary-Treasurer, H. Robinson, Marguerite.

MCBRIDE.

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

MERRITT.

Government Employees' Association, B.C. Provincial—President, H. McLean; Secretary, P. C. Currie, Box 65, Merritt.

MISSION CITY.

Carpenters and Joiners of America, United Brotherhood of, No. 2213.—President, Rodney Forsythe; Recording Secretary, John J. Anutooshkin, R.R. 1, Mission City.

Woodworkers' Industrial Union of Canada, No. 367.—President, Ray Masse; Recording Secretary, Otto Theiss, R.R. 2, Mission.

NANAIMO.

Bakery Salesmen's Union, No. 189.—President, R. Millar; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 527.—President, Arthur Clark; Secretary-Treasurer, William Little, 217 Irwin Street, Nanaimo.

Civic Employees' and School Janitors' Association, No. 14.—President, Harris Gill; Secretary-Treasurer, Wilbur Scurr, 14 Machleary Street, Nanaimo.

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

Fire Fighters, Nanaimo Association of, No. 905.—President, Gordon Odgers; Secretary-Treasurer, F. English, 638 Prideaux Street, Nanaimo.

Government Employees' Association, B.C. Provincial.—President, Dr. W. Plenderleith; Secretary, Miss M. E. Booth, c/o Court-house, Nanaimo.

Hotel and Restaurant Employees' and Bartenders' International Union, No. 619.—President, Robert McIntyre; Secretary, Richard Mangles, 330 Robson Street, Nanaimo.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Laundry Workers' and Dry Cleaning Union, No. 1.—President, Mrs. E. Patterson; Recording Secretary, Mrs. V. Dewhurst, 115 Haliburton Street, Nanaimo.

Machine Shop and Foundry Industrial Workers' Union, No. 1.—President, Nicholas Foglietta; Secretary-Treasurer, Archie Semple, 227 Kennedy Street, Nanaimo.

Mackenzie, White & Dunsmuir Employees' Association.—President, G. A. Cahill; Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.

Mine Workers of America, United, No. 7355.—President, Thomas E. Webb; Recording Secretary, Isaac Aitken, 635 Kennedy Street, Nanaimo.

Telephone Workers of B.C., Federation of (Plant Division), No. 3.—President, J. Neen; Secretary, C. Tallman, 507 Bradley Street, Nanaimo.

Telephone Workers of B.C., Federation of (Traffic Division) No. 12.—President, Miss M. McDonald; Secretary, Miss Mabel Gough, 365 Newcastle Avenue, Nanaimo.

Typographical Union, International, No. 337.—President, A. R. Glen; Secretary-Treasurer, L. C. Gilbert, Box 166, Nanaimo.

Woodworkers' Industrial Union of Canada, No. 81.—President, A. Lewis; Financial Secretary, J. A. Atkinson, Odd Fellows' Hall, Nanaimo.

NARAMATA.

Fruit and Vegetable Workers' Union, No. 11.—President, W. L. Lethbridge; Secretary-Treasurer, Mrs. A. C. Young, Naramata.

NATAL.

Mine Workers of America, United, No. 7292.—President, Sam English; Recording Secretary, Alec Walker, Natal.

NELSON.

Barbers, Hairdressers, Cosmetologists and Proprietors International Union, Journeymen, No. 196.—President, Frank Defoe; Secretary-Treasurer, George Clerihew, 536 Josephine Street, Nelson.

Bartenders' Union, International, No. 707.—President, George LaPointe; Secretary, J. Brinley, 402 Victoria Street, Nelson.

Carpenters and Joiners of America, United Brotherhood of, No. 2458.—President, Kristian Naess; Recording Secretary, Nelson Riddock, 804 Second Street, Nelson.

Civic Employees' Federation, No. 8.—President, F. W. Cartwright; Secretary-Treasurer, D. R. Grahame, 104 Chatham Street, Nelson.

Civil Servants of Canada, Amalgamated.—President, H. 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. McMillan; Secretary-Treasurer, Eric W. Butler, 203 Victoria Street, Nelson.

Express Employees, Brotherhood of, No. 18.—President, R. F. Wallace; Secretary-Treasurer, Miss Mary Vulcano, 602 Richards Street, Nelson.

Firemen and Enginemen, Brotherhood of Locomotive, No. 631.—President, J. C. Young; Recording Secretary, D. V. MacDougall, 411 Carbonate Street, Nelson.

Fire Fighters, International Association of, No. 945.—President, C. Cotterill; Secretary-Treasurer, F. B. Jones, 724 Baker Street, Nelson.

Firemen and Oilers, International Brotherhood of, No. 1141.—President, A. H. Sinclair; Financial Secretary, William E. Rusnack, Box 71, Nelson.

Government Employees' Association, B.C. Provincial.—President, L. A. McPhail; Secretary, Miss F. Jeffreys, Box 510, Nelson.

Hospital Employees' Federal Union, General, No. 296.—President, Rolfe Brock; Secretary-Treasurer, Harley Maerz, Occidental Hotel, Nelson.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Letter Carriers, Federated Association of, No. 75.—President, F. J. Thompson; Secretary-Treasurer, E. M. Jones, 714 Mill Street, Nelson.

Machinists, International Association of, No. 663.—President, T. A. Swinden; Recording Secretary, J. E. Baldock, 300 Kerr Block, Nelson.

Mackenzie, White & Dunsmuir Employees' Association.—President, G. A. Cahill; Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.

Railroad Trainmen, Brotherhood of, Kootenay Lodge 558.—President, J. S. Edwards; Secretary-Treasurer, C. H. Sewell, 41 High Street, Nelson.

Railway Carmen of America, Brotherhood of, No. 98.—President, Alan Smith; Recording Secretary, Harry Talbot, 30 View 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, Robert F. Parker; Recording Secretary, Miss Frances Jones, 514 Victoria Street, Box 42, Nelson.

Telephone Workers of B.C., Federation of (Plant Division), No. 4.—President, R .Paterson; Secretary, A. Ruzicka, 422 First Street, Nelson.

Telephone Workers of B.C., Federation of (Traffic Division), No. 13.—President, Miss Isabell Kaye; Secretary, Miss Jean Brown, 324 Victoria Street, Nelson.

Typographical Union, International, No. 340.—President, Joseph A. Boletti; Secretary-Treasurer, George W. Priest, 706 Richards Street, Nelson.

NEW DENVER.

Government Employees' Association, B.C. Provincial.—President, M. Nicholson; Secretary, Miss F. Moss, c/o Department of Public Works, New Denver.

NEW WESTMINSTER.

Bakery Salesmen's Union, No. 189.—President, R. Millar; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Beverage Dispensers and Culinary Workers, No. 835.—President, Leslie Norman Dale; Recording Secretary, Emilien J. Pare, Crescent Beach.

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, No. 151.—President, G. MacRae; Secretary-Treasurer, Peter Mitchell, 1703 Dublin Street, New Westminster.

Boilermakers, Iron-ship Builders and Helpers of America, International Brotherhood of, No. 194.—President, O. H. Porteous; Recording Secretary, P. Magnolo, 660 Prior Street, Vancouver.

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, Walter Fedak; Recording Secretary, Stanley Hazel, 356 Sixth Avenue East, Vancouver.

Civic Employees' Union, No. 12.—President, Harry Walsh; Recording Secretary, Ray Mercer, 202 Blackman Street, New Westminster.

Civil Servants of Canada, Amalgamated.—President, A. G. Ferguson; Secretary, W. F. Reed, 612 Colborne Street, New Westminster.

Cordage Industrial Rope and Twine Workers' Union, No. 1.—President, William Eakin; Recording Secretary, Alex Norrie, 348 Marmont Street, New Westminster.

Distillery Workers Union, No. 69.—President, A. Kirkbride; Financial Secretary, H. F. Redman, 460 Campbell Avenue, New Westminster.

Fire Fighters, International Association of City, No. 256.—President, L. J. Wisheart; Recording Secretary, F. Olund, No. 4 Fire Station, Keary Street, New Westminster.

Government Employees' Association, B.C. Provincial.—President, L. W. Fisher; Secretary, E. Dinsdale, P.O. Drawer O, New Westminster.

Gypsum Workers' Union, No. 578.—President, Fred Cormier; Financial Secretary, Jack Beattie, 204 Fourteenth Avenue, New Westminster.

Hod Carriers and Common Labourers, No. 1070.—President, Ernest N. Goodridge; Secretary-Treasurer, Thomas Porter, 1505 Sixth Street, New Westminster.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Longshoremen's and Warehousemen's Union, International, No. 502.—President, Frederick Jackson; Secretary-Treasurer, Roland R. Cope, 1409 Eighth Avenue, New Westminster.

Machinists, International Association of, Lodge No. 131.—President, R. P. Felt; Recording Secretary, Fred M. Bensen, 466 Graham Avenue, New Westminster.

Machinists, International Association of, Lodge No. 151.—President, D. A. Bradley; Recording Secretary, Alfred K. Lord, 3, 604 Thirteenth Avenue, New Westminster.

Mackenzie, White & Dunsmuir Employees' Association.—President, G. A. Cahill; Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.

McLennan, McFeely & Prior, Limited, Employees' Association.—President, K. H. Burnet; Secretary, Stanley McDonald, 99 Cordova Street East, Vancouver, B.C.

Mine Workers of America, United, No. 13156.—President, E. E. Anderson; Recording Secretary, Hugh Hocking, 1664 Pacific Highway, R.R. 4, New Westminster.

Municipal Employees' Union, No. 16.—President, John Mundreon; Secretary-Treasurer, Miss Helen Gagne, 718 Tupper Avenue, New Westminster.

Newspaper Guild, New Westminster, No. 3.—President, James McPhee; Secretary-Treasurer, Elizabeth Stenstrom, 2351 Inverness Street, New Westminster.

Oil Workers' International Union, No. 596.—President, A. McKenzie; Recording Secretary, G. A. Spicer, 968 Thirteenth Avenue West, Vancouver.

Pacific Coast Packers, Ltd., Employees' Association.—President, Harry Gilhorn; Secretary-Treasurer, Lois W. Downie, 1608 Seventeenth Avenue, 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, J. McKnight; Recording Secretary, George Baxter, 375 Keary Street, New Westminster.

Paper-makers, International Brotherhood of, No. 456.—President, Len Cutting; Recording Secretary, Miss Helen Ganton, 227 Sixth Street, New Westminster.

Policemen's Association, The New Westminster, No. 294.—President, Rod Keary; Recording Secretary, Douglas Sandford, 246 Columbia Street East, New Westminster.

Railway Carmen of America, Brotherhood of, No. 280.—President, J. S. Jackson; Recording Secretary, W. J. Jackson, 1266 Thirteenth Avenue, New Westminster.

Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 226.—President, J. A. Spick; Secretary, C. L. Story, 220 Tenth Avenue, 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, 2148 Randolph Avenue, New Westminster.

Street, Electric Railway and Motor Coach Employees of America, The Amalgamated Association of, No. 134.—President, K. M. Armstrong; Recording Secretary, S. T. Dare, 318 Third Street, New Westminster.

Typographical Union, International, No. 632.—President, W. J. Calhoun; 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.

Woodworkers' Industrial Union of Canada, No. 357.—President, Teddie Hansen; Recording Secretary, Carl Caspersen, 614 Smith Road, New Westminster.

Ocean Falls.

Paper-makers, International Brotherhood of, No. 360.—President, Jack Torrance; Recording Secretary, George L. Weldridge, Box 77, Ocean Falls.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 312.—President, W. S. Holgate; Recording Secretary, C. A. Sweet, Box 92, Ocean Falls.

Okanagan Centre.

Fruit and Vegetable Workers' Union, No. 8.—President, R. Brown; Secretary, George Snowden, Okanagan Centre.

Oliver.

Fruit and Vegetable Workers' Union, No. 2.—President, E. J. Perry; Secretary, Bert Potter, R.R. 1, Oliver.

Sawmill Employees' Association.—President, Cyril F. Joyce; Secretary-Treasurer, Noel M. Boult, Box 261, Oliver.

Osoyoos.

Fruit and Vegetable Workers' Union, No. 3.—President, George Kabatoff; Secretary, D. McCrae, Osoyoos.

Packinghouse Workers of America, United, No. 344.—President, Joe May; Recording Secretary, Mrs. Valery G. Baskett, Osoyoos.

Parson.

Maintenance-of-way Employees, Brotherhood of, No. 165.—Secretary, C. Collins, Parson.

Penticton.

Carpenters and Joiners of America, United Brotherhood of, No. 1696.—President, W. H. Tayler; Recording Secretary, C. L. Beagle, 372 Van Horne Street, Penticton.

Civic Employees' Federal Union, No. 308.—President, R. J. Dirks; Recording Secretary, M. Gladish, 598 Van Horne Street, Penticton.

Electrical Workers, International Brotherhood of, No. 1382.—President, J. W. Robson; Recording Secretary, P. Pride, General Delivery, Penticton.

Engineers, Brotherhood of Locomotive, No. 866.—President, S. J. Cramer; Secretary-Treasurer, R. Letts, 370 Woodruff Avenue, Penticton.

Fire Fighters, B.C. Provincial Association of, No. 10.—President, James D. Crawford; Secretary, W. T. Mattock, 550 Westminster Avenue East, Penticton.

Fire Fighters, International Association of, No. 953.—President, W. W. Gray; Secretary, W. T. Mattock, 550 Westminster Avenue East, Penticton.

Firemen and Enginemen, Brotherhood of Locomotive, No. 884.—President, P. H. Coulter; Recording Secretary, Dawson Raincock, 448 Orchard Avenue, Penticton.

Fruit and Vegetable Workers' Union, No. 1.—President, J. W. Blogg; Recording Secretary, Mrs. Ethel Wilkinson, 96 Nelson Avenue, Penticton.

Government Employees' Association, B.C. Provincial.—President, G. H. Fewtrell; Secretary, Miss R. Hayter, 307 White Avenue East, Penticton.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Mackenzie, White & Dunsmuir Employees' Association.—President, G. A. Cahill; Secretary, J. P. Watts, 4100 Grandview Highway, New Westminster.

Maintenance-of-way Employees, Brotherhood of, No. 1023.—Secretary, W. M. Thompson, 194 Edna Avenue, Penticton.

Railway Conductors of America, Order of, Division No. 179.—President, A. G. Peterson; Secretary-Treasurer, H. Johnston, 469 Woodruff Avenue, Penticton.

Railroad Trainmen, Brotherhood of, No. 914.—President, N. E. McCallum; Secretary-Treasurer, G. M. Clark, 341 Scott Avenue, Penticton.

Telephone Workers of B.C., Federation of (Traffic Division), No. 16.—President, Miss R. Cassils; Secretary, Miss L. DeGiovanni, 557 Van Horne Street, Penticton.

Typographical Union, Vernon, No. 541.—President, A. F. Mason; Secretary-Treasurer, W. B. Hilliard, 304 Norton Street, Penticton.

Pioneer.

Miners' Union, Pioneer, No. 693.—President, Jack Webster; Recording Secretary, William Parkinson, Pioneer Mines.

Port Alberni.

Carpenters and Joiners of America, United Brotherhood of, No. 513.—President, J. G. Trebett; Recording Secretary, G. Buick, Box 758, Alberni.

Civic Workers' Union, Alberni and District.—President, William McDonald; Secretary-Treasurer, R. S. Gray, 513 Fourth Avenue North, Port Alberni.

Hospital Employees' Union, West Coast General, No. 91.—President, L. Mumford; Secretary, Mrs. D. Goddard, 919 Eighth Avenue North, Port Alberni.

Hotel, Restaurant and Beverage Employees' Union, No. 697.—President, Kenneth Wright H. Rosberg; Financial Secretary, Robert Holland, Suite 9, 46 Argyle Street, Port Alberni.

Longshoremen's and Warehousemen's Union, International, No. 503.—President, A. LeBlanc; Secretary, Cal. Cook, 100 Ninth Avenue South, Port Alberni.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 1642.—President, James Stewart; Recording and Financial Secretary, D. McIntosh, 211 Seventh Avenue North, Port Alberni.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 592.—President, Thomas Ferryman; Recording Secretary, Wilfred Hughes, Swans Auto Court, Alberni.

Woodworkers of America, International, No. 1-85.—President, R. W. Muir; Recording Secretary, C. Anshelm, 108 Second Avenue North, Port Alberni.

Port Alice.

Pulp, Sulphite and Paper Mill Workers, International Brotherhood of, No. 514.—President, K. R. Sturdy; Recording Secretary, R. Grisack, Box 123, Port Alice.

Port Mellon.

Pulp and Paper Mill Workers, International Brotherhood of, No. 297.—President, Stanley S. Cummings; Recording Secretary, Roy Nordman, Box 97, Port Mellon.

Pouce Coupe.

Government Employees' Association, B.C. Provincial.—President, J. Barford; Secretary, A. R. Wilson, Pouce Coupe.

Powell River.

Carpenters and Joiners of America, United Brotherhood of, No. 2068.—President, J. R. Staniforth; Recording Secretary, J. N. Heavenor, Box 700, Powell River.

Fire Fighters, B.C. Provincial Association of, No. 8.—President, Neil Clark; Secretary, 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, Charles R. Thompson; Recording Secretary, James Currie, Box 275, Powell River.

Prince George.

Carpenters and Joiners of America, United Brotherhood of, No. 1998.—President, Nels Brolin; Recording Secretary, Ernest S. Shaw, Box 727, Prince George.

Electrical Workers, International Brotherhood of, No. 242.—President, John Lloyd Poole; Recording Secretary, James Leslie Campbell, c/o Commodore Hotel, Prince George.

Engineers, Brotherhood of Locomotive, No. 843.—Chief Engineer, L. McNeil; Secretary-Treasurer, George A. Hodson, Box 941, Prince George.

Firemen and Enginemen, Brotherhood of Locomotive, No. 827.—President, R. R. Anderson; Recording Secretary, H. W. Willis, Box 663, Prince George.

Government Employees' Association, B.C. Provincial.—President, R. B. Carter; Secretary, Miss C. Wieland, Box 115, Prince George.

Hotel, Restaurant and Beverage Dispensers' Union, No. 690.—President, Harvey Hurd; Recording Secretary, Harry Dergonzoff, Europe Hotel, Prince George.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Record-Secretary, Miss M. Bidwell, Box 39, Vancouver.

Railway Conductors, Order of, Division 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, J. C. Farenhurst; Recording Secretary, C. H. Webb, Giscome.

Woodworkers' Industrial Union of Canada, No. 424.—President, P. Edmark; Recording Secretary, J. Baily, Box 566, Prince George.

PRINCE RUPERT.

Beverage Dispensers' Union, No. 636.—President, James McK. Andrew; Recording Secretary, Henry Montesano, Box 565, Prince Rupert.

Carpenters and Joiners of America, United Brotherhood of, No. 1549.—President, J. N. McLeod; Recording Secretary, Gordon McKay, Box 694, Prince Rupert.

Carpenters and Joiners of America, United Brotherhood of, No. 1735.—President, August Wallen; Recording Secretary, Edward Woodward, Box 694, Prince Rupert.

Civic Employees' Federal Union, No. 5.—President, A. E. Evans; Recording Secretary, Ed. Keehn, General Delivery, Prince Rupert.

Construction and General Laborers' Union, No. 1427.—President, A. B. Love; Recording Secretary, J. D. Stuart, 1649 Second Avenue West, Prince Rupert.

Electrical Workers, International Brotherhood of, No. 344.—President, George Phillipson; Secretary, F. M. Kempton, 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-Treasurer, J. S. Furness, Box 506, Prince Rupert.

Fishermen's Federal Union, Deep Sea, No. 80.—President, John Syness; Recording Secretary, J. Kilby, 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, No. 331.—President, Lois Keyes; Recording Secretary, Elizabeth A. Oliver, Box 1545, Prince Rupert.

Industrial Workers' Union.—President, C. Wilson; Recording Secretary, G. W. Morgan, Box 1580, Prince Rupert.

Laundry Workers' International Union, No. 336.—President, Miss Ruby Suden; Recording Secretary, Mrs. Edith Hitchens, General Delivery, Station B, Prince Rupert.

Longshoremen's and Warehousemen's Union, International, No. 505.—President, Ernest Tubb; Secretary-Treasurer, Terry G. Grimble, 121 Seventh Avenue East, Prince Rupert.

Maintenance-of-way Employees, Brotherhood of, Lodge No. 335.—President, H. Long; Secretary-Treasurer, P. LeRoss, Prince Rupert.

Marine Workers' and Boilermakers' Industrial Union, No. 2.—President, W. Murphy; Secretary, J. W. Prusky, 1056 Eighth Avenue East, Prince Rupert.

Plumbing and Pipefitting Industry of the United States and Canada, United Association of Journeymen and Apprentices, No. 180.—President, Robert Wilson; Secretary-Treasurer, George S. Weatherly, 2040 Atlin Avenue, Box 1296, Prince Rupert.

Railway Carmen of America, Brotherhood of, No. 426.—President, M. Chyzyk; Recording Secretary, R. Pollock, Suite 1, Vernon Apartments, Box 496, Prince Rupert.

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

Typographical Union, International, No. 413.—President, Herbert Morgan; Secretary, C. 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, A. Kowal, Box 467, Princeton.

Government Employees' Association, B.C. Provincial.—President, J. Milne; Secretary, T. H. Cunliffe, c/o Department of Public Works, Princeton.

Mine Workers of America, United, No. 7875.—President, A. Samuel; Recording Secretary, Thomas Foley, Box 38, Princeton.

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REVELSTOKE.

Blacksmiths, Drop Forgers and Helpers, International Brotherhood of, No. 407.—President, A. Robinson; Secretary, Alfred Olsson, Box 141, Revelstoke.

Engineers, Brotherhood of Locomotive, No. 657.—Chief Engineer, H. W. Keegan; Recording Secretary, A. McKenzie, Box 563, Revelstoke.

Firemen and Enginemen, Brotherhood of Locomotive, No. 341.—President, E. M. Lloyd; Recording Secretary, G. Hobbs, Box 746, Revelstoke.

Firemen and Oilers, International Brotherhood of, No. 381.—President, Leo Wiedenman; Secretary-Treasurer, D. A. Rix, Revelstoke.

Fruit and Vegetable Workers' Union, No. 10.—President, Hugh Crich; Recording Secretary, Will Leslie, Box 340, Revelstoke.

Government Employees' Association, B.C. Provincial.—President, E. L. Scott; Secretary, C. G. Graham, office of Provincial Assessor, Revelstoke.

Machinists, International Association of, Kootenay Lodge No. 258.—President, R. Scott Watson; Recording Secretary, J. R. Brown, Box 209, Revelstoke.

Maintenance-of-way Employees, Brotherhood of, No. 208.—Secretary, J. M. Spence, Box 363, Revelstoke.

Railroad Trainmen, Brotherhood of, Glacier Lodge No. 51.—President, H. A. Mulholland; Secretary, G. A. Patrick, Revelstoke.

Railway Carmen of America, Brotherhood of, Mount Begbie Lodge No. 481.—President, A. E. Parker; Recording Secretary, F. L. Henderson, 503 Fifth Street East, Revelstoke.

Railway Conductors, Order of, No. 487.—President, B. C. Calder; Secretary, D. L. Hooley, Revelstoke.

ROSSLAND.

Government Employees' Association, B.C. Provincial.—President, R. B. Wallace; Secretary, G. L. Hamilton, Box 310, Rossland.

RUTLAND.

Lumber and Sawmill Workers' Union, No. 2771.—President, Roy Materi; Recording Secretary, G. Keehn, Rutland.

SALMON ARM.

Government Employees' Association, B.C. Provincial.—President, W. A. Webb; Secretary, W. J. Bird, P.O. Box 331, Salmon Arm.

SINCLAIR MILLS.

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SMITHERS.

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Railway Employees and Other Transport Workers, Canadian Brotherhood of, No. 93.—President, J. R. Nicholson; Secretary, P. B. Emerson, Box 51, Smithers.

Railroad Trainmen, Brotherhood of, No. 869.—President, E. V. Glass; Vice-Chairman and Secretary-Treasurer, S. W. Gould, Box 86, Smithers.

Railway Carmen of America, Brotherhood of, Buckley Lodge No. 1415.—President, E. Abrahamson; Recording Secretary, J. H. Trew, Box 129, Smithers.

SQUAMISH.

Firemen and Enginemen, Brotherhood of Locomotive, No. 972.—President, E. V. Machin; Recording Secretary, S. F. Laycock, Squamish.

Railway Carmen of America, Brotherhood of, No. 1419.—President, R. J. Lamport; Secretary, A. Fraser, Squamish.

STEWART.

Mine and Mill Workers, Portland Canal, No. 694.—President, Alec Anderson; Recording Secretary, C. H. Lake, Box 145, Stewart.

STEVESTON.

Municipal Employees' Union, Richmond, No. 19.—President, E. Turner; Secretary-Treasurer, A. R. Riddell, 1042 No. 2 Rd., R.R. 1, Steveston.

TERRACE.

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Woodworkers' Industrial Union of Canada, No. 469.—President, J. K. Haynes; Secretary, W. H. McConnell, Box 135, Terrace.

TRAIL.

Carpenters and Joiners of America, United Brotherhood of, No. 2474.—President, A. E. Collins; Recording Secretary, Frank Tough, 680 Hendry Street, Trail.

Electrical Workers, International Brotherhood of, No. 287.—President, E. J. Wright; Recording Secretary, Hugh J. McAlpine, Room 30, Bergeron Block, Trail.

Electrical Workers, International Brotherhood of, No. 999.—President, C. G. MacKay; Recording Secretary, B. Bodgener, South Slocan.

Federal Union, No. 302.—President, Isaac Patton; Recording Secretary, Leslie B. Jones, 2305 Fifth Avenue, Trail.

Fire Fighters' Association, Tadanac, No. 871.—President, D. Bisset; Secretary-Treasurer, H. Breckenridge, 2117 Second Avenue, Trail.

Fire Fighters, International Association of (Trail-Rossland), No. 941.—President, C. Cowlin; Secretary-Treasurer, A. L. Blaine, 1390 Pine Avenue, Trail.

Kelly Douglas (Nabob Food Products) Employees' Association.—President, T. Clements; Recording Secretary, Miss M. Bidwell, Box 39, Vancouver.

Letter Carriers, Federated Association of, No. 76.—President, R. H. Hilder; Secretary-Treasurer, S. T. Spooner, 2017 Second Avenue, Trail.

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Smelter Workers' Union, Trail and District, International Union of Mine, Mill and Smelter Workers, No. 480.—President, R. C. Billingsley; Recording Secretary, George Fitzer, Rossland.

TRANQUILLE.

Government Employees' Association, B.C. Provincial.—President, George Grey; Secretary, W. Thomson, Acting Secretary, c/o Tranquille Sanatorium (staff), Tranquille.

TULSEQUAH.

Mine, Mill and Smelter Workers, International Union of, No. 858.—President, J. Loftus; Recording Secretary, D. H. Turner, Tulsequah.

VANANDA.

Mine, Mill, Quarry and Smelter Workers, International Union of, No. 816.—President, E. W. Olson; Recording Secretary, F. Leigh, Vananda.

VANCOUVER.

Acme Asbestos Cement, Ltd., Employees' Organization of.—President, H. Parker; Recording Secretary, J. E. Henderson, 1030½ Harwood Street, Vancouver.

Auto Workers' Lodge, Vancouver, No. 1857.—President, F. H. Maltby; Recording Secretary, A. 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, Vancouver, No. 189.—President, R. Millar; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

Barbers' Association of British Columbia.—President, N. Mervyn Comba; Recording Secretary, Thomas McIntosh, 3355 Manor Street, Vancouver.

Barbers', Hairdressers', Cosmetologists' and Proprietors International Union of America, Journeymen, No. 120.—President, Joshua Murray; Recording Secretary, D. D. Haveruk, 320 Granville Street, Vancouver.

B.C. Electric Office Employees' Association.—President, E. J. McLaughlin; Recording Secretary, Miss E. Hill, 2946 St. Catherine 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, International Brotherhood of, No. 359.—President, James Downie; Recording Secretary, F. E. Cardwell, 4657 Slocan Street, Vancouver.

Bookbinders, International Brotherhood of, No. 105.—President, Frank Roberts; Recording Secretary, Mrs. W. Leak, 2555 Third Avenue West, Vancouver.

Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union of United, No. 300.—President, A. LeNobel; Recording Secretary, H. Bennett, 4014 Seventeenth Avenue West, Vancouver.

Bricklayers' and Masons' International Union, No. 1.—President, J. Baker; Secretary, L. Padgett, 3393 Thirty-first Avenue West, Vancouver.

Bridge, Structural and Ornamental Iron Workers, International Association of, No. 97.—President, J. E. Fitzpatrick; Business Agent, E. G. Cook, 1064 Cortell Street, North Vancouver.

Bridge, Structural and Ornamental Iron Workers, International Association of, No. 712.—President, John Rabbit; Recording Secretary, Harold Yates, 160 Clinton Street North, Vancouver.

Building and Construction Workers of Canada, Amalgamated, No. 1.—President, J. P. Lucas; Recording Secretary, A. E. Carter, 3452 Euclid Avenue, Vancouver.

Building and Construction Workers of Canada, Amalgamated, No. 16.—President, Patrick Thibault; Secretary-Treasurer, J. C. Barrett, 712 Robson Street, Vancouver.

Building Material, Construction and Fuel Truck Drivers, No. 213.—President, J. A. King; Recording Secretary, Arnold Jones, 134 Forty-ninth Avenue East, Vancouver.

Building Service Employees' Union, No. 244.—President, V. Galbraith; Business Secretary, A. J. Wybrew, 339 Pender Street West, Vancouver.

Cafeteria and Coffee Shop Employees' Association.—President, R. G. Ball; Recording Secretary, Ruby Peckover, 2061 Third Avenue East, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 452.—President, R. E. Guthrie; Recording Secretary, H. P. Hamilton, 529 Beatty Street, Vancouver.

Carpenters and Joiners of America, United Brotherhood of (Floorlayers), No. 1541.—President, Ben B. Sochasky; Recording Secretary, John Soderman, 5650 Balaclava Street, Vancouver.

Carpenters and Joiners of America, United Brotherhood of, No. 2533.—President, Frank Logan; Recording Secretary, Mrs. Olive King, c/o Room 4, 529 Beatty Street, Vancouver.

Checkers' and Weighers' Association, Marine, No. 506.—President, W. Wright; Recording Secretary, J. L. Chapman, 61 Cordova Street West, Vancouver.

City Hall Employees' Association, Vancouver City, No. 15.—President, R. Skinner; Secretary, Thomas H. Lewis, 5823 St. George Street, Vancouver.

Civic Employees' Association, North Vancouver, No. 3.—President, Hugh Beattie; Secretary, Norman E. Woodard, 136 Seventeenth Street West, North Vancouver.

Civic Employees' Federal Labour Union, No. 28.—President, Thure Anderson; Recording Secretary, Jack Phillips, 1354 Fifteenth Avenue East, Vancouver.

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Communications Association, No. 4.—President, Terrance O'Grady; Secretary-Treasurer, Frank Boxall, 1507 Twelfth Avenue West, Vancouver.

Distillery, Rectifying and Wine Workers' International Union of America, No. 92.—President, L. Marlor; Secretary, George Grey, 545 Forty-Seventh Avenue East, Vancouver.

Electrical Trades' Union, No. 1.—President, J. H. Bushfield; Secretary, R. Adair, 208, 16 Hastings Street East, Vancouver.

Electrical Workers, International Brotherhood of, No. 213.—President, T. B. Smith; Recording Secretary, W. C. Daley, 1055 Victoria Drive, Vancouver.

Elevator Constructors' International Union, 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; Business Agent, J. A. Dougall, 1334 Nicola Street, Vancouver.

Enamel Workers' Federal Union, Vancouver, No. 291.—President, P. Grieve; Secretary, A. Hannah, 2817 Euclid Avenue, Vancouver.

Engineers, Brotherhood of Locomotive, Division No. 320.—President, C. J. Greer; Secretary-Treasurer, E. J. Wise, 3275 Ontario Street, Vancouver.

Engineers, Brotherhood of Locomotive, Division No. 907.—President, Charles Glibbery; Recording Secretary, A. F. McGuire, 2931 McKay Avenue, Burnaby.

Engineers of Canada, Inc., National Association of Marine, No. 7.—President, J. G. Pearce; Business Agent, Hamilton B. McKie, 319 Pender Street West, Vancouver.

Engineers, International Union of Operating, No. 115.—President, F. L. Hunt; Recording Secretary, J. W. McKay, 6649 Lanark Street, Vancouver.

Engineers, International Union of Operating, No. 882.—President, Joe Kolbus; Recording Secretary, A. Curran, 2535 Tenth Avenue West, Vancouver.

Engineers, International Union of Operating, No. 963.—President, William Reid; Recording Secretary, L. A. Roach, 2932 Sophia Street, Vancouver.

Express Employees, Brotherhood of, No. 15.—President, E. Ainsworth; Recording Secretary, J. E. Battye, 760 Sixty-third Avenue East, Vancouver.

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Film Exchange Employees' Union, No. F 71.—President, C. W. Backus; Secretary-Treasurer, Della Garland, 7, 1940 Arbutus Street, Vancouver.

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Fire Fighters' Union, City, No. 914.—President, W. G. Miller; Secretary-Treasurer, T. Cumming, 152 Twelfth Street East, North Vancouver.

Firemen and Enginemen, Brotherhood of Locomotive, No. 656.—President, B. D. Mortimer; Recording Secretary, G. H. Munro, 1915 Haro Street, Vancouver.

Firemen and Enginemen, Brotherhood of Locomotive, Stanley Park Lodge No. 939.—President, J. A. Rennie; Recording Secretary, John Livingstone, 2721 Twenty-sixth Avenue West, Vancouver.

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First Aid Attendants' Association of B.C., Industrial.—President, Norman D. Walcroft; Secretary, H. W. Mahler, 101, 603 Hastings Street West, Vancouver.

Fishermen and Allied Workers' Union, United.—President, George Miller; Secretary-Treasurer, H. Stevens, 138 Cordova Street East, Vancouver.

Fur Workers' Union, Vancouver, No. 197.—President, Mrs. Elizabeth Zlotnik; Secretary-Treasurer, Mrs. Elizabeth Zlotnik, 405, 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, Mrs. Ada Halloran; Recording Secretary, Mrs. Rose L. Firth, 2426 Yale Street, Vancouver.

Garment Workers' Union, International Ladies, No. 276.—President, P. C. Rivers; Recording Secretary, Linda Vivian, 4116 Hastings Street East, Vancouver.

Gasworkers' Union, Vancouver and Victoria, No. 225.—President, Ernest Rees; Recording Secretary, L. Henwood, 1332 Forty-ninth Avenue East, Vancouver.

Glaziers and Glass Workers, Brotherhood of Painters, Decorators and Paperhangers of America, No. 1527.—President, W. Brown; Recording Secretary, A. Allen, 5215 Culloden Street, Vancouver.

Government Employees' Association, B.C. Provincial.—President, W. H. Stewart; Secretary, Miss J. A. Bruce, Room 8, 407 Hastings Street West, Vancouver.

Granite Cutters' International Association of America.—President, Alex S. Simpson; Secretary-Treasurer, W. T. Ferris, 3293 Matapan Crescent, Vancouver.

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

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Hotel and Restaurant Employees and Beverage Dispensers, International Alliance of, No. 676.—President, William Lindsay; Financial Secretary, Fred W. Mills, 4502 Williams Street, Vancouver.

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Laundry Workers' International Union, No. 292.—President, James Field; Recording Secretary, Mabel O'Connor, 337 Second Street West, North Vancouver.

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Longshoremen's and Warehousemen's Union, International, No. 507.—President, Charles McKendrick; Secretary-Treasurer, D. C. Mackenzie, 217 Dunlevy Avenue, Vancouver.

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Lumber and Sawmill Workers, No. 2968.—President, A. A. Taylor; Recording Secretary, H. Bone, 447 Sixth Avenue East, Vancouver.

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Machinists, International Association of, No. 692.—President, Harold D. Foster; Recording Secretary, H. Fishman, 2633 Fourth Avenue East, Vancouver.

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Maintenance-of-way Employees, Brotherhood of, No. 210.—Secretary, R. Halliday, 3383 Pender Street East, Vancouver.

Malkin, W. H., Co., Ltd., Warehouse Employees' and Truck-drivers' Association. — President, James E. Fowler; Secretary-Treasurer, Frank H. Calhoun, Hotel Stirling, Vancouver.

Marble, Stone and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers and Terrazza Workers' Helpers, International Association of, No. 78. — President, G. Seaton; Recording Secretary, A. Evans, 763 Sixty-second Avenue East, Vancouver.

Marine Workers' and Boilermakers' Industrial Union, No. 1.—President, William L. White; Recording Secretary, George H. Brown, 1787 Eighth Avenue East, Vancouver.

Meat Cutters and Butcher Workmen of North America, Amalgamated, No. 212. — President, Frank Rutledge; Recording Secretary, Jean Richardson, 1717 Seventh Avenue East, Vancouver.

Merchant Service Guild, 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; Recording Secretary, D. Mackie, 2813 Dundy Street, New Westminster.

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

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Moulders' and Foundry Workers' Union, International, No. 281.—President, Melvin O'Brien; Recording Secretary, Ben McDowell, Horseshoe Bay.

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Musicians' Mutual Protective Union, No. 145.—President, William E. Wyman; Secretary, George E. Leach, Suite 51, 553 Granville Street, Vancouver.

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Nelson's Sales and Service Club. — President, Lee G. Head; Secretary, James A. Currie, 1407 Cypress Street, Vancouver.

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Newspaper Guild, Vancouver, No. 2.—President, Lionel Salt; Secretary, Frank Meade, 1017½ Nelson Street, Vancouver.

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Office and Professional Workers of America, United, No. 173.—President, Bertram L. Deveson; Recording Secretary, A. E. Meyer, 123 Windsor Road East, North Vancouver.

Office and Professional Workers of America, United, No. 229.—President, M. S. Kennedy; Recording Secretary, Theresa Chapman, 339 Pender Street West, Vancouver.

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Oil Workers of Canada, United, No. 12.—President, C. L. Palmer; Recording Secretary, S. Adamson, 723 Hamilton Street, New Westminster.

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Packinghouse Workers of America, United, No. 350.—President, William Quirk; Recording Secretary, Mrs. F. E. Frost, 1491 Eighth Avenue East, Vancouver.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 138.—President, Bruce Mitchell; Recording Secretary, W. E. Eaton, 39 Fortieth Avenue West, Vancouver.

Painters, Decorators and Paperhangers of America, Brotherhood of, No. 1550. — President, J. Mulligan; Recording Secretary, L. Pribyl, 150 Forty-ninth Avenue East, Vancouver.

Paper-makers, International Brotherhood of, No. 528.—President, John Krugar; Corresponding Secretary, Ethel Jude, 266 Fifty-fourth Avenue East, Vancouver.

Pattern Makers' Association, No. 1260. — President, Donald A. Merkley; Secretary-Treasurer, Leo J. Wiles, 3, 1584 Marine Drive, Hollyburn.

Photo-engravers' Union, Vancouver, No. 54.—President, Joseph Hinke; Corresponding Secretary, Ralph Grantham, 3941 Eleventh Avenue West, Vancouver.

Pile Drivers', Bridge, Wharf, and Dock Builders' Union, No. 2404. — President, C. Anderson; Recording Secretary, E. Peladeau, Box 369, Vancouver.

Plasterers' and Cement Finishers' International Association, Operative, No. 779. — President, Glen Harding; Secretary-Treasurer, H. 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; Recording Secretary, James R. Barton, 1148 Thurlow Street, Vancouver.

Plumbing and Pipefitting Industry, United Association of Journeymen and Apprentices, No. 571.—President, Thomas H. Poulton; Secretary, Lloyd Elrick, 302, 1877 Haro Street, Vancouver.

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Pulp, Sulphite and Paper Mill Workers, No. 655.—President, Maurice Snelling; Corresponding Secretary, Miss Audrey Yost, 2686 McGill Street, Vancouver.

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Railway Conductors of America, Order of, No. 267.—President, A. S. Emms; Secretary-Treasurer, J. B. Physick, 4153 Twelfth Avenue West, Vancouver.

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Bakery Salesmen's Union, Victoria, No. 189.—President, R. Millar; Secretary, Birt Showler, 529 Beatty Street, Vancouver.

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Engineers, International Union of Operating, No. 918.—President, Martin Dawson; Recording Secretary, Edward Callan, 927 Linkleas Avenue, Victoria.

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Fire Fighters' Association, Saanich, No. 967.—President, Hector McNeill; Secretary, John R. Mortimer, 3160 Service Street, Saanich.

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WELLS.

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Organizations of Employers.

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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-Treasurer, D. G. Penny, 249 Main Street, Penticton.

Prince George.

Lumbermen's Association, Northern Interior (Prince George, C.M.A.). — President, F. W. Dobson; Secretary, P. E. Robertson, P.O. Box 486, Prince George.

Prince Rupert.

Fishing Vessel Owners' Association of B.C. (Canadian Halibut).—President, Barny Roald; Secretary, Ole Stegavig, Box 1025, Station B., Prince Rupert.

Vancouver.

Automotive Transport Association of B.C.—President, G. C. Parrott; Secretary-Manager, G. L. Buckman, 810, 207 Hastings Street West, 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.).— President, J. G. Strother; Secretary, Hugh Dalton, 608 Marine Building, Vancouver.

Building and Construction Industries Exchange.— President, F. W. Welsh; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Contractors' Association, General.—President, L. G. Murray; Secretary, R. J. Lecky, 342 Pender Street West, Vancouver.

Fishing Vessel Owners' Association of B.C.—President, William J. Pitre; Secretary, Harold A. Christenson, 2705 Fourth Avenue East, Vancouver.

Hotels' Association, British Columbia.—President, Adam Paterson; Secretary, Eric V. F. Ely, Ste. 5, 1366 Fourteenth Avenue West, Vancouver.

Industrial Association of British Columbia. — President, W. L. Macken; Secretary, Miss M. M. Riley, 1024 Marine Building, Vancouver.

Jewellers' Association, Canadian (B.C. Section).— President, John Waters; Secretary, Reginald B. Deacon, 510, 119 Pender Street West, Vancouver.

Laundry, Dry Cleaning, and Linen Supply Club, Vancouver.—President, T. D. O'Brien; Secretary-Treasurer, J. R. Taylor, Room 600, Hall Building, 789 Pender Street West, Vancouver.

Loggers' Association, Inc., British Columbia. — Chairman, William McMahan; Secretary-Manager, John N. Burke, 1518, 510 Hastings Street West, Vancouver.

Lumber Manufacturers' Association, Interior (C.M.A.).—Chairman, Jim White; Secretary, Hugh Dalton, 608 Marine Building, Vancouver.

Lumber and Shingle Manufacturers' Association, B.C.—President, B. L. Pendleton; Secretary, L. R. Andrews, 718 Metropolitan Building, Vancouver.

Metal Trades' Section (C.M.A.).—President, M. M. Frazer; Secretary, R. V. Robinson, 608 Marine Building, 355 Burrard Street, Vancouver.

Milk Producers' Association, Fraser Valley.—President, D. R. Nicholson; Secretary, J. J. Brown, Surrey Centre.

Milk Producers' Association, Vancouver.—President, D. F. Farris; Secretary, F. A. Wilson, 199 Eighth Avenue East, Vancouver.

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, H. W. Brown; Secretary-Manager, L. T. Wylie, 3895 Twenty-first Avenue West, Vancouver.

Plastering and Lathing Contractors' Association, Greater Vancouver.—President, George S. Whillans; Secretary, George A. Skinner, 4865 Fairmont Street, Vancouver.

Printers' and Stationers' Guild of British Columbia.—President, James M. Forsyth; Secretary-Treasurer, Mrs. Audrey Andrew, 608, 355 Burrard Street, Vancouver.

Red Cedar Shingle Association of B.C., Consolidated.—President, J. E. McNair; Secretary-Manager, Gordon S. Raphael, 509 Metropolitan Building, Vancouver.

Restaurant Association, Canadian. — President, Horace King; Secretary, C. H. Millbourn, Childs of Canada, 156 Yonge Street, Toronto, Ont.

Retail Merchants' Association of Canada, Inc., B.C. Division.—President, W. S. Charlton; Secretary-Manager, George R. Matthews, 217–19 Pacific Building, Vancouver.

Shipping Federation of B.C. — President, J. K. Cavers; Secretary-Treasurer, R. F. Watts, P.O. Box 40, Vancouver.

Truck Loggers' Association.—President, G. Harold Clarke; Secretary, F. H. Adames, 410 Dominion Building, Vancouver.

Upholstered Furniture Manufacturing Association of B.C.—President, Henry Ernest Tynan; Secretary, John M. Richardson, 505, 207 Hastings 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, J. J. Custock; Secretary, Edward M. Loney, R.R. 1, Victoria.

Builders' Exchange, Ltd., Victoria. — President, G. H. Wheaton; Secretary, Roy T. Lougheed, P.O. Box 608, Victoria.

Electrical Association, Victoria (B.C.). — President, George Langdon; Secretary, R. Gillies, 3031 Jackson Street, Victoria.

Taxi Operators' Association of Greater Victoria.— President, c/o John D. Carlow; Secretary-Treasurer, Norman A. Westwood, c/o Gray Line, Victoria.

INSPECTION OF FACTORIES.

Mr. James Thomson,
Deputy Minister of Labour,
Parliament Buildings, Victoria, B.C.

SIR,—I have the honour to present the annual report on the work of the Factory Inspection Department for the year 1948.

This year has been one in which, with the national call for increased production, attention has been focused, probably to a greater extent than ever before, on the human factors in industry. Industry, generally, had some difficulty in obtaining additional workers, and this has been specially marked in those trades where the work is particularly arduous, dirty, or unpleasant.

Since workers were in a position to choose the type of work which appealed to them most, management has been faced with the problem of making their factories more pleasant and acceptable places in which to work, not merely from the point of view of physical environment, but also from the wider personal and psychological aspects. Not only has the safety and health, and even comfort, of the workers attained greater significance, but there is a more general realization that they are very closely related to efficiency and production.

Welfare in its widest sense and the establishment of good personnel relationship has now come to be recognized as of the utmost importance as incentives for increased production. This technique has been emphasized for many years by the Inspectors of this Department. We in the Factory Department realize probably more than anyone the great contrast that can be drawn between the modern factory primarily constructed and designed for the particular manufacturing process that is carried on, and provided with all the latest devices for improving working conditions and amenities which science, engineering, and the industrial psychologist can suggest, and old premises with small rooms, narrow stairways, poor, restricted natural lighting, obsolete sanitary arrangements, constantly in need of repair, and overshadowed by neighbouring buildings, which have at one time or another been taken into use with some minor adaptions for manufacturing purposes. Such are the extremes to which attention is particularly directed—a situation which has called for a corresponding increase in the activities of this Department. The opportunity to raise the level of working conditions afforded by the period of reconstruction after the war is being welcomed generally.

The necessary reconversion of plants to peace-time uses, in many cases to turn out an entirely different product, permits to some extent the modernization of buildings and of equipment. Not only workers, but managers and executives, who have had a taste of working in a well-run and well-equipped modern factory are reluctant to go back to former conditions in some industries, with few or none of the welfare facilities and superior amenities of the new establishment, including the lunch-rooms and canteens which provide a hot meal or a mid-spell snack. Needed, too, are entirely new premises to replace the legacy of antiquated buildings and the converted domestic properties, equally unsuitable, which have been used as workshops.

In addition to the many new and modern premises required, the prime need, apart from matters of safety and health, was a general spring cleaning, tidying-up, repairing, and refitting to bring factories up to post-war standards and the introduction of more light and colour to brighten them and take them a step beyond.

Contractors and employers have continued to request special inspections in order that construction and alterations may be made in accordance with the provisions of the "Factories Act." Associated with these problems are the problems of better ventilation (quite apart from the difficult problem of the removal of dust and fumes by localized ventilation), good lighting, its quality and distribution, and the introduction of recognized colour schemes in the factory.

Good housekeeping has been frequently referred to as a means of preventing accidents. It is even more intimately connected with cleaner conditions. Where factory management has realized this, the resulting transformations in the appearance of the premises invariably impress the workers, and they realize the benefit it is to them, and that co-operation is essential in order to maintain the improved working conditions.

INSPECTIONS.

During the year 1948, 2,214 inspections, reinspections, and night inspections of factories were made. As a result of these inspections, where a violation of the British Columbia "Factories Act" was indicated, the unsafe condition, or facilities lacking, was ordered corrected. A written report of each inspection and investigation, along with a copy of orders, recommendations, etc., sent out to the different plants inspected, was filed in the office.

ACCIDENT-PREVENTION.

There are very few, if any, industrial plants to-day that are not vitally concerned with preventing accidents. While it is true that a greater number of new and inexperienced employees are being brought into our plants each year, the Departmental supervisor should see that the new employees are made thoroughly familiar with the safe methods of conducting their work. There should be no more difficulty in including this in "safety" than in teaching them their productive activities. A new employee must be properly instructed and supervised; keeping him free from injury is the same job as for an older employee. When we visit a plant and find safety equipment removed, and we request that it be produced and installed, we invariably find it to have been hanging on the wall or under the work-bench. Instances such as these are not uncommon and would indicate that management and supervision have not, as yet, learned that the education of their employees to the necessity of using the safety devices provided is their best hope to combat the hazard of plant operation. Many serious injuries are received by failure to wear personal protective equipment, such as goggles, safety-shoes, and proper work-clothing. These dangers are continual, and power-driven machinery is a very tangible evidence of hazards that must be guarded against.

More attention is also being given to designating, by means of brightly coloured factory floor lines, the areas which must at all times be left clear for free passage, and the scientifically planned use of colour in the marking of machinery to indicate hazards has contributed largely to reducing personal injuries and eliminating the tripping hazard.

Recognition by industry of its responsibility in this respect has resulted in the factories being made a much healthier and safer place in which to earn a livelihood. The co-operation of employers and employees committees with the Factory Inspectors has been harmonious throughout the year, resulting in the accomplishment of safety precautions being taken and the elimination of many hazards which might have continued to exist. This also applies to the smaller factories and shops where safety committees are non-existent.

EMPLOYEES' WELFARE.

The general trend of inspection reports reveals an increasing interest being taken by industrial management in what may be termed their employees' welfare—facilities that aid personal cleanliness, comfort, and conveniences, that have a beneficial effect on the attitude of employees as well as on health. This does not apply exclusively to large industrial undertakings. It is significant to note that the small establishments are showing an increasing interest in this advancement. Regardless of the size of the

industrial undertaking, the directors are steadily appreciating the fact the welfare of their workers affects, very materially, the prosperity of their business as a whole.

The failure to provide adequate facilities cannot be said to be confined to any particular industry, although it must be agreed that some are definitely backward. We contact this type of employer occasionally and are given various excuses, none of which as a rule is justifiable. In such instances we specify the necessary requirements, and a reasonable length of time is given the employer to comply with same. In striking contrast we visit other industrial plants, both old and new, in which welfare measures have attained a very high standard. These consist of morning and afternoon rest periods, which are now general practice throughout many industries, management being convinced that snacks in the middle of the morning or afternoon make a real contribution to the productiveness of the working force; the most modern sanitary conveniences; dining and reading rooms; and well-equipped industrial lockers. Facilities are also provided for drying the clothes of employees whose duties are such that they are required to work at unsheltered occupations. Special buildings have been built for these purposes, and, in others, dining-rooms and reading-rooms have been provided by either renovating or remodelling existing buildings.

LIGHTING.

Ample light for the job is one of the essentials for a safe, healthy, and comfortable place to work, also a factor of primary importance which affects environment in every individual establishment. The beneficial effects of good illumination, both natural and artificial, have been established in extensive tests over many years. The advantages to industry are many. One outstanding feature during the year in regards to artificial lighting has been the marked increase in the installation of the standard type of tubular fluorescent units. Although these have been readily used in large factories, their adoption in small works has been particularly noticeable.

Disposal of Fluorescent-lamp Tubes.

A special word of comment or warning should be posted or given to all employees charged with the disposal of burnt-out fluorescent-lamp tubes. In no circumstances should tubes be set aside for dustman or salvage collectors, who may not know the hazards connected with these tubes or the correct method of disposal. This is a subject which has caused considerable interest, especially since the serious health hazard of beryllium compound has become better known. The following procedure is recommended.

The tubes should be broken up under water (as this is the only positive way of preventing dust of beryllium compound from freeing itself and being inhaled) and the fragments of glass collected in a mesh basket and buried in waste ground. Breaking up of tubes in the open air is not considered sufficient, as even the smallest particles of inhaled dust may be harmful. The above procedure should therefore be taken, unless it is known for certain that the tubes being disposed of do not contain any harmful substance.

The worst defects of lighting installations are not deficiency of illumination, but glare, and the need for proper periodical cleaning of all glazed surfaces, reflectors, and lamps is emphasized.

VENTILATION.

Particular attention has been paid by Inspectors throughout the year to the provisions of the " Factories Act " relating to ventilation and the removal of dust and fumes. Ventilation of garages has received constant attention due to the increase in the size of the workshops and staff.

TEMPERATURES.

Special problems have arisen, due to periodic complaints received from workers, with the need to ensure a maximum amount of heat or a comfortable working temperature in some types of factories. As much attention as possible has therefore been devoted to it, but there is much to be done if the problem is to be tackled on sound engineering lines. Investigations made during the year have confirmed the desirability of using effective temperature scales as an indication of atmospheric conditions in factories. This affords a very useful index in assessing the relative comfort of an environment and also in indicating the best method of improving conditions where various degrees of activity are involved.

HOUSEKEEPING.

Due to the large staffs in some establishments it becomes necessary to recommend that more toilet and sanitary facilities be provided, and that greater attention be paid to general housekeeping to attain a higher standard of cleanliness, both by means of spring cleaning, redecorating, and by daily and weekly cleaning of benches and floors to ensure a more satisfactory and pleasing result.

WOMEN IN INDUSTRY.

Regulations governing female factory-workers relative to lifting, stacking, protective clothing, etc., received due attention. Also dressing-rooms, individual lockers, and seats or stools have been provided by the employer when so directed by the Inspector in writing.

CHILD EMPLOYMENT.

This important Act, "Control of Employment of Children Act," was placed on the Statute books of the Province at the 1944 Session of the Legislature. It prohibits the employment of children under the age of 15 years unless permission has been granted to the employer by the Minister of Labour or any person appointed by him for that purpose. Before a permit is granted, meticulous care is taken to ensure that the child will not be exposed to hazards or danger, that the work to be performed will not interfere with school standing, and that proper supervision will be available at all times.

As our "Public School Act" requires boys and girls to remain at school until they become 15 years of age, we work in close co-operation with the school authorities and the parent or guardian in checking applications for employment, especially when they are seeking jobs while school is in session. We have, for this reason, with but few exceptions, confined the issuing of permits authorizing the employment of children to the duration of the summer school holidays only. If children wish to continue part-time work and it is considered suitable, permits are reissued. If the child for some reason or other does not return to school, it has been our policy to consult the school departments, and not until he or she has been granted a release from school is the child given full-time employment.

As the problem of juvenile delinquency has brought a great deal of comment from various sources, this Department will continue strict enforcement of this legislation, as it is undoubtedly one of the most important contributions of the Government. All cases of child labour reported and discovered during our regular inspections were corrected immediately without recourse to prosecution.

INDUSTRIAL HOME-WORK.

During the year under review there was a falling-off in the number of industrial home-workers, due mainly to the fact that, as materials became more plenticul, back

orders were completed and more experienced operators were available. Also, one firm, where some of the work had been sent out, found that this could practically all be handled in their new larger quarters.

In two or three cases the employer made room in the factory for a former home-worker, as it is found easier to supervise the work therein, and then again there is the matter of having the work delivered and picked up from the home. Also, when cutting into expensive materials, it is preferable that the workers receive first-hand particulars as to measurements, etc., as the firm absorbs the spoilage.

Industrial home-work is different to our other inspectional work, in that it embodies the factory and home and brings us into closer contact with the worker, who considers our visit more as social rather than inspectional. In view of the fact it is more difficult to keep a home person down to business details and that the home is generally a distance from transportation, the average home inspection takes longer than the factory inspection.

One person was issued a home-worker's permit until such time as business premises were ready, so that she might carry on a specialized work developed through her own initiative and resourcefulness. This lady was a designer in the Old Country and came here recently with her family to establish a new home—a fine type of immigrant. Her specialty is wedding ensembles—an innovation—a full account of which was written up in the local press.

To date we have not found industrial home-work being performed where there was an infectious or contagious disease. The homes are generally very clean and modern and the home-workers and families healthy, but where possible we prefer that the work be done in our modern factories, where conditions, hours, and wages can be more closely watched. During the year 1948 ten permits were issued to employers and twenty-five to industrial home-workers.

INSPECTION OF FREIGHT AND PASSENGER ELEVATORS.

As the safety of an elevator, wherever located, is seldom questioned by the persons using it, it is of paramount importance that the confidence placed in this form of transportation be retained, as there are few forms of transportation more in general use to-day by the public than the passenger elevator. One has only to enter a department store, office building, or hotel to realize the large number of persons transported daily by this means of conveyance, and the enormous amount of freight which must be moved from one level to another. It is the responsibility of the Factory Inspection Department to subject all passenger- and freight-elevator equipment to a very rigid inspection, in the interest of safety, in order to safeguard the thousands using this form of conveyance daily.

Unlike other forms of transportation, once a car is installed, its path is limited to a vertical straight line, guarded in its ascent and descent by guide-rails, the length of which is determined by the height of the building in which the elevator is located. When entering an elevator, a person is justified in assuming that every precaution has been taken for safety, and many safety devices are installed for this very purpose. In order to make the elevator the safest mode of conveyance, the manufacturers have, through the years, developed and perfected numerous safety devices in connection with its operation, not the least important of these being what is termed a hoistway-door and car-gate interlocking equipment, so installed that they are inaccessible from outside the hatchway.

While elevators are among the safest means of transportation, and many mechanical devices are provided in connection with the installation of any elevator, the general application of landing doors, interlocks, and car-gate contacts will, if these are maintained in proper working-order, make fatal elevator accidents practically a thing of the past, and if the operator makes sure that the doors are closed and locked before

he or she leaves the floor, there is little danger of anyone getting injured at the landing. Records over a long period show that 80 to 90 per cent. of all fatal accidents due to elevators were caused at the landing doors. Without interlocking equipment, the human element is a large factor in the safety of passengers.

In many buildings where elevators are used, they come directly in charge of the power-plant engineer. In others, full maintenance of equipment is serviced by the many elevator firms in the district. In this respect all have an opportunity to make a contribution to safety in using their best efforts to make the elevator in their charge as safe as best practices prescribe. For a number of years we have been able to report that no fatal or major accident occurred in connection with the operation of passenger and freight elevators. This record has been achieved through the combined efforts of the elevator operators, the elevator service-men, and the management of buildings and factories in which elevators are located, who, with few exceptions, are prompt to rectify any defects which inspections reveal to be necessary for the safe operation of this equipment. However, we regret to report that the above record did not continue during the year under review, and to report a fatal accident which occurred to a boy 17 years of age while attempting to operate a modern freight elevator. As no one actually witnessed the accident, and our investigation and attendance at the Coroner's inquest did not reveal conclusive evidence as to the cause, any detailed expression of opinion as to the cause would be from supposition only.

Elevator Operators' Licences.

During the year 1948, 1,176 renewal operators' licences were issued and 521 temporary and 428 permanent licences.

New Elevator Installations.

During the year forty-eight plans and specifications relating to the installation of modern elevator equipment were approved, and twenty-seven elevators were installed as follows: Two passenger elevators, eighteen power freight elevators, and six power dumb-waiters.

Elevator Inspections.

During the year, 1,601 inspections and reinspections of freight and passenger elevators were made, and of these, eighty-one were tests and special inspections. Also, fifteen elevators were suspended from future use as elevators, or until such time as they conform to rules and regulations governing installation, operation, and maintenance of passenger and freight elevators, and five were found to have been dismantled or scrapped. Inspectors found that thirteen elevators were not being operated at the time their inspection was made.

Summary of Inspections.

Passenger elevators	472	Dumb-waiters	97
Freight elevators	735	Man-lifts	13
Hand-power elevators	118	Ice skips, hoists, etc.	34
Hydraulic elevators	37	Tests and reinspections	81
Escalators	14		
		Total	1,601

During the year a written report of each elevator inspected and investigation, along with a copy of orders, recommendations, etc., sent to the different plants or firms, was filed in the office, and the unsafe conditions ordered corrected. The interchange of accident inspection reports regarding elevators has continued with the Workmen's Compensation Board during the year. Upon request of the Board, we have investigated the cause of many minor accidents and, where possible, made recommendations to prevent a recurrence of same.

PROSECUTIONS.

The proprietors of a large cleaning establishment were fined $100 and $7.50 costs for operating the said cleaning establishment with persons working therein before the hour of 7 a.m. and after the hour of 7 p.m. without the permission from the Chief Inspector in writing.

It is not possible to describe adequately in a report of this nature the various schemes or provisions provided by the employers for the comfort and welfare of their workers, but on the whole there has been a real will to do the work, and factory occupiers have shown themselves to be fully alive to these matters. Difficulty in finding adequate labour and a sufficient supply of material has caused some delays, although these difficulties have been surmounted, and methods have been found to accomplish a good deal by those determined to have a clean and up-to-date factory.

To the many industries which have recognized the value of carrying the health, welfare, and safety programmes right into the plant, dining- and wash-rooms, the employers are to be commended for this interest, realizing, as they must, that such expenditures are not only a sound investment in health and sanitation, but do much to improve employer and employee relations.

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.

APPRENTICESHIP BRANCH.

Provincial Apprecenticeship Committee, 789 Pender Street West, Vancouver, B.C.

J. A. Ward Bell, Chairman. J. F. Keen.
James Thomson. H. Douglas.

Administrative Official of the Branch.

Hamilton Crisford.....Director of Apprenticeship.

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 1948.

On December 31st, 1948, 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	83	69	64	80	.....	296
Barbering	39	.....	.....	.....	.....	39
Boiler and tank making	12	3	14	8	.....	37
Boat-building	8	6	12	12	.....	38
Brick and tile laying	3	2	4	2	.....	11
Carpentry	34	56	50	97	.....	237
Catering, cooking, and baking	2	.....	.....	.....	.....	2
Dress and apparel making	1	1	.....	5	.....	7
Electrical work	24	25	22	41	45	157
Glassworking and glazing	4	6	6	3	.....	19
Hairdressing and beauticians	15	14	.....	.....	.....	29
Horticulture and florists	1	2	.....	.....	.....	3
Jewellery and watch manufacturing	2	1	6	19	12	40
Lead-burning	2	3	1	.....	.....	6
Machinists and fitters	37	43	31	69	83	263
Mechanical dentistry	4	2	.....	.....	.....	6
Moulding	6	3	9	7	.....	25
Office-machine mechanics	4	4	1	1	.....	10
Painting and decorating	6	7	8	10	.....	31
Pattern-making	1	2	5	5	2	15
Pharmaceutical chemistry	.....	42	.....	8	.....	50
Plastering	6	9	16	5	.....	36
Printing and lithography	5	4	13	18	16	56
Plumbing and steamfitting	14	4	23	19	44	104
Sheet-metal work	13	19	28	43	21	124
Ship-building (steel and iron)	.....	1	1	4	.....	6
Sign and pictorial painting	3	2	2	1	.....	8
Upholstery	2	1	2	4	.....	9
Miscellaneous trades	5	2	3	3	.....	13
Total apprenticeships	336	333	321	464	223	1,677

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.	
Building and construction trade—		
Brick and tile laying	7	
Carpentry	229	
Electrical work	163	
Painting and decorating	47	
Plastering	7	
Plumbing and steamfitting	107	
Reinforcing-iron work	14	
Sheet-metal work	102	
	—	676
Metal trades—		
Boiler and tank making	56	
Lead-burning	9	
Machinists	446	
Moulding	103	
Pattern-making	38	
	—	652
Aviation mechanics	11	
Automobile mechanics	237	
Barbering	215	
Boat-building	43	
Catering, cooking, and baking	16	
Dress and apparel making	20	
Glassworking and glazing	5	
Hairdressing	204	
Horticulture and florists	9	
Jewellery	35	
Mechanical dentistry	13	
Office-machine mechanic	14	
Pharmaceutical chemistry	192	
Printing	32	
Ship-building (steel and iron)	7	
Sign and pictorial painting	3	
Upholstering	6	
Miscellaneous trades	14	
	—	1,076
Total		2,404

The year 1948 has been a very successful one in the apprenticeship field, as the large majority of ex-service men completed their training-on-the-job contracts and were given their journeymen status.

In spite of the lack of new material entering the trades from this source, the number of new apprentices was well up to average and the class of lad entering the basic trades showed a distinct improvement in educational standard.

This may be accounted for by the fact that the commencing wage and chances of rapid advancement in the basic trades due to increased vocational tuition facilities were better than at any time in the past.

The regular attendance of the majority of apprentices at night-school was well above expectation and set an all-time record for this Province.

It has now, I think, been fully recognized in the trades and by the apprentices themselves that the over-all opportunities are for the fully qualified and that the demand for the specialist and semi-skilled is on the wane in so far as the basic industries are concerned.

The prospects for the coming year are very encouraging, as our training facilities will be increased by the opening-up of new vocational schools with sufficient capacity to fill all industrial needs.

We shall thus be able to centralize the majority of our technical training under one roof in the principal centres, with still further added facilities for advancement.

The various trade advisory committees set up under the Act in accordance with the Dominion-Provincial Apprenticeship Agreement have been of the utmost assistance and have taken a keen interest in the class training, and the same committees have co-operated with the educational authorities in ensuring the best or most suitable in equipment and syllabi in the new units.

These committees, comprising both employer and employee interests, have contributed unsparingly of their time when called upon, and their thoughtful advice has been of the utmost value both in the educational and the labour fields.

A great deal has already been accomplished in the up-grading of war-time semi-skilled mechanics of the improver and helper class, and it is to be hoped that this up-grading may continue until the majority of the semi-skilled remaining in the trades can be assisted to journeymen status.

If this is done and the number of lads entering the trade continues to be of improved calibre, as is indicated, I do not think that industry will have to fear for its future labour-supply, and the various trades concerned will undoubtedly be in a more healthy condition than has been possible during the last decade.

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 1948.

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 One Hundred and Second 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, achitecture, 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 refrigeration, 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, 608 Great Western Building, Winnipeg, Man.: Accountancy.

The School of Creative Photography, Ltd., 12520 One Hundred and Second Avenue, Edmonton, Alta.: Photography.

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.

Tractor Training Service, Ltd., 2 Willingdon Boulevard, Toronto 18, Ont.: Diesel and gasoline engine tractors—operation, maintenance, and repair.

Academy of Useful Arts, 661 Richards 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, 3410 Broadway West, Vancouver, B.C., and 572 Johnson Street, Victoria, 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.)

B.C. Telegraphy School, 9, 422 Richards Street, Vancouver, B.C.: Morse telegraphy.

Brisbane Aviation Company, Limited, Vancouver International Airport, Vancouver, B.C.: Aircraft engineering, job-way automotive training.

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, 439 Cumberland Road, 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, draughting, 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, 1439 Clyde Avenue, 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, 615 Main Street, Vancouver, B.C.: Barbering.

Moler Hairdressing Schools, 303 Hastings Street West and 422 Richards Street, Vancouver, B.C.: Hairdressing.

Victor Mott—Fashions, 819 Pandora Avenue, Victoria, B.C.: Fashion-designing.

Arthur Murray Studios (Canada), Ltd., 646 Seymour Street, Vancouver, B.C.: Professional dancing.

McEwen-Wilkie Business College, 2901 Thirty-third Street, 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).

O.K. Valley Hairdressing School, 453 Lawrence Avenue, Kelowna, B.C.: Hairdressing.

Pitman Business College, Limited, 1490 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, Limited, 1012 Douglas Street, Victoria, B.C.: Office occupations (commercial and governmental), radio-telegraphy.

Success Business College, 1768 Williams Street, Vancouver, B.C.: Office occupations (commercial and governmental).

Trail Business College, 648 Weir Street, Trail, B.C.: Office occupations (commercial and governmental).

Tonia School of Charm and Modelling Centre, 736 Granville Street, Vancouver, B.C.: Self-improvement and personality development, advanced courses in modelling technique.

Vancouver Engineering Academy, 407 Hastings Street West, Vancouver, B.C.: Stationary, marine, and diesel engineering.

Victoria Hairdressing School, 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, Limited, 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 herewith submit the annual report of the Safety Branch for the year 1948.

In dealing with the routine work of the Branch, I beg to advise that we attended 31 inquests, formed 7 safety committees, investigated 41 serious accidents, made 202 safety inspections, and attended 108 safety meetings during the year 1948.

The log production for the year 1948 is 4,123,466,011 board-feet, compared to 3,991,603,707 board-feet in 1947, and I am pleased to report a decrease in the number of fatal accidents during the year, and the decrease is as follows:—

	1948.	1947.
Logging fatal accidents	71	76
Sawmill fatal accidents	21	22

The Safety Branch again suggests that serious consideration should be given toward establishing a system of certification covering the truck-drivers and operators of other power machinery.

We have continued to work in close co-operation with the H. R. MacMillan Export Co., Limited, and its subsidiary companies, and once again safety awards are to be presented to the Alberni Plywoods, Limited, and the Alberni Pacific Lumber Company, Limited (Sawmill); then with a great deal of satisfaction to all concerned we are proud to say, for the first time in the history of logging in the Dominion of Canada, a national safety award has been won by the Alberni Pacific Lumber Company's Camp 1, Logging Division, at Alberni, for the year 1948. In general, accidents throughout the logging and lumbering industries are on a gradual decrease.

In the year 1948 the policy previously and originally suggested by the Safety Branch of the Department of Labour was carried out, and each month a group of the safety directors of the large companies now meet and discuss safety in general. This group is headed by James Roughton, Manager, Accident Prevention Division, B.C. Loggers' Association, Vancouver, B.C.

We have continued our policy, as in the past, of investigating as far as possible all fatal accidents because of the valuable information obtained at inquests which tends to prevent the repetition of similar accidents.

A very satisfactory relationship exists between this Branch and the workers' unions, and we have the sincere support of the employers.

With the continued acceptance by the unions of the safety programmme of this Branch it has enabled us to carry our work through the union representatives to the employees, and it is gratifying to report that there has been no complaint from any union official, employer, or employee criticizing our efforts.

In the third quarter of 1948 we established a new type of poster diagram Safety News-letter, in which we describe a serious accident or an actual fatal accident. This service has been so enthusiastically received that industry has asked that this service be continued.

The encouragement given by the Minister of Labour to us in our work is deeply appreciated, and your co-operation in the gradual development of our programme.

Respectfully submitted.

CHARLES WHISKER,
Safety Supervisor.

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